THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF BRENTFORD

England & Wales · Charity number 1128611

Details

Other names	THE PARISH OF BRENTFORD PCC
Status	Registered
Legal form	Previously excepted
Registered	2009-03-17
Register	View on the Charity Commission register

Contact

Address	St. Pauls Church St. Pauls Road Brentford TW8 0PN
Phone	02085687442
Email	office@parishofbrentford.org.uk
Website	www.parishofbrentford.org.uk

Activities

Objects: Promoting in the ecclesiastical parish the whole mission of the Church.

Activities: Regular public worship open to all

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services
- **What:** Religious Activities
- **Who:** The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL
- Hounslow

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Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£600,302	£560,014	£800,816	3
2024-12-31	£370,224	£367,795	-	-
2023-12-31	£460,128	£446,533	-	-
2022-12-31	£311,257	£317,497	-	-
2021-12-31	£396,644	£433,384	-	-
2020-12-31	£392,229	£325,100	-	-

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Trustees

Name	Role	Appointed
Carol Fletcher		2024-05-12
Christopher Pye		2026-05-10
Edwina Renner Jennings		2025-10-21
Iain Stafford Knight		2022-01-11
Ineala Theophilus		2021-05-16
Isabella Metzner		2024-05-12
Isobel Peaty		2025-05-11
Jessika Toto-Moukouo		2025-05-11
Joanne Cheung		2025-05-11
Jonathan Tsang		2026-05-10
Kim Webster		2024-05-12
Laura Filby		2024-05-12
Penelope May Vincent		2024-05-12
Peter Jenks		2026-05-10
Rev Geraldine Elizabeth Nixon		2023-05-14
Rev SARAH GUINNESS		2018-05-01
Rev Zoe Anita Mathias		2024-07-16
Sara Jane Ward		2019-04-28
Sheila Underwood		2024-05-12
Stephen Charles Fletcher		2023-05-14
Stephen Merrill		2025-05-11
Thomas James Salisbury		2022-05-08

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF BRENTFORD

England & Wales - Charity number 1128611

Accounts

ST PAUL'S
+ST FAITH'S
+BRENTFORD
+YOU

The Parish of Brentford St Faith's and St Paul's

Annual Report and Unaudited Accounts

For the Year Ended 31 December 2025

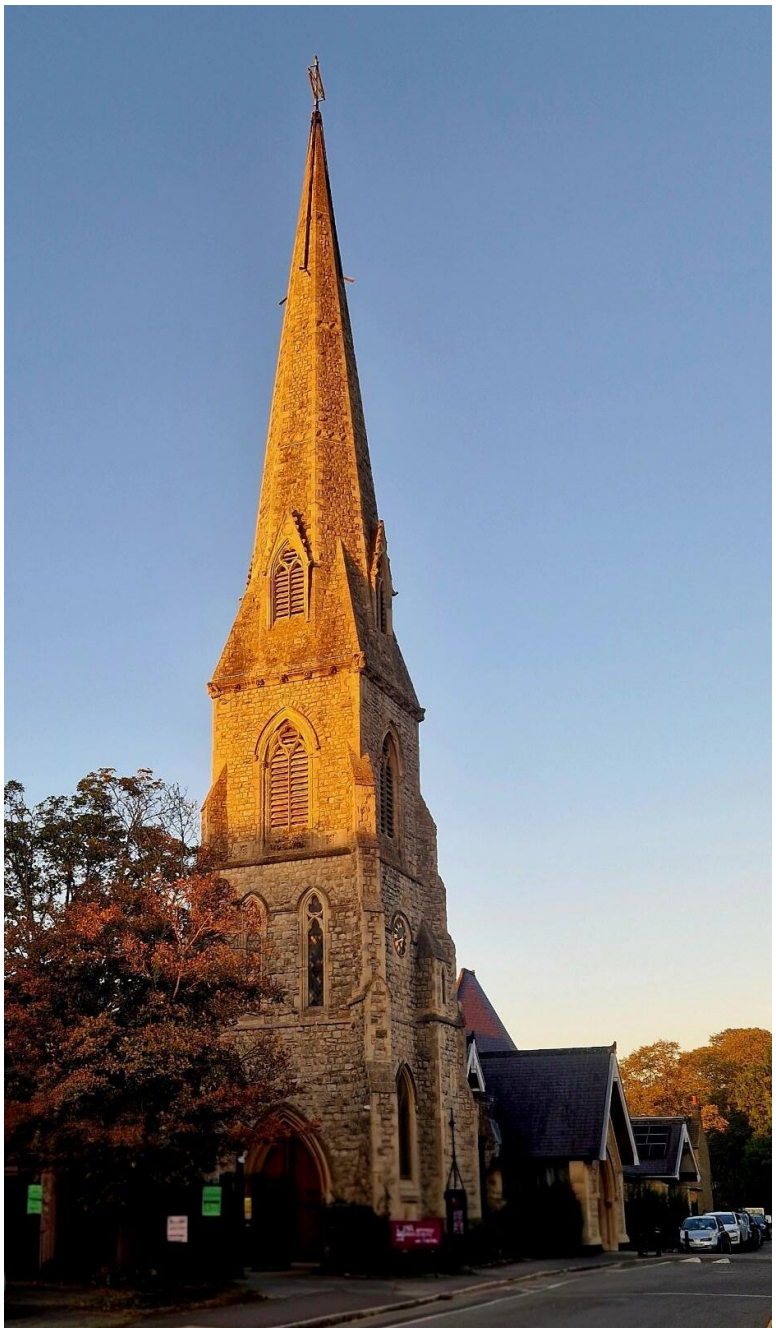


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(this does not form part of the financial statements)

Legal and Administrative Information

Rector
Reverend Sarah Guinness

Treasurer
Iain Knight

Charity Number
1128611

Independent Examiner
Accountancy Management Services Limited
South Street House
51 South Street
Isleworth
Middlesex
TW7 7AA

Address
The Parish Office
St Paul's Road
Brentford
Middlesex
TW8 0PN

Bankers
Barclay's Bank
Leicester
Leicestershire L87 2BB

CCLA
Dunmow
Essex CM6 9DL

Annual Report (for year ended 31st December 2025)

Structure, Governance and Management
The Parish of Brentford was established as a Parish of The Church of England and comprises of two churches, St. Paul's and St. Faith's.

Appointment and induction of PCC members
Members of the PCC are either ex-officio, co-opted or elected by the Annual Parochial Church Meeting in accordance with the Church Representation Rules. New PCC members are made aware of their legal obligations under charity and church law, the content of the constitution, the Council and the decision-making processes and the recent performance of the church. They meet the other PCC members as well as key employees over the course of the year.

Standing Committee
This is the only committee required by law.

Organisational Policy
The PCC works according to the Church of England Canon Law. The staff team, PCC and Standing Committee hold responsibility for the day-to-day operations of the churches including finance and employment matters.

Objectives and activities
The Parish of Brentford's PCC is required, as stated in the PCC (Powers) Measure 1956 to actively promote in the ecclesiastical parish the whole mission of the Church - pastoral, evangelistic, social and ecumenical.

The Trustees of the Parish of Brentford have had regard to The Charity Commission guidance on public benefit.

Risks
The PCC confirm that major risks have been reviewed and systems or procedures have been implemented to manage these risks.

Reserves Policy
It is the desire of the PCC to maintain 2 months' worth of running costs (including staff salaries) in cash reserves in case of major problems. The PCC have not put any money in reserves in recent years due to the ongoing financial deficit, however there is a trust fund of significant value which can be drawn on for building emergencies and repairs.

Achievements, Performance and Future Plans
Please see the Rector's Report.

This report and the attached accounts were approved by the PCC on Tuesday 21st April 2026.

Signed on their behalf by Revd Sarah Guinness, chairperson of the PCC.

Rector's APCM Report

Attendance

	YouTube Subscribers	Facebook/Insta Followers
2021	139	
2022	180	
2023	220	
2024	263	
2025	310	531/393
2026 (as of 1st Feb)	388	561/476

We have between 70 - 250 views of each service, with between 20 – 30 people watching live. Our weekly attendance is growing.

	2021	2022	2023	2024	2025
Average Sunday attendance (i.e. number of people attending) in October across all 3 services	75	99	159	172	195

Services

In 2025, we've taken: 10 funerals, 3 weddings, 7 Adult full immersion baptisms (Easter 20th April and September 7th), and 11 child baptisms and 9 Confirmations.

Our sermon series have covered the following themes: Names of God, 'A Theology of Disability/The Body/Living with Chronic Pain, Time & Liminality, The Promises of God in Isaiah during lent, 1 Corinthians and Summer Narnia series about what it means to have faith. In the Autumn we looked at the Lord's Prayer and prayer more generally.

We hosted a Confirmation service led by Bishop Emma on 13th July with 4 adult and 5 youth candidates.

We've celebrated Epiphany, marked Lent, Mothering Sunday, celebrated through Holy Week and Easter (including Passover), Pentecost, Trinity Sunday, Harvest, Remembrance, Hosted Lodge Brothers Christmas Remembrance service, and held several well attended Christmas services, including a new 'Alternative' contemporary Carol service at the newly opened St Faith's.

Our evening service has been planted into St Faith's; with the existing leaders and preachers we've developed over recent years. We have on average 27 people attending. We began a series in October looking at parables of growth in Matthew's gospel and Jesus 'I Am' statements in John's gospel.

We did a new 'Blue Monday' Service on Sunday 19th Jan for those struggling with Winter and post-Christmas blues. We held a Vision Sunday at the beginning of September to remind people of our vision and values and asked them to sign up to participate more fully in the life of the church by joining teams.

Prayer & Home Groups
We have a very active Parish WhatsApp group that is often in touch daily with prayer requests. We pray and have intercessions in all our weekly services.

Our existing home groups and weekly groups continue to run: First Friday at the Fletchers, the Women's group, Silent Sanctuary, The Caretakers, Men's Breakfast, Happy Home and the Young Adults. Penny has begun a new homegroup for post Alpha attendees working their way through Mark's gospel.

Training & Equipping
- Penny Vincent was ordained on 27th September 2025 and will be priested in June 2026. She is in her first year of non-stipendiary curacy.
- Rev Sara Ward and Rev Zoe Mathias, both second year curates, were priested on 21st June at Holy Trinity Brompton.
- Zoe and Sarah led 6 Confirmation Preparation sessions called 'Table Talk' (with dinner at The Rectory) between March and July 2025.
- Sarah, Sara and Zoe all attended the Planting Course run by CCX, which involved 7 Thursday mornings in central London. This helped us to think through the plant into St Faith's.
- Tipi Turner left us in September to go to Trinity College to train for ordination.
- The staff team had a day away together on 6th October to regroup.
- Sarah, Luke, Macy, Sara and Zoe have signed up to attend the Learning Academy which involves 4 residentials over 18 months, with the aim to double the number of children and young people we have attending. The first one was held in Oxford 9th – 10th October.
- The staff team and key volunteers have had training in Food Hygiene and Manual Handling.
- We've run 3 sessions of Prayer Ministry Training to equip and expand the team.
- Sarah hosts a lecture on the Trinity each year, and a discussion group on Zoom (8th May).
- Sarah attended Disability Essentials training on 27th February 2025 and has qualified as an Enneagram Typist.
- Sarah has taken study leave in November 2025, and the remaining two months will be taken in January and February 2026. She has used this time to write a book, go on retreat and have further training.
- Sara, Macy and Zoe have taken our social media in hand to schedule posts, which has improved attendance at events.
- Karen Connelly has taken on the role of Welcome Team Leader.
- Natalie Benson has taken on the role of Refreshments team leader.

Governance
We have overhauled our risk assessments this year with scrutiny from a team of staff and volunteers, and with sign off from the PCC.

Staffing
Quentin, Luke, Macy, Wendy, and Lisa remain much valued and appreciated members of the staff team who do a wonderful job, alongside Jo who continues to run Spire Café and is very much on the frontline of ministry.

Jo has taken over from Carol as Parish Safeguarding Officer. I'm very grateful to Carol Fletcher for leading this for so long (since the role was first thought up!). It's evolved into a reasonably demanding and admin laden role and we're grateful to Jo for being willing to take this on.

Community Engagement

- Our biggest achievement this year, thanks to Zoe and Penny is opening the Community Fridge at St Faith's, which started on 13th October. This aims to redistribute food to those in need, which might otherwise go to waste. Its overarching aim is environmental. They see on average 17 users per week.
- Spire Café continues to offer us a wonderful platform for parish ministry, and we are hugely grateful to Jo who runs this superbly.
- Gerry, Mariette and Sheila have helped to start a Games Afternoon at Spire Café on Wednesdays from 11am for those feeling lonely and wanting some company.
- We were part of the Creative Mile 30th – 1st September – St Paul's hosted a reception for the exhibitors and acted as a exhibition space for local artists.
- We joined the Brentford Community Market on 14th September to represent the Parish and our initiatives.
- We had well attended Experience Easter (5th April) and Experience Christmas (14th December) events aimed at Primary aged children and their families with crafts, drama, singing, and lots more.
- Andy Ward has hosted Safer Neighbourhood Meetings at St Paul's.
- Menopause Café 27th November on movement and body positivity.
- Bridge the Gap led by Luke, alongside Hope Church Hounslow, playing football with others aged 18+ on Monday evenings.
- Sarah is in her second season as Chaplain at Brentford Football Club. She spends a few hours once a week there with staff and players at the Jersey training ground. She has also met with people one to one in her capacity as Club Chaplain.
- Sarah organised an Introduction to the Enneagram Day with two trainers on 15th March.
- Sarah and the team have done two house blessings, home Communions and hospital visits where needed.
- Sarah has met with Todd from Immanuel Church and Tasawer, the new minister at Brentford Free Church.
- Sarah has met with the Developer of the Homebase site to talk about community needs.

Children & Youth
Kids Café, led by Luke and Macy, remains very popular for pre-schoolers and their carers. We have a consistent attendance of fewer children – an average of 17.

Some highlights of our youth & Children's engagement include:

- Older and Younger youth split into two separate groups.
- Younger Youth on Sunday mornings range between 2-16 attendees.
- Younger Youth on Sunday afternoons range between 3-19 attendees.
- Older Youth fortnightly on Wednesday evenings range between 6-9 attendees.
- We hosted two missional REACH events - on Saturday 8th March with a Battle of the DJs with 117 attendees and on 17th October with footballers from Brentford FC talking about resilience and loneliness with 163 attendees.
- We took our youth to Satellites Camp from 6th – 10th August.
- Luke has started a Mentoring scheme with the older youth – 4 have engaged so far.
- We hosted our usual summer BBQ at The Rectory on 13th July.
- Luke has introduced a three-year Sunday School Curriculum.

Primary Schools
We've delivered collective worship weekly for St Paul's Primary school, thanks to our team including Leslie Pringle, who is the Chair of Governors. We've also supported them with a SIAMS inspection in November which went very well.

Big thanks to Alison Tsang who has stepped down as school foundation governor, and to Elizabeth Kovacs joining the school governing body.

We've hosted school visits from Green Dragon Primary School (23rd June & 8th December).

Sara has again organised Christmas and Easter roadshows to our 3 primary schools in the parish (St Paul's, Lionel and Green Dragon), with great feedback from staff and pupils.

