

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 2025**

THE PCC OF THE PARISH OF ST NICHOLAS & ALL SAINTS WORCESTER - YEAR ENDED 31st DECEMBER 2025

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TRUSTEES' REPORT

The Trustees present their report and accounts for the year ended 31st December 2025.

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 One Angel Lane London EC4R 3AB 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 PCC OF THE PARISH OF ST NICHOLAS & ALL SAINTS WORCESTER - YEAR ENDED 31st DECEMBER 2025

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 2025 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 Tim O'Leary	Curate

Elected members

Mr Philip Bristow	Church Warden (PCC co-Vice Chair) until 27/04/25
Mrs Jenny Prigg	Church Warden (PCC co-Vice Chair) until 27/04/25
Mr Jeremy Hailwood	Church Warden (PCC Vice Chair) from 27/04/25
Mr Stephen Chase	Treasurer
Mr Grahame Lucas	
Mr Richard Auger	
Mrs Gill Lucas	
Mrs Amy Williams	(until 24/11/25)
Mrs Carol Rogerson	
Ms Claudia Catterall	(from 27/04/25)
Ms Bethan Angell	(from 27/04/25)*
Mr Robert Armstrong	(from 27/04/25)
Mr David Wightman	(from 27/04/25)
Mr David Hughes	(from 27/04/25)
Mr Andrew Jackman	(until 27/04/25)
Mr Mike Croft	(until 27/04/25)
Mr Clive Langmead	(until 27/04/25)

Co-opted

*Bethan Angell was appointed as a co-opted Trustee on 22/04/24, prior to becoming an elected Trustee on 27/04/25

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

Deanery Synod Representatives

Mrs Gill Lucas
Ms Claudia Catterall

Secretary to the PCC & Electoral Roll Officer

Mrs Amy Williams (Continued in roles as a non-Trustee after 24/11/25)

Standing Committee Vicar, Associate Vicar, Church Wardens, Stephen Chase & Amy Williams

Other notable appointments (delegated responsibility reporting to Trustees)

Carol Rogerson	(PCC H&S Officer – until 02/06/25)
Gill Lucas	(PCC H&S Officer - from 02/06/25)
Claudia Catterall	(Data Protection Officer – until 02/06/25)
David Hughes	(Data Protection Officer – from 02/06/25)
Ann Statham	(Gift Aid Officer – volunteer, not a PCC member)
Carol Rogerson	(Parish Safeguarding Officer – from 02/06/25)
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. 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 2025.

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 214 at the APCM on 27th April 2025, (compared with 185 at the preceding APCM in 2024).

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 met eight times in the year with an average attendance of 85% (2024 – 82%). To ensure effective governance throughout the year, extra meetings to address specific matters are held if required, 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 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.

THE PCC OF THE PARISH OF ST NICHOLAS & ALL SAINTS WORCESTER - YEAR ENDED 31st DECEMBER 2025

During 2025, the PCC continued with 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. In principle, 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 "Following Jesus, Building Community, Loving Worcester", directs how we spend our money, make decisions and use our time. This is expressed through five strategic priorities: Prayer & Worship, Rising Generations, Compassion, Evangelism and Multiplication.

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. The buildings group have reviewed electrical systems & lighting requirements at All Saints, the work to agree the scope, timescales and funding sources continued through 2025, along with consideration of other mid-term priorities for our buildings.

Expanding Church community in 2025

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 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 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. There has been steady growth in congregation numbers (notably among teenagers, students and 20s), continuing fresh innovation (particularly in the creative arts, children's holiday club, overseas visits to mission partners and youth mission through the "Lightbox" community youth work and ongoing commitment to caring for the needs of the most vulnerable in our city, primarily through Worcester Foodbank.

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 to help fund our ambition to scale our activities.

Reaching the wider Community around our Church Community in 2025

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 2025, 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 246, and a reach of over 862 across the wider gatherings, various groups & online;
- 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 179 regular participants;
- Children's Church continues to thrive with numbers in the range of 25 to 50;
- Youth work, within the church community regularly have numbers of 45 young people;
- Students and 20's, ongoing engagement with over 65 students;
- Lightbox - a multi-church partnership project, creating spaces for young people in schools, colleges, public spaces, churches and through events. The volunteer team from Worcester churches, go into 3 schools, have facilitated weekly summer activities in Warndon, Ronkswood & the City centre and connect with over 200 young people a week through drop-ins and schools' provision. The project has growing connections with the City Council, Worcester BID, West Mercia Police and other youth organizations. In 2025, Lightbox expanded to partner churches in Redditch, running a weekly drop-in for between 20 and 50 young people;
- Mission partner support for 11, local, national and international mission partners (**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. Church activities involve over 161 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 2025 we saw 22 people join in a personal journey of exploring Christian faith through Alpha & other connections such as Lightbox and partnering with Nightreach. 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 12 baptisms in 2025. We hope to continue this growth into 2026.

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 2025, 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.

Demand remains level at an all-time high, however, the complexity of circumstances and the amount of care needed to help clients has increased. Foodbank has fed about 15,200 people in the last twelve months, of which 5,172 were children, about 200,000 meals. The Foodbank 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 2026 and provide the foundation on which the charity will build upon for the future. In the Autumn of 2025, with the lead of the Vicar, a PCC working group commenced review and development of a strategic plan for All Saints, looking forward over a 5 to 10 year period, this work will continue into 2026, with initial framing and communication anticipated in the summer term 2026, and with realignment of activities and implementation expected to transition through to the Autumn term 2026 and beyond.

