

allsaintsworcester

**THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH
OF ST NICHOLAS & ALL SAINTS WORCESTER**

Charity Registration No. 1128121

**ANNUAL REPORT AND AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2024**

Contents

Paragraph		Page
	Trustees Annual Report	4-13
1	Administrative information	4
2	Structure, governance and management	6
3	Objectives and activities	7
4	Achievements and performance	8
5	Plans for the future	9
6	Financial review	9
6.1	Financial standing - Headlines	9
6.2	Reserves policy	10
6.3	Risk management	11
6.4	Safeguarding	12
6.5	Fundraising policy	12
6.6	Statement of Trustees' responsibilities	13
7	Independent Auditor's report	14-16
8	Annual Statement of Accounts	17-23
8.1	Statement of Financial Activities (SOFA)	17
8.2	Statement of Financial Activities (SOFA) - Funds	18
8.3	Balance Sheet	19-20
8.4	Statement of Cashflow	21
8.5	Statement of Assets and Liabilities	22
Note	Notes to the Financial Statements and Accounts	Page
Note 1	Accounting Policies	23-29
Note 2	Analysis of Income	30
Note 3	Analysis of Expenditure	31-32
Note 4	Analysis of Income – Worcester Foodbank	33
Note 5	Analysis of Expenditure – Worcester Foodbank	33-34
Note 6	Transfers	35
Note 7	Fixed Assets	36
Note 8	Investments	36
Note 9	Debtors	37
Note 10	Creditors	37
Note 11	Funds & Fund movements	38-39
Note 12	Stock	40
Note 13	Grants payable	40
Note 14	Employees & Staff costs	41
Note 15	Financial commitments – Lease Agreements	41
Note 16	Payments to Trustees	42
Note 17	Related Party Transactions	42
Note 18	Gifts in Kind & Donated Stock	43

THE PCC OF THE PARISH OF ST NICHOLAS & ALL SAINTS WORCESTER - YEAR ENDED 31st DECEMBER 2024

Note 19	Taxation	43
Note 20	Government Grants	43
Note 21	Comparative SOFA	44
Note 22	Restated Prior Year Accounts 2023 and adjustments	45-47

TRUSTEES' REPORT

The Trustees present their report and accounts for the year ended 31 December 2024.

1. Administrative Information

Registered Charity Number	1128121
Principal Address	St Helen's Church House Fish Street Worcester WR1 2HN
Contact Details	01905 734625 office@allsaintsworcester.org.uk
Bankers	Lloyds Bank 4, The Cross Worcester WR1 3PY CCLA Senator House 85, Queen Victoria Street London EC4V 4ET M&G Investments The M&G Group 10, Fenchurch Avenue London EC3M 5AG
Auditors	Richards Sandy Audit Services Limited Thorneloe House 25 Barbourne Road Worcester WR1 1RU
Inspecting Architects	Nick Joyce Architects Ltd 5 Barbourne Rd Worcester WR1 1RS
Solicitors¹	SME Solicitors 8 Sansome Walk Worcester WR1 1LW

¹ Solicitors appointed in relation to Worcester Foodbank property lease

The Parochial Church Council of the Ecclesiastical Parish of St. Nicholas & All Saints Worcester (also known as All Saints Worcester including the governance, operations and activities of Worcester Foodbank) is a registered charity (Number 1128121).

The charity is unincorporated and was registered on 18th February 2009 with the Charity Commission in England and Wales. The charity is a public benefit organisation.

The Parish of St. Nicholas & All Saints Worcester is part of the Worcester Deanery within the Diocese of Worcester, part of the Church of England. The Parochial Church Council (PCC) also has responsibility for a chapel-of-ease, St Helen's, Fish Street, Worcester.

The PCC Members who served as **Trustees** from 1st January 2024 until the date this report was approved are:

Ex Officio members

<i>Licensed clergy</i>	Rev'd Dr Rich Johnson	Vicar (PCC Chair)
	Rev'd James Ellin	Associate Vicar
	Rev'd Jess Fellows	Associate Vicar Students and 20's
	Rev'd Jamie Klair	Curate
	Rev'd Fraser Oates	Curate (until 15/07/24)
	Rev'd Tim O'Leary	Curate (from 15/07/24)

Elected members

Mr Philip Bristow	Church Warden (PCC co-Vice Chair)
Mrs Jenny Prigg	Church Warden (PCC co-Vice Chair)
Mr Grahame Lucas	Treasurer until 22/04/24 ²
Mr Stephen Chase	Treasurer from 17/06/24
Mr Andrew Jackman	
Mr Mike Croft	
Mrs Gill Lucas	
Mr Clive Langmead	
Mrs Carol Rogerson	
Mr Rob Coleman	(until 19/02/24)
Mrs Sandra Bannister	(until 22/04/24)
Mr David Green	(until 22/04/24)
Ms Claudia Catterall	(from 22/04/24)
Mr Richard Auger	(from 22/04/24)
Mrs Amy Williams	(from 22/04/24)
Ms Bethan Angell	(from 20/05/24)

Co-opted

Key roles (including trustees with additional responsibilities) are as follows:

Deanery Synod Representatives

Mrs Gill Lucas	
Ms Claudia Catterall	(from 22/04/24)

Secretary to the PCC & Electoral Roll Officer

Mrs Philippa Barton	(until 20/05/24 - <i>not an elected PCC member</i>)
Mrs Amy Williams	(from 20/05/24)

Standing Committee Vicar, Associate Vicar, Church Wardens, Stephen Chase & Mike Croft

Other notable appointments (delegated responsibility reporting to Trustees)

Carol Rogerson	(PCC H&S Officer - appointed 20/05/24)
Claudia Catterall	(Data Protection Officer – appointed 20/05/24)
Ann Statham	(Gift Aid Officer – volunteer, not a PCC member)
Sue Price	(Parish Safeguarding Officer – volunteer, not a PCC member)
Mr. Mark Carrington	(Church Operations Manager – staff, not a PCC member)
Mr Grahame Lucas	(Foodbank Manager - volunteer)

² Church Wardens covered Treasurer duties for the period 22/04/2024 to 17/06/2024.

2. Structure, governance and management

The PCC is a corporate body established by the Church of England. It operates under two Approved Governing Documents: The Parochial Church Council (Powers) Measure 1956, as amended, and the Church Representation Rules 2022.

PCC members are appointed in accordance with the Church Representation Rules and act as Trustees to the charity. The Trustees who served during the year are as described in the administrative information section of these financial statements.

The members of the PCC are elected for a three-year term of office. Approximately one third of PCC places are elected each year with elections being held at the Annual Parochial Church Meeting (APCM). Licensed Clergy are ex-officio members of the PCC.

All committed members of the congregation are encouraged to register on the Electoral Roll and consider standing for election to the PCC. The Electoral Roll had a total of 185 at the APCM on 22nd April 2024, (compared with 187 at the preceding APCM in 2023).

The PCC is responsible for working with the Clergy in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. The PCC also has responsibility for the maintenance and running of two church buildings: All Saints and St. Helen's, plus Church House a small office adjacent to St Helen's.

The PCC is responsible for the charity finances, policy & governance including employment of staff, health and safety, disability discrimination and safeguarding and child protection, & GDPR (data protection). Staff pay is benchmarked in the context of comparative faith based charity roles and salaries are reviewed annually in June by the PCC, taking into consideration inflation and the general financial position of funds available to the charity.

New Trustees have induction and training based on current Church of England PCC guidance materials and Charity Commission guidance for new Trustees. The PCC has nominated people for the Diocesan safeguarding training. Extended and further training for PCC members is available via the Diocese and online resources.

The PCC receives advice and information from its representatives on other external bodies: Worcester Deanery Synod, Worcester Diocesan Synod. The PCC also has access to advice and information from the Diocese of Worcester staff teams.

The PCC has responsibility for a number of small trusts that have been associated with the All Saints area of the city including the historic churches of St. Andrews and St. Nicholas'.

The full PCC normally meets ten times per year with an average attendance of 82% (2023 – 89%), supplemented if required, by extra meetings to address specific matters. To ensure effective governance throughout the year, the PCC delegates some business to other groups:

The Standing Committee (SC): comprising Church Wardens, Treasurer, stipendiary clergy (Vicar & Associate Vicar), and two PCC members (nominated by the PCC). It is responsible for day-to-day business decisions on behalf of the PCC, or any decisions that are required urgently but have been agreed in principle by the PCC, who have duly authorized the Standing Committee to make a final decision. The Standing Committee normally meets between full PCC meetings. Members are subject to re-election/nomination each year, with the exception of the clergy members.

The Vicar and two Associate Vicars are the key management personnel for the charity and direct the teams that deliver day to day activities.

The Church team is led by the Vicar (Lead) and Associate Vicars. The church team are delegated to make operational decisions which do not have significant implications on governance or policy. The team of clergy, staff & volunteers deliver day to day activities of the charity on behalf of the Trustees.

The Worcester Foodbank team is led by a core group consisting of the Foodbank Manager (Lead) and Duty Managers and Foodbank Operations Coordinator. The Foodbank team are delegated to make operational decisions which do not have significant implications on governance or policy. The team of staff, volunteers and partners, deliver day to day Foodbank activities of the charity on behalf of the Trustees.

During 2024, the PCC also initiated four oversight groups to focus on specific aspects of governance oversight of activities and cover work to prepare, plan and present proposals for consideration & approval by the full PCC. The oversight groups have no delegated authority. All PCC members contribute on an oversight group (apart from the Vicar and Church Wardens, who move between groups and help to align priorities). The groups are to enable the PCC to spend time on policy, direction & decisions, rather than on day-to-day issues. The respective areas of work covered are Mission, Finance, Governance, & Buildings.

All Saints Society of Bell Ringers: comprising representatives from the bell ringing team, is responsible for running the All Saints church bell tower. Bell Ringers funds are held as restricted funds in named bank accounts, see **Notes 1c & 1d**.

3. Objectives and activities

Purpose: The objectives of the PCC are as set out in the Church of England Measures detailed above.

The PCC has the responsibility of co-operating with the Vicar, Reverend Dr Rich Johnson in promoting the whole mission of the Church, pastoral, evangelistic, social and ecumenical. and is responsible for supporting the Parish Clergy and staff, in the organisation of church services and other events, as well as the provision of pastoral care for the congregation and the parish in general. The PCC is also responsible for the maintenance of All Saints Worcester and St Helen's Worcester.

Our vision document, the "Vision for All Saints", sets out our Mission, Vision, Strategy and Values. Our mission is to be a missional community that gives creative and faithful expression to the Kingdom of God in Worcester and beyond. Our vision is to be a growing community of Kingdom people, formed of multiple smaller communities, in and through which our lives and our city are radically transformed by God's love, grace and power. Our strategy identifies five strategic priorities as crucial for us if we are to see this vision become a reality. These are focused around creating a discipleship culture, nurturing a caring community, developing a leadership community, expanding our missional impact through our own initiatives, support of mission partners and collaboration with other churches, and exploring multiple expressions of church. We have identified ten values that shape and inform how we approach being church together.