We prayed around St Paul's primary school at the start of the school year (2nd Sept).

We host monthly prayer meetings to pray for St Paul's school after school drop off.

Secondary Schools
Sarah stepped down as Chair of Governors at Ealing Fields Secondary school, and Director in the Twyford trust in October/December. She led the staff Communion at Ealing Fields in January before their return to school.

Luke goes into Ealing Fields weekly to lead the CU / Youth Alpha.

Macy and Luke have delivered 3 Live Well courses at Ealing Fields.

St Faith's Church Plant
A major development for us this year is that we've refurbished St Faith's church and planted the evening service previously held at St Paul's, into St Faith's. We promised when we temporarily paused services at St Faith's in January 2022 that we would plant back in when we felt God's timing and were first stirred to get things in motion in November 2024. Following PCC discussion, prayer meetings, prayer walks and having attended The CCX Planting Course, we finally did this in October.

- Working party to clear rubbish at St Faith's on 1st February 2025.
- The St Faith's Vicarage was finally vacated after 6 years, leaving us free to appoint an Associate.
- We ran 3 prayer meetings and 3 prayer walks.
- We held a Giving Day on July 6th – 57 donors contributed 41,724.84 (8k of which was gift aid) which along with some other funds e.g. from the sale of chairs, came to a total of 46,607.44. This went towards 90 chairs and the tech needed to refurbish. We withdrew 50K from the Parish Trust Fund to pay for the floor, painting, carpet, and damp repair.
- We sanded and revarnished the floor, sold the existing chairs and bought 94 new ones, repainted the lower levels of the walls, replaced the carpets, fixed the damp and installed a temporary sink and water heater in the vestry.
- The evening service was officially started on Sunday 5th October with 77 attendees. Sarah preached using the sermon she used at the last service there in January 2022. We've been grateful for God's faithfulness to us during this period of closure.

Buildings
I don't usually include this in my report but this year our Operations Manager Quentin has done an incredible job of overseeing significant building projects:

- We've installed solar panels on the roof at St Pauls, which has been funded by Hounslow council (40k), donations from Benefact Trust, Church decarbonisation grant and Brentside Developments and from a charity fundraiser on 18th July. We're hugely grateful to Aivale Cole for hosting a jazz evening, with proceeds from ticket sales going towards this fund.
- We've refurbished St Faith's ready for the evening service to be planted.
- Prime Kids have moved out and we've refurbished the hall, which has needed a long overdue refurbishment (including the external woodwork) and Mini Miracles Montessori has moved in. They are due to open in January 2026. It's cost us £106,895.49 to refurbish the hall and this has been funded partly by Mini Miracles Montessori, partly from the Trust Fund and also from an agreed period of rent reduction, with some money paid upfront by the Parish.
- A bigger sink with hot water put into the St Faith's Vestry.
- Phone mast at St Paul's finally installed.

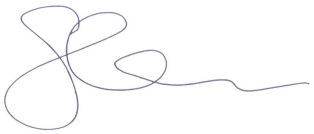
Huge thanks to Andy Ward who helped us choose the colours and the chairs for St Faith's, to Joel who installed the lighting, sound, AV and stage, to Penny who made a new altar cloth and to the many volunteers who have helped along the way.

Mission and Evangelism

- **Alpha**: We hosted 2 Alpha courses & Holy Spirit away days.
- **Live Well course**: Sarah and Elizabeth Kovacs ran Live Well during the Spring Term, with help from Jo Cheung on refreshments. It consists of 6 sessions covering emotions, negative thinking, stress, trauma, boundaries and is full of neuroscience to help us better understand how our brain works. Feedback was very positive with 19 attendees.
- **Three30** – Average attendance is about 25 young people (an increase on last year's 19), but it ranges from 14 to 27. We've had to take on a volunteer to help with safeguarding ratios.
- **Mission Partners**: We continue to maintain good links with Heather Johnstone our CMS Missionary in Tanzania. Heather visited on deputation in November at the evening service.
- **Eco Church** hosted regular Clothes Repair Café, and Eco Garden Workshops. Our Eco Team received a Hounslow Community Award in September for its environmental and climate justice work. They also did 24 Advent Eco reels in December.
- We hosted our first **Welcome Evening** for newcomers on Monday 22nd September to introduce ourselves and talk about our vision and values, safeguarding, finance and how to get involved. We plan to do this twice a year.
- Zoe has organised to do regular chaplaincy work at Paragon House, student accommodation.

Thanks

This year has been a BIG year for us as a parish, and I'm writing this whilst on study leave. As I look back over my diary I'm amazed by how much we've done as a team over the past 12 months, and how faithful God has been to us. Our staff and clergy team are wonderfully supportive and committed and I really couldn't do it without them and the volunteers who pitch in to participate and help shape ministry here in the Parish of Brentford. I remain grateful to my Church wardens for their support and the PCC who are wise and discerning. This period of study leave has deepened my sense of gratitude for those I have the privilege to serve and minister alongside here in Brentford.



SIGNED: Rev Sarah Guinness
ROLE: Rector
February 2026

Diocese of London

The Diocese of London is the largest in the Church of England, with over 400 churches serving a diverse population of 4.2m north of the Thames and west of the Lea, with a vision for every Londoner to encounter the love of God in Christ.

In 2025, the Church continued to grow according to indicative statistics, contributing to attendance increases of around 20% since 2022.

The London Diocesan Fund (LDF) serves, supports and resources all parts of the Diocese by funding around 540 paid clergy and providing essential services so every parish benefits from strong pastoral and missional leadership.

The Ministry Team supported the formation and development of 540 paid clergy, 204 self-supporting clergy, 114 Licensed Lay Ministers, as well as over 100 exploring ordained or lay ministry.

Most stipendiary clergy are housed by the LDF. The Housing team completed over 3,000 repairs and planned maintenance tasks, alongside major retrofitting to improve housing quality and energy efficiency, contributing to net zero goals.

Parishes received wide-ranging practical support for ministry. The Property and Fundraising team helped secure nearly £16m of external investment towards building renovations, community engagement and mission.

Safeguarding practice was strengthened further, with 95% of parishes now using safeguarding dashboards. INEQE carried out an independent audit of diocesan safeguarding, which will provide recommendations for how to build on progress made to create a safer church.

This work was funded through parish contributions via the Common Fund (£24.3m) and LDF generated income (£12.8m) from grants and investments.

The LDF has also generated additional funds for mission-focused projects, now totalling £40m across their collective lifespan. Great progress was made in 2025, including:

- Hackney & Islington Programme: 24 parishes supported, four new worshipping communities launched, lay leaders trained, and significant attendance growth.
- Southall & Hounslow Project: strengthening intercultural ministry across 13 parishes with new multilingual congregations adding over 100 new disciples.
- Tower Hamlets Mission Project: 89 young people came to faith and nearly 9,000 residents were engaged through new worshipping communities and outreach.

The Diocese also celebrated Bishop Sarah's appointment as Archbishop of Canterbury, giving thanks for her eight years as Bishop of London, marked by committed support for parish ministry, mission, safeguarding, and the diocesan priorities of becoming younger, safer and more racially just.

Curate's Report

2025 has been a busy year for our parish! The main highlight for me has been the re-opening of St Faith's. I enjoyed attending the Plant Course run by CCX. I also co-ordinated a series of prayer walks for us as a congregation as we prayed and planned and prepared for this re-opening work. It was great to watch the slow and steady work of refurbishing the building.

It has been a privilege to oversee the evening service at St Faith's; the service has been going well with a high level of preaching and worship. It has been good to develop a welcome and refreshments team to help enable the smooth running of the service.

Also at St Faith's, I have enjoyed working on the Community Fridge with Penny. This has involved securing partnerships with three supermarkets. I am so grateful to the 24 volunteers who help us - we could not do it without you! It has been really encouraging to meet the people who have been engaging with St Faith's for the first time or re-engaging to support the Community Fridge. I am really looking forward to seeing the development of these ministries in the coming months.

I have also really enjoyed supporting our work with children and young people particularly supporting the work that Sara does in the School Roadshows. I continue my general work preaching and leading in worship services and doing occasional offices. It has been fantastic to participate as a group leader in our Alpha courses which Jo runs and it has been wonderful to see people join our congregation through their participation in the Alpha course and choose to be baptised. It was good to work with Sarah to construct a new confirmation course which we ran in the Summer Term. I am currently in conversations with the University of West London to work as a volunteer Christian Chaplain in the Paragon Site (just around the corner from St Faith's) as part of my curacy.

Training is another key part of my role. As part of this, I meet regularly with Sarah as my training incumbent for supervisions, attend diocesan training events, and write reflections on my experience of ministry. I have really enjoyed my time so far as a curate in the Parish of Brentford and I look forward to seeing all that 2026 will have in store for us as a Parish!

ROLE: Curate

NAME: Rev Zoe Mathias

Associate Curate's Report

INTRODUCTION

2025 was my first full year as a curate in the Parish of Brentford and I've been pleased, as always, to have been involved in many areas of church life and ministry throughout the whole year. My role as associate curate is part time and voluntary alongside my business and family responsibilities.

HIGHLIGHTS

In June, along with Rev Zoe Mathias, I was ordained as a priest. This has enabled me to take on more responsibilities as I've been able to preside at Holy Communion services, at both St Paul's and St Faith's, and on both Sundays and Wednesdays.

This year has also seen me complete my training in occasional offices allowing me the privilege of supporting local families by conducting weddings, baptisms and funerals.

Throughout the year, I have continued to be encouraged by the increasing numbers of new people joining both Sunday Services, activities and events.

It is a privilege to be part of a dedicated faith-filled team that long to see the kingdom of God established in Brentford.

LOOKING BACK AT 2025

Occasional Offices
I conducted 5 funerals and 1 wedding for local families and 2 baptisms for church members.

Schools Work
Our newly formed schools team, Luke, Macy, Zoe, Matthew and I, planned and delivered two fantastic roadshows both at Easter and Christmas. We worked with yrs 5 & 6 at St Paul's, Green Dragon and Lionel Primary Schools who each appreciated the energy and creativity that we brought as we explained God's love for us and His plan for salvation through Jesus' death and resurrection.

I planned and delivered various Collective Worship/Assemblies and led some Parents Prayer Meetings throughout the year.

Summer Activities
Our Summer Series was based on The Lion, the Witch and the Wardrobe book from the Narnia series. This allowed us to use film clips of the story alongside relevant bible passages to communicate lifelong truths.

I joined the team taking our young people to the Satellites youth festival. It was encouraging to see each of them respond to God and grow in their faith.

Special Services
I led two **Healing Services**

It was great to support Penny at her **Ordination as a Deacon** in September.

I was honoured to lead and/or preach at the Remembrance Sunday services, and St Paul's School act of Remembrance, both at church and at the Cenotaph. Before the civic service, I spent time planning it with organisers, which included a community procession from church, online order of service, inviting Aivale to sing 'I vow to Thee my country' and Tom Salisbury to play The Last Post on his bugle.

We hosted a special evening with **Heather Johnstone**, our mission partner, at the newly opened St Faith's Church.

After the renovations at St Faith's, it was a privilege to plan and conduct a **traditional funeral** for Ella, a longstanding member of the church. It was good to lead this with Penny who had fond memories of her.

I was pleased to support Lodge Brothers with the **Remembering Loved Ones** service and brought the address.

A real highlight was all the **Christmas events** across both churches which welcomed more visitors than ever.

Training and Development
Zoe, Penny and I have continued with our **IME2 Curacy Training**.

The **Eco Church** team continues to be active and throughout 2025 were assessing all their projects and planning how to achieve a gold award. Whilst supporting all the activities, I was particularly responsible for the Eco Garden Workshops and co-ordinated an innovative online Advent Calendar with a short festive eco tip film each day.

Sarah, Zoe and I did a 7-week **Church Planting** course to prepare us for re-opening St Faiths.

We reviewed all the risk assessments for every activity in the parish, and I completed the recommended training in **Manual Lifting** and **Food Hygiene**.

A group from the clergy and staff team began an 18-month program called **Lead Academy** - to support us as we grow our ministries with children and young people.

Building Renovation and Development
After being closed for a few years, it's been wonderful to see St Faith's church, after its first phase of refurbishment, open for Evening Services and the Community Fridge project which focuses on redistributing spare food to reduce both food waste and food poverty.

Over the late summer/autumn, solar panels were installed at St Paul's church to supply a proportion of our electricity.

St Paul's church has also had a renovation of the hall, corridor and side rooms for Mini Miracles Nursery to open a sister nursery to that at St Faith's.

Sarah's study leave
Rev Sarah Guinness took November 2025 as Study Leave, back for December, then the remainder study leave was planned for January and February 2026.

She left very clear plans in her handing over document and as a staff and clergy team, we feel that we held the church safely as she took time to rest, refresh, restore and write a book.

2025 was a good year for us as a church and I look forward to all that is to come in 2026.

ROLE: Associate Curate

NAME: Rev Sara Ward

Churchwarden Report

As the Bishop's Officers, Churchwardens are asked to provide a short report for the APCM. As much of the details are provided in other reports, we do our best to keep it concise. We are required to report on the fabric of our buildings and the church community.

Fabric
The PCC has four areas of responsibility.

- The Rectory, 3 The Butts. There has been no major work done during 2025.
- 34, Brook Road South. This year has seen minor refurbishment and new tenants moving in.
- St Faith's church. A great deal of work has gone into refurbishing the building and developing it into a warm and welcoming space for the local community. The work is ongoing and it is expected that the building will be opened more and more.
- St Paul's church. 2025 finally saw the Communications Mast up and running in the tower. Solar panels have been fitted to the roof, and they are already proving their worth. The hall and surrounding rooms have had a major refurbishment to suit the requirements of the new nursery, Mini Miracles, using the rooms.

All in all, we have seen a lot of activity this year, and our thanks go to both the professionals needed and to the many volunteers who offered their services.

Church Community
It is wonderful to see the steady growth in numbers at our various services, reflecting our diverse community. The 8.30 service regularly sees double figures and the 10.30 service welcomes well over a hundred people each week. The 6.30 evening service is firmly established in St Faith's, making use of this beautifully restored space. On Wednesday mornings, a small group meet for Holy Communion and enjoy a time of fellowship afterwards.

Our young people are catered for with Sunday School, a youth group and an after-school club. Luke and his team provide Christian teaching and all sorts of appealing activities and events for them to arouse their interest.

Within our walls, the Alpha course and the Live Well course continue to attract good numbers. It is good to see so many adults from the Alpha course coming for baptism.

Spire Café continues to provide a calm and refreshing place to relax and enjoy friendship, good food and excellent coffee. Thank you, Jo.

The Menopause café meets a couple of times a year and encourages people from the community to join in. Since October, the Community Fridge has operated in St Faith's, providing the possibility of having food which would otherwise end up in landfill. People can also sit and chat over a hot drink whilst there, getting to make new friends.

We are gradually consolidating and increasing our relationships outside our buildings, remembering that we are the Parish of Brentford and that it is a large and diverse space. Our church school has weekly visits and comes over to the church. There are special events at Christmas and Easter for other local primary schools. For secondary schools there is a version of the Live Well course. Carols in the Butts is always popular, and we now have close links with Brentford Football Club.

God is indeed at work in Brentford.