Plans for 2026, include the commitment to continue our current activities and grow their scale and impact. The Church leadership and Trustees are considering the following areas of development and additional activities.

- Continued Resourcing Church activities: 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 2026, 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 2025, and a new lease agreement has been agreed commencing in 2026, for Unit 7 (the existing unit) and 7A (the adjoining unit). The new lease arrangements are noted, as a significant post-year event in **Note 15**, and will be accounted for under the SORP requirements in the 2026 accounts.

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 Church finances have decreased overall in 2025; this is despite a growth in general giving to the church and due to one-off gifts to Foodbank from third parties, decreasing in 2025. Foodbank operations had an in-year budget deficit, which was funded from Foodbank reserves, this resulted in a decrease in the charity's overall restricted funds in the year. Overall, the charity reserves remain stable at projected levels.

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 2025 was £1,029,479 (2024: £1,256,340). The details of the income from donations are shown in the Financial Statements, **Notes 2 & 4**.

The total expenditure for the year was £1,074,493 (2024: £1,169,097), details of expenditure are set out in **Notes 3 & 5**. Expenditure included total direct staff costs of £219,499 (2024: £203,211) **Note 14**.

The net result for the year shows a fund **deficit** of £45,014 (2024: surplus of £87,243).

At 31 December 2025, fund balance totals were as follows:

Unrestricted General funds	£86,660	(2024 - £44,719)
Unrestricted Designated funds	£27,898	(2024 - £28,853)
Restricted funds	£767,572	(2024 - £853,603)
<i>Represented by:</i>		
Church restricted	£65,998	(2024 - £45,936)
Foodbank restricted	£701,574	(2024 - £807,667)
Total resources	£882,130	(2024 - £927,175)

THE PCC OF THE PARISH OF ST NICHOLAS & ALL SAINTS WORCESTER - YEAR ENDED 31st DECEMBER 2025

During 2025 unrestricted general income exceeded expenditure by £20,261 (2024: £50,959). After transfers between funds, this provided a positive movement in general funds of £41,942 (2024: positive movement £35,862). It is of note that the growing generosity of the All Saints congregation along with short term secondment income resulted in a year end General fund balance of £86,660 (2024: £44,719). The PCC continues to plan with a five year financial forecast to ensure we can manage finances and commitments.

During 2025 total funds decreased by £45,045 to £882,130 (in 2024 funds increased by £87,238 to £927,175). This is due to the continuing support for Foodbank, which in 2025 saw an overall deficit due to the purchasing of food to meet the current level of need in the city. The deficit was met from existing Foodbank reserves which continue to keep Foodbank in a strong position 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 planned expansion of our premises. With a sensible forecast of income from donations and generosity of the people of Worcester, churches, and organisations, we can have confidence in financial sustainability based on our current strong reserves position. However, this will be kept under review as we monitor demand for services.

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 2025 ("reserves") of £86,660 (2024: £44,719) is primarily a result of sustained growth in general donations, short term secondment income, plus 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 2025 is £114,558 (2024: £73,572)

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 2025 is £701,574 (2024: £807,667)

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 of general funds, arising from other historic charities and trusts are held in other investment funds. These will be reviewed on a regular basis. During 2025, one investment account held as general funds was closed because the Investment account was discontinued. Due to the low value of the account, the investments were sold, rather than re-invested. The sale proceeds on closure were transferred into the main Bank account as general funds. (reference **Note 8**).

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 2025 are as follows:

- Loss of use of key church buildings
- Funding and income risk
- Total loss of foodbank warehouse to fire, flood, etc.
- 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. DBS certificates expire after 3 years; the renewal process aligns with the frequency of refresh 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 2025 three levels of training (C0 - basic; C1 - foundation; C2 - leadership) were carried out online by volunteers and office holders as appropriate.

In 2025 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.

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The charity raises voluntary income in a number of different ways, including:

- collections taken during services.
- donations received via websites (incl. Foodbank website) and on site Sum-up machines.
- facilitating direct debit donations received from members of the congregation.
- grant applications made by the charity to various grant making bodies, including those related to Foodbank
- Foodbank cash and gift card donations received from individuals, other churches, charities and other organisations.
- food collected from designated drop-off points at supermarkets and at the Foodbank centre.

The charity also organises a number of fund raising events during the year.

The charity does not engage in door-to-door, street, or telephone fundraising, nor does the charity engage any professional fundraising organisation to assist in fundraising activities.

The charity complies with current regulations and best practice as set out by regulatory and professional membership bodies such as the Charity Commission and the Fundraising Regulator.

Fundraising activities are monitored by trustees.

The charity has adopted the principles of Data Protection law.

The charity has policies in place to protect vulnerable people and other members of the public from unreasonable intrusion on privacy, unreasonable persistent approaches and placing undue pressure on a person.

We have received no complaints in relation to fundraising activities in the year.

6.6 Statement of Trustees' Responsibilities for the Year ended 31st December 2025

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 Parochial Church Council (Powers) Measure 1956, as amended, and the Church Representation Rules 2025. 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
Trustee & PCC Chair
Dated: 8th April 2026

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 2025 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 2025 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.