Building fabric – maintenance and life-cycle repair works continue on our two buildings All Saints and St Helen's to address items raised as priorities on quinquennial reports. Following major works completed in 2023 in St Helens, during 2024, the buildings group have commenced a review of electrical systems & lighting requirements at All Saints, work to agree the scope, timescales and funding sources will continue through 2025, along with consideration of other mid-term priorities for our buildings.

Expanding Church community in 2024

The PCC is committed to enabling vibrant growth and increasing public benefit through worship within the church buildings and through actions and activities in the community and beyond. The PCC is excited about the relational network developed through our continuing mission initiatives as a resourcing church with St Peter's Bengeworth, Evesham and St Stephens, Redditch, along with other relational partnerships in Inkberrow, Kempsey and elsewhere in the Diocese.

In recognition of its wider responsibilities in promoting the whole mission of the Church, the PCC makes grants to national and international mission and charitable organisations. The grant making policy established by the PCC certifies and makes grants to those organisations demonstrating similar objectives and outreach to All Saints Worcester. Grants allocated during the year are shown within the accounts and are listed in **Note 13**.

The Trustees also give thanks for the amazing generosity of the people of Worcester, in supporting Worcester Foodbank so that we can continue to help those who turn to us in crisis, suffering food poverty, and unable to properly feed their families and children. This work is a major part of our commitment to the community of Worcester, and we continue to serve these growing needs and expand our activities with significant contribution and involvement from many others in the city.

The PCC would like to recognise and thank all the volunteers who work tirelessly to make All Saints, St Helen's & Worcester Foodbank a welcoming, worshiping and outward looking community. Most of the charity's activities rely

heavily on the contribution of volunteers, many of these volunteers go unseen and unrecognised, the Trustees are pleased to record heartfelt thanks for their commitment, energies and time.

The Trustees in co-operation with the Vicar, have paid due regard to guidance on public benefit issued by the Charity Commission in deciding what activities the PCC and charity should undertake.

4. Achievements and performance

The last ministry year has been a significant and challenging one for All Saints Worcester. There has been much to celebrate. Throughout this time there has been steady growth in congregation numbers (notably among teenagers, students and 20s) continuing fresh innovation (particularly around the creative arts, a children's holiday club and youth mission through our "Lightbox" community youth project) and ongoing commitment to caring for the needs of the most vulnerable in our city (primarily through our Worcester Foodbank project).

We continue to face the economic challenges that prevail in the communities that we serve. There remains a need to increase our regular giving and to develop alternative income streams. This is in part due to the reduction in SDF funding which tapers to an end in December 2025 and ongoing ambition to scale our activity.

Reaching the wider Community around our Church Community in 2024

All Saints Worcester & Worcester Foodbanks' presence in the centre of Worcester has made a real and tangible difference to the lives of those in our local area. We have seen growth and change throughout 2024, some of the charities activities and their impact are summarised as follows:

- Regular Public Worship (including Prayer, Worship & Teaching) and other gatherings, average weekly. Attendance of 240, and a reach of over 585 across the wider gatherings & various groups.
- Pastoral Care continues as a prime commitment to the wellbeing of all those who engage with All Saints and Foodbank and whilst this work is often rightly unseen and in confidence, the lasting and enduring impact on individual lives is a notable contribution within Worcester and beyond.
- Life groups and mid-week gatherings of over 175 regular participants.
- Children's Church continues to thrive with numbers in the range of 35 to 60.
- Youth work, within the church community regularly have numbers of 60+ young people.
- Lightbox – a community youth initiative working in partnership with others has regular connection into local schools and also holds community youth events for youth in the city, the "One Community Youth Day" hosted over 500 young people in the summer and other pop-up events "the base" in Cathedral Square and others between 100 to 200.
- Students and 20's, ongoing engagement with over 35 students.
- Mission partner support for 14, local, national and international mission partners (see **Note 13**)
- Various other regular groups and activities which engage the church within the community such as: Art Space, Alpha, Mainly Music, Revive and Men together.
- Our church activities involve over 144 volunteers.
- Church growth and resourcing, revitalisation partnerships with St Peter's, Bengeworth, a new work with St Stephen's, Redditch and ministry support to Inkberrow and other relational partners in the Diocese.

In 2024 we saw 55 people join in a personal journey of exploring Christian faith through Alpha & other connections. These were people who did not normally attend church and heard the good news either through personal exploration of faith or by connection through our outreach activities. We also celebrated 8 baptisms in 2024. We hope to continue this growth and impact into 2025.

Worcester Foodbank continues to be a major part of our ongoing commitment to caring for the needs of some of the most vulnerable in our city. In 2024, this expression of love & care for the people of Worcester and beyond continued to grow in impact and scope. As Trustees the PCC oversees funds which are "restricted" for Foodbank, and we thank God for His favour and provision – it is truly amazing to see the practical compassion from across the wider church & community, local businesses and many individuals who generously give their time, money and resources. During 2024, demand has continued to rise (a further 10% in the year).

Foodbank has fed about 18,500 people in the last twelve months with over 231,250 meals, 40% of those being fed are children. Demand now stands at about 2.5 times the level in 2019. The team includes over 90 volunteers.

A full ministry review is published in a separate document for the APCM each year.

5. Plans for the future

The All Saints objectives, plans and activities, summarized above, continue into 2025 and provide the foundation on which the charity will build upon for the future. In the Autumn of 2024, with the lead of the Vicar, the PCC has commenced a review of the Vision for All Saints looking forward, this work will continue into 2025, with initial framing and communication anticipated for the APCM in 2025 with realignment of activities and implementation expected to transition through the Autumn term 2025 and beyond.

Plans for 2025, include the commitment to continue our current activities and grow their scale and impact where opportunity and demand allows. In addition, the Church leadership and Trustees are considering the following areas of development and additional activities.

- Continued Resourcing Church activities: the initial grant funding which assisted in the developing of projects over the last 5 years ends in December 2025. We believe we have more to offer into the work of the broader church and are exploring how best we can continue to serve and contribute, in partnership with the wider Diocese transformation context for church growth, renewal and revitalisation. During 2025, we will be working in collaboration with the Diocese to contribute to a 10-year transformation plan.
- Foodbank plans to expand its warehouse and distribution base and add further on site space to host and engage with clients offering advice and further assistance. New lease negotiations commenced during 2024, and a new lease agreement is expected in first quarter 2025, for Unit 7 (the existing unit) and 7A (the adjoining unit).
- The new lease arrangements will be reflected in the accounts in 2025, once agreed and the Trustees have an actual financial commitment, these will be accounted for under current SORP (Statement of Recommended Practice) requirements. Trustees note that in future (2026) these may need to change to reflect new requirements due to changes to the SORP when these come into effect.

6. Financial review

The accounts have been prepared in accordance with the accounting policies set out in **Note 1** to the accounts and comply with the Church of England Measures (the Parochial Church Councils (Powers) Measure 1956 as amended and the Church Representation Rules (contained in Schedule 3 to the Synodical Government Measure 1969, as amended)), the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019).

6.1 Financial standing – headlines

The overall charity finances have improved for the sixth year running. The Trustees are committed to continue to engage with the congregation and other supporters through improved communications on the range of church ministry and activities to ensure that we maintain momentum in growth of resources for the work of the charity.

The total income for the year ended 31 December 2024 was £1,256,340 (2023: £1,792,839). The details of the income from donations are shown in the Financial Statements, **Notes 2 & 4**.

In the year 2024, income passed the audit threshold with growth in general donations and one-off gifts and therefore the 2024 accounts are subject to Audit rather than Independent Examination. In the previous year (2023) overall income increased above the audit threshold because of significant capital grants towards St Helen's building work, in these circumstances, a Charity Commission dispensation from audit was granted for the year 2023, refer to **Note 21**.

Income to Restricted funds for the year of £886,475 (2023: £1,438,552) included a generous one-off gift of £124,000 (2023: £nil) from the Mary Hill Trust in support of Foodbank.

The total expenditure for the year was £1,169,097 (2023: £1,669,217), details of expenditure are set out in **Notes 3 & 5**. Expenditure included total direct staff costs of £203,211 (2023: £195,200) reference **Note 14**.

The net result for the year shows a fund surplus of £87,238 (2023: surplus of £123,699)

At 31 December 2024, fund balance totals were as follows:

Unrestricted (general) funds	£44,719	(2023 - £8,857)
Designated funds	£28,853	(2023 - £24,054)
Restricted funds	£853,603	(2023 - £807,026)
<i>Represented by:</i>		
Church restricted	£45,936	(2023 - £51,407)
Foodbank restricted	£807,667	(2023 - £755,619)
Total resources	£927,175	(2023 - £839,937)

During 2024 unrestricted general income exceeded expenditure by £50,959 (2023 - £116,271). After transfers between funds, this provided a positive movement in general funds of £35,862 (2023 - positive movement £105,470).

During 2024 total funds increased by £87,238 to £927,175 (in 2023 funds increased by £123,699 to £839,937). While this is mostly due to the continuing support for Foodbank, and the amazing generosity of the people of Worcester, churches, and organisations, it is also of note that the growing generosity of the All Saints congregation resulted in a year end balances £44,719 in the General Fund (2023 surplus £8,857).

The PCC continues to plan with a five year financial forecast to ensure we can manage finances and commitments once the Strategic Development Fund grants come to an end in December 2025. Reviewing the All Saints Vision statement and improving communications are key components in our plans for 2025.

Foodbank reserves continue to keep Foodbank in a strong position to continue to serve during the economic crisis that we are currently experiencing. Foodbank's forward plan for the next 5 years shows that we have financial resilience in the face of uncertainty over demand for food parcels and the location of our premises. With a reasonably sensible forecast of income from donations and generosity, we can have confidence in financial sustainability for the next two years based on our current very strong reserves position. However, this will be kept under review as we monitor continued growth in demand (10% in 2024, 30% in 2023) in the hope that we see a plateau in demand in the coming years.

6.2 Reserves policy

It is the policy of the charity to aim to maintain unrestricted funds, which are the free reserves of the charity, as a contingency to cover for urgent and emergency situations that may arise from time to time at a minimum level of £20,000. The PCC is currently operating within this policy.

The Unrestricted (general) fund balance at 31st December 2024 ("reserves") of £44,719 (2023 - £8,857) is primarily a result of sustained growth in general donations plus some underspend against budget in the year.

The charity aims to hold reserves of Unrestricted and Designated funds at a level in the range of 10% to 25% (circa 1 to 3 months) of projected annual operating costs for All Saints Church (within the range of £30,000 to £75,000). The PCC is currently operating within this policy.