ROLE: Church Wardens

NAME: Matthew Newton and Sheila Underwood

Youth and Children's Report

We've had a lovely atmosphere at Kid's cafe this year with several parents commenting on how much they have appreciated the space and community that the group offers. There is an average attendance of 17 children, with a range of 9-27.

We've run 2 experience events again this year which we felt were better attended than the previous year and ran smoothly. A particular thank you to Katy who taught a number of the youth how to face paint and gave up her time on the day as well.

Three30 numbers continue to grow with an average attendance of 25 and a range of 16 to 32. We are at the point where we need another leader to manage numbers - I'd love for you to be praying into this!

Reach events have continued to be a big part of our missional strategy as part of the wider group of West London Churches. St Paul's have hosted 2 events this year 'Battle of the DJs' and 'Brentford FC' with 117 and 163 attendees respectively. We are planning another 2 events for 2026.

We changed the structure of Brentford Youth to have 2 streams of youth work, older and younger. Younger Youth are going through the Youth Alpha course and Older Youth are looking at difficult topics in the bible following Andrew Ollerton's book. Macy has taken on the running of Younger Youth as the next step in her Apprenticeship.

We have a large group of people leading St Paul's assemblies, a particular highlight is that the students write their own prayers each week.

Macy and I go into Ealing Fields high school each week and when we're running 'Live Well' it's twice a week. We have run the programme 3 times this year. The lunch time club averages about 30 students.

After the success of our first primary school roadshow, we offered the schools an Easter roadshow which all 3 primary schools said yes to. And did the same at Christmas as well. We see a number of year 6 students from St Paul's and Green Dragon at Three30.

We took 14 youth to Satellites festival this year - a massive thank you to Sara who volunteers her time and makes sure we are all very well fed, normally to the jealousy of our camping neighbours. It was a great few days with several of our young people sharing pictures and words that God had given them with each other.

ROLE: Youth and Children's Pastor

NAME: Luke Fennell

Safeguarding Report

The PCC of the Parish of Brentford remains deeply committed to the safeguarding, care, and wellbeing of all who are part of our church community. We continue to seek to ensure that our church is a place where people feel safe, valued, listened to, and supported.

Since the last APCM, Jo Cheung has taken on the role of Parish Safeguarding Officer and has completed the required training in line with diocesan expectations.

Training and Safer Practice
The Parish continues to prioritise safeguarding training as an important part of caring well for one another. A monitoring spreadsheet has been developed to track training and DBS renewal dates, helping the parish to remain up to date. Reminder emails are sent via ChurchSuite one month before renewal dates to support and encourage compliance.

The PCC has also been encouraged to reflect on the importance of keeping safeguarding training current, including engaging with domestic abuse training where appropriate to role.

Safer recruitment practices have been followed for new volunteers so that those serving within the church are supported and safely appointed.

Raising Awareness
Safeguarding Sunday formed part of the preaching programme, helping to nurture a shared understanding that safeguarding is an expression of our pastoral care and responsibility for one another.

In February, safeguarding scenarios were explored during a PCC meeting, creating space for reflection, discussion, and learning. Particular emphasis was placed on the importance of sharing low-level concerns as well as more serious ones, supporting a culture where people feel confident to speak up and seek advice early.

A dedicated parish safeguarding email address has been introduced to provide a clear and confidential route for raising concerns. **This email is only accessible by the Parish Safeguarding Officer, Jo Cheung, and Rev Sarah Guinness, ensuring all messages are handled securely and appropriately.**

Risk Assessments
All ministry risk assessments were reviewed and rewritten collaboratively by the ministry team and approved by the PCC. This shared approach reflects our desire to care for one another in ministry and to avoid safeguarding responsibilities resting with any one individual.

In a small number of situations, individual safeguarding support plans (personal risk assessments) were put in place to offer appropriate pastoral support while also ensuring the safety and wellbeing of the wider church community. Details remain confidential.

Policy and Governance
The parish safeguarding policy has been reviewed and adopted by the PCC and is displayed within the church alongside current safeguarding contact details, helping to ensure that support and guidance are visible and accessible.

Ongoing Learning
Safeguarding continues to be an area requiring attentiveness, compassion, and humility. Where needed, advice and support have been sought so that concerns are handled carefully and in line with diocesan guidance.

Looking Ahead
In the coming year, the Parish hopes to continue strengthening a culture of care through ongoing training, supportive safer recruitment practices, and encouraging an environment where safeguarding conversations can take place openly, appropriately, and with kindness.

ROLE: Church Safeguarding Officer

NAME: Jo Cheung

Technology, AV and Music Report

Technology & AV

It's been a very busy year for technology in the parish. In April, after 2 failures in quick succession, we upgraded the St Paul's network router and wifi system to modern Ubiquiti devices. This has proven 100% reliable since and eliminated a host of bugs that caused intermittent access around the building.

Between May and June, the new AV Console was built. It houses the majority of the St Paul's AV control equipment in a more user-friendly layout, with robust housing, more reliable cable and heat management, easy access for maintenance, and better sight lines for operators. It is a free-standing structure that can be removed without leaving any trace of installation.

Over the summer, the St Paul's tower clock was upgraded to a new controller that keeps the pendulum accurate to less than 10 milli-seconds and automatically corrects for daylight saving time. Unfortunately, the mechanical release on the chiming mechanism has up to 1.5 seconds of timing variation, so hourly chimes are often slightly out even though the clock is almost perfect. There is a pattern to the chiming errors, and a new controller version is being developed to improve the chiming accuracy.

New sound, video and stage lighting systems were setup in St Faith's in September. The installations are temporary fixtures as we continue to develop our understanding of how best to utilise the space. The systems have very similar equipment to St Paul's for operator ease and simplified, more cost-effective support between sites. A significant proportion of the high value items were purchased second-hand, saving over £10k. The sound system is almost fully complete save for the future effort and cost of permanent installation. Lighting and video equipment are partially complete and temporary, reusing old equipment that is nearing end of life. The stage lighting uses old conventional lamps which are inefficient and expensive to run and replace. With this equipment, the building runs close to its maximum power capacity, as seen by the power tripping out at our alternative carol service due to the addition of the wine warmer. Further investment is underway this year to upgrade to LEDs and will be required in the years to come.

In November, further software upgrades were made to the St Paul's heating system to manage the temperature more consistently and reduce gas and electricity usage. A new smart start algorithm turns the heating on at just the right time so it is warm for the start of events. St Paul's heating event data is now automatically synchronised with the ChurchSuite diary.

Throughout the autumn, support was provided to the Mini Miracles nursery refurbishment project including wiring and lighting design, CCTV and heating modifications, and the removal of the old, non-salvageable industrial kitchen fixtures, avoiding huge cost - thanks William.

In 2025 our YouTube channel saw over 11,000 views, up 31% over the previous year, over 70 new subscribers and a total of 1,800 hours of watch time.

Music

Our worship music team grew from 24 to 30 volunteer musicians and singers in 2025, with even more joining the choir at Easter and Christmas. A small team of leaders planned and prepared the worship songs for over 100 services and special events including A ivale, Izzie, Matthew and Reuben. We introduced 5 new songs to our repertoire and resurrected a few golden oldies! Feedback suggests that the quality of our music is a critical factor for people choosing to worship at St Paul's and St Faith's. Thank you to all who give their time and talent to enhance our worship.

ROLE: Director of Music

NAME: Joel Guiness

PCC Report

The PCC met on 10 occasions during 2025. Meetings alternated between in-person at St Pauls and online via Google Meet.

Dates of PCC meetings in 2025 were: January 21st, February 25th, March 18th, April 29th, May 11th (following APCM), June 17th, July 22nd, August – no meeting, September 23rd, October 21st, November 25th, December – no meeting.

The Parochial Church Council (PCC) is the governing body of the Parish, responsible for its financial affairs, the maintenance and repair of the church and grounds and consults together on matters relating to the church's work in the parish.

The PCC consists of the clergy of the parish, church wardens, members of the deanery synod and representatives elected and co-opted to the PCC at the annual parochial church meeting.

The main headline points on the agenda discussed at meetings through the year included a Ministry update which amongst other topics cover Youth & Children's work, review of evening services, events and courses. Finance & Giving, Safeguarding, Governance, HR, Buildings & Site Management.

Key topics discussed through a number of meetings and concluded during 2025 include:

- Refurbishment of St Paul's Hall
- Refurbishments to St Faith
- Solar Panel installation at St Paul's
- Mini Miracles Montessori Nursery setting up in St Paul's Hall
- St Faith Church reopened for evening services
- Community Fridge launched at St Faith's
- Phone Mast installation

Any decisions made by the PCC are proposed and seconded before being put to a formal PCC vote. The results of all votes are formally recorded in the Minutes of Meeting.

ROLE: PCC Secretary

NAME: Edwina Renner Jennings

Staff and PCC Members

Ministers & Clergy	Position	Joining	Leaving
Rev Sarah Guinness	Rector	May 1st 2018	
Rev Gerry Nixon	PTO	April 2023	
Steve Fletcher	Licensed Lay Minister	April 2015	
Rev Zoe Mathias	Curate	June 2024	
Rev Sara Ward	Curate (non-stipendiary)	Sept 2024	
Rev Penny Vincent	Curate (non-Stipendiary)	Sept 2025	
PAYE STAFF			
Quentin Bradley	Operations & Communications Manager	November 2023	
Luke Fennell	Youth & Children's Pastor	January 2023	
Wendy Teng	Finance Administrator	November 2023	
Church Wardens			
Matthew Newton	Church Warden + Inclusion Rep	April 2020	
Sheila Underwood	Church warden	August 2024	
Elected PCC Members			
Ineala Theophilus	Deanery Synod Rep	May 2021	
Iain Knight	PCC Treasurer (& HR Rep as of July)	Jan 2022	
Tom Salisbury		May 2022	
Mariette Wilkins		May 2023	
William Benson	Deanery Synod Rep as of July 2025	April 2023	
Laura Bugden	Children's Champion	May 2024	
Penny Vincent		May 2024	Sept 2025
Kim Webster		May 2024	
Quentin Bradley	Staff Representative	May 2024	
Carol Fletcher	Parish Safeguarding Officer (PSO) For 8+yrs & PCC Member (since 2024)	May 2024	*Stepped down as PSO May 2025
Iszy Metzner	PCC Secretary until Sept 2025	May 2024	
Sheila Underwood		May 2024	
Jessika Toto-Moukouo		May 2025	
Isobel Peaty		May 2025	
Steve Merrill		May 2025	
Co-opted PCC Members			
Joanne Cheung	Parish Safeguarding Officer	May 2025	
Edwina Renner-Jennings	PCC Secretary	October 2025	

Electoral Roll Report

Electoral Roll membership as of 31st December 2025 stands at **133**. Membership as of 31st December 2024 stood at 151.

Any member of the congregation of St Faith's or St Paul's can be on the electoral roll. If you are listed on the electoral roll of the Parish of Brentford, it gives you a say in how your church is run. It also gives you the right to vote at the APCM or to stand for election in the PCC.

New applications can be made at any time after the APCM.

If you are unsure whether you are already enrolled, please ask for further details and/or enrolment instructions.

ROLE: Electoral Roll Officer

NAME: Quentin Bradley

Financial Review

Over the last 4 years, the Parish of Brentford has set itself a target of improving our finances such that our annual operating costs, within our General Funds, balance with our annual income. Whilst our finances are much improved, our target of operating at a surplus remains out of touch for now.

The 2025 budget was set with a planned expenditure of £357,536 and income of £350,803 resulting in an operating deficit of £6,733. It was hoped that this deficit would be reduced during the year through careful cost management and greater increases in giving.

I can report that the Parish operated close to budget expectations for 2025 when we focus on General Fund regular operations. Whilst we would have preferred to break even; this is a good outcome for 2025 when looking at the bigger picture of what was achieved during 2025.

As mentioned in earlier sections of this report, 2025 was a year when a number of significant projects were progressed across the Parish; solar panels were installed on the roof of St Paul's, we replanted back into St Faith's and opened the Food Cupboard there as well.

A Giving Day on July 6th resulted in donations of £41,724.84 (including gift aid) which was used to purchase new chairs and the technology systems needed to enable St Faith's to re-open. This was supported by a £50,000 grant from the Parish Trust Fund to pay for building refurbishments.

Mini Miracles Montessori (MMM) have taken over the lease of the hall in St Paul's and initiated a major refurbishment prior to opening their nursery in January 2026.

It is worth highlighting that the sums donated and the grants received for the St Paul's solar panels, St Paul's refurbishment and the St Faith's Replant were held in separate dedicated funds and do not contribute to the annual operating costs of the Parish.

The church was also blessed with a generous anonymous donation of £62,500 (including Gift aid) during the year, which has been set aside into a Designated Fund by the PCC for future use within the church. At the end of 2025, the Parish held £24,092 in Restricted Funds and £62,643 in Designated Funds.

Looking Back at 2025

During 2025, the charity's total income increased by £230K to £600K and total expenditure increased by £192k, to £560k. As a result, the surplus for the year was £40k (2024 surplus was £2k) and the charity's net assets increased by £40K to £801K. Of these assets £24k are restricted in purpose (2024: £2k), with £777k available for the charity's general use (2024: £759k).

When focussing on the general fund movement for 2025 (which removes the 2025 funded improvement works project and the designated fund donation), the income improved by £4k to £351k and expenditure increased by £46k to £398k. As a result, the deficit for the year within general funds was £47k. It should be noted that £38k of this deficit is due to the recognition of costs in 2025 for which the charity has committed to pay for the St Paul's Refurbishment Project in future years. The remaining deficit of £9k was a £2k reduction in our budget prediction of a year-end deficit of £7k.

In terms of regular annual operational income and costs of the church, it is worth noting that the closure of St Paul's Hall for refurbishment by MMM resulted in a loss of rental income for 4 months of 2025; if it had not been for this loss of rental income, it is probable that the Parish would have had a small operating surplus for the year.

We are particularly encouraged that during the past year our non-restricted giving has increased by £16k to £145k which is an increase of 12.5%. This year-on-year increase in Giving demonstrates the support of the members for the Parish. It is important for the Parish to have a broad base of supporters so that we are not overly dependent on a few donors.

Looking Forward to 2026 (and Beyond)

Setting the budget for 2026 was challenging as this is the first full year with both churches back in regular use. Whilst we have a good basis for estimating St Paul's costs; St Faith's costs are harder to estimate and will depend on the level of usage over the year.

The agreed 2026 budget has a planned expenditure of £397,817 and income of £387,588 resulting in a deficit of £10,259. Whilst this continued deficit may seem like a step backwards, the budget now includes £20,000 for Major Works to address items raised in the Quinquennial reports for both St Paul's and St Faith's (this is on top of the existing £16,000 allowance for Routine Maintenance already included in the budget).

The budget for Sound and AV equipment is also increased from £4,000 to £9,000 to enable further upgrades to the technology systems in St Faith's.

The good news is that our Common Fund Contribution (£99,880) is almost the same as in 2025 (£99,980).

Achieving our budget this year is dependent on careful cost control over the year and some growth in our main sources of income (facility hire fees and donations).

The Parish recognises the need to have a longer-term strategic view of the Parish's financial requirements; specifically future growth plans, projects and staffing requirements and how these financial requirements can be met. The Parish plans to perform such a review at the start of the next PCC cycle (after the APCM in May).