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 Parochial Church Councils (Powers) Measure 1956 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.

THE PCC OF THE PARISH OF ST NICHOLAS & ALL SAINTS WORCESTER - YEAR ENDED 31st DECEMBER 2025

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.

Richards Sandy Audit Services

**Richards Sandy Audit Services Limited
(Statutory Auditor)**

Thorneloe House
25 Barbourne Road
Worcester
WR1 1RU

Date: *30-04-2026*
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THE PCC OF THE PARISH OF ST NICHOLAS & ALL SAINTS WORCESTER - YEAR ENDED 31st DECEMBER 2025

8. The Annual Statement of Accounts for Year ended 31st December 2025: 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 2025 to 31st December 2025

	Notes	Unrestricted General funds £	Designated funds £	Restricted funds £	Total Funds 2025 £	Total Funds 2024 £
Income from	2 & 4					
Voluntary income		331,903	15,140	629,733	976,776	1,196,162
Activities for generating funds		1,135	7,369	1,733	10,237	16,282
Investment income		756	-	6,609	7,365	8,973
Income from charitable activities		978	33,200	923	35,101	34,923
Total income		334,772	55,709	638,998	1,029,479	1,256,340
Expenditure on	3 & 5					
Cost of generating voluntary income		(1,883)	(16,742)	(2,701)	(21,326)	(20,225)
Charitable activities		(304,255)	(12,141)	(714,551)	(1,030,947)	(1,136,072)
Governance costs		(8,373)	-	(13,847)	(22,220)	(12,800)
Total expenditure		(314,511)	(28,883)	(731,099)	(1,074,493)	(1,169,097)
Net income / (expenditure) resources before transfer		20,261	26,826	(92,101)	(45,014)	87,243
Transfers						
Gross transfers between funds	6	21,711	(27,781)	6,070	-	-
Net income / (expenditure) resources		41,972	(955)	(86,031)	(45,014)	87,243
Other recognised gains / losses						
Gains/losses on investment assets		(31)	-	-	(31)	(5)
Net movement in funds		41,941	(955)	(86,031)	(45,045)	87,238
Reconciliation of funds						
Fund balances at 1st January 2025	11	44,719	28,853	853,603	927,175	839,937
Fund balances at 31st December 2025		86,660	27,898	767,572	882,130	927,175

Note 22: sets out the full comparative Statement of Financial Activities for 2024 as required by the Financial Reporting Standard 102.

Approved by the Trustees on 8th April 2026 and signed on behalf of the PCC by:



Rev. Dr. Rich Johnson
(Trustee & PCC Chairman)



Mr. Stephen Chase
(Trustee & Treasurer to the PCC)

THE PCC OF THE PARISH OF ST NICHOLAS & ALL SAINTS WORCESTER - YEAR ENDED 31st DECEMBER 2025

8.2 Balance sheet – between funds as at 31st December 2025

	Notes	General	Designated	Restricted	At 31/12/2025	At 31/12/2024
		£	£	£	£	£
Fixed assets						
Tangible Assets	7	-	-	26,223	26,223	29,245
Investments	8	667	-	-	667	1,262
		667	-	26,223	26,890	30,507
Current assets						
Stock	12	-	-	41,167	41,167	49,061
Debtors	9	18,029	1,015	79,825	98,869	49,517
Cash At Bank And In Hand		91,265	27,542	636,893	755,700	829,055
		109,294	28,557	757,885	895,736	927,633
Liabilities						
Creditors: Amounts Falling Due In One Year	10	(23,301)	(659)	(16,536)	(40,496)	(30,965)
		(23,301)	(659)	(16,536)	(40,496)	(30,965)
Net current assets less current liabilities		85,993	27,898	741,349	855,240	896,668
Total net assets less liabilities		86,660	27,898	767,572	882,130	927,175
Represented by	11					
Unrestricted General Funds		86,660	-	-	86,660	44,719
Designated		-	27,898	-	27,898	28,853
Restricted		-	-	767,572	767,572	853,603
Fund Totals		86,660	27,898	767,572	882,130	927,175

Approved by the Trustees on 8th April 2026 and signed on behalf of the PCC by:



Rev. Dr. Rich Johnson
(Trustee & PCC Chairman)



Mr. Stephen Chase
(Trustee & Treasurer to the PCC)

8.3 Statement of Cash flows for year ended 31st December 2025

	Notes	2025 £	2024 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	Table A	(78,284)	122,817
Cash flows from investing activities:			
Dividends and interest from investments		7,365	8,973
Tangible fixed asset additions		(3,000)	-
Proceeds from sale of investments		564	-
Net cash provided by (used in) investing activities		(73,356)	131,790
Net Cash flow - Change in cash and cash equivalents in the reporting period		(73,356)	131,790
Cash and cash equivalents at the beginning of the reporting period		829,055	697,265
Cash and cash equivalents at the end of the reporting period	Table B	755,700	829,055

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

	2025 £	2024 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(45,045)	87,238
Adjustments for:		
Depreciation charges	6,022	5,423
Net (gains) / losses on investments	31	5
Dividends and interest received	(7,365)	(8,973)
(Increase)/decrease in stocks	7,894	(4,096)
(Increase)/decrease in debtors	(49,352)	45,986
Increase/(decrease) in creditors	9,531	(2,766)
Net cash provided by / (used in) operating activities	(78,284)	122,817

Table B: Analysis of changes in net debt

	At start of year £	Cash-flows £	At end of year £
Cash at bank and in hand	827,392	(73,344)	754,048
Cash equivalents	1,663	(11)	1,652
Total cash and cash equivalents	829,055	(73,355)	755,700

THE PCC OF THE PARISH OF ST NICHOLAS & ALL SAINTS WORCESTER - YEAR ENDED 31st DECEMBER 2025

Notes to the Financial Statements and Accounts for Year ended 31st December 2025

Note 1 - Accounting Policies - for the year ended 31st December 2025

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 2025 and prior year comparison, is set out in **Note 11**, along with a table explaining each fund and why it is held.