The Unrestricted and Designated balance at 31st December 2024 is £73,572 (2023 - £32,911)

It is also the policy of the PCC to maintain a balance on the Foodbank Funds (restricted) equivalent of at least 9 months of operating costs. This equates to a range of £310K and £345K. Foodbank is currently operating within this policy.

The Foodbank funds balance at 31st December 2024 is £807,667 (2023 - £755,619)

This Policy provides funds to enable the charity:

- To ensure the charity has sufficient funds to meet its liabilities and ongoing financial commitments, especially in times of unexpected disruption or financial difficulty.
- To provide a financial buffer to cover fluctuations in income, particularly in the case of volatile regular giving, donations, fundraising activities, or other income sources.
- To provide sufficient reserves to enable the charity to make the changes in its organisation and activities necessary to respond to issues in an orderly and planned way, over a reasonable period of months.

- To maintain the ability to fund future planned activities, projects, or smaller capital expenditure without placing undue strain on operating funds.
- To demonstrate financial prudence and accountability to donors, funders, regulators, and other stakeholders.

The Reserves policy is reviewed annually by the PCC to ensure its relevance and adequacy considering the charity's circumstances and activities and taking into account the three risk areas of Operating Reserves, Project Reserves and reserves for unknown future events.

A number of restricted and designated funds are held for specific purposes. These are described in **Note 1c** and a financial schedule of the funds and fund movements is set out in **Note 11**.

Asset cover for funds

Note 11 sets out an analysis of the assets attributable to the various funds. These assets are sufficient to meet the charity's obligations on a fund by fund basis.

Savings Deposits & Investments

It is our policy to invest funds in Lloyds Bank and CBF Church of England Deposit Funds, after taking account of the need for cash in the bank current account to meet day to day expenses and cash flow. Some small investments arising from other historic charities and trusts are held in other investment funds. These will be reviewed on a regular basis.

6.3 Risk Management

The PCC is aware of its responsibility for risk management and has put in place arrangements to manage and reduce those risks which it regards as most significant. Risks are regularly considered by the Vicar, Church Wardens and Treasurer and reported to the PCC twice a year. The Trustees have assessed the major risks to which the PCC is exposed and are satisfied that systems are in place to mitigate exposure to the major risks. The top 4 items which give the most concern, those with the highest Risk level in 2024 are as follows:

- Funding and income risk
- Total loss of foodbank warehouse to fire, flood, etc.
- Loss of use of key church buildings
- Failure of safeguarding arrangements resulting in a major incident.

6.4 Safeguarding

The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 to have due regard to the House of Bishops' guidance on safeguarding of children and vulnerable adults. The Appointed Safeguarding Officer reports to the PCC.

Screening procedures regarding the protection of children and vulnerable adults are employed. Disclosure and Barring Service (DBS) checks have been obtained as necessary for both paid and volunteer workers. During 2024, 32 DBS checks were processed (2023: 46). As from 1 January 2024 all DBS certificates expire after 3 years bringing the renewal process in line with the frequency of refresher safeguarding training.

The PCC previously adopted a further revision of the Diocesan Safer Recruiting Policy 2016 (derived from that of the Church of England) and the scope of these checks extends to cover all volunteers working with children and many of those working with vulnerable adults. It is a requirement that those working with children and vulnerable adults, in a paid or voluntary capacity, undertake a Diocesan Basic Safeguarding Awareness Training course every three years and during 2024 three levels of training (CO - basic; C1 - foundation; C2 - leadership) were carried out online by volunteers and office holders as appropriate.

In 2024 the PCC continued to use the Diocesan Safeguarding Dashboard to monitor progress and as a means of self-assessment to ensure that it fulfils that duty. An action plan was drawn up and is being implemented.

The PCC recognises its responsibility in relation to health and safety and disability legislation.

The role of Parish Safeguarding Officer with the Operations Manager oversees the recruitment, management and training of all staff, paid and voluntary. This ensures that role descriptions are given for all volunteers, application forms and references are sought where required and that all volunteers will receive letters of appointment before starting work.

Safeguarding status is reported to Trustees at each PCC meeting. The Annual PCC Review of Safeguarding occurs at the October PCC meeting, with a mid-year review at the July meeting.

6.5 Fundraising policy

The PCC is required by the Church of England to comply with the Fundraising Code of Practice issued by the Fundraising Regulator. All Saints Worcester is committed to raising funds in an ethical, transparent, and responsible manner to support our charitable mission.

All Saints is fortunate in having a loyal church membership and wider attendee base who have supported the church ministry activities of the charity over the years, and who give generously in support of our financial needs. Donors and supporters receive regular news and updates online on the church website and email link.

Worcester Foodbank activities of the charity benefit from broader support from individual supporters, churches, other organisations and businesses across the community. The food donation and financial needs of Worcester Foodbank are made known publicly across supporters and the wider community, with supporting material, and they respond magnificently. Foodbank updates supporters on plans and progress by means of regular newsletters and news items in local media and online.

In-house fund-raising activities and any specific campaign material are organised and produced out in-house by staff and volunteers within the requirements of the Fundraising Code of Practice issued by the Fundraising Regulator. These activities are managed and monitored by the senior Clergy and Foodbank management team, reporting to the PCC Trustees.

We have not used external agencies or third parties to specifically fundraise on our behalf and have taken a responsible approach to seeking funds for the protection of all our supporters, including those who may be deemed vulnerable.

We have not had any complaints about our fundraising, but were any to be received, they would be taken seriously and handled at a senior staff level and overseen by the PCC Trustees.

6.6 Statement of Trustees' Responsibilities for the Year ended 31st December 2024

The Trustees are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice - UK GAAP).

Law applicable to charities in England and Wales requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

In preparing these accounts & financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position the charity and to ensure that the accounts and financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. The Trustees 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.

The Trustees' report is approved by the Board of Trustees.



Reverend Dr Rich Johnson
PCC Chair

Dated: 16th April 2025

7. Report of the Independent Auditors to the Trustees of The PCC Of The Parish Of St Nicholas & All Saint's Worcester

Opinion

We have audited the financial statements of The PCC Of The Parish Of St Nicholas & All Saint's Worcester (the 'charity') for the year ended 31st December 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31st December 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matters

The financial statements of the charity for the year ended 31st December 2023 were not audited.

Emphasis of Matter

We draw attention to Note 22 of the financial statements, which describes the effects of prior year adjustments to the comparative figures. Our opinion is not modified in respect of this matter.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below, we have:

- Obtained an understanding of the nature of the industry and sector, including the legal and regulatory framework that the charity operates in and how the charity is complying with the legal and regulatory framework;
- Inquired of management, and those charged with governance, about their own identification and assessment of the risks and irregularities, including known actual, suspected or alleged instances of fraud; and
- Discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures, we consider the most significant laws and regulations that have a direct impact on the financial statements are the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, the National Institutions Measure 1998 and Charities SORP (FRS 102).

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity for fraud. The laws and regulations we considered were employment legislation, including the calculation of payroll taxes and pension benefit entitlements, and application of exemptions and registration thresholds relating to various UK taxes.

We identified the areas of the financial statements most susceptible to fraud to be management's judgement in allocating expenditure to individual restricted and unrestricted funds, including the allocation of wage costs. Audit procedures performed included, but were not limited to, reviewing management's reasoning and workings behind these allocations of expenditure and reviewing transactions posted in the year for any non-standard journal postings that may require further explanation from management.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

 RSAS Ltd.

Richards Sandy Audit Services Limited
(Statutory Auditor)
Thorneloe House
25 Barbourne Road
Worcester
WR1 1RU

Date: 06.06.25

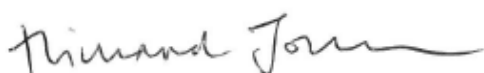
8. The Annual Statement of Accounts for Year ended 31st December 2024: is set out on the following pages and has been subject to Independent Audit (see the Auditors' Report – section 7).

8.1 Statement of Financial Activities 1st January 2024 to 31st December 2024

	Notes	Unrestricted funds	Designated funds	Restricted funds	Total Funds 2024	Total Funds 2023 (restated)
		£	£	£	£	£
Income from	2 & 4					
Voluntary income		311,728	7,138	877,296	1,196,162	1,753,029
Activities for generating funds		961	13,455	1,866	16,282	7,664
Investment income		1,660	0	7,313	8,973	4,610
Incoming resources from charitable activities		34,923	0	0	34,923	25,550
Other incoming resources		0	0	0	0	1,986
Total income		349,272	20,593	886,475	1,256,340	1,792,839
Expenditure on	3 & 5					
Cost of generating voluntary income		5,217	14,692	316	20,225	5,372
Charitable activities		288,790	8,876	838,406	1,136,072	1,640,145
Governance costs		4,306	0	8,494	12,800	23,700
Total expenditure		298,313	23,568	847,216	1,169,097	1,669,217
Net income / (expenditure) resources before transfer		50,959	-2,975	39,259	87,243	123,622
Transfers						
Gross transfers between funds	6	-15,092	7,774	7,318	0	0
Net income / (expenditure) resources		35,867	4,799	46,577	87,243	123,622
Other recognised gains / losses						
Gains/losses on investment assets		-5	0	0	-5	77
Net movement in funds		35,862	4,799	46,577	87,238	123,699
Reconciliation of funds						
Fund balances at 1st January 2024	11	8,857	24,054	807,026	839,937	716,238
Fund balances at 31st December 2024		44,719	28,853	853,603	927,175	839,937

Notes 21 & 22: sets out the full comparative Statement of Financial Activities for 2023 as required by the Financial Reporting Standard 102.