Grants

In 2025, the Parish made grants of £3,988 to charities. The Parish aims to support charities with which we have ongoing relationships and where the sums donated can make a meaningful difference.

The Parish also donated funds towards the set-up costs of the St Faiths Food Cupboard.

Financial Reserves

In the recent past, the Parish has operated with an operating deficit with expenditure being more than income. The Parish has received grants from the independent Parish of Brentford Trust to address these deficits and ensure the financial wellbeing of the Parish.

As mentioned above, recent budgets have sought to address this deficit and return the Parish finances to an operating surplus. It is intended that this surplus be used to build the Parish reserves in line with the below policy.

It is the policy of this Parish to hold in reserves the equivalent of two months general running costs and an additional one month's salary costs. It is also our policy to hold an amount for likely building works at the next quinquennial inspection.

Currently, the Parish does not hold any reserves in its unrestricted funds (it is anticipated that it will take 5-10 years to build up the required levels of reserves).

The Parish of Brentford Trust

The Parish benefits from a trust, the Parish of Brentford Trust (Fund 1). This trust is administered by separate trustees from the PCC. Funds in the trust do not form part of the Parish's finances but with the support of the trustees have generally been used to fund major refurbishments and provide some income to the Parish.

In 2024, the Trust approved a £50,000 grant to pay for the St Faith's refurbishments performed as part of the re-opening of the church which was received during 2025. A further £22,700 grant was approved to support the renovation of St Paul's hall, storage rooms and offices so that a new nursery can be opened in these areas in January 2026.

The Parish of Brentford Trust had a market value of £384,473 at the end of 2025 (for comparison it was £669,632 at the end of 2020).

The Parish must not rely on the Parish of Brentford Trust to fund its annual operating costs. We need continued focus on managing our existing expenditure and growing our income to ensure the Parish's finances remain healthy over the longer term.

Finance Team

I continue to be in debt to our Finance Team led by Lisa, our Finance Manager, and supported by Wendy. Their enthusiasm and diligence have ensured that the Parish's finances continue to be prudently and thoughtfully administered.

ROLE: Treasurer

NAME: Iain Knight

Independent Examiners Report

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE PARISH OF BRENTFORD ST FAITH'S AND ST PAUL'S

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 December 2025, which comprise the Statement of Comprehensive Income, the Statement of Financial Position (balance sheet), Statement of Cashflow and the related notes.

Responsibilities and basis of report

As the charity's trustees, the Parochial Church Council are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared accounts in accordance with Accounting and reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in reference to the accounting and Reporting by Charities:Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for periods beginning on or after 1 January 2015.

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

- accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

P. Alexander

Paul Alexander BFP, FCA
for and on behalf of
Accountancy Management Services Limited
Chartered Accountants
DATE: 5th May 2026

South Street House
51 South Street
Isleworth
Middlesex TW7 7AA

Statement of Comprehensive Income

ST PAUL'S
+ST FAITH'S
+BRENTFORD
+YOU

CHARITY REGISTRATION NUMBER 1128611
STATEMENT OF COMPREHENSIVE INCOME
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2025

		Unrestricted				
		General funds	Designated funds	Restricted funds	Total 2025	Total 2024
INCOME AND ENDOWMENTS	**Notes**	**£**	**£**	**£**	**£**	**£**
Donations and legacies	3	165,992	62,500	187,133	415,625	171,330
Charitable activities	4	127,485	-	-	127,485	140,719
Other trading activities	5	-	-	-	-	-
Investments	6	31,028	-	-	31,028	35,496
Other income	7	26,164	-	-	26,164	22,679
Total Income and endowments		350,669	62,500	187,133	600,302	370,224
EXPENDITURE						
Raising funds	8	1,262	-	-	1,262	1,756
Charitable activities	9	396,685	1,066	161,001	558,752	366,039
Total expenditure		397,947	1,066	161,001	560,014	367,795
Net gains/(losses) on investment						
Gains/(losses) on non-property investments	12	(46)	-	-	(46)	26
Gain/(Loss) on property revaluation	11	-	-	-	-	-
Net Income/(Expenditure) before Transfers		(47,324)	61,434	26,132	40,242	2,455
Transfers between funds	15	4,223	-	(4,223)	-	-
Net Income/(Expenditure) after Transfers		(43,101)	61,434	21,909	40,242	2,455
Net Movement in Funds		(43,101)	61,434	21,909	40,242	2,455
Total funds brought forward at 1 January 2025		757,181	1,209	2,183	760,573	758,118
Total funds carried forward at 31 December 2025		714,080	62,643	24,092	800,815	760,573

The statement of comprehensive income includes all gains and losses recognised in the year.
Differences of £1 may appear within these accounts due to rounding issues.

Statement of Financial Position

ST PAUL'S
+ST FAITH'S
+BRENTFORD
+YOU

The Parish of Brentford St Faith's and St Paul's

CHARITY REGISTRATION NUMBER 1128611
STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2025

		Note	2025 £	2024 £
Fixed Assets				
	Tangible assets	10	3,853	11,091
	Investment property	11	708,250	708,250
	Non-property Investments	12	1,110	1,156
			713,213	**720,497**
Current Assets				
	Debtors	13	5,729	22,545
	Cash at bank and in hand		159,638	36,330
			165,368	**58,875**
Creditors: amounts falling due within one year		14	77,765	18,799
Net Current Assets			**87,603**	**40,076**
Total assets less current liabilities			**800,816**	**760,573**
FUNDS				
Unrestricted	General funds	16	290,831	333,931
	Fair value reserve	16	423,250	423,250
			714,081	757,181
	Designated	15	62,643	1,209
			776,724	**758,390**
	Restricted	15	**24,092**	**2,183**
Total Funds			**800,816**	**760,573**

The accounts were approved by the Parochial Church Council on : 21/04/2026

.....
Reverend Sarah Guinness
Rector

.....
Iain Knight
PCC Treasurer

Statement of Cash Flow

CHARITY REGISTRATION NUMBER 1128611

FOR THE YEAR ENDED 31 DECEMBER 2025

CASH FLOW STATEMENT

	Note	2025 £	2024 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	a	123,307	(1,078)
Cash flows from investing activities:			
Dividends, interest and rents from investments		-	-
Proceeds from the sale of property, plant and equipment			
Purchase of property, plant and equipment		-	(2,395)
Proceeds from sale of investments			
Purchase of investments			
Net cash provided by/(used in) investing activities		-	(2,395)
Cash flows from financing activities:			
Repayments of borrowing			
Cash inflows from new borrowing			
Receipt of endowment			
Net cash provided by/(used in) financing activities		-	-
Change in cash and equivalents in the reporting period		123,307	(3,473)
Cash and equivalents at the beginning of the year	b	36,330	39,803
Change in cash and equivalents due to exchange rate movements		-	-
Cash and cash equivalents at the end of the year	b	159,637	36,330

Analysis of changes in net debt:

	At start of year £	Cash-flows £	At end of year £
Cash	36,330	123,307	159,637
Total net funds / (debt)	36,330	123,307	159,637

NOTES TO THE CASH FLOW STATEMENT

Note 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)	40,242	2,455
Adjustments for:		
Depreciation charges and provisions for impairment	7,238	11,445
(Gains)/losses on investments	46	(26)
Dividends, interest and rents from investments	-	-
Loss/(profit) on the sale of fixed assets		
(Increase)/decrease in stocks	-	
(Increase)/decrease in debtors	16,815	34,759
Increase/(decrease) in creditors	58,965	(49,711)
Net cash provided by (used in) operating activities	123,307	(1,078)

Note b: Analysis of cash and cash equivalents

	2025 £	2024 £
Cash at bank with immediate access	159,638	36,330
Notice deposits (with a term of three months or less)	-	-
Petty cash	-	-
Total cash and cash equivalents	159,638	36,330

Notes to the Financial Statements

ST PAUL'S
+ST FAITH'S
+BRENTFORD
+YOU

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

CHARITY INFORMATION

1 The Church is a charity registered with the Charity Commission, constituted under the PCC Powers measure Act 1956 as amended and Church Representation Rules 2017.
The charity is a public benefit entity as defined by FRS 102.

2 ACCOUNTING POLICIES

Accounting convention

The accounts have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice (SORP 19) 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 2016) and UK Generally Accepted Accounting Practices.

The accounts have departed from the Charities (Accounts and Reports) regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for Charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the regulations but has since been withdrawn.

The accounts have been prepared under the historical cost convention unless otherwise stated in the relevant note(s) to these accounts.

The accounts are prepared in sterling which is the functional currency of the charity. Monetary amounts in these financial statement are rounded to the nearest whole pound.

Going concern

At the time of approving the accounts the Parochial Church Council (PCC) have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the PCC continue to adopt the going concern basis of accounting in preparing the financial statements.

Charitable funds

Endowment funds:-
Are funds, the capital of which must be maintained; only income arising from investment of the endowment may be used either as restricted or unrestricted funds depending upon the purpose for which the endowment was established.

Restricted funds:-
Represent (a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and (b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. The PCC does not usually invest separately for each fund. Where there is no separate investment interest is apportioned to individual funds on an average balance basis.

Unrestricted funds:-
Are general funds which can be used for PCC ordinary purposes.

Designated funds:-
Are unrestricted funds where money has been set aside for specific purpose by the PCC. They may be undesignated and money moved to other such funds at the discretion of the PCC.

Incoming resources

Planned giving, collections and donations are recognised when received.
Tax refunds are recognised when the incoming resource to which they relate is received.

Grants and legacies are recognised when there is sufficient certainty that they will be received and the incoming resources can be measured with sufficient reliability.

Dividends and interest are accounted for when received. All other income is recognised when receivable.
All incoming resources are accounted for gross.

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

Resources expended

Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding or constructive obligation on the PCC. The diocesan parish share is accounted for when due.
Amounts received specifically for mission are dealt with as restricted money.
All other expenditure is generally recognised when it is incurred and is accounted for gross.

Debtors

Debtors are amounts owed to the charity and are measured based on their recoverable amount.

Creditors and provisions for liabilities and charges

A liability is recognised for the amount that the charity anticipates it will pay to settle a debt or the amount it has received as an advance payment for goods or services it must provide. A provision is recognised when:

- there is a present obligation at the reporting date as a result of a past event;
- it is probable that a transfer of economic benefit, usually in the form of cash, will be required in settlement; and
- the amount of the settlement can be estimated reliably.

Fixed assets
For use by the PCC
In so far as consecrated and benefice property of any kind is excluded from the statutory definition of "charity" by Section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time).
Equipment used within the church premises is depreciated on a straight-line basis over 5 years.
Individual items of equipment with a purchase price of £1,000 or less are written off when the asset is acquired.

Investment property
The trustees' policy is that freehold property held for investment purposes is included at the trustees' best estimate of market value, based on local house prices or independent valuations where available.

Investment property is not depreciated. Unrealised gains and losses are taken to the Statement of Comprehensive Income under the heading of gains/(losses) on tangible fixed assets and are shown as a separate unrestricted reserve on the Statement of Financial Position.

Cash and Cash Equivalents
Comprises of cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less.

Other Investments
Investments are valued at market value with gains or losses recognised in the statement of comprehensive income.

Allocation of support costs
Support costs are allocated to individual activities where they directly related to that activity.
Where the support cost is not directly related to an individual activity it is allocated to activities on the basis of the proportion of total direct resources expended for each activity.

The Brentford Parish Trust (formerly St Paul's Centre Trust Funds)
These funds arose out of the proceeds of sale of the site of St James Gunnersbury. There are 2 funds managed by a separate Board of Trustees.

The managing trustees may from time to time at their absolute discretion, permit (at a meeting of the Trustees) the release or sale of all or part of the capital of the first fund to finance major or urgent repair work and/or capital expenditure to church buildings within the parish of Brentford.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

The managing trustees may from time to time at their absolute discretion, permit (at a meeting of the trustees), the release of part of the capital of the first fund to be transferred to the second fund (CT1001A). The second fund is to be used for general ecclesiastical purposes and as such, the transfer from the first fund can be used for meeting the parish's annual common fund commitment, if necessary and in response to a formal request from the PCC.

The second fund, both capital and income, is available for expenditure at the discretion of the PCC although the funds are managed by the trustees.

The trustees produce separate accounts for trust fund one and figures relating to it are NOT included in these accounts.

Critical accounting estimates and judgements
In the application of the charity's accounting policies, the PCC are required to make judgements, estimates and assumptions about the carrying value 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.

3 Income from Donations and Legacies

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2025 £	Total 2024 £
Gift aid donations	99,959	50,000	-	149,959	84,650
Donations non-gift aid	14,077	-	4,291	18,368	17,221
Plate giving	5,951	-	-	5,951	5,561
Gift aid tax recoverable	25,005	12,500	-	37,505	21,385
Grants	21,000	-	182,842	203,842	42,025
Other funds generated	-	-	-	-	488
	165,992	**62,500**	**187,133**	**415,625**	**171,330**
Year end 31st December 2024	147,720	1,000	22,610		**171,330**

4 Income from Charitable Activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2025 £	Total 2024 £
Fees	1,757	-	-	1,757	2,062
Church hall lettings	125,113	-	-	125,113	137,608
Other contributions	615	-	-	615	1,049
	127,485	**-**	**-**	**127,485**	**140,719**
Year end 31st December 2024	140,719	-	-		**140,719**

5 Income from Other trading activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2025 £	Total 2024 £
Trading activities	-	-	-	-	-
	-	**-**	**-**	**-**	**-**
Year end 31st December 2024	-	-	-		-

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

6 Investment Income

	Unrestricted funds	Designated funds	Restricted funds	Total 2025	Total 2024
	£	£	£	£	£
Dividends	4	-	-	4	3
Bank and building society interest	13,406	-	-	13,406	14,254
Rental income	17,618	-	-	17,618	21,239
	31,028	**-**	**-**	**31,028**	**35,496**
Year end 31st December 2024	35,496	-	-		**35,496**

7 Other income

	Unrestricted funds	Designated funds	Restricted funds	Total 2025	Total 2024
	£	£	£	£	£
Banking loyalty payments	-	-	-	-	-
Other funds generated (including events)	11,864	-	-	11,864	8,379
Phone Mast Rent	14,300	-	-	14,300	14,300
	26,164	**-**	**-**	**26,164**	**22,679**
Year end 31st December 2024	22,679	-	-		**22,679**

8 Expenditure on Raising funds

	Unrestricted funds	Designated funds	Restricted funds	Total 2025	Total 2024
	£	£	£	£	£
Publicity and other costs	1,262	-	-	1,262	1,756
	1,262	**-**	**-**	**1,262**	**1,756**
Year end 31st December 2024	1,756	-	-		**1,756**

9 Expenditure on Charitable activities

	Unrestricted funds	Designated funds	Restricted funds	Total 2025	Total 2024
	£	£	£	£	£
Staff Costs	100,551	-	-	100,551	90,544
Clergy Expenses(including housing)	22,483	-	-	22,483	26,320
Mission grants (see analysis below)	3,988			3,988	8,829
Common fund	99,980	-	-	99,980	91,300
Services and Activities Costs	14,727	1,000	-	15,727	15,296
Investment Property Maintenance and fees	8,787	-	-	8,787	6,844
Governance	1,260	-	-	1,260	2,183
Depreciation	7,238	-	-	7,238	11,445
Finance Costs	1,501	-	-	1,501	993
Insurance	9,859	-	-	9,859	9,642
Utilities	41,704	-	-	41,704	45,486
Cleaning & Gardening	16,892	-	-	16,892	15,561
Equipment Purchases	5,757	-	-	5,757	5,942
Repairs& Maintenance	49,256	-	396	49,652	9,352
Major Repairs and Refurbishment	-	-	160,605	160,605	10,000
Church licenses	2,753	-	-	2,753	7,032
Other Church Operational Costs	9,949	66	-	10,015	9,270
	396,685	**1,066**	**161,001**	**558,752**	**366,039**
Year end 31st December 2024	349,813	94	16,132		**366,039**

Mission Grant Analysis

All grant payments made to institutions:

	2025	2024
Church Mission		
Church Mission Society	1,320	2,000
Relief of Poverty		
Crosslight Advice		2,000
Tearfund		2,000
Grants to institutions less than £1,000	2,668	2,829
	3,988	8,829

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

10 Tangible fixed assets

	Other equipment £	Total £
Cost		
At 1 January 2025	75,649	75,649
Additions	0	0
At 31 December 2025	**75,649**	**75,649**
Depreciation		
At 1 January 2025	64,558	64,558
Charge	7,238	7,238
At 31 December 2025	**71,796**	**71,796**
Net book value		
At 31 December 2025	**3,853**	**3,853**
At 31 December 2024	**11,091**	**11,091**

11 Investment Property

	£
Market value at 1 January 2025	708,250
Additions	-
Disposals	-
Revaluation	-
Market value 31 December 2025	**708,250**

The PCC is the beneficial owner of the freehold property situated at 34 Brook Road South, Brentford.