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 2025. (No change from £2.77 per kilogram in 2024).

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 2025. (No change from £2.77 per kilogram in 2024).

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 18**. 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 **Notes 12 & 18**).

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 2025. (No change from £2.77 per kilogram in 2024). (refer to **Note 1n** - Critical accounting estimates and judgements).

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 6 months remaining and the rent is shown as expenditure for Foodbank warehouse in the accounts, the lease is considered a short-term lease liability. In 2025, the Landlord changed and a replacement lease has been under negotiation for Unit 7 (existing unit) and 7a (adjoining unit). The new lease has been agreed and is noted as a significant post-year event in **Note 15**. The new lease commences in 2026 and will be recognised in the accounts appropriately as a new lease 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 (No change from £2.77 per kilogram in 2024). The price £2.77 per kg is based on Trussell Trust research from across the UK.

THE PCC OF THE PARISH OF ST NICHOLAS & ALL SAINTS WORCESTER - YEAR ENDED 31st DECEMBER 2025

Note 2 - Analysis of income 2025

Income	Notes	General	Designated	Restricted	Total 2025	Total 2024
		£	£	£	£	£
Incoming resources from generated funds						
Regular Giving including Gift Aid		229,295	-	128,768	358,063	329,669
Other planned giving		21,470	-	9,114	30,584	39,193
Loose plate collections		1,889	60	132	2,081	1,028
SumUp Card Payments		10,779	2,864	1,491	15,134	9,055
One-off Gift Aid gifts		-	-	1,804	1,804	5,766
Donations Appeals & Projects		(1,915)	181	17,231	15,497	31,264
Donations from Churches & Charities		400	-	16,743	17,143	180,441
Donations from other organisations		10,488	-	11,634	22,122	31,216
Donations Gift Cards		-	-	7,167	7,167	6,365
Donation of food		-	-	160,740	160,740	216,237
Tax recoverable on Gift Aid		53,625	-	24,728	78,353	71,992
Recurring grants		1,182	-	-	1,182	-
Non-recurring one-off grants		4,690	12,035	250,181	266,906	273,936
Voluntary Income Total		331,903	15,140	629,733	976,776	1,196,162
Activities for generating funds						
Fundraising activity sales etc		-	-	205	205	318
Income from activities & events		1,135	7,369	1,528	10,032	15,964
Activities for generating funds Total		1,135	7,369	1,733	10,237	16,282
Investment Income						
Bank and building society interest		48	-	-	48	45
Income from investments		708	-	6,609	7,317	8,928
Investment income Total		756	-	6,609	7,365	8,973
Incoming resources from charitable activities						
Other funds generated		162	-	923	1,085	-
Fees for weddings and funerals		816	-	-	816	1,723
New Wine Income		-	33,200	-	33,200	33,200
Income from charitable activities Total		978	33,200	923	35,101	34,923
Income Grand Totals		334,772	55,709	638,998	1,029,479	1,256,340

THE PCC OF THE PARISH OF ST NICHOLAS & ALL SAINTS WORCESTER - YEAR ENDED 31st DECEMBER 2025

Note 3 - Analysis of expenditure 2025

Expenditure	Notes	General	Designated	Restricted	Total 2025	Total 2024
		£	£	£	£	£
Cost of generating funds						
Costs of applying for grants		-	-	-	-	54
Costs of Activities Events		630	16,622	73	17,325	15,988
Fundraising Donation Platform Fees		1,253	120	2,628	4,001	4,183
Cost of generating funds Totals		1,883	16,742	2,701	21,326	20,225
Charitable activities						
Giving to missionary partners	13	21,000	-	-	21,000	24,508
Giving to Charity Assigned	13	-	-	35	35	-
CAB Foodbank Adviser	13	-	-	79,633	79,633	63,365
Giving to Home mission		360	-	360	720	760
Pastoral Gifts to individuals		757	-	-	757	3,347
Mission Giving to others sub total		22,117	-	80,028	102,145	91,980
Ministry Share		78,319	-	-	78,319	77,466
Ministry - fees paid to Diocese		447	-	-	447	1,679
Cost of Clergy sub total		78,766	-	-	78,766	79,145
Staff salaries		77,181	11,611	79,337	168,129	168,472
Staff Costs: Cleaning		6,912	-	-	6,912	6,315
Staff Salaries - Children & Youth		30,739	-	13,718	44,457	28,424
Staff Team - employment sub total	14	114,832	11,611	93,055	219,498	203,211
Transport costs		-	-	966	966	1,126
Property Rent		-	-	31,273	31,273	30,800
Property Insurance		-	-	474	474	1,876
Property advisors (e.g. Fire & H&S)		-	-	-	-	1,980
Ops & buildings Foodbank sub total		-	-	32,713	32,713	35,782
Clergy: Working expenses		6,007	-	-	6,007	6,928
Clergy: Vicarage hospitality		287	-	-	287	-
Parsonage house expenses		50	-	-	50	-
Clergy: Phone, Internet & Office		2,088	-	-	2,088	1,160
Ministry: Training and Development		4,545	66	757	5,368	9,071
Clergy Ministry costs sub total		12,977	66	757	13,800	17,159
ALPHA Courses		87	-	-	87	200
Ministry: Children's Church		1,652	271	-	1,923	1,218
Ministry: Community Youth Lightbox		-	-	2,135	2,135	574
Ministry: Pastoral Care		705	-	-	705	61
Ministry: Mainly Music		-	-	1,485	1,485	1,707
Ministry: Students		1,205	-	914	2,119	1,052
Ministry: Youth		513	-	4,901	5,414	1,344
Ministry: Bell ringing		-	-	319	319	383
Ministry: Worship		1,179	-	-	1,179	752
Ministry: Worcester Food Bank		-	-	852	852	14
Ministry: Leadership & Church Groups		1,838	-	2,015	3,853	744
Ministry: Mission & Outreach		162	-	-	162	2,197
Church Mission activities sub total		7,341	271	12,621	20,233	10,246