Approved by the Trustees on 16th April 2025 and signed on behalf of the PCC by:



Rev. Dr. Rich Johnson
(PCC Chairman)



Mr. Stephen Chase
(Treasurer to the PCC)

8.2 Statement of Financial Activities (cont'd) 1st January to 31st December

Represented by	Notes	Unrestricted funds	Designated funds	Restricted funds	Total Funds 2024	Total Funds 2023 (restated)
		£	£	£	£	£
Unrestricted - General fund		44,719	0	0	44,719	8,857
Designated						
Building Maintenance & Development Fund		0	903	0	903	3,711
Cyclical Building Maintenance		0	4,000	0	4,000	0
Eco Church		0	76	0	76	0
Equipment & Furniture Fund		0	4,504	0	4,504	3,272
Overseas Mission Partner Development		0	15,147	0	15,147	13,848
Vicar's Discretionary Mission Support Fund		0	4,223	0	4,223	3,223
Total Unrestricted		0	28,853	0	28,853	24,054
Restricted						
Alpha		0	0	0	0	224
Art Space		0	0	30	30	0
Bell Ringers Fund		0	0	9,741	9,741	8,581
Chairs Fund		0	0	2,767	2,767	2,612
Chairs Fund Applied		0	0	21,195	21,195	24,668
Community Youth (incl.Lightbox)		0	0	1,808	1,808	0
Food Bank Project		0	0	694,617	694,617	640,619
Food Bank Project - Contingency Reserve		0	0	105,000	105,000	105,000
Foodbank Van Grant Applied		0	0	8,050	8,050	10,000
Hope For Justice		0	0	0	0	648
Mainly Music Fund		0	0	285	285	0
National Grid Community Matters		0	0	5,081	5,081	9,730
Organ Renovation Fund		0	0	1,973	1,973	2,277
Youth Fund		0	0	3,056	3,056	2,667
Total Restricted		0	0	853,603	853,603	807,026
Total Funds		44,719	28,853	853,603	927,175	839,937

8.3 Balance sheet as at 31st December 2024

	Notes	As at 31/12/24 £	As at 31/12/23 (restated) £
Fixed assets			
Tangible Assets	Note 7	29,245	34,668
Investments	Note 8	1,262	1,267
		30,507	35,935
Current assets			
Stocks And Work In Progress	Note 12	49,061	44,965
Debtors	Note 9	49,517	95,503
Cash At Bank And In Hand		829,055	697,265
		927,633	837,733
Liabilities			
Creditors: Amounts Falling Due In One Year	Note 10	30,965	33,731
		30,965	33,731
Net current assets less current liabilities		896,668	804,002
Total net assets less liabilities		927,175	839,937
Represented by	Note 11		
Unrestricted Funds		44,719	8,857
Designated Funds		28,853	24,054
Restricted Funds		853,603	807,026
Totals Funds		927,175	839,937

Approved by the Trustees on 16th April 2025 and signed on behalf of the PCC by:



Rev. Dr. Rich Johnson
(PCC Chairman)



Mr. Stephen Chase
(Treasurer to the PCC)

8.3a Balance sheet – between funds as at 31st December 2024

	Notes	General	Designated	Restricted	As at 31/12/24	As at 31/12/23 (restated)
		£	£	£	£	£
Fixed assets						
Tangible Assets	Note 7	0	0	29,245	29,245	34,668
Investments	Note 8	1,262	0	0	1,262	1,267
		1,262	0	29,245	30,507	35,935
Current assets						
Stocks And Work In Progress	Note 12	0	0	49,061	49,061	44,965
Debtors	Note 9	16,352	1,892	31,273	49,517	95,503
Cash At Bank And In Hand		39,282	27,282	762,491	829,055	697,265
		55,634	29,174	842,825	927,633	837,733
Liabilities						
Creditors: Amounts Falling Due In One Year	Note 10	12,177	321	18,467	30,965	33,731
		12,177	321	18,467	30,965	33,731
Net current assets less current liabilities		43,457	28,853	824,358	896,668	804,002
Total net assets less liabilities		44,719	28,853	853,603	927,175	839,937
Represented by	Note 11					
Unrestricted - General Funds		44,719	0	0	44,719	8,857
Designated		0	28,853	0	28,853	24,054
Restricted		0	0	853,603	853,603	807,026
Fund Totals		44,719	28,853	853,603	927,175	839,937

Approved by the Trustees on 16th April 2025 and signed on behalf of the PCC by:



Rev. Dr. Rich Johnson
(PCC Chairman)



Mr. Stephen Chase
(Treasurer to the PCC)

8.4 Statement of Cash flows for year ended 31st December 2024

		2024	2023
			(restated)
	Notes	£	£
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	Table A	122,817	75,414
Cash flows from investing activities:			
Dividends, interest and rents from investments		8,973	4,610
Purchase of property, plant and equipment		0	-16,216
Net cash provided by (used in) investing activities		131,790	63,808
Net Cash flow - Change in cash and cash equivalents in the reporting period		131,790	63,808
Cash and cash equivalents at the beginning of the reporting period		697,265	633,457
Cash and cash equivalents at the end of the reporting period	Table B	829,055	697,265

Table A: Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2024	2023
		(restated)
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	87,238	123,699
Adjustments for:		
Depreciation charges	5,423	8,875
Net (gains) / losses on investments	5	-77
Dividends and interest received	-8,973	-4,610
(Increase)/decrease in stocks	-4,096	8,303
(Increase)/decrease in debtors	45,986	-72,820
Increase/(decrease) in creditors	-2,766	12,044
Net cash provided by (used in) operating activities	122,817	75,414

Table B: Analysis of changes in net debt

	At start of year	Cash-flows	At end of year
			(restated)
	£	£	£
Cash at bank and in hand	694,176	133,216	827,392
Cash equivalents	3,089	-1,426	1,663
Total cash and cash equivalents	697,265	131,790	829,055

8.5 Statement of assets and liabilities for year ended 31st December 2024

	Notes	Unrestricted	Designated	Restricted	Total 2024	Total 2023 (restated)
		£	£	£	£	£
Fixed Asset - Investments						
CCLA St Michael in Bedwardine		700	0	0	700	684
MG CCFI St Michael in Bedwardine		562	0	0	562	583
Total		1,262	0	0	1,262	1,267
Fixed Asset - Tangible Assets						
Foodbank Van		0	0	8,050	8,050	10,000
All Saints Furnishings		0	0	21,195	21,195	24,668
Total		0	0	29,245	29,245	34,668
Current Asset - Cash At Bank And In Hand						
Bank Current Account		10,927	3,399	10,845	25,171	22,892
Foodbank Purchases Debit Card Account		0	0	13,184	13,184	17,007
Bank deposit instant access		27,624	23,883	726,632	778,139	639,702
Bank deposit instant access		1	0	0	1	1,171
Bank deposit St Michaels		0	0	0	0	807
CCLA (CBF) deposit account		0	0	0	0	2,523
CCLA (CBF) deposit account		87	0	0	87	87
CCLA (CBF) deposit account		28	0	0	28	26
CCLA (CBF) dep ac St Nicholas		477	0	0	477	453
Bell Ringers Bank Account		0	0	9,771	9,771	8,611
Cash in hand	Note 12	138	0	988	1,126	3,986
Foodbank Gift Cards (cash) in hand	Note 12	0	0	1,071	1,071	0
Total		39,282	27,282	762,491	829,055	697,265
Current Asset - Debtors						
Rent Deposit		0	0	4,167	4,167	4,167
Z05: Accounts Receivable	Note 9	16,352	1,892	27,106	45,350	91,336
Total		16,352	1,892	31,273	49,517	95,503
Current Asset - Stocks And Work In Progress						
6592: Stocks of food		0	0	49,061	49,061	44,965
Total		0	0	49,061	49,061	44,965
Liability - Creditors: Amounts Falling Due In One Year						
Z04: Accounts Payable	Note 10	12,177	321	18,467	30,965	33,731
Total		12,177	321	18,467	30,965	33,731
Net total assets		44,719	28,853	853,603	927,175	839,937

Notes to the Financial Statements and Accounts for Year ended 31st December 2024

Note 1 - Accounting Policies - for the year ended 31 December 2024

The Parochial Church Council of the Ecclesiastical Parish of St. Nicholas & All Saints Worcester (also known as All Saints Worcester including the governance, operations and activities of Worcester Foodbank) is a registered charity.

Registered Charity Number 1128121

Principal Address St Helen's Church House, Fish Street, Worcester, WR1 2HN

Note 1a - Accounting Convention (Basis of Accounting)

The financial statements have been prepared in accordance with the requirements of the Charities Act 2011 and any regulations made there under and the Charities SORP; Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard (FRS102 - effective 1 January 2019). The financial statements have been prepared under the historical cost convention except for the valuation of investment assets, which are shown at market value.

The Trustees have concluded that the financial statements give a true and fair view and comply with accounting standards and applicable legislation.

The charity is a public benefit organisation.

The accounts are presented in GBP and are rounded to the nearest £1.

Note 1b - Going concern

The accounts have been prepared on the going concern basis. There are no material uncertainties about the charity's ability to continue.

Note 1c - Charitable Funds

Fund Accounting

Unrestricted funds (General funds): are the funds available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Designated Funds: comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are as described in the notes to the financial statements. Designated funds remain legally Unrestricted.

Restricted funds: are funds to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

The accounts 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.

The income from permanent endowments is used in accordance with the intentions of the donors, as far as they can be ascertained. To date, the Charity has no permanent endowments.

The purposes of funds and their continued status is reviewed and confirmed by Trustees during the annual budget process each year.

Funds held by the PCC: a schedule of fund movement in 2024 is set out in **Note 11**. The following table explains each fund and why it is held.

Fund	Purpose of fund
<u>Unrestricted - General Fund</u>	The fund through which everything passes unless the item relates to a specific fund. This fund is unrestricted by Charity Law.
<u>Unrestricted - Designated funds</u>	These are unrestricted funds that have been set aside by the PCC for specific purposes. Designation status of funds is reviewed and confirmed during the annual budget approval process each year.
Building Maintenance and Development Fund	General building maintenance of the church buildings including the church office.
Eco - Eco Church	To provide for the costs of developing an Eco strategy for the church
Equipment & Furniture Fund	Replacement and provision of office and church equipment and furniture.
Events - Internal Church	To provide for the costs of church Events
New Wine National Lead Post	Fund to track backfill funds from NW, held for in-year transfer to General Fund in support of resourcing church grant taper transition and to add focussed capacity for growth. Surplus at year end transferred back to General Fund.
Overseas Mission Partner Development	Set aside to help develop better links with our overseas mission partners.
Sound and Audio-Visual Fund	Replacement and provision of sound and audio-visual equipment in All Saints and St Helen's churches.
St Stephen	Fund for activities associated with St Stephens resource church plant.
Vicar's Discretionary Mission Support Fund	To enable the vicar to use his discretion in supporting those in need and also to provide for the All Saints Community Support funds.
<u>Restricted funds</u>	These funds are restricted by Charity Law for the specific purposes; usually because the funds were donated for those specific purposes.
Alpha	To provide for the costs of running Alpha courses.
Art Space	To provide for the costs of running Art Space.
Bell Ringers Fund	Operated by the All Saints Bell Ringers.
Building Maintenance and Development Fund Res	General building maintenance of the church buildings including the church office. Reserves to build resilience for cyclical replacement and refurbishment. <i>(Note: fund at zero balance, to be closed in 2025 and a designated fund to be set up).</i>
Chairs Fund	For the purchase, maintenance, and replacement of chairs for All Saints and St Helen's.
Chairs Fund Applied	A technical accounting fund for Chairs capital costs met by restricted donations to Chairs Fund.
Foodbank Project	The fund for all Worcester Foodbank operations.
Foodbank Contingency – Warehouse lease and move	A contingency for the consequential costs of premises including higher rents, legal and professional fees associated with the renewal of the warehouse lease and the move to new premises when the existing property is reclaimed by the Landlord for redevelopment. This includes provision for the costs of moving and rent of new premises during the crossover period and to cover possible dilapidations liability.