The valuation in the accounts as at 31st December 2025 is based on the trustees best estimate of market value.

12 Investments

	Total 2025 £	Total 2024 £
CBF Fund		
Market value at 1 January 2025	1,156	1,130
Additions	-	-
Disposals	-	-
Revaluations	(46)	26
Market value 31 December 2025	**1,110**	**1,156**

13 Debtors due within one year

	Total 2025 £	Total 2024 £
Gift aid tax recoverable	1,870	151
Lettings income due	1,220	1,254
Accrued grant Income	-	18,415
Other debtors and prepayments	2,639	2,725
	5,729	**22,545**

14 Creditors due within one year

	Total 2025 £	Total 2024 £
Trade creditors	15,301	10,066
Accruals	42,900	7,353
Taxes and social security	-	-
Deferred Income	16,000	-
Other creditors	3,564	1,380
	77,765	**18,799**

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

15 The movements in restricted and designated funds during the year were:

	01 Jan 2025	Receipts Donations/ Fundraising	Payments	Transfers	31 Dec 2025
Restricted	**£**	**£**	**£**		**£**
Thriving Communities Fund	642	-	-	-	642
After School Hub	564	-	-	-	564
Area Youth Event	108	-	-	-	108
Spark Fund	51	-	-	-	51
Carbon Reduction Fund	818	-	(396)	-	422
St Pauls Hall Refurbish Fund	-	22,900	(14,697)	-	8,203
St Pauls Solar Panel Fund	-	63,334	(46,359)	(12,575)	4,400
St Faiths Asbestos Fund	-	2,818	(2,818)	-	-
St Faiths Refurbishment Fund	-	96,607	(94,322)	-	2,285
St Faiths Food Cupboard Fund	-	1,474	(2,409)	8,352	7,417
	2,183	**187,133**	**(161,001)**	**(4,223)**	**24,092**
Designated					
Eco Church	1,209	-	(1,066)	-	143
PCC Designated Fund	-	62,500	-	-	62,500
	1,209	**62,500**	**(1,066)**	**-**	**62,643**

The transfers relate to the following:
A general fund transfer was made to the St Faiths Food Cupboard of £1,013 on the request of the PCC.

A transfer of £5,236 from the Solar Panel Fund was made to repay the General Fund for expenditure incurred on the project through that fund in the prevous year.

Cupboard Fund. This funds had been donated with the understanding they could be moved by the PCC to other projects if required.

FUNDS DETAIL:

Thriving Communities Fund

This restricted fund was set up in March 2021 with donations mainly from LDF, the PCC and an individual donor to cover the increase in utilities, wifi and cleaning costs at St Faith's Church as a result of the use of the premises by Hestia for their work with survivors of modern slavery.

After School Hub Fund

This restricted fund was set up in July 2020 with grants mainly from Hounslow Welcare Trust and Needs and Taylor Educational Charity to start an after school work hub in the Narthex on Mondays to Fridays from 3:30 - 5pm which would provide a safe space for youth to enjoy their time after school socialising and doing homework.

Carbon Reduction Fund

This restricted fund was set up by a carbon reduction grant received during 2023 for the purpose of improving the Church buildings carbon footprint.

Area Youth Event

Funds received from the Diocese of London Kensington Area and individual donors to cover the cost of food and entertainment activities for the Area Youth Events held at St Paul's Church.

Spark Fund

A mini grant was received from The Spark Fund to cover the expenses of a Clothes Swap organised by the youth at our St Paul's Church

St Pauls Refurbishment Fund

This fund was set up by grants and donations received for the refurbishment of St Pauls buildings.

St Pauls Solar Panel Fund

This fund was created by the receipt of £51,000 grants to enable the church to install Solar Panels. In addition, fundraising events and appeals to the congregation raised funds which were given to the church for the Solar Project completion, with the understanding that any additional monies could be transferred to other projects once these costs were covered. The Solar Panel Fund retains a balance for potential future maintenance costs. Other funds have been transferred as descibed above.

St Faiths Asbestos Fund
This fund was created by a grant received to enable the church to remove the asbestos on site.
St Faiths Refurbishment Fund
This fund was set up by grants and donations received for the refurbishment of St Faiths buildings.
St Faiths Food Cupboard Fund
This fund was set up by grants and donations received to launch a Community Food project at St Faiths
Eco Church Fund
This designated fund was created to set aside monies for the Eco Church project.
PCC Designated Fund
This designated fund was created by an anonymous donation which the PCC have decided to set aside for future projects within the church.

16 Analysis of Net Assets between Funds:

	Unrestricted £	Unrestricted fair value £	Unrestricted designated	Restricted £	Totals £
Fixed Assets:					
Tangible fixed assets	3,853	-	-	-	3,853
Investment property	285,000	423,250	-	-	708,250
Non-property investments	1,110	-	-	-	1,110
Current Assets:					
Bank Accounts	72,903	-	62,643	24,092	159,638
Debtors	5,729	-	-	-	5,729
Current Liabilities:					
Creditors due within 1 year	(77,765)	-	-		(77,765)
	290,830	**423,250**	**62,643**	**24,092**	**800,815**

17 Diocese of London - Common Fund
The contribution to the Diocese of London Common Fund for the Parish was paid in full in 2025

Common Fund	**2025** £	**2024** £
Common fund contribution	99,980	91,300
	99,980	**91,300**

18 Transactions with PCC members (Trustees)
No PCC member (trustee), or any persons connected with them, received remuneration as employees (or for services) that was not paid at a market rate.

The employment of trustees is permitted by the charity's governing document.

Quentin Bradley (Trustee) is employed by the Parish as Operations and Communications Manager.
During 2025 he received gross salary of £41,389 (2024: £39,997).

Matthew Newton (Trustee) received a fee for provision of music services of £100 during 2025 (2024: £NIL)

Sara Ward (Curate/Trustee) received a fee for provision of music services of £459 during 2025 (2024: £NIL)

Rev. Zoe Mathias (Curate/Trustee) is provided with accommodation as is customary for her role as Curate.
The cost of this accommodation during 2025 was £21,238 (2024: £13,377)

All other expenses reimbursed to the trustees of the charity related to reimbursed expenditure incurred in performance of their duties as employees, volunteers or clergy with no profit element.

No trustee expenses in relation to trustee duties were paid during 2025. (2024: NIL)

Trustee and related party donations to the church (excluding gift aid) during the year totalled £86,681 (2024:£48,342)

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

19 Employees

Number of employees
The average number of employees during the year was:

	2025	2024
Parish Office Staff and Youth Worker	3	3
	3	**3**

'Parish staff costs' and 'Youth Worker salaries' in note 9 to the accounts include the following:

	£	£
Wages and salaries	85,296	79,105
Social security costs	1,925	2,160
Pension costs	1,997	1,812

There were no employees who received employee benefits excluding employer pension costs of more than £60,000.

20 Pension

The charity operates a defined contribution scheme for qualifying employees.
The assets of the scheme are held separately from those of the charity.

The charge to the profit and loss in respect of defined contribution schemes was £1,997 (2024:£1,812)

21 Principal place of business:

The Parish Office
St Paul's Road
Brentford
Middlesex
TW8 0PN

22 The surplus/(deficit) for the year is stated after Governance costs:

	2025	2024
	£	£
Independent examination fee	1,260	1,200

23 Related parties

As in previous years, the trustees are appreciative of the technical expertise donated to the church by Joel Guinness, a related party to Sarah Guinness (Rector/Trustee).

Appendix I
Detailed Fund Note

The movements in restricted and designated funds during the prior year were:

	01 Jan 2024	Receipts Donations/ Fundraising	Payments	Transfers	31 Dec 2024
Restricted	£	£	£		£
Thriving Communities Fund	1,724	-	(1,082)	-	642
After School Hub	1,064	-	(500)	-	564
Rectors Discretionary Fund	-	-	-	-	-
Garden Bridge Fund	850	-	(850)	-	-
Area Youth Event	108	-	-	-	108
Sunday School Fund	200	-	(200)	-	-
Change X Fund	-	1,610	(1,610)	-	-
Harvest Sunday Food Box Collection	872	-	-	(872)	-
Spark Fund	51	-	-	-	51
Carbon Reduction Fund	11,702	-	(10,884)	-	818
Warm Spaces	-				-
Youth Worker Support Fund	164	21,000	-	(21,164)	-
Youth Welcare Fund	1,006		(1,006)	-	-
Reheema Project Fund	-				-
	17,741	**22,610**	**(16,132)**	**(22,036)**	**2,183**
Designated					
St Pauls Refurbishment	-				-
Eco Church	303	1,000	(94)	-	1,209
	303	**1,000**	**(94)**	**-**	**1,209**

The transfers from funds above of £872 and £21,164 were to unrestricted (and undesignated) funds.

Analysis of Net Assets between Funds:

	Unrestricted	Unrestricted fair value	Unrestricted designated	Restricted	Totals
	£	£		£	£
Fixed Assets:					
Tangible fixed assets	1,151	-	-	-	1,151
Investment property	285,000	423,250	-	-	708,250
Non-property investments	1,182	-	-	-	1,182
Current Assets:					
Bank Accounts	31,328	-	1,209	3,793	36,330
Debtors	22,545	-	-	-	22,545
Current Liabilities:					
Creditors due within 1 year	(17,189)	-	-	(1,610)	(18,799)
	324,017	**423,250**	**1,209**	**2,183**	**750,659**

Appendix II
Brentford Parish Trust

(this does not form part of the financial statements)

THE BRENTFORD PARISH TRUST Year ended 31/12/2025

This fund is under the control of independent Trustees;
these figures are shown as a note only.

Statement of Financial Activity 2025

	2025 £	2024 £
Income from Investments		
Dividends	12,575	13,743
Expenditure	(12,575)	(13,743)
Grant to St Pauls		
Donation to St Pauls	(91,115)	(49,000)
	(91,115)	(49,000)
Unrealised (loss)/gain on revaluation	(72,074)	(17,575)
Profit/(loss) on investment sales	53,607	29,103
Net movement of funds	(109,582)	(37,472)
Balance b/fwd	494,055	531,527
Endowment Fund value c/fwd	384,473	494,055

Balance Sheet at 31/12/25

	2025 £	2024 £
Investments		
CCLA Investment fund shares	384,473	494,055
Endowment fund Balance	384,473	494,055

The grant to St Paul's is at the Trustees' discretion.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF BRENTFORD

England & Wales - Charity number 1128611

Accounts

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The Parish of Brentford St Faith's and St Paul's

Annual Report and Unaudited Accounts

For the Year Ended 31 December 2024



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(this does not form part of the financial statements)

Legal and Administrative Information

Rector
Reverend Sarah Guinness

Treasurer
Iain Knight

Charity Number
1128611

Independent Examiner
Accountancy Management Services Limited
South Street House
51 South Street
Isleworth
Middlesex
TW7 7AA

Address
The Parish Office
St Paul's Road
Brentford
Middlesex
TW8 0PN

Annual Report

Rector's APCM Report

Attendance

YouTube Subscribers		Facebook/Insta Followers
2021	139	
2022	180	
2023	220	
2024	263	
2025	310	531 / 393

We have between 70 - 250 views of each service, with between 20 – 30 people watching live. Our weekly attendance is growing.

Please review our parish statistics at the end of this report. The overall picture is one of a growing church.

	2021	2022	2023	2024
Average Sunday attendance (i.e. number of people attending) in October across all 3 services	75.20	98.6	158.80	172

Services

In 2024, we've taken: 7 funerals (including Charlotte Deane, a longstanding church member), 2 weddings, 6 Adult full immersion baptisms (Pentecost and September 29th), and 5 child baptisms.

Our sermon series have covered the following themes: The Kingdom of Heaven, Lent series: Taking stock, Sharing our faith, Philippians, Summer series: David's life and the letter to the Romans.

We've celebrated Mothering Sunday, marked Lent, celebrated through Holy Week and Easter (including Passover), Pentecost, Harvest, Remembrance, Hosted Lodge Brothers Christmas Remembrance service, and held several well attended Christmas services, and restarted carol singing at the Lord Nelson pub.

Our evening service is now in its second year, with a strong group of lay leaders and preachers. They have preached on encounters with Jesus in the gospels, the book of Acts, and stories from the Old Testament. Each preacher continues to receive feedback, and they are growing in confidence and authority.

Prayer & Home Groups
We have a very active Parish WhatsApp group that is often in touch daily with prayer requests. We pray and have intercessions in all our weekly services.

A new home group was started in January 2025 by our curate Rev Zoe Mathias and Isobel Peaty. Our existing home groups and weekly groups continue to run: First Friday at the Fletcher's, the Women's group, Silent Sanctuary, The Caretakers, Men's Breakfast and the Young Adults.

Training & Equipping

- Preaching & Leading: We have continued to deliver training in preaching in January and September 2024 and have been coaching and supporting people as they have preached throughout the Autumn Term.
- Penny Vincent has been exploring ordination via the Caleb stream. If she is accepted for ministry she will be ordained in September 2025 and priested in 2026. This role licenses and commissions her for ministry in the parish of Brentford.
- The staff team had a day away together on 4th September to regroup, welcome new members, plan and pray together.
- The staff team received First Aid training on Monday 9th September.
- Sarah attended training on Neurodiversity, Diversity & Inclusion, Level 3 Safeguarding.
- Our Eco church team organised Carbon Literacy training in January 2024.
- Sarah hosts a lecture on the Trinity each year, and a discussion group on Zoom.