THE PCC OF THE PARISH OF ST NICHOLAS & ALL SAINTS WORCESTER - YEAR ENDED 31st DECEMBER 2025

Expenditure	Notes	General	Designated	Restricted	Total 2025	Total 2024
<i>Note 3 continued</i>		£	£	£	£	£
Foodbank activities						
Food used from donated stock	18	-	-	168,634	168,634	212,140
Food Purchases - Foodbank		-	-	271,864	271,864	331,545
Non Food Supplies		-	-	11,533	11,533	10,040
Clients Exp' Taxi, Trolley etc - Foodbank		-	-	31	31	-
Managers Meetings		-	-	93	93	56
Volunteers Exp - Foodbank		-	-	2,362	2,362	2,025
Van Maintenance - Foodbank		-	-	2,898	2,898	2,221
Depreciation of van	7	-	-	1,950	1,950	1,950
Foodbank activities sub total		-	-	459,365	459,365	559,977
Depreciation of All Saints Furnishings	7	-	-	4,072	4,072	3,473
Church running - insurance		12,760	-	-	12,760	12,369
Church Office running costs		305	-	651	956	1,226
Church Office running - electricity		658	-	116	774	1,380
Church Office running - gas		1,470	-	260	1,730	1,163
Church Office running - maintenance		127	-	23	150	5,225
Church Building Maintenance		10,868	-	5,452	16,320	17,214
Cleaning		3,483	-	1,728	5,211	5,364
Building Cyclical Maintenance		1,703	-	-	1,703	-
Services & Gatherings		7,681	-	1	7,682	13,279
Sound & Audio Visual Systems		2,102	59	2,337	4,498	5,570
Equipment		1,494	129	7,463	9,086	12,602
Warehouse consumables		-	-	546	546	810
Administration		6,041	5	7,438	13,484	12,339
Bank charges		530	-	150	680	478
Church running - electric		5,431	-	1,262	6,693	2,679
Church running - gas		12,593	-	3,694	16,287	22,561
Church running - water		960	-	819	1,779	1,654
Church major repairs professional fees		-	-	-	-	19,186
Sundry		16	-	-	16	-
Ops & Buildings costs sub total		68,222	193	36,012	104,427	138,572
Charitable activities Totals		304,255	12,141	714,551	1,030,947	1,136,072
Governance costs						
Legal, Insurance & Operations		2,700	-	5,720	8,420	1,760
Audit fees		5,673	-	8,127	13,800	11,040
Governance costs Totals		8,373	-	13,847	22,220	12,800
Expenditure Grand Totals		314,511	28,883	731,099	1,074,493	1,169,097

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

Foodbank Income	2025	2024
	£	£
Incoming resources from generated funds		
Regular Giving including Gift Aid	124,884	121,828
Other planned giving	2,823	3,528
SumUp Card Payments	-	15
One-off Gift Aid gifts	1,804	5,536
Donations Appeals & Projects	16,042	28,107
Donations from Churches & Charities	12,896	179,079
Donations from other organisations	11,634	152,230
Donations Gift Cards	7,167	6,365
Tax recoverable on Gift Aid	24,361	27,069
Non-recurring one-off grants	191,326	177,492
Donation of food	160,738	216,236
Voluntary Income Total	553,675	917,485
Activities for generating funds		
Fundraising activity sales etc	205	-
Income from activities & events	(460)	-
Activities for generating funds Total	(255)	-
Investment Income		
Bank and building society interest	6,609	7,213
Investment income Total	6,609	7,213
Income from charitable activities		
Other funds generated	923	-
Incoming resources from charitable activities Total	923	-
Income Grand Totals	560,952	924,698

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

Foodbank Expenditure	2025	2024
	£	£
Cost of generating funds		
Costs of applying for grants	-	54
Costs of Activities Events	5	-
Fundraising Donation Platform Fees	2,549	-
Cost of generating funds Totals	2,554	54
Charitable activities		
CAB Foodbank Adviser	79,633	63,365
Giving to Home mission	360	360
Pastoral Gifts to individuals	-	20
Mission Giving to others sub total	79,993	63,745