Foodbank Van Purchase Grant Applied	A technical accounting fund for the Foodbank Van capital costs met by the ASDA grant.
Hope for Justice	Fund for donations to Hope for Justice.
Lightbox	Community Youth work and engagement.
Mainly Music Fund	To provide for the costs of Mainly Music.
National Grid Community Matters	Grant specifically received for warm spaces community engagement on fuel poverty, energy saving measures and keeping warm.
Organ Renovation Fund	To provide for the costs of the Organ.
Resourcing Church Funds - 3 funds: Building Works, St Peter's Bengeworth, Resourcing Staff costs	All costs and income associated with the Resourcing Church project funded by the Church Commissioners through the Diocese and the Strategic Development Fund to help regenerate the church our area of the Diocese.
Youth Fund	Youth work.

Note 1d - Funds held as a custodian for others

The PCC has custody of one investment account which bears a name other than All Saints PCC, the historic Parish account is unrestricted and yields to the benefit of All Saints PCC.

Two accounts named All Saints Bell Ringer's hold restricted funds for the All Saints Tower Bell Ringers Society.

Note 1e - Income

Income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, income is received, or it is probable that the income will be received, and the amount can be measured reliably. Incoming resources are recognised as follows:

Donations and Legacies

Cash & Collections: accounted for when received by or on behalf of the PCC

Gift cards: accounted for as cash when received

Planned giving under Gift Aid or pledge is accounted for only when received

On-line giving is accounted for net of fees charged by the on-line provider

Income tax: recoverable on Gift Aid donations is accounted for when the donation is received

Grants and Legacies: to the PCC are accounted for as soon as the PCC is notified of its legal entitlement and the amount due is known.

Donated goods held by the charity for distribution to its beneficiaries are recognised as stock, with the corresponding income recognised within donations and measured at its fair value. Food and other goods donated to the charity for distribution to those in need are valued on an average cost price per kilogram which is the most efficient method. Trussell Trust advise that this is most appropriately calculated as £2.77 per kilogram for 2024. (Increased from £2.37 per kilogram in 2023).

If it is impractical to assess the value of donated stock held for distribution at the time of receipt, or if the costs involved in undertaking the valuation of donated stock outweigh the benefit to users of the accounts and to the charity of having this financial information, the value to the charity of the gift is recognised as a component of donations when it is distributed, with an equivalent amount recognised as charitable expenditure.

Charitable Activities

Fundraising: special events (e.g. concerts) accounted for when the relating fundraising event has occurred.

Sales of books and magazines: accounted for when the goods have passed to the customer.

Other ordinary income

Rental income: from the short term letting of church premises is accounted for when the rental services have been provided to the customer.

Other income is accounted for when received

Income from investments

Dividend income is recognised when the dividends have been declared.

Bank interest is recognised in accordance with the effective interest model.

Note 1f – Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. It includes any VAT which cannot be fully recovered and is allocated to the activity for which it relates.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned between activities in line with their respective proportion of income received.

Charitable Activities

Parish share: accounted for when payable. Any agreed payment remaining unpaid at 31st December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

Grants and donations to missions etc.: accounted for when paid over, or when awarded, if that award creates a binding obligation on the PCC.

Gift cards are expended and accounted for as cash equivalents

Stock of donated goods: In the reporting period in which stocks are distributed, they are recognised as an expense and appropriately analysed as expenditure in the SoFA. The expense recognised is the carrying amount of the stocks at the point of distribution.

Food and other goods distributed to those in need are also valued on an average cost price per kilogram which is the most efficient method. Trussell Trust advise that this is most appropriately calculated as £2.77 per kilogram for 2024. (Increased from £2.37 per kilogram in 2023).

Purchases using the church Barclaycard Credit Card

All balances on the Barclaycard account are paid by Direct Debit in full on the due date to avoid incurring interest charges and to avoid creating a loan outstanding.

Purchases are accounted for when the respective statement is paid.

Payment of regular liabilities and accounting for a full year of costs

All periodic payments are accounted for when paid and any liabilities at the year-end which are yet to be invoiced are accrued, thus ensuring a full year of costs is accounted for each year.

Support costs

Support service costs are allocated to expenditure on charitable activities on the basis of staff costs or on the estimated time spent by the support service if this is more appropriate.

Governance costs, included within support service costs, are those incurred in connection with the administration of the charity, compliance with constitutional and statutory requirements and the costs of executive management and strategic governance of the charity.

Note 1g - Fixed assets

Consecrated land and buildings and movable church furnishings

Consecrated and beneficed property is excluded from the accounts by s.96(2)(a) of the Charities Act 1993.

No value is placed on movable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal since the PCC considers these to be inalienable (i.e., cannot be transferred to another person). They are listed in the Church's inventory, which can be inspected (at any reasonable time). For inalienable property acquired before 2006 there is insufficient cost information available and therefore such assets are not valued in the financial statements. Items acquired since 2006 have been capitalized and depreciated in the financial statements over their anticipated useful economic life on a straight-line basis.

All expenditure incurred during the year on consecrated or benefice buildings, individual items under £2,500, on repair, or movable church furnishings, is shown as expenditure for the year in the financial statements.

Tangible Fixed Assets

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible asset into its intended working condition should be included in the measurement of cost.

A review for impairment of fixed assets is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of financial activities.

Other fixtures, fittings and office equipment

Individual items of equipment with a purchase price of £2,500 or less are shown as expenditure in the year when the asset is acquired.

Church equipment comprises office equipment, musical instruments, sound, and projection equipment. Foodbank equipment comprises office equipment, commercial scales, storage crates, heavy duty shelving, chairs, and tables. All of these are estimated to have an individual value of less than £2,500 each.

Depreciation

Depreciation is provided at rates calculated to write off the cost of fixed assets with value greater than £2,500, less their estimated residual value, over their expected useful lives on the following bases:

Motor vehicles	- 10 years straight line
Fixtures & fittings general	- 10 years straight line
Sound desk cabinets	- 40% in year one plus 9 years straight line (assumed life span 10 years)
Chairs & trollies	- 25% in year one plus 9 years straight line (assumed life span 10 years)
Office equipment	- 5 years straight line
Computer equipment	- 5 years straight line

Fixed Assets and depreciation are set out in **Note 7**.

Investments

Investments are valued at year end market value. Gains and losses on revaluation of investments is recognised in the statement of financial activities. Investments are set out in **Note 8**.

Current assets

Amounts owing to the PCC at 31st December in respect of fees, rents or other income are shown as debtors, less provision for amounts that may prove uncollectable.

Short-term deposits include cash held on deposit either with the CBF Church of England Funds or at the bank.

Note 1h - Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, and other short-term liquid investments with original maturities of three months or less.

Note 1i - Gifts in kind & Stock

Gifts in kind are non-monetary items that have been donated to the charity for charitable purposes. Typically, this includes:

Volunteers: the time given by volunteers is not accounted for in the accounts, but they are reported in the notes to the accounts; see **Note 19**. Volunteers are the backbone of the Mission and Ministry of All Saints Church, and the Annual Review sets this out and expresses our thanks for the amazing work that is done. Foodbank is staffed by volunteers and local companies and organisations donate staff time to Foodbank. The PCC's gratitude for these gifts is reflected in the Annual Report.

Donations to Foodbank: accounting for donated goods for distribution to beneficiaries

The weight of food and toiletry goods donated to Foodbank and goods distributed as client packages is recorded and measured at its fair value in accordance with the policy for donated goods stock for income (**Note 1e**) and expenditure (**Note 1f**). Fair value per kilogram (kg) weight is determined from Trussell Trust supermarket supplier valuations for the standard items included in client distribution packages, as noted below for Stock. (refer also to **Note 19**).

Stock

Food and other goods that have been donated to the charity for distribution but held in storage as at the year-end date are valued on an average cost price per kilogram which is the most efficient method. Trussell Trust advise that this is most appropriately calculated as £2.77 per kilogram for 2024. (Increased from £2.37 per kilogram in 2023). (refer to Note 1n - Critical accounting estimates and judgements).

This represents a change in accounting policy from the previous financial year. The comparatives have been restated due to the change in this accounting policy. See note 24 for further details.

Note 1j - Financial instruments.

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the PCC's balance sheet when the PCC becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

Derecognition of financial liabilities

Financial liabilities are derecognised when the PCC's contractual obligations expire or are discharged or cancelled.

Note 1k - Financial Commitments

Rents payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term. Details of Financial commitments are set out in **Note 15**.

Property leases

Foodbank lease for Unit 7. The lease contains a Tenant and Landlord break clause with nine months-notice, the Landlord only to exercise upon obtaining planning permission for development of the site. Rent remains the same. The lease has 18 months remaining and the rent is shown as expenditure for Foodbank warehouse in the accounts. The 9 month break clause can be triggered by the tenant at any time and therefore the lease is considered a short-term lease liability. A replacement lease has been under negotiation through 2024 for Unit 7 (existing unit) and 7a (adjoining unit), this is work remains in progress and is expected to be agreed in 2025 and recognised in the accounts appropriately as a commitment once in place.

Other leases

The charity has two non-material leases for the office Photocopier & Cathedral Hygiene equipment, these are of low asset value and rents are shown as office and church running costs in the accounts

Note 1l - Employee benefits

The cost of any unused holiday entitlement (if any) is recognised in the period in which the employee's services are received.

Termination benefits (if any) are recognised immediately as an expense when the PCC is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Note 1m - Retirement benefits

All Saints Worcester participates in the Peoples Pension scheme for staff, a defined contribution pension scheme. Peoples Pension scheme costs are charged to the expenditure in the period that they are incurred

The Peoples Pension

- The pension is an **occupational pension scheme**
- the name of the scheme is **The People's Pension**
- the pension scheme registry (PSR) number is **12005993**
- the scheme address is **The People's Pension, Manor Royal, Crawley, RH10 9QP**.

Note 1n - Critical accounting estimates and judgements

In the application of the PCC's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Foodbank – stock gift in kind valuation

Food and other goods that have been donated to the charity for distribution but held in storage as at the year-end date are valued on an average cost price per kilogram which is the most efficient method. Trussell Trust advise that this is most appropriately calculated as £2.77 per kilogram for 2024 (Increased from £2.37 per kilogram in 2023). The price £2.77 per kg is based on Trussell Trust research from across the UK.