Staffing
Our curate Rev Chris Curry left us at the of his curacy in June and was licensed to a parish in his hometown of Winchester.

A new curate joined us, Rev Zoe Mathias was ordained at St Paul's cathedral on 29th June and joined us from Ridley college and is in her first year of curacy.

Rev Sarah Ward joined the staff team as a non-stipendiary curate, having got ordained on September 28th, 2024.

We're delighted that Zoe and Sara are on the team. They are both being trained in various aspects of parish ministry and due to be priested in June 2025.

Macy Ward joined us as a Youth & Children's apprentice in September 2024, working with Luke. She's employed by the London Diocese and works 21 hours in the parish (6 hours of which is study-based work from Ridley).

Quentin, Luke, Wendy, and Lisa remain much valued and appreciated members of the staff team who do a wonderful job, alongside Jo who continues to run Spire Café and is very much on the frontline of ministry.

Primary Schools
We've delivered collective worship weekly for St Paul's Primary school, thanks to our team including Leslie Pringle, who is the Chair of Governors. This has included a candle lighting workshop for year 4's.

We've hosted school visits from Green Dragon Primary School (25th March & 24th June). Sarah, Sheila Underwood, Jo Ann Eastgate, continue to be Governors at St Paul's.

What has been most notable is that Sara had an idea to take a Christmas roadshow to our 3 primary schools in the parish (St Paul's, Lionel and Green Dragon). She successfully got buy in from each school, formed a team (Matthew, Luke, Macy, Zoe, Ineala and Elizabeth) and delivered three outstanding morning roadshows, with very positive feedback from each school. Every child (358 in total) heard the Christmas story and was invited to church.

We prayed around St Paul's primary school at the start of the school year.

We started hosting monthly prayer meetings to pray for the school in October. These are 45 minutes either after dropping off or before pick-up, where parents and/teachers and come to the church and pray for the life of the school.

Secondary Schools
Sarah continues to be Chair of Governors at Ealing Fields Secondary school, and a Director in the Twyford trust. This year we launched a consultation around making it a faith designated school.
Sarah leads staff collective worship at Ealing Fields once or twice a year and Luke goes into Ealing Fields weekly to lead the CU / Youth Alpha.

Sarah, Macy and Luke delivered 2 Live Well courses (one in each half term) during the Autumn term at Ealing Fields with positive results and feedback (see Appendix). We plan to continue to roll this out in 2025.

Community Engagement
- Spire Café continues to offer us a wonderful platform for parish ministry, and we are hugely grateful to Jo who runs this superbly.
- We were part of the Creative Mile 30th – 1st September – hosting the reception for exhibitors and a venue for local artists.
- We've hosted our second Green Fair on 8th June.
- Well attended Experience Easter (23rd March) and Experience Christmas (14th December) events aimed at Primary aged children and their families with crafts, drama, singing, and lots more.
- Andy ward has hosted Safer Neighbourhood Meetings at St Paul's.
- Menopause Café 4th July on fitness and mobility, and 7th November on boundaries in relationships, with the aim to support and educate women on this important life transition.
- Bridge the Gap started in September 2023, led by Luke, alongside Hope Church Hounslow, playing football with others aged 18+ on Monday evenings.
- Sarah became the Chaplain at Brentford Football Club in June 2024, and this was formally and officially announced in September. She spends a few hours once a week there with staff and players at the Jersey training ground.
- We are part of the Hounslow partnership Brentford Hub.
- We've met with the Developer who has bought GSK site.
- Sarah has met with Todd Crusey the interim lead of Immanuel Church and we look forward to a new minister at Brentford Free Church, starting 13th January.
- We hosted a comedy night on 10th May with the comedian Andy Kind, which was well received and great fun.

- Sarah hosted a PCC away day for a neighbouring parish on 5th October.

Children & Youth
Kids Café remains very popular for pre-schoolers and their carers. Macy and Luke have continued to lead this every Tuesday morning. We have a consistent attendance of about 30-35 children and their carers.

Some highlights of our youth & Children's engagement include:

- Sarah, Luke and Macy ran a youth version of Live Well in the Autumn Term at Ealing Fields.
- Luke hosted a fundraiser on 24th February to raise money for a youth weekend away and for Satellites.
- We hosted a missional REACH event with on 1st October with an inflatable football pitch and a panel of Brentford FC 1st and women's team players, talking about their mental health and faith. 150+ young people from West London attended.
- We took our youth to Satellites Camp from 2nd – 6th August and had a really great time.
- We hosted our usual summer BBQ at The Rectory.

Buildings
The installation of our new sliding doors was completed in January 2024. This was paid for by the Trust fund.

We are working towards installing solar panels on St Paul's church and building roof. We've got 3 quotes and have applied for planning permission and all the relevant Diocesan permission. We are waiting for the outcome of 2 funding applications (decisions to be made May 2025) and then assuming we are given funding, we hope to install this in 2025.

We had our Parish Visitation from the Area Dean on Monday 23rd September, with positive feedback and a few minor recommendations.

Mission and Evangelism

- **Alpha**: We hosted 2 Alpha courses & Holy Spirit away days.
- **Live Well course**: run every Spring term was over-subscribed with 23 participants and with positive feedback. It consists of 6 sessions covering emotions, negative thinking, stress, trauma, boundaries and is full of neuroscience to help us better understand how our brain works.
- **Three30** – Average attendance is about 19 young people, but it ranges from 14 to 27. We've had to take on a volunteer to help with safeguarding ratios.
- **Mission Partners**: We continue to maintain good links with Heather Johnstone our CMS Missionary in Tanzania. Heather visited on deputation in the Autumn, and we hosted an evening with her on Tuesday 26th November where were able to hear in more detail about her work, buy Rehema products and pray for her.
- **Eco Church** hosted their second Green Fair, regular Clothes Repair Café, and Eco Garden Workshops.

Thanks

I am deeply appreciative to those who work tirelessly for the Parish, whether they are paid or volunteers. My thanks to our Church wardens, LLM's and PCC who are supportive and wise, our dedicated staff team who work hard and many of our volunteers, who spend considerable time invested in the life and ministry of the Church. I feel excited by what God is doing amongst us and in our wider community.



SIGNED: Rev Sarah Guinness
ROLE: Rector
February 2025

Curate's Report

I joined the church as a curate in June 2024. In my first six months, I have taken my first wedding, baptism, and funeral. I have had the opportunity to regularly preach and lead at services. I have particularly taken on a leadership and organisational role in our evening service. Alongside this, I have supported our work with children and youth. This involved joining the team at Satellites over the summer, helping with Sunday youth and taking assemblies in our local primary school. I also regularly help with our Kids Café and enjoyed my role in our Christmas Roadshows. I have really enjoyed my participation in our Alpha course and attending the Live Well course. It is wonderful to set up a Home Group with Izzie.

I am currently researching and working to set up a Community Fridge which would operate from our church. I hope that such an initiative could be a blessing to our local area and also help to reduce food waste.

Training is another key part of my role. As part of this, I meet regularly with Sarah as my training incumbent for supervisions, attend diocesan training events, and write reflections on my experience of ministry.

I have really enjoyed my time so far as a curate in the Parish of Brentford. I am thankful for the warm welcome that I have received from the Parish. I look forward to what's to come.

ROLE: Curate

NAME: Rev Zoe Mathias

Associate Curate's Report

INTRODUCTION

Whilst I have only been a curate for the final quarter of 2024, since my ordination on Saturday 28th September, I have been pleased to be involved in many areas of church life and ministry throughout the whole year. My role as associate curate is part time and voluntary alongside my business and family responsibilities.

HIGHLIGHTS

Throughout the year, I have continued to be encouraged by the increasing numbers of new people joining both Sunday Services, activities and events.

January: Evening Services and Silent Sanctuary start back after a short Christmas break. William Benson continued to construct a Garden Bridge in the Eco Garden.

February: We planted new fruit trees in the Eco Church Garden. Many members joined in the Carbon Literacy Training (Thurs 22nd, 29th & 7th April), Luke organised a 'Best of Quiz Night' (Sat 24th) which was a great fun evening raising money for youth camp.

March: Mother's Day Service was well attended and inclusive. Eco Church started monthly socials to encourage wider church members to find out more. Another successful Easter Experience (Sat 23rd) with the team learning from previous events. The events of Easter weekend, Passover Supper, Three Hours at The Cross and Easter Sunday were each uniquely different, thoughtfully prepared and well attended.

April: Eco Garden Monthly workshops start again (April - October). This year we ran them in-house without the additional funding to bring in Cultivate London as session tutors. We ran our first Youth Weekend Away (19th - 21st) Luke brought a great team together to support our young people.

May: Many enjoyed our first Comedy Night with Andy Kind, it was encouraging that as well as church family, members of the wider community came to join in.

Nature Walks were held every Saturday co-ordinated by Elizabeth Wesner and the Eco Church team.

Healing Service (Sun 19th Evening)

June: Youth Litter Pick (with rewards donated by Gail's Bakery), Brentford Green Fair - this is the third event that we have hosted drawing together the wider community. Service of Lament (Sun 9th) repenting of how we've treated the earth and environment and consequently the injustice to poorer nations.

We celebrated and said farewell to our previous curate, Chris Curry.

Sarah, Luke & I hosted an afternoon with Green Dragon School learning about Christianity.

We prepared to welcome Zoe, our new full-time curate (ordained Sat 29th).

July: Menopause Cafe (Thurs 4th), Summer Series on David began (running throughout the school holidays).

All four clergy (Sarah, Zoe, Gerry & Sara) met to plan Holy Communion services moving forward with a larger team and sharing pastoral care of vulnerable adults.

August: Our third trip to Satellites Youth Camp, we were able to support a smaller church group from Acton who camped with us, sharing food and resources. All our young people participated well and responded to God over the week.

September: We started planning a new Schools Christmas Roadshow to be offered to all three local primary schools. We organised a Prayer Walk around St Paul's Primary School before the new term began. Another series of Preaching School was held - this time focussing on teaching from the Old Testament.

I joined Sarah & Zoe to meet with the bishop to plan outreach and mission locally.

The staff team were trained in First Aid for the workplace.

The Area Dean visited to assess all areas of church life and pray with us.

I was honoured to preach on the Sunday after my ordination, which was the day that James and Cat were baptised.

October: I began my Curacy training which includes both online and in person sessions.

The whole church was invited to join in the celebrations of our Eco Church Silver Award (Sun 13th)

Evening Healing Service (Sun 20th)

We worked with Hounslow Council to find permanent accommodation for a homeless man sleeping outside the church.

November: I met with local primary school teachers to present the Schools Christmas Roadshow.

We hosted another successful Menopause Cafe (Thurs 7th).

I started my training in funeral ministry.

The Evening with Heather Johnstone (Tues 26th) was encouraging, thanks to those who helped organise it.

A team hand delivered Christmas invitations to all the new Ballymore homes.

December: I began my training in leading weddings.

I was pleased to lead a Nursery Carol Concert (Fri 6th), with approx. 30 children and 60 adults.

We delivered the Schools Christmas Roadshows, a whole morning in St Pauls, Lionel Road and Green Dragon. with games, drama, music, film clips and the story of the first Christmas. The team were brilliant (Luke, Macy, Zoe, Matthew, Ineala, Elizabeth, Sara), it was very well received, and we promoted ongoing activities for that age group.

"Sara and the gang, Bloomin' hecklers - what an amazing morning! Thank you all SO much! The staff and children adored it. You taught them so much. Was super fun and educational. Thank you so so so much" Dep Head, Green Dragon Primary

Experience Christmas (Sat 14th) was well organised, though quieter than expected, especially as it was directly after the Schools Roadshows. Christmas is always a busy time, so we may have clashed with other local events.

The full Christmas programme with services and events throughout the whole month were very well planned, had good support from church members and were well attended. The Christmas Eve All Age service had around 220 guests and all the interactive, multimedia, special effects were greatly appreciated.

Throughout the year, I also led services (Sundays and Wednesdays), preached at both morning and evening services and led various school assemblies for St Paul's Primary School. I also led Sunday School sessions (working with all four age groups) and helped regularly at the Sunday evening Youth sessions.

ROLE: Associate Curate

NAME: Rev Sara Ward

PCC Report

During 2024 the PCC met on 10 occasions. Meetings alternated between online zoom video and in-person at St Pauls.

These were the meeting dates: January 9th, February 6th, March 5th, April 16th, May 12th (following APCM), June 18th, July 16th, break for August, September 17th, October 22nd, November 19th, break for December.

The PCC consists of the clergy of the parish, certain lay people licensed to the parish, the churchwardens of the parish, members of the deanery synod and representatives of the laity elected at the annual parochial church meeting.

The PCC is the governing body of the Parish. It receives reports and requests, initiates actions, makes decisions and is overall responsible for the well-being of the Parish, both in spiritual and house-keeping matters.

Recuring meeting topics are updates on Ministry, Youth & Children, Safeguarding, Governance, HR, Finance & Giving, Buildings & Site Management. Other items like Budgeting, new initiatives, etc., are discussed as and when they arise.

Highlight of points discussed and finalised over a number of meetings during 2024 were:

- Review our Vision & Values
- Review and update various Parish policies
- St Faith's church planting
- Expansion of youth ministry team
- Common Fund contributions
- Distribution of Communion
- Parish support for others
- New initiatives Food Cupboard and Mentoring Programme

ROLE: PCC Secretary

NAME: Iszy Metzner

Electoral Roll Report

Electoral Roll membership as of 31st December 2024 stands at **151**. Membership as of 31st December 2023 stood at 140.

Any member of the congregation of St Faith's or St Paul's can be on the electoral roll. If you are listed on the electoral roll of the Parish of Brentford, it gives you a say in how your church is run. It also gives you the right to vote at the APCM or to stand for election in the PCC.

New applications can be made at any time after the APCM.

If you are unsure whether you are already enrolled, please ask for further details and/or enrolment instructions.

ROLE: Electoral Roll Officer

NAME: Quentin Bradley

Safeguarding Report

THIS YEAR

...has been a turbulent year for the Church of England, and while the Synod has changed how safeguarding is monitored, we have always found our requests to our Church Safeguarding Advisor for advice and support, fully met. This year we sought help regarding eleven situations of a safeguarding nature, and we received that help and advice to bring about good conclusions.

Here at church, both in weekly team meetings and monthly PCCs, safeguarding has designated time given for its consideration. We always seek to do better, so in one PCC meeting we discussed at length, a wide range of safeguarding scenarios and in another we focussed on how safeguarding policies can make a more effective impact everyone's sense of responsibility in helping us all to be and feel safe.

We are informed by the Five (National) Safeguarding Standards. They are listed below with a summary of what we are doing.

CULTURE, LEADERSHIP AND CAPACITY

We are grateful to all those in our church who work to maintain our physical, psychological and spiritual security in church, especially to those who have taken time to communicate safeguarding concerns. All of them prompted investigations, responses and further reflection. The staff team and PCC hope in this coming year to encourage greater vigilance and greater empathy and skill in everyone to be proactive in looking out for the good of everyone.

PREVENTION

The staff communicate effectively in assessing and managing risks, Luke oversees the requests for DBS clearance for volunteers, Quentin organises all insurance requirements and I ensure volunteers take training to the appropriate level. The Diocese Safeguarding dashboard which monitors our safeguarding actions in all these areas and more, rates us as fully compliant with no outstanding actions.