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Foodbank Expenditure	2025	2024
<i>Note 5 continued</i>	£	£
Staff salaries	56,652	49,349
Staff Team - employment costs sub total	56,652	49,349
Transport costs	966	1,126
Property Rent	31,272	30,800
Property Insurance	474	1,876
Property advisors (e.g. Fire & H&S)	-	1,980
Ops & buildings Foodbank sub total	32,713	35,782
Clergy: Working expenses	-	36
Ministry: Training and Development	408	450
Ministry: Worcester Food Bank	852	14
Church Mission activities sub total	1,260	500
Foodbank activities		
Food used from donated stock	168,634	212,140
Food Purchases - Foodbank	271,864	331,545
Non Food Supplies	11,533	10,040
Clients Exp' Taxi, Trolley etc - Foodbank	31	-
Managers Meetings	93	56
Volunteers Exp - Foodbank	2,362	2,025
Van Maintenance - Foodbank	2,898	2,221
Depreciation of van	1,950	1,950
Foodbank activities sub total	459,365	559,977
Church running - insurance	-	400
Church Office running costs	651	-
Church Office running - electricity	116	-
Church Office running - gas	260	-
Church Office running - maintenance	23	-
Building Maintenance	2,202	2,570
Cleaning	1,728	1,620
Equipment	3,751	6,056
Warehouse consumables	546	810
Administration	6,327	6,305
Bank charges	150	99
Church running - Electricity	1,262	(1,579)
Church running - gas	2,826	1,973
Church running - water	819	756
Ops & Buildings costs sub total	20,661	19,010
Charitable activities Totals	650,644	728,363
Governance costs		
Legal, Insurance & Operations	5,720	500
Finance costs-Audit	8,127	6,734
Governance costs Totals	13,847	7,234
Expenditure Grand Totals	667,045	735,651

Note 6 – Transfers

Transfers - Description and Reason	Notes	Unrestricted funds	Designated funds	Restricted funds	Total Funds 2025
	11	£	£	£	£
General Fund to Designated Fund					
General (Unr) to Cyclical Maintenance (Des) - annual reserve provision for future cyclical maintenance		(7,500)	7,500	-	-
General (Unr) to Sound (Des) - provision for future on designated fund		(361)	361	-	-
Designated fund to General Fund					
Events External (Des) to General (Unr) - to clear residual balance on end of designated fund in year		1,305	(1,305)	-	-
Events Internal (Des) to General (Unr) - to clear residual balance on end of designated fund in year		1,137	(1,137)	-	-
New Wine (Des) to General (Unr) - to clear residual balance on end of designated fund in year		33,200	(33,200)	-	-
General Fund to Restricted Fund					
General (Unr) to Lightbox (Res) - one-off reallocation of OMF missions underspend for future support of Lightbox Hub		(6,000)	-	6,000	-
General (Unr) to Youth (Res) -- to cover overspend in year on restricted fund		(70)	-	70	-
Gross transfers between funds		21,711	(27,781)	6,070	-

Note 7 – Tangible Fixed Assets

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

Tangible Fixed Assets

2025	Foodbank Van	All Saints Furnishings	Totals
	£	£	£
Cost			
At 1st January 2025	19,750	43,130	62,880
In-year adjustment additions	-	3,000	3,000
At 31st December 2025	19,750	46,130	65,880
Depreciation			
At 1st January 2025	11,700	21,935	33,635
Charge in year	1,950	4,072	6,022
At 31st December 2025	13,650	26,007	39,657
Net Book Value			
At 31st December 2025	6,100	20,123	26,223
Net Book Value			
At 31st December 2024	8,050	21,195	29,245

Note 8 – Investments

Investments	Listed Investments	Totals
	£	£
Market Value		
At 1st January 2025	1,262	1,262
Less disposals (at account closure)	(564)	(564)
Net Gains/(Losses)	(31)	(31)
At 31st December 2025	667	667

The PCC holds a small amount in investments. During 2025, one investment account held as general funds was closed because the M&G Investment account was discontinued. Due to the low value of the account, the investments were sold, rather than re-invested. The sale proceeds on closure were transferred into the main Bank account as general funds. Overall investments have decreased by £31 during 2025 (decreased by £5 to total £1,262 during 2024).

Note 9 - Debtors (Accounts receivable)

	2025	2024
	£	£
Amounts receivable within one year		
Prepayments and accrued income	94,702	45,350
Rent deposit	4,167	-
	98,869	45,350
Amounts receivable after more than one year		
Rent deposit	-	4,167
	-	4,167
Total debtors	98,869	49,517

Note 10 – Creditors – (Accounts Payable)

	2025	2024
	£	£
Social security taxes creditor	5,564	-
Pension creditor	-	1,345
Barclaycard	2,399	4,156
Accruals for grants payable	7,500	-
Accruals	25,033	25,464
	40,496	30,965

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Note 11 – Funds & Fund Movements – 2025