Note 2 - Analysis of income 2024

Income	Unrestricted	Designated	Restricted	Total 2024	Total 2023 (restated)
	£	£	£	£	£
Regular Giving including Gift Aid	205,559	2,038	122,072	329,669	356,101
Other planned giving	33,403	0	5,790	39,193	58,378
Loose plate collections	1,028	0	0	1,028	2,445
SumUp Card Payments	7,100	0	1,955	9,055	10,091
One-off Gift Aid gifts	230	0	5,536	5,766	6,105
Donations appeals etc	2,987	0	28,277	31,264	31,509
Donations from Churches & Charities	0	50	180,391	180,441	39,379
Donations from other organisations	15,456	0	15,760	31,216	54,282
Donations Gift Cards	0	0	6,365	6,365	0
Tax recoverable on Gift Aid	44,819	0	27,173	71,992	92,344
Non-recurring one-off grants	1,146	5,050	267,740	273,936	844,870
Gifts in kind - donated food	0	0	216,237	216,237	257,525
Voluntary Income Total	311,728	7,138	877,296	1,196,162	1,753,029
Bank and building society interest	1,615	0	7,313	8,928	4,605
Income from investments	45	0	0	45	5
Interest & Investments Total	1,660	0	7,313	8,973	4,610
Income from activities and events	931	13,455	1,578	15,964	6,058
Fundraising activities, sales etc.	30	0	288	318	1,606
Incoming resources from generated funds Totals	961	13,455	1,866	16,282	7,664
New Wine contract income	33,200	0	0	33,200	24,900
Fees for weddings and funerals	1,723	0	0	1,723	650
Incoming resources from charitable activities Totals	34,923	0	0	34,923	25,550
Insurance claims	0	0	0	0	1,986
Other incoming resources Totals	0	0	0	0	1,986
Incoming resources Grand totals	349,272	20,593	886,475	1,256,340	1,792,839

Note 3 - Analysis of expenditure 2024

Expenditure		Unrestricted	Designated	Restricted	Total 2024	Total 2023 (restated)
	Notes	£	£	£	£	£
Cost of generating funds						
Costs of applying for grants		0	0	54	54	317
Costs of Activities Events		1,034	14,692	262	15,988	5,055
Fundraising Donation Platform Fees		4,183	0	0	4,183	0
Cost of generating funds Totals		5,217	14,692	316	20,225	5,372
Charitable activities						
Giving to missionary partners	13	23,860	0	648	24,508	16,500
Giving to Charity Assigned	13	0	0	63,365	63,365	46,447
Giving to Home mission		400	0	360	760	1,438
Pastoral Gifts to individuals		1,327	0	2,020	3,347	12,337
Mission Giving to others sub total		25,587	0	66,393	91,980	76,722
Ministry Share		77,466	0	0	77,466	73,822
Ministry - fees paid to Diocese		1,679	0	0	1,679	797
Cost of Clergy sub total		79,145	0	0	79,145	74,619
Assistant staff costs		0	0	0	0	64
Staff salaries		57,568	5,004	105,900	168,472	160,018
Staff Costs: Cleaning		6,315	0	0	6,315	5,733
Staff Salaries - Children & Youth		15,948	0	12,476	28,424	29,385
Staff Team - employment costs sub total	14	79,831	5,004	118,376	203,211	195,200
Transport costs		0	0	1,126	1,126	1,251
Property Rent		0	0	30,800	30,800	30,692
Property Insurance		0	0	1,876	1,876	1,766
Property advisors (e.g. Fire & H&S)		0	0	1,980	1,980	0
Property Service & maintenance charges		0	0	0	0	506
Ops & buildings Foodbank sub total		0	0	35,782	35,782	34,215
Clergy Ministry Costs						
Working expenses of clergy		6,892	0	36	6,928	5,432
Visiting speakers / locums		0	0	0	0	225
Clergy Phone, internet & Office costs		1,160	0	0	1,160	1,365
Ministry: church training & development		8,591	14	466	9,071	4,746
Clergy Ministry costs sub total		16,643	14	502	17,159	11,768
ALPHA Courses		0	0	200	200	0
Ministry: Children's Church		1,203	15	0	1,218	1,601
Ministry: Community Youth & Social Action		441	0	133	574	4,259
Ministry: Pastoral Care		61	0	0	61	52
Ministry: Mainly Music		0	0	1,707	1,707	1,912
Ministry: Students		1,052	0	0	1,052	398
Ministry: Youth		1,344	0	0	1,344	1,861
Ministry: Bell ringing		0	0	383	383	385
Ministry: Worship		752	0	0	752	1,000
Ministry: Worcester Food Bank		0	0	14	14	718
Ministry: Development Resources		500	0	244	744	1,157
Ministry: Personal Spiritual Development		2,197	0	0	2,197	2,906
Church Mission activities sub total		7,550	15	2,681	10,246	16,249

THE PCC OF THE PARISH OF ST NICHOLAS & ALL SAINTS WORCESTER - YEAR ENDED 31st DECEMBER 2024

<i>Expenditure</i>	Unrestricted	Designated	Restricted	Total 2024	Total 2023 (restated)
<i>Note 3 continued</i>	£	£	£	£	£
Foodbank activities					
Food Purchases - Foodbank	0	0	543,685	543,685	523,520
Non Food Supplies	0	0	10,040	10,040	2,782
Clients Exp' Taxi, Trolley etc - Foodbank	0	0	0	0	100
Managers Meetings	0	0	56	56	216
Volunteers Exp - Foodbank	0	0	2,025	2,025	3,936
Van Maintenance - Foodbank	0	0	2,221	2,221	2,991
Depreciation of van	0	0	1,950	1,950	1,950
Foodbank activities sub total	0	0	559,977	559,977	535,495
Depreciation of All Saints Furnishings	0	0	3,473	3,473	5,251
Church running - insurance	11,969	0	400	12,369	12,240
Church Office running costs	1,226	0	0	1,226	2,444
Church Office running - electricity	1,380	0	0	1,380	976
Church Office running - gas	1,163	0	0	1,163	871
Church Office running - maintenance	5,225	0	0	5,225	2,078
Church Building Maintenance	8,271	528	8,415	17,214	56,050
Cleaning	3,744	0	1,620	5,364	3,608
Upkeep of services	12,037	0	1,242	13,279	11,488
Sound & Audio Visual Systems	3,570	2,000	0	5,570	1,797
Equipment	1,338	1,295	9,969	12,602	15,801
Warehouse consumables	0	0	810	810	16,445
Upkeep of churchyard	0	0	0	0	160
Administration & Stationery	5,998	20	6,321	12,339	9,990
Bank charges interest paid	379	0	99	478	539
Church running - electric	4,258	0	-1,579	2,679	3,705
Church running - gas	18,578	0	3,983	22,561	13,973
Church running - water	898	0	756	1,654	1,139
Church major repairs professional fees	0	0	19,186	19,186	537,322
Ops & Buildings costs sub total	80,034	3,843	54,695	138,572	695,877
Charitable activities Totals	288,790	8,876	838,406	1,136,072	1,640,145
Governance costs					
Auditor remuneration	4,306	0	6,734	11,040	0
Legal and professional fees	0	0	1,760	1,760	23,700
Governance costs Totals	4,306	0	8,494	12,800	23,700
Resources used Grand totals	298,313	23,568	847,216	1,169,097	1,669,217
Total - net income / (expenditure)	50,959	-2,975	39,259	87,243	123,622

Note 4 – Within the Restricted column of Note 2 - Analysis of income – Foodbank Restricted Funds

Income	2024	2023
		(restated)
Notes	£	£
Incomes from generated funds - Voluntary Income		
Regular Giving including Gift Aid	121,826	132,843
Other planned giving	3,528	18,723
SumUp Card Payments	15	541
One-off Gift Aid gifts	5,536	6,105
Donations appeals etc	28,107	27,703
Donations from Churches & Charities	179,079	39,279
Donations from other organisations	15,230	48,519
Donations Gift Cards	6,365	0
Tax recoverable on Gift Aid	27,069	44,202
Non-recurring one-off grants	177,492	107,396
Gifts in kind - donated food	216,237	257,525
Voluntary Income Total	780,484	682,836
Bank and building society interest	7,213	0
Interest & Investments Total	7,213	0
Other incoming resources		
Other incoming resources	0	1,500
Other incoming resources Totals	0	1,500
Income Totals	787,697	684,336

Note 5 – Within the Restricted column of Note 3 - Analysis of expenditure – Foodbank Restricted Funds

Expenditure	2,024	2,023
		(restated)
Notes	£	£
Cost of generating funds		
Costs of applying for grants	54	317
Costs of Activities Events	0	345
Cost of generating funds Totals	54	662
Charitable activities		
Grant funding of Worcester CAB staff positions	63,365	46,167
Giving to Home mission	360	360
Pastoral Gifts to individuals	20	0
Mission Giving to others sub total	63,745	46,527
Staff Team - employment costs		
Staff salaries	49,349	30,915
Staff Team - employment costs sub total	49,349	30,915

THE PCC OF THE PARISH OF ST NICHOLAS & ALL SAINTS WORCESTER - YEAR ENDED 31st DECEMBER 2024

Foodbank Expenditure	2,024	2,023 (restated)
<i>continued</i>	£	£
Operational & buildings costs Foodbank		
Transport costs	1,126	1,251
Property Rent	30,800	30,692
Property Insurance	1,876	1,766
Property advisors (e.g. Fire & H&S)	1,980	0
Property Service and maintenance charges	0	156
Ops & buildings Foodbank sub total	35,782	33,865
Clergy Ministry Costs		
Working expenses of clergy	36	0
Ministry: church training and development	450	49
Ministry: Worcester Food Bank	14	718
Church Mission activities sub total	500	767
Foodbank activities		
Food Purchases - Foodbank	543,685	523,520
Non Food Supplies	10,040	2,782
Clients Exp' Taxi, Trolley etc - Foodbank	0	100
Managers Meetings	56	216
Volunteers Exp - Foodbank	2,025	3,936
Van Maintenance - Foodbank	2,221	2,991
Depreciation of van	1,950	1,950
Foodbank activities sub total	559,977	535,495
Operational & Buildings costs		
Church running - insurance	400	400
Building Maintenance	2,568	9,578
Cleaning	1,620	911
Equipment	6,056	5,014
Warehouse consumables	810	16,445
Administration & Stationery	6,305	4,205
Bank charges interest paid	99	83
Church running - electric	-1,579	1,505
Church running - gas	1,973	4,002
Church running - water	756	668
Ops & Buildings costs sub total	19,008	42,811
Charitable activities Totals	728,415	691,042
Governance costs		
Auditor remunerations	6,734	0
Legal and professional fees	500	0
Governance costs Totals	7,234	0
Expenditure Total	735,649	691,042
Total - net income / (expenditure)	52,048	-6,706