RECOGNISING AND MANAGING RISK VICTIMS AND SURVIVORS

The staff team are committed to ensuring that risk is minimised in all church activities, so they have created risk assessments for each of them. The relevant risk assessment is shared with each of the activity volunteers. These assessments are not set in stone and are reviewed regularly and adjusted when previously unforeseen factors emerge.

VICTIMS AND SURVIVORS

We long to reflect the compassion of Jesus where, 'Victims and survivors experience the timeliness and quality of Church bodies' responses to disclosures, and their subsequent support, as positively meeting their needs, including their search for justice and helping their healing process.' When our knowledge and skills have reached their limits, we seek help from a well-resourced London Diocese.

LEARNING SUPERVISION AND SUPPORT

All the staff team, Church Wardens, PCC members, band leaders, communion distributors and children and youth teams are required to undertake safeguarding training to a role appropriate level. Many thanks to the 41 volunteers who have completed their requirements and give so much of their time and energy to help extend the Kingdom of God in Brentford!

Our church will only be safe, welcoming and nurturing if we ALL work together to make it so. If this report has sparked in you a need for a conversation, do email me or speak to me. If you don't know me, just look for the picture on the back of the loo door or contact Sarah or Zoe if that is easier for you.

Last year I concluded my report with the following words, and they are worth repeating.

In our parish where everyone is welcome, everyone matters and everyone is involved, what steps will you take to help us ensure that our community is safe and welcoming, so no barriers exist to anyone who comes to meet with Jesus? It requires a team effort!

ROLE: Church Safeguarding Officer

NAME: Carol Fletcher

Youth and Children's Report

- Kid's cafe continues to run every Tuesday morning 9 - 10.30. A member of St Paul's School's senior leadership team comes over every week to read the story. Child attendance has ranged from 16-36.

- Experience Christmas/Easter - Our children and family events have run again this year with more planning going into crafts that link with the stories of Easter and Christmas to engage families in conversations.

- Three30 has continued to grow, by the end of the year we were consistently getting 25 young people in the building throughout the session - it has proved to be a great point of connection with year 6 pupils from Green Dragon school.

- REACH - In October we ran our second event. This one was with Brentford FC and we sold out of tickets. 150 young people in the building to hear the players talk about their faith and how it impacts their lives.

- Brentford Youth - Our youth group aimed more at discipleship has grown in age range as a big group of year 6s came up in September. We are restructuring Brentford Youth to try and meet these needs splitting up younger youth and older youth.

- Older girls small group - Meeting on a Thursday evening Macy had taken over this group when she started. The group is finishing due to the above point.

- Macy started the apprenticeship scheme in September and has settled in quickly. The youth really like and relate well with her. She is growing in confidence in the role and is making a big difference to youth and children's work.

- St Paul's assemblies - every Thursday we have 2 assemblies for St Paul's school, one for KS1 and the second for KS2 - the team of people delivering these has grown from 4 to 6.

- Ealing Fields - We are usually in EF twice a week, once to run the live well course with year 9 and 10 students. This has proved to be a great way of building relationships with students that we wouldn't normally engage with, and some have started coming to Three30. We continue to run a lunch time club with Jacob from Bless church - we have started the revamped Youth Alpha course and engage with 20-30 students, most of which do not go to church and are not Christians.

- Satellites - we took the youth to Satellites camp over the summer and are booked in to go back this Summer. We took 12 young people and also took a couple of young people with their leaders from the Living Room in Acton. It was great to see how the youth engaged with God in worship and the ministry times.

- Residential – we took some of the young people on a residential weekend in April, they had a great time, and we had a guest speaker who talked on prayer and hearing from God. We had lots of fun and got to know the youth better through making bread, playing games and marshmallows at a fire pit. We are exploring what another residential would look like and what time of year is best to encourage more of the young people to attend.

- Roadshows – through December we delivered 3 Christmas Roadshows to the 3 primary schools in Brentford. This is the first time we have had engagement from all 3 schools. This was Sara's vision and organisation to get this through, the schools were very happy with what was offered, and Green Dragon in particular are seeking more engagement.

ROLE: Youth and Children's Pastor

NAME: Luke Fennell

Churchwarden Report

St Faith's

At St Faith's Church, Joel has spent quite a number of hours replacing the lights. We now have LED lighting throughout the nave, which is both brighter and more energy efficient. The church hall roof insulation has been finished too, which will make the building much more energy efficient.

Thanks to Isobel Peaty, who has been encouraging us to pray on the first Wednesday of each month for the future of St. Faith's.

St. Paul's

At St Paul's, we now have new sliding wall panels separating the narthex from the church. These are a huge improvement on the previous ones, with glass panels to see through into the church creating a welcoming atmosphere. Also, these ones can be moved by just one person, making preparing the church for services easier and safer. We are sure they will serve us for many years to come.

In the Garden we have a wonderful new bridge connecting the areas outside, this provides much easier access in our outdoor area.

Spire Cafe continues to serve our community each week. Kid's café is going strong, offering local children a chance to play together and hear a little bible story each week. Repair café runs monthly encouraging people to mend their own clothes and promote sustainability.

Community

We are currently offering three Sunday Services and a midweek Wednesday communion service most weeks of the year. Our attendance continues to grow, both in person and online, as we are still able to offer a streamed service each week.

Experience Easter and Christmas

Now a staple of the yearly church calendar, Experience Easter and Experience Christmas were a huge success! Hundreds of people came through the doors, including many people who have never set foot in a church building before.

Our Easter services included:

- Passover Meal - Many thanks to Michelle and Peter Guinness for leading this wonderful evening.
- Three Hours at the Cross on Good Friday, with poetry, choral music and reflections.
- Easter Sunday service (Including party poppers and confetti!)

For Christmas we were incredibly busy, with

- Lodge Brothers' (Undertakers) service of Remembrance
- Carol Singing in the Butts
- A traditional Carol service with the choir
- Jump in Nativity (Featuring one of the Church Wardens as a sheep!)
- A very busy all age service!
- Midnight and Christmas Day services.

Youth has continued to flourish in the Parish, and we run Sunday School for three age ranges, as well as a creche group too! We have had so many events over the year for young people including:

- Youth 3D on a Wednesday afternoon
- Reach events
- Youth weekend away
- Kids' café on a Tuesday morning
- Bridge the Gap on a Monday evening

We continue to run Alpha courses throughout the year, offering people a chance to explore faith, sometimes for the first time! We have been running Live Well courses, looking at mental health and dealing with stress and difficult circumstances. And we held an Enneagram training day looking at what makes us and others tick.

Last year we said goodbye to Chris Curry who finished his three-year Curacy and has gone on to his own parish in Winchester. However, we have been able to welcome a new wonderful curate to the Parish, Zoe Mathias.

As well as this, Sara Ward has now been ordained, and Macy Ward has joined our team as our new Children & Youth Apprentice.

This has been a year of growth and spiritual development, and we pray that this may continue, as our parish goes from strength to strength, serving our community and bringing more people to the love of Christ.

God is Good!

ROLE: Church Wardens

NAME: Matthew Newton and Sheila Underwood

Report to the PCC

Structure, Governance and Management
The Parish of Brentford was established as a Parish of The Church of England and comprises of two churches, St. Paul's and St. Faith's.

Appointment and induction of PCC members
Members of the PCC are either ex-officio, co-opted or elected by the Annual Parochial Church Meeting in accordance with the Church Representation Rules. New PCC members are made aware of their legal obligations under charity and church law, the content of the constitution, the Council and the decision-making processes and the recent performance of the church. They meet the other PCC members as well as key employees over the course of the year.

Standing Committee
This is the only committee required by law.

Organisational Policy
The PCC works according to the Church of England Canon Law. The staff team, PCC and Standing Committee hold responsibility for the day-to-day operations of the churches including finance and employment matters.

Objectives and activities
The Parish of Brentford's PCC is required, as stated in the PCC (Powers) Measure 1956 to actively promote in the ecclesiastical parish the whole mission of the Church - pastoral, evangelistic, social and ecumenical.

Reserves Policy
It is the desire of the PCC to maintain 2 months' worth of running costs (including staff salaries) in cash reserves in case of major problems. The PCC have not put any money in reserves in recent years due to the ongoing financial deficit, however there is a trust fund of significant value which can be drawn on for building emergencies and repairs.

Achievements, Performance and Future Plans
Please see the Rector's Report.

This report and the attached accounts were approved by the PCC on Tuesday 29th April 2025.

Signed on their behalf by Revd Sarah Guinness, chairperson of the PCC.

Staff and PCC Members

Ministers & Clergy	Position	Joining	Leaving
Rev Sarah Guinness	Rector	May 1st 2018	
Rev Chris Curry	Curate	July 2021	July 2024
Rev Gerry Nixon	PTO	April 2023	
Steve Fletcher	Licensed Lay Minister	April 2015	
Denise Colliver	Licensed Lay Minister	April 2013	January 2024
Rev Zoe Mathias	Curate	June 2024	
Rev Sara Ward	Curate	Sept 2024	
PAYE STAFF			
Quentin Bradley	Operations & Communications Manager	November 2023	
Luke Fennel	Youth & Children's Pastor	January 2023	
Wendy Teng	Finance Administrator	November 2023	
Church Wardens			
Sara Ward	Church Warden	April 2022	August 2024
Matthew Newton	Church Warden + Inclusion Rep	April 2020	
Sheila Underwood	Church Warden	August 2024	
Elected PCC Members			
Russell Rajendra		April 2018	May 2024
Jo Bradley		April 2019	
Elizabeth Kennedy	Children's Champion	April 2019	Feb 2024
Julian Peaty		April 2019	
Ineala Theophilus	Deanery Synod Rep	May 2021	
Quentin Bradley	PCC Member	May 2021	May 2024
Iain Knight	PCC Treasurer	Jan 2022	
Tom Salisbury		May 2022	
Mariette Wilkins		May 2023	
William Benson		April 2023	
Anthony Jewitt	Deanery Synod Rep & HR Rep	April 2023	
Laura Bugden	Children's Champion	May 2024	
Penny Vincent		May 2024	
Kim Webster		May 2024	
Quentin Bradley	Staff Representative	May 2024	
Carol Fletcher	Safeguarding Officer For 8+yrs) & PCC Member (since 2024)	May 2024	
Iszy Metzner	PCC Secretary	May 2024	
Sheila Underwood	*Became Church warden August 2024	May 2024	
Co-opted PCC Members			
Helen Dickenson	PCC Secretary		May 2024

Financial Review

Back in 2021, the Parish was operating with a budget deficit of over £50,000 on its annual operating costs; the PCC, recognising that this level of deficit was not sustainable, committed to balancing the Parish's budget over a 3-year period.

The 2024 budget was set as year 3 of a 3-year plan and had a planned expenditure of £321,370 and income of £321,550 resulting in a small surplus of £180.

I am pleased to report that the Parish operated at a surplus of £2,455 for 2024. Whilst this demonstrates significant progress in returning the Parish to financial health; it is important to note that our activities were still supported by £18,414.83 from the Brentford Parish Trust. These sums were used to meet unplanned costs when the 2024 budget was set.

Looking Back at 2024

Over the last year, **Giving** has increased to £129,305 (an increase of 12%) and **Lettings** has increased to £137,608 (an increase of 8%).

Whilst our budgeted categories of expenditure tracked against our budget expectations, expenditure increased to £367,795 when including the unplanned costs mentioned above.

Our income for 2024 (excluding the support from the Trust mentioned above) was £351,810 (roughly 9% above budget); this was significantly driven by increased giving and increase in lettings income.

The strong increase in Giving is particularly encouraging as it demonstrates the support of the members for the Parish. It is important for the Parish to have a broad base of supporters so that we are not overly dependent on a few donors.

The following tables provide a summary of our income and expenditure over 2024:

Breakdown of Parish Income		
Giving and Gift Aid	35%	£129,305
Grants	11%	£42,025
Parish Lettings and Fees	38%	£140,719
Property Rental	6%	£21,239
Bank and Building Society Interest	4%	£14,257
Phone Mast Rental	4%	£14,300
Other	2%	£8,379
Total	**100%**	**£370,224**

Breakdown of Parish Expenditure		
Common fund	24.8%	£91,300
Staff Costs	24.6%	£90,544
Clergy Expenses (Inc. housing)	7.2%	£26,320
Mission grants	2.8%	£10,439
Services and Activities Costs (Inc. Youth)	4.2%	£15,296
Investment Property Maintenance and fees	1.9%	£6,844
Governance	0.6%	£2,183
Depreciation	3.1%	£11,445
Finance Costs	0.3%	£993
Insurance	2.6%	£9,642
Utilities	12.4%	£45,486
Cleaning & Gardening	4.2%	£15,560
Equipment Purchases	1.6%	£5,942
Repairs& Maintenance	2.5%	£9,352
Major Repairs	2.7%	£10,000
Church licenses	1.9%	£7,035
Other Church Operational Costs	2.1%	£7,658
Expenditure on raising funds	0.5%	£1,756
Total	**100%**	**£367,795**

Looking Forward to 2025

The 2025 budget has a planned expenditure of £357,536 and income of £350,803 resulting in a deficit of £6,733.

Whilst the deficit may seem like a step backwards, there are additional financial pressure this year which have driven this deficit. This includes an increase in our Common Fund contribution to £99,980 (an increase of 9.5%). We also anticipate lettings income to be down slightly on 2024 (based on existing known lessees).

There is the hope that control of expenditure and further increases in giving will erode this deficit and will result in a small surplus.

Maintenance costs remain a concern. As a Parish, we have significant properties to maintain (two churches, a rectory and a rental property). Whilst the budget contains an allowance for maintenance activities; we need to develop a planned maintenance programme for all Parish properties. This programme needs to be forward looking and anticipate maintenance activities over the longer term.

Finance Team

This was the first full year for our new Finance Team lead by Lisa, our Finance Manager, and supported by Wendy. Their enthusiasm and diligence have ensured that the Parish's finance continue to be prudently and thoughtfully administered.

Behind the scenes there have been changes to some of the processes, including a switch in software accounting package, to improve efficiencies.

The Parish of Brentford Trust

The Parish benefits from a trust, the Parish of Brentford Trust (Fund 1). This trust is administered by separate trustees from the PCC. Funds in the trust do not form part of the Parish's finances but with the support of the trustees have generally been used to fund major refurbishments and provide some income to the Parish. In recent years, grants from the trust have also been used to make good the gap between our annual operating costs and our generated income.

In January 2018, The Parish of Brentford Trust had a market value of £801,274; at the end of 2024, there was £494,055 remaining.

The Parish must not rely on the Parish of Brentford Trust to fund its annual operating costs. We need continued focus on managing our existing expenditure and growing our income to ensure the Parish's finances remain healthy over the longer term.

Legacy Giving

The Parish and its ministry rely on income, which comprises of your financial gifts and income from hirers who use our buildings. It currently costs us about £7,000 a week to do all that we do. We don't receive any money from the Church of England.

At the Parish of Brentford, we welcome all gifts in wills, however large or small and we promise to use your gift to make a difference to our Parish.

This year we launched our Legacy Policy to aid those parishioners wanting to remember the Parish in their wills.