2025 Fund Movement Represented by:	Opening b fwd £	Incoming Resources £	Outgoing Resources £	Transfers £	Revalue £	Closing c fwd £
Unrestricted - General funds	44,719	334,772	(314,511)	21,711	(31)	86,660
Designated						
Building Maintenance & Development Fund	903	-	-	-	-	903
Cyclical Building Maintenance	4,000	-	-	7,500	-	11,500
Eco Church	76	-	-	-	-	76
Events - External	-	2,161	(856)	(1,305)	-	-
Events - Internal Church	-	5,872	(4,714)	(1,137)	-	21
New Wine National Lead Post	-	33,200	-	(33,200)	-	-
St Stephen	-	12,035	(11,677)	-	-	358
Equipment & Furniture Fund	4,504	-	(129)	-	-	4,375
Sound & Audio Visual Fund	-	60	(60)	361	-	361
Overseas Mission Partners	15,147	2,381	(11,447)	-	-	6,081
Vicar's Disc. Mission Support	4,223	-	-	-	-	4,223
Unrestricted - Designated	28,853	55,709	(28,883)	(27,781)	-	27,898
Total Unrestricted funds	73,572	390,481	(343,394)	(6,070)	(31)	114,558
Restricted						
Lightbox Hub	1,808	7,820	(2,620)	6,000	-	13,008
Lightbox Worcester	-	10,667	-	-	-	10,667
National Grid Community	5,081	-	(958)	-	-	4,123
Pastoral Fund	-	2,000	-	-	-	2,000
Resourcing Church Ops Costs	-	12,353	(12,353)	-	-	-
Staff Fund-Children's	-	750	-	-	-	750
Staff Fund-Youth	-	938	-	-	-	938
Student Ministry	-	730	(600)	-	-	130
Art Space	30	-	-	-	-	30
Bell Ringers Fund	9,741	2,668	(3,245)	-	-	9,164
Chairs Fund	2,767	156	(5)	-	-	2,918
Chairs Fund Applied	21,195	-	(1,072)	-	-	20,123
Food Bank Project	694,617	560,952	(665,095)	-	-	590,474
Foodbank Contingency Res.	105,000	-	-	-	-	105,000
Foodbank Van Applied	8,050	-	(1,950)	-	-	6,100
Mainly Music Fund	285	1,762	(1,549)	-	-	498
Organ Renovation Fund	1,973	-	(324)	-	-	1,649
Resourcing Church - Staff	-	36,402	(36,402)	-	-	-
Youth Fund	3,056	1,800	(4,926)	70	-	-
Total restricted funds	853,603	638,998	(731,099)	6,070	-	767,572
Totals	927,175	1,029,479	(1,074,493)	-	(31)	882,130

THE PCC OF THE PARISH OF ST NICHOLAS & ALL SAINTS WORCESTER - YEAR ENDED 31st DECEMBER 2025

Note 11b Fund Movement - Prior Year 2024 - for comparison

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

Note 11c - Funds held by the PCC

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 & Development Fund	General building maintenance of the church buildings including the church office.
Cyclical Building Maintenance	General building maintenance of the church buildings including the church office. Reserves to build resilience for cyclical replacement and refurbishment.
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 - External	To provide for the costs of church Events by and/or with external partners.
Events - Internal Church	To provide for the costs of internal 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 discretion in supporting those in need and also to provide for the All Saints Mission Support grant 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 & Development Fund Res	Funds received specifically for building maintenance of the church buildings including the church office.
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.
Collection for Individuals/charities	Funds received for specific individuals and/or charities
Hope for Justice	Funds received for Hope for Justice

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Lightbox Hub	Funds received for Lightbox central Hub & Community Youth work (fund renamed in 2025, formerly Community Youth including Lightbox).
Lightbox Worcester	Funds received for Lightbox in Worcester
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 addition of an additional unit to the new lease. This includes provision for the costs of occupying and setting up the new warehouse unit and to cover possible dilapidations liability.
Foodbank Earmarked Grants	Foodbank Funds received earmarked for specific grant purposes.
Foodbank Van Purchase Grant Applied	A technical accounting fund for the Foodbank Van capital costs met by the ASDA grant.
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.
Pastoral Fund	Funds received specifically for Pastoral use.
Resourcing Church Funds - 4 funds: Operational, 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.
Staff Fund – Children's	Funds received specifically in support of Children's work salaries
Staff Fund – Youth	Fund for donations specifically in support of Youth work salaries
Student Ministry	Funds received specifically for Student work.
Youth Fund	Funds received specifically for Youth work.

Note 12 – Stock

Fund		2025	2024
		£	£
Foodbank	Foodbank supplies held for distribution to beneficiaries	41,167	49,061
		41,167	49,061

Note 13 – Grants payable

		2025	2024
		£	£
Grant gifts to Institutions (Mission partners)			
	Hope for Justice	-	648
	CPAS	1,000	1,000
	SIM International – Stretton Down	1,500	1,000
	Worcester Street Pastors	1,500	1,000
	Maggs Day Centre Worcester	1,500	1,000
	4Front Theatre	2,000	-
	Chapel House Ministry	-	3,000
	Tearfund	3,500	3,000
	Fusion	1,000	1,000
	Scripture Union - Perranporth Beach Mission	2,500	-
	Adventure Plus	-	2,000
	Wycliffe UK	-	750
	Mission Aviation Fellowship	-	750
	International Justice Mission	-	1,500
	Open Doors	1,000	-
	Worcester University - Students Union	500	-
	Latin Link	-	750
Grant gifts to Individuals (Mission partners)			
	J McCririe (LIV Village Mission)	5,000	6,360
	Others	-	750
Total		21,000	24,508
Giving to Charities			
		2025	2024
		£	£
	Citizens Advice (Foodbank partner)	79,633	63,365
	Macmillan	35	-
		79,668	63,365

Note 14 – Employees & Staff Costs 2025

Number of Employees: the average number of employees during the year 2025 was 12 (2024: 12)

Employee payments – Salaries

No employees are in receipt of remuneration in excess of £60,000 (2024 – None).