Note 6 – Transfers

Transfers - Description and Reason	Notes	Unrestricted funds	Designated funds	Restricted funds	Total Funds 2024
		£	£	£	£
General Fund to Designated Fund	11				
General (Unr) to Cyclical Maintenance (Des) - annual reserve provision for future cyclical maintenance		-4,000	4,000	0	0
General (Unr) to Equipment Fund (Des) - to cover deficit on designated fund		-2,526	2,526	0	0
General (Unr) to Events Internal (Des) - to cover deficit on designated fund		-1,260	1,260	0	0
General (Unr) to Overseas Mission Partner Development (OMP) - increase in closing designated fund balance		-1,300	1,300	0	0
General (Unr) to Vicar's Discretionary Mission Support Fund (Vicar) - increase in closing designated fund balance		-1,000	1,000	0	0
Designated fund to General Fund					
General (Unr) to St Stephens (Des) - clear residual balance on end of designated fund project		32	-32	0	0
Building Maint & Dev (Des) to General (Unr) - reduction in closing designated fund balance		2,280	-2,280	0	0
General Fund to Restricted Fund					
General (Unr) to Building Maintenance Development Fund (Res) - to cover overspend in year on restricted fund		-2,523	0	2,523	0
General (Unr) to Resourcing Church Building (Res) - to cover overspend in year on restricted fund		-3,407	0	3,407	0
General (Unr) to Resourcing Church Staff (Res) - to cover overspend in year on restricted fund		-1,388	0	1,388	0
Gross transfers between funds		-15,092	7,774	7,318	0

Note 7 – Tangible Fixed Assets

The PCC has the following tangible fixed assets with a value greater than £2,500 as follows:

	Foodbank Van	All Saints Furnishings	Totals
Notes	£	£	£
Cost			
At 1st January 2024	19,750	43,130	62,880
At 31st December 2024	19,750	43,130	62,880
Depreciation			
At 1st January 2024	9,750	18,462	28,212
Charge in year	1,950	3,473	5,423
At 31st December 2024	11,700	21,935	33,635
Net Book Value			
At 31st December 2024	8,050	21,195	29,245
Net Book Value			
At 31st December 2023	10,000	24,668	34,668

Note 8 - Investments

The PCC holds a small amount in investments. The value of these accounts has decreased overall by £5 during 2024 (increased by £77 to total £1,267 during 2023):

	Notes	2024 £	2023 (restated) £
CCLA - St Michael in Bedwardine Church Charity - All Saints PCC			
Value as at 1st January 2024	34.5 shares @ 1984.5p	685	626
change in value (gain or loss)		15	59
Value as at 31st December 2024	34.5 shares @ 2029.33p	700	685
M&G - St Michael in Bedwardine Church Charity			
Value as at 1st January 2024	521 shares @ 111.84p	583	564
change in value (gain or loss)		-21	18
Value as at 31st December 2024	521 shares @ 107.90p	562	582
Total value at year end		1,262	1,267
Gain / (loss)		-5	77

Note 9 - Debtors (Accounts receivable)

Funds	Receivable from:	2024	2023
			(restated)
		£	£
Resourcing Ch & Foodbank	Accrued income - grant income	12,600	53,613
General, Chairs & Foodbank	Accrued income - gift aid recoverable	6,759	13,263
Various	Accrued income - other income	1,375	3,800
General & Foodbank	Accrued income - online platforms	6,160	2,588
General & Foodbank	Pre-payments - Rent & Insurance	18,456	18,072
Total		45,350	91,336

Funds	Receivable in more than 1 year for:	2024	2023
		£	£
Foodbank	Unit 7 Rent deposit	4,167	4,167
Total		4,167	4,167
Debtors Total	-	49,517	95,503

Note 10 – Creditors – (Accounts Payable)

Funds	Payable within 1 year for:	2024	2023
			(restated)
		£	£
General	Accrual - DBF – ministry share	0	8,005
Foodbank	Accrual - Trussell Trust – Tesco on-line order	0	3,245
Various	Accruals - Pension fund payments for Dec. payroll	1,345	2,449
Various	Accruals - Holiday Pay	7,187	7,187
Various	Accrual - HMRC payments for December payroll	0	2,579
General	Accrual - TBM Heating - All Saints Boiler repair	0	1,776
Various	Other creditors - Miscellaneous costs	0	1,253
General & Foodbank	Accrual - Audit service fees	11,040	0
Various	Other creditors - Barclaycard	4,156	0
RCS & RCB	Other creditors - DBF – repayment duplicate 2023 (check in 2025)	7,237	7,237
Total		30,965	33,731

Note 11 – Funds & Fund Movements

2024 Fund Movement	Opening bfwd	Incoming Resources	Outgoing Resources	Revalue	Transfers	Closing cfwd
Represented by:	£	£	£	£	£	£
Unrestricted - General funds	8,857	349,272	298,313	-5	-15,092	44,719
Designated						
Building Maint. & Development Fund	3,711	0	528	0	-2,280	903
Cyclical Building Maintenance	0	0	0	0	4,000	4,000
Eco Church	0	76	0	0	0	76
Events - Internal Church	0	13,467	14,727	0	1,260	0
St Stephen	0	5,050	5,018	0	-32	0
Equipment & Furniture Fund	3,272	0	1,294	0	2,526	4,504
Sound & Audio Visual Fund	0	2,000	2,000	0	0	0
Overseas Mission Partners	13,848	0	1	0	1,300	15,147
Vicar's Discretionary Mission Support	3,223	0	0	0	1,000	4,223
Unrestricted - Designated	24,054	20,593	23,568	0	7,774	28,853
Total Unrestricted funds	32,911	369,865	321,881	-5	-7,318	73,572
Restricted						
Building Maint. & Development Res	0	0	2,523	0	2,523	0
Collection For Individuals/charities	0	2,000	2,000	0	0	0
Hope For Justice	648	0	648	0	0	0
Community Youth (including Lightbox)	0	2,142	334	0	0	1,808
National Grid Community Matters	9,730	0	4,649	0	0	5,081
Alpha	224	0	224	0	0	0
Art Space	0	30	0	0	0	30
Bell Ringers Fund	8,581	1,544	384	0	0	9,741
Chairs Fund	2,612	155	0	0	0	2,767
Chairs Fund Applied	24,668	0	3,473	0	0	21,195
Food Bank Project	640,619	787,696	733,698	0	0	694,617
Foodbank Contingency Reserve	105,000	0	0	0	0	105,000
Foodbank Van Purchase						
Grant Applied	10,000	0	1,950	0	0	8,050
Mainly Music Fund	0	1,992	1,707	0	0	285
Organ Renovation Fund	2,277	0	304	0	0	1,973
Resourcing - Building Works	0	17,038	20,445	0	3,407	0
Resourcing St. Peter's Bengeworth	0	11,095	11,095	0	0	0
Resourcing Church - Staff	0	62,115	63,503	0	1,388	0
Youth Fund	2,667	668	279	0	0	3,056
Total restricted funds	807,026	886,475	847,216	0	7,318	853,603
Totals	839,937	1,256,340	1,169,097	-5	0	927,175

Note 11b Fund Movement - Prior Year 2023 (restated) - for comparison

2023	Opening	Incoming	Outgoing	Revalue	Transfers	Closing
Fund Movement	bfwd	Resources	Resources			cfwd
Represented by:	£	£	£	£	£	£
General fund (Unrestricted)	-96,613	344,251	230,280	77	-8,578	8,857
Designated (unrestricted) funds						
Building Maintenance Fund	1,725	1,986	0	0	0	3,711
Equipment & Furniture Fund	3,272	0	0	0	0	3,272
Events	0	1,074	170	0	-904	0
Sound and Audio-Visual Fund	212	0	0	0	-212	0
Homes for Good	158	0	158	0	0	0
Overseas Mission Partner Dev't	12,548	0	0	0	1,300	13,848
Vicar's Disc'ry Mission Support	2,589	184	550	0	1,000	3,223
Vicar's Sabbatical Donations fund	0	6,792	12,000	0	5,208	0
Total Designated funds	20,504	10,036	12,878	0	6,392	24,054
Total of all unrestricted funds	-76,109	354,287	240,858	77	-4,486	32,911
Restricted funds						
Alpha	239	0	15	0	0	224
Bell Ringers Fund	7,643	1,323	385	0	0	8,581
Building Maint. & Dev't Fund	0	23,331	27,817	0	4,486	0
Chairs Fund	2,466	146	0	0	0	2,612
Chairs Fund Applied	15,377	0	2,426	0	11,717	24,668
Food Bank Project	645,248	684,463	677,375	0	-11,717	640,619
Foodbank Contingency – Warehouse lease and move	105,000	0	0	0	0	105,000
Foodbank Van Grant Applied	11,950	0	1,950	0	0	10,000
Hope for Justice	648	0	0	0	0	648
Mainly Music	0	2,004	2,004	0	0	0
National Grid Community Matters	0	10,009	279	0	0	9,730
Organ Renovation Fund	2,534	0	257	0	0	2,277
Resource Church Building Works	0	578,048	578,048	0	0	0
Resource Church St Peter's Plant	0	38,905	38,905	0	0	0
Resource Church – Staff	0	94,347	94,347	0	0	0
Youth Fund	1,242	5,976	4,551	0	0	2,667
Total restricted funds	792,347	1,438,552	1,428,359	0	4,486	807,026
Grand total	716,238	1,792,839	1,669,217	77	0	839,937

Note 12 – Stock

Fund		2024	2023
			(restated)
		£	£
Foodbank	Foodbank supplies held for distribution to beneficiaries	49,061	44,965
		49,061	44,965

Note 13 – Grants payable

		2024	2023
			(restated)
		£	£
Grant gifts to Institutions (Mission partners)			
	Hope for Justice	648	0
	LIV Village Mission	6,360	3,000
	CPAS	1,000	1,000
	SIM International – Stretton Down	1,000	1,000
	Worcester Street Pastors	1,000	2,000
	Maggs Day Centre Worcester	1,000	1,000
	Chapel House Ministry	3,000	1,500
	Tearfund	3,000	3,000
	Fusion	1,000	1,000
	Adventure Plus	2,000	1,500
	Wycliffe UK	750	0
	Mission Aviation Fellowship	750	0
	International Justice Mission	1,500	1,500
	Latin Link	750	0
Grant gifts to Individuals totalled		750	0
		24,508	16,500
Giving to Charities (Foodbank partner)		2024	2023
			(restated)
		£	£
	Citizens Advice Worcester And Herefordshire	63,365	46,447
		63,365	46,447

Note 14 – Employees & Staff Costs 2024

Number of Employees: the average number of employees during the year 2024 was 12 (2023: 11)

Employee payments – Salaries

No employees are in receipt of remuneration in excess of £60,000. (2023 – None)

Employment costs	2024	2023 (restated)
	£	£
Gross wages & salaries	187,976	182,307
Employer NI costs	7,773	5,776
Employer pension costs	7,462	7,117
Totals	203,211	195,200

Key management personnel remunerations

During the year total remuneration, including employer pension and national insurance costs, paid to key management personnel totalled £nil for 0 employees (2023 - £nil for 0 employees).

Note: Members of Standing Committee are clergy and volunteers. The key management personnel are clergy. None are employees of the charity.

Key management personnel remunerations	2024	2023 (restated)
	£	£
Total	0	0
Number of Key management personnel in total	3	2

Refer to **Note 16** for disclosure of re-imbursed clergy expenses in the course of ministry activities in the year.
Refer to **Note 17** for disclosure of related party transactions.

Note 15 – Financial commitments – Lease Agreements

At the year-end balance sheet date, the charity had remaining commitments under operating leases as follows:

	2024	2023
	£	£
Within one year	31,683	31,683
Between one and five years	18,553	50,236
	50,236	81,919

Rent paid under operating leases in the year totalled £31,639 (2023 - £31,315).

Note 16 - Payments to Trustees

During the year no payments of salary or benefits were made to Trustees. (2023 - £ Nil)

No Trustees received re-imbursed expenses in the course of their Trustee and governance duties.

Trustees received the following re-imbursed expenses in the course of ministry activities in the year.

Trustee expenses re-imbursed	2024	2023 (restated)
	£	£
Travel, accommodation, subsistence, hospitality, etc.	2,890	2,722
Reimbursement of ministry expenses	7,217	3,543
Total	10,107	6,265
Number of trustees reimbursed expenses	8	7

Note 17 - Related Party Transactions

Grahame Lucas, Church Treasurer (until 22/04/24) is also a Trustee and Treasurer to Chapel House Ministries. Gill Lucas a member of the PCC is also a Trustee to Chapel House Ministries. During 2024 the PCC donated a grant of £3,000 (2023 - £1,000) to Chapel House Ministries. Mr Lucas took no part in any discussions or decision making relating to this grant award.

The Vicar's spouse, Kath Johnson is employed by International Justice Mission (IJM). During 2024 the PCC donated a grant of £1,500 (2023 - £1,500) to IJM. The Vicar, Rich Johnson, took no part in any discussions or decision making relating to this grant award.

Rev'd Fraser Oates, member of the PCC (until 15th July 2024), is married to one of the charity's employees, Jo Oates, the Community Youth Missioner (formerly Youth Worker). Rev'd Oates took no part in any discussions or decisions relating to these roles.

Rev'd Fraser Oates, member of the PCC (until 15th July 2024), moved to the role of Vicar at St Stephens, Redditch. A collection from the congregation totalling £2,000 was collected by the charity as agent of the congregation and gifted to Rev'd Oates. Rev'd Oates took no part in any discussions or decisions relating to this gift.

Rev'd James Ellin received a cash gift of £500 (2023 - £nil) in recognition of his additional contribution at the New Wine conference. Rev'd Ellin took no part in any discussions or decisions relating to this gift.

In the year to 31st December 2024, Trustees made total donations to the charity's unrestricted funds of £33,225 (2023 - £ 33,508).

Note 18 - Gifts in Kind & Donated Stock

In accordance with accepted accounting practice and the PCC's Accounting Policies - see **Note 1i** – Gifts in Kind.

Volunteers: given the absence of a reliable measurement basis, the contribution of the time given by general volunteers is not accounted for in the accounts. Volunteers are the backbone of the Mission and Ministry of All Saints Church, and the Annual Review sets this out and expresses our thanks for these gifts of time and talent. Charitable activities typically involve 144 volunteers across various church and community activities. The Foodbank is staffed by 90 volunteers and local companies and organisations also donate staff time to Foodbank.

Donations to Foodbank: Gifts in kind include food & toiletries, services, equipment, and materials from individuals, churches, local companies, and organisations.

Stock

Food and other goods that have been donated to the charity for distribution but held in storage as at the year end date are valued on an average cost price per kilogram which is the most efficient method. Trussell Trust advise that this is most appropriately calculated as £2.77 per kilogram for 2024. (Increased from £2.37 per kilogram in 2023).

In 2024, Foodbank received Food, toiletries, and household cleaning products donated by people and organisations, weighing 78,064 kg (108,659 Kg in 2023). The value of donated goods stock, income and donated stock distributed in 2024 is accounted for in the accounts and is as follows:

Donated Goods Stock		Weight of goods	Value of goods	2024 Totals	2023 Totals (restated)
Foodbank		KG	£	£	£
At 1st January 2024	value £2.37 /kg	18,972	44,965	44,965	53,268
Income	Donated goods @ £2.77 /kg	78,064	216,237	216,237	257,525
At 31st December 2024	value £2.77 /kg	17,712	49,061	49,061	44,965
Stock value	Movement in 2024	79,324	212,141	212,141	265,828

Note 19 – Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

The charity is not registered for VAT.

Note 20 - Government Grant Income

The following Government grants were received by the charity for Foodbank in the year to 31st December.

Fund	Grantor	2024 £	2023 (restated) £
Foodbank	Worcester City Council - Household Support Fund - towards food for those in crisis (no attached conditions)	124,667	60,515
Total		124,667	60,515

Note 21 - Comparative statement of financial activities (restated)

	Unrestricted Funds	Designated Funds	Restricted Funds	Total Funds 2023
	£	£	£	£
Incoming from:				
Voluntary Income	310,088	6,975	1,435,966	1,753,029
Activities for generating funds	4,003	1,075	2,586	7,664
Investment income	4,610	0	0	4,610
Charitable activities	25,550	0	0	25,550
Other	0	1,986	0	1,986
Total income	344,251	10,036	1,438,552	1,792,839
Expenditure on:				
Cost of generating voluntary income	3,831	0	1,541	5,372
Charitable activities	221,565	12,878	1,405,702	1,640,145
Governance costs	2,584	0	21,116	23,700
Total expenditure	227,980	12,878	1,428,359	1,669,217
Net income (expenditure) before transfers	116,271	-2,842	10,193	123,622
Transfers	-10,878	6,392	4,486	0
Gains/(losses) on revaluation of fixed assets	77	0	0	77
Net movement in funds	105,470	3,550	14,679	123,699
Total funds brought forward	-96,613	20,504	792,347	716,238
Total funds carried forward	8,857	24,054	807,026	839,937

Note 22 – Restated Prior Year Accounts 2023 and adjustments

	Notes	Restated Amount	Originally Stated	Difference
		£	£	£
Income from				
Voluntary income	3, 4, 10, 12 & 13	1,753,029	1,471,797	-281,232
Activities for generating funds	13	7,664	6,098	-1,566
Investment income		4,610	4,610	-
Incoming resources from charitable activities	12	25,550	650	-24,900
Other incoming resources	12 & 13	1,986	18,783	16,797
Total income		1,792,839	1,501,938	-290,901
Expenditure on				
Cost of generating voluntary income		5,372	5,372	-
Charitable activities	2, 3, 5, 8, 13 & 14	1,640,145	1,374,046	-266,099
Governance costs	14	23,700	32,023	8,323
Total expenditure		1,669,217	1,411,441	- 257,776
Net income / (expenditure) resources		123,622	90,497	- 33,125
Gains/losses on investment assets		77	77	-
Net movement in funds		123,699	90,574	-33,125
Reconciliation of funds				
Fund balances at 1st January 2023	3, 5 & 9	716,238	657,869	-58,369
Fund balances at 31st December 2023		839,937	748,443	-91,494

	Notes	Originally stated £	Restated amount £	Difference £
Fixed assets				
Tangible Assets	1 & 2	37,140	34,668	-2,472
Investments		1,267	1,267	-
Current assets				
Stocks And Work In Progress	3	-	44,965	44,965
Debtors	1, 4, 5 & 6	29,421	95,503	66,082
Current asset investments	7	670,200	-	-670,200
Cash At Bank And In Hand	6, 7 & 8	29,722	697,265	667,543
Liabilities				
Creditors: Amounts Falling Due In One Year	9 & 10	-19,307	-33,731	-14,424
Total net assets less liabilities		748,443	839,937	91,494
Represented by				
Unrestricted Funds	2, 4, 5, 8, 9 & 11	18,725	8,857	-9,868
Designated Funds		24,054	24,054	-
Restricted Funds	3, 4, 5, 9, 10 & 11	705,664	807,026	101,362
Totals Funds		748,443	839,937	91,494

Notes in regard to prior year adjustments

1. Rent deposit of £4,167 was originally miscategorised as a tangible fixed asset rather than as a debtor due after more than one year.
2. Additions to tangible fixed assets in 2023 totalling £2,825 was originally included in expenditure. Additional depreciation of £1,130 should have been charged in 2023 as a result.
3. There has been a change in accounting policy regarding the measurement of the fair value of gifts in kind regarding food donations and related year end stock. The current accounting policy is to use the Trussell Trust published average price per kg for food parcels in conjunction with measurements by weight of total food held at the foodbank. The previous accounting policy was to not recognise the fair value of gifts in kind regarding food donations on the basis that the fair value of donated goods could not be reliably measured. The comparatives have been restated in line with this change in accounting policy. Closing stock of £44,965, opening stock of £53,268, income from donated food of £257,525 and expenditure of food of £265,828 has been recognised as a result of this change in accounting policy.
4. Debtors were originally understated in regard to accruable grant and donation income relating to 2023 but received in 2024 totalling £41,118 not being provided for.
5. Debtors were originally understated in regard to prepayments totalling £18,072 not being recognised. Opening prepayments totalling £12,288 was also not previously provided
6. Accrued income of £2,725 was originally miscategorised as petty cash within cash in hand and at bank instead of as debtors
7. Cash held either in instant access bank deposit accounts or in cash equivalent accounts totalling £670,200 were originally treated as current asset investments rather than as cash equivalents included within cash at hand and in bank.
8. Credit card liabilities totalling £68 was originally both miscategorised as cash in hand and at bank rather than as a creditor and also misstated by £69
9. Creditors were originally understated in regard to holiday pay accrual totalling £7,187 was originally not being recognised. Opening holiday accruals totalling £7,187 was also not previously provided.
10. Creditors were originally understated in regard to refund of overpayments of grant income paid to the charity by the fund providers in error totalling £7,237 not being recognised
11. Following a restatement of the comparatives for the above issues, the comparatives have been further amended to include a prior year transfer of funds from unrestricted funds to various individual restricted funds totalling £18,185 in regard to restricted fund expenditure in excess of available relating restricted fund income received to date (following restatement) to be covered by unrestricted funds.
12. The comparatives have been amended in regard to income from the New Wine Trust contract being reallocated from voluntary income and other income to incoming resources from charitable activities.
13. The comparatives have been amended in regard to other incoming resources being reanalysed out to voluntary income, activities for generating funds and expenditure on charitable activities (in regard to supplier refunds).
14. The comparatives have been amended in regard to some governance costs being reallocated to expenditure on charitable activities.