Employment costs	Notes	2025 £	2024 £
Gross wages & salaries		201,291	187,976
Employer NI social security costs		9,652	7,773
Employer Pension & other costs		8,555	7,462
Totals		219,498	203,211

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 (2024 - £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.

Note 15 – Financial commitments – Lease Agreements

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

	Notes	2025 £	2024 £
Within one year		16,683	31,683
Between one and five years		1,870	18,553
		18,553	50,236

Rent paid under operating leases in the year totalled £32,896 (2024 - £31,639).

Note: a significant post-year event - a new Lease for the Foodbank premises has been agreed with a rental commitment of £50,000 plus VAT per year, for a term of 7 years, including a tenant break clause at year 4, with 9 months' notice.

Note 16 - Payments to Trustees

During the year no payments of salary or benefits were made to Trustees. (2024 - £ Nil)

During the year Mrs Amy Williams resigned as a Trustee on her appointment as an employee as Executive Assistant to the Vicar on 24/11/25.

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	2025	2024
Notes	£	£
Travel, accommodation, subsistence, hospitality	2,434	2,890
Reimbursement of ministry expenses	12,015	7,217
Total	14,449	10,107
Number of Trustees in this total	10	8

Note 17 - Related Party Transactions

The Vicar's spouse, Kath Johnson is employed by International Justice Mission (IJM). During 2025 the PCC agreed to include IJM as a future Mission partner for 2026 & 2027, following the ending of support for SIM in 2025. IJM were also recommended a partner charity for direct gifts at the annual All Saints Business & Community carol service in 2025. No donated funds passed through the charity to IJM in 2025. (2024 - £1,500). The Vicar, Rich Johnson, took no part in any discussions or decision making relating to these matters.

Church Warden, Jeremy Hailwood received a pastoral gift to the value of £182 (2024 - £0). During 2025, related parties T Hailwood received a grant from the Overseas Mission Fund towards travel costs for the mission trip to Liv Village, South Africa, of £657 (2024 - £0) and K Hailwood received a pastoral gift to the value of £13 (2024 - £0). Jeremy Hailwood took no part in any discussions or decisions relating to these grants & gifts.

Church Warden, Phil Bristow received a gift from the PCC to the value of £111 (2024 - £0) in thanks and recognition of his contribution to the charity, serving as Church Warden until 27/04/25. Phil Bristow took no part in any discussions or decisions relating to this gift.

Church Warden, Jenny Prigg received a gift from the PCC to the value of £58 (2024 - £0) in thanks and recognition of her contribution to the charity, serving as Church Warden until 27/04/25. Jenny Prigg took no part in any discussions or decisions relating to this gift.

PCC Treasurer, Stephen Chase received a gift from the PCC to the value of £33 (2024 - £0) in thanks and recognition of his contribution to the charity, serving as Treasurer. Stephen Chase took no part in any discussions or decisions relating to this gift.

In the year to 31st December 2025, Trustees made total donations to the charity's unrestricted funds of £28,925 (2023 - £ 33,225).

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.

Donated 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 2025. (No change from £2.77 per kilogram in 2024).

In 2025, Foodbank received Food, toiletries, and household cleaning products donated by people and organisations, weighing 58,029 kg (78,064 Kg in 2024). The value of donated goods stock, income and donated stock distributed in 2025 is accounted for in the accounts and is as follows:

Donated Goods Stock		Weight of goods	Value of goods	2025 Totals	2024 Totals
Foodbank	Notes	KG	£	£	£
At 1st January 2025	value £2.77 /kg	17,712	49,061	49,061	44,965
Income	Donated goods @ £2.77 /kg	58,029	160,740	160,740	216,237
		75,741	209,802	209,802	261,202
At 31st December 2025	value £2.77 /kg	14,862	41,167	41,167	49,061
Stock value	Movement in 2025	60,879	168,634	168,634	212,141

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.

Fund	Grantor	Notes	2025 £	2024 £
Foodbank	Worcester City Council - Household Support Fund		110,000	124,667
Total			110,000	124,667

Note 21 – Auditors' remuneration

Auditors' remuneration for the audit of the financial statements (inclusive of irrecoverable input VAT) was £13,800 (2024: £11,040). The auditor did not receive any fees for other services.

THE PCC OF THE PARISH OF ST NICHOLAS & ALL SAINTS WORCESTER - YEAR ENDED 31st DECEMBER 2025

Note 22 - Comparative Statement of Financial Activities (1st January 2024 to 31st December 2024)

	Notes	Unrestricted funds	Designated funds	Restricted funds	Total Funds 2024	Total Funds 2023
		£	£	£	£	£
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	-	7,313	8,973	4,610
Incoming resources from charitable activities		34,923	-	-	34,923	25,550
Other incoming resources		-	-	-	-	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)	-	(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	-	-
Net income / (expenditure) resources		35,867	4,799	46,577	87,243	123,622
Other recognised gains / losses						
Gains/losses on investment assets		(5)	-	-	(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