ROLE: Treasurer

NAME: Iain Knight

Independent Examiners Report

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE PARISH OF BRENTFORD ST FAITH'S AND ST PAUL'S

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 December 2024, which comprise the Statement of Comprehensive Income, the Statement of Financial Position (balance sheet) and the related notes.

Responsibilities and basis of report

As the charity's trustees, the Parochial Church Council are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared accounts in accordance with Accounting and reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in reference to the accounting and Reporting by Charities:Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for periods beginning on or after 1 January 2015.

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

- accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

Paul Alexander BFP, FCA
for and on behalf of
Accountancy Management Services Limited
Chartered Accountants
DATE:

South Street House
51 South Street
Isleworth
Middlesex TW7 7AA

Statement of Comprehensive Income

CHARITY REGISTRATION NUMBER 1128611
STATEMENT OF COMPREHENSIVE INCOME
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted funds	Designated funds	Restricted funds	Total 2024	Total 2023
INCOME AND ENDOWMENTS		£	£	£	£	£
Donations and legacies	3	147,720	1,000	22,610	171,330	278,890
Charitable activities	4	140,719	-	-	140,719	131,506
Other trading activities	5	-	-	-	-	-
Investments	6	35,496	-	-	35,496	23,135
Other income	7	22,679	-	-	22,679	26,597
Total Income and endowments		346,614	1,000	22,610	370,224	460,128
EXPENDITURE						
Raising funds	8	1,756	-	-	1,756	2,256
Charitable activities	9	349,813	94	16,132	366,039	444,277
Total expenditure		351,569	94	16,132	367,795	446,533
Net gains/(losses) on investment						
Gains/(losses) on non-property investments	12	26	-	-	26	97
Gain/(Loss) on property revaluation	11	-	-	-	-	-
Net Income/(Expenditure) before Transfers		(4,929)	906	6,478	2,455	13,692
Transfers between funds	15	22,036	-	(22,036)	-	-
Net Income/(Expenditure) after Transfers		17,107	906	(15,558)	2,455	13,692
Net Movement in Funds		17,107	906	(15,558)	2,455	13,692
Total funds brought forward at 1 January 2024		740,074	303	17,741	758,118	744,426
Total funds carried forward at 31 December 2024		757,181	1,209	2,183	760,573	758,118

The statement of comprehensive income includes all gains and losses recognised in the year.

Statement of Financial Position

CHARITY REGISTRATION NUMBER 1128611
STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2024

		Note	2024 £	2023 £
Fixed Assets				
	Tangible assets	10	11,091	20,141
	Investment property	11	708,250	708,250
	Non-property Investments	12	1,156	1,130
			720,497	**729,521**
Current Assets				
	Debtors	13	22,545	57,304
	Cash at bank and in hand		36,330	39,803
			58,875	**97,107**
Creditors: amounts falling due within one year		14	18,799	68,510
Net Current Assets			**40,076**	**28,597**
Total assets less current liabilities			**760,573**	**758,118**
FUNDS				
Unrestricted	General funds	16	333,931	316,824
	Fair value reserve	16	423,250	423,250
			757,181	**740,074**
	Designated	15	1,209	303
	Restricted	15	2,183	17,741
Total Funds			**760,573**	**758,118**

The accounts were approved by the Parochial Church Council on 29th April 2025

.....
Reverend Sarah Guinness
Rector

.....
Iain Knight
PCC Treasurer

Notes to the Financial Statements

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

CHARITY INFORMATION

1 The Church is a charity registered with the Charity Commission, constituted under the PCC Powers measure Act 1956 as amended and Church Representation Rules 2017.
The charity is a public benefit entity as defined by FRS 102.

2 ACCOUNTING POLICIES

Accounting convention

The accounts have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice (SORP 19) 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 2016) and UK Generally Accepted Accounting Practices.

The accounts have departed from the Charities (Accounts and Reports) regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for Charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the regulations but has since been withdrawn.

The accounts are prepared in sterling which is the functional currency of the charity. Monetary amounts in these financial statement are rounded to the nearest whole pound.

Going concern

At the time of approving the accounts the Parochial Church Council (PCC) have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the PCC continue to adopt the going concern basis of accounting in preparing the financial statements.

Charitable funds

Endowment funds:-
Are funds, the capital of which must be maintained; only income arising from investment of the endowment may be used either as restricted or unrestricted funds depending upon the purpose for which the endowment was established.

Restricted funds:-
Represent (a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and (b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. The PCC does not usually invest separately for each fund. Where there is no separate investment interest is apportioned to individual funds on an average balance basis.

Unrestricted funds:-
Are general funds which can be used for PCC ordinary purposes.

Designated funds:-
Are unrestricted funds where money has been set aside for specific purpose by the PCC. They may be undesignated and money moved to other such funds at the discretion of the PCC.

Incoming resources

Planned giving, collections and donations are recognised when received.
Tax refunds are recognised when the incoming resource to which they relate is received.

Grants and legacies are recognised when there is sufficient certainty that they will be received and the incoming resources can be measured with sufficient reliability.
Job retention scheme grants are recognised in the period to which the underlying furlough staff costs relate to.

Dividends and interest are accounted for when received. All other income is recognised when receivable.
All incoming resources are accounted for gross.

Resources expended

Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding or constructive obligation on the PCC. The diocesan parish share is accounted for when due.
Amounts received specifically for mission are dealt with as restricted money.
All other expenditure is generally recognised when it is incurred and is accounted for gross.

Debtors

Debtors are amounts owed to the charity and are measured based on their recoverable amount.

Creditors and provisions for liabilities and charges

A liability is recognised for the amount that the charity anticipates it will pay to settle a debt or the amount it has received as an advance payment for goods or services it must provide. A provision is recognised when:

- there is a present obligation at the reporting date as a result of a past event;
- it is probable that a transfer of economic benefit, usually in the form of cash, will be required in settlement; and
- the amount of the settlement can be estimated reliably.

Fixed assets
For use by the PCC

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of “charity” by Section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time).
Equipment used within the church premises is depreciated on a straight-line basis over 5 years.
Individual items of equipment with a purchase price of £1,000 or less are written off when the asset is acquired.

Investment property
The trustees' policy is that freehold property held for investment purposes is included at the trustees' best estimate of market value, based on local house prices or independent valuations where available.

Investment property is not depreciated. Unrealised gains and losses are taken to the Statement of Comprehensive Income under the heading of gains/(losses) on tangible fixed assets and are shown as a separate unrestricted reserve on the Statement of Financial Position.

Cash and Cash Equivalents
Comprises of cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less.

Other Investments
Investments are valued at market value with gains or losses recognised in the statement of comprehensive income.

Allocation of support costs
Support costs are allocated to individual activities where they directly related to that activity.
Where the support cost is not directly related to an individual activity it is allocated to activities on the basis of the proportion of total direct resources expended for each activity.

The Brentford Parish Trust (formerly St Paul's Centre Trust Funds)
These funds arose out of the proceeds of sale of the site of St James Gunnersbury. There are 2 funds managed by a separate Board of Trustees.

The managing trustees may from time to time at their absolute discretion, permit (at a meeting of the Trustees) the release or sale of all or part of the capital of the first fund to finance major or urgent repair work and/or capital expenditure to church buildings within the parish of Brentford.

The managing trustees may from time to time at their absolute discretion, permit (at a meeting of the trustees), the release of part of the capital of the first fund to be transferred to the second fund (CT1001A). The second fund is to be used for general ecclesiastical purposes and as such, the transfer from the first fund can be used for meeting the parish's annual common fund commitment, if necessary and in response to a formal request from the PCC.

The second fund, both capital and income, is available for expenditure at the discretion of the PCC although the funds are managed by the trustees.

The trustees produce separate accounts for trust fund one and figures relating to it are NOT included in these accounts.

Critical accounting estimates and judgements
In the application of the charity's accounting policies, the PCC are required to make judgements, estimates and assumptions about the carrying value 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.

3 Income from Donations and Legacies

	Unrestricted funds	Designated funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£	£
Gift aid donations	84,650	-	-	84,650	73,460
Donations non-gift aid	17,221	-	-	17,221	18,544
Plate giving	5,561	-	-	5,561	1,908
Gift aid tax recoverable	21,385	-	-	21,385	21,486
Grants	18,415	1,000	22,610	42,025	163,432
Other funds generated	488	-	-	488	60
	147,720	**1,000**	**22,610**	**171,330**	**278,890**
Year end 31st December 2023	145,157	70,000	63,733		**278,890**

4 Income from Charitable Activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2024 £	Total 2023 £
Fees	2,062	-	-	2,062	2,730
Church hall lettings	137,608	-	-	137,608	127,559
Other contributions	1,049	-	-	1,049	1,217
	140,719	**-**	**-**	**140,719**	**131,506**
Year end 31st December 2023	131,506	-	-		**131,506**

5 Income from Other trading activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2024 £	Total 2023 £
Trading activities	-	-	-	-	-
	-	**-**	**-**	**-**	**-**
Year end 31st December 2023	-	-	-		-

6 Investment Income

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2024 £	Total 2023 £
Dividends	3	-	-	3	31
Bank and building society interest	14,254	-	-	14,254	304
Rental income	21,239	-	-	21,239	22,800
	35,496	**-**	**-**	**35,496**	**23,135**
Year end 31st December 2023	23,135	-	-		**23,135**

7 Other income

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2024 £	Total 2023 £
Banking loyalty payments	-	-	-	-	20
Other funds generated (including events)	8,379	-	-	8,379	12,277
Phone Mast Rent	14,300	-	-	14,300	14,300
	22,679	**-**	**-**	**22,679**	**26,597**
Year end 31st December 2023	22,236	-	4,361		**26,597**

8 Expenditure on Raising funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2024 £	Total 2023 £
Costs of Fundraising	-	-	-	-	80
Publicity and other costs	1,756	-	-	1,756	2,176
	1,756	**-**	**-**	**1,756**	**2,256**
Year end 31st December 2023	2,256	-	-		**2,256**

9 Expenditure on Charitable activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2024 £	Total 2023 £
Staff Costs	90,544	-	-	90,544	78,899
Clergy Expenses(including housing)	26,320	-	-	26,320	24,967
Mission grants (see analysis below)	8,829	-	-	8,829	9,548
Common fund	91,300	-	-	91,300	85,160
Services and Activities Costs	13,029	-	2,267	15,296	15,672
Investment Property Maintenance and fees	6,844	-	-	6,844	11,661
Governance	2,183	-	-	2,183	1,170
Depreciation	11,445	-	-	11,445	10,966
Finance Costs	993	-	-	993	896
Insurance	9,642	-	-	9,642	9,817
Utilities	45,486	-	-	45,486	35,134
Cleaning & Gardening	15,524	-	37	15,561	12,467
Equipment Purchases	5,942	-	-	5,942	6,695
Repairs& Maintenance	7,041	94	2,218	9,352	22,131
Major Repairs	-	-	10,000	10,000	100,289
Church licenses	7,035	-	-	7,035	3,261
Other Church Operational Costs	7,658	-	1,610	9,268	12,765
	349,813	**94**	**16,132**	**366,039**	**444,277**
Year end 31st December 2023	306,314	72,990	64,973		**444,277**

Mission Grant Analysis

All grant payments made to institutions:

	2024	2023
Church Mission		
Church Mission Society	2,000	2,000
Relief of Poverty		
Crosslight Advice	2,000	2,000
Tearfund	2,000	2,000
Grants to institutions less than £1,000	2,829	3,548
	6,829	7,548

10 Tangible fixed assets

	Other equipment	Total
	£	£
Cost		
At 1 January 2024	73,253	73,253
Additions	2,395	2,395
At 31 December 2024	**75,648**	**75,648**
Depreciation		
At 1 January 2024	53,112	53,112
Charge	11,445	11,445
At 31 December 2024	**64,557**	**64,557**
Net book value		
At 31 December 2024	**11,091**	**11,091**
At 31 December 2023	**20,141**	**20,141**

11 Investment Property

	£
Market value at 1 January 2024	708,250
Additions	-
Disposals	-
Revaluation	-
Market value 31 December 2024	**708,250**

The PCC is the beneficial owner of the freehold property situated at 34 Brook Road South, Brentford.

The valuation in the accounts as at 31st December 2024 is based on the trustees best estimate of market value.

12 Investments

	Total 2024	Total 2023
CBF Fund	£	£
Market value at 1 January 2023	1,130	1,033
Additions	-	-
Disposals	-	-
Revaluations	26	97
Market value 31 December 2023	**1,156**	**1,130**

13 Debtors due within one year

	Total 2024	Total 2023
	£	£
Gift aid tax recoverable	151	5,309
Lettings income due	1,254	1,898
Accrued grant Income	18,415	49,000
Other debtors and prepayments	2,725	1,097
	22,545	**57,304**

14 Creditors due within one year

	Total 2024	Total 2023
	£	£
Trade creditors	10,066	1,076
Accruals	7,353	62,847
Taxes and social security	-	-
Other creditors	1,380	4,587
	18,799	**68,510**

15 The movements in restricted and designated funds during the year were:

	01 Jan 2024	Receipts Donations/ Fundraising	Payments	Transfers	31 Dec 2024
Restricted	£	£	£		£
Thriving Communities Fund	1,724	-	(1,081)	-	642
After School Hub	1,064	-	(500)	-	563
Garden Bridge Fund	850	-	(850)	-	-
Area Youth Event	108	-	-	-	108
Sunday School Fund	200	-	(200)	-	-
Change X Fund	-	1,610	(1,610)	-	-
Harvest Sunday Food Box Collection	872	-	-	(872)	-
Spark Fund	51	-	-	-	51
Carbon Reduction Fund	11,702	-	(10,884)	-	818
Youth Worker Support Fund	164	21,000	-	(21,164)	-
Youth Welcare Fund	1,006		(1,006)	-	-
	17,741	**22,610**	**(16,132)**	**(22,036)**	**2,183**
Designated					
Eco Church	303	1,000	(94)	-	1,209
	303	**1,000**	**(94)**	**-**	**1,209**

The transfers relate to the following:
Harvest Sunday Food Bank - transfer to General Fund as funds released to food bank from the General Fund
Youth Worker Support Fund - transfer to the General Fund to contribute towards costs of the Youth Work team

FUNDS DETAIL:

Thriving Communities Fund

This restricted fund was set up in March 2021 with donations mainly from LDF, the PCC and an individual donor to cover the increase in utilities, wifi and cleaning costs at St Faith's Church as a result of the use of the premises by Hestia for their work with survivors of modern slavery.

After School Hub Fund

This restricted fund was set up in July 2020 with grants mainly from Hounslow Welcare Trust and Needs and Taylor Educational Charity to start an after school work hub in the Narthex on Mondays to Fridays from 3:30 - 5pm which would provide a safe space for youth to enjoy their time after school socialising and doing homework.

Sunday School Fund

This restricted fund received a donation specifically to support the sunday Schools operations, which was expensed for that purpose during 2024.

Carbon Reduction Fund
This restricted fund was set up by a carbon reduction grant received during 2023 for the purpose of improving the Church buildings carbon footprint.
Area Youth Event
Funds received from the Diocese of London Kensington Area and individual donors to cover the cost of food and entertainment activities for the Area Youth Events held at St Paul's Church.
Garden Bridge Fund
The fund was set up from a donation received in 2023.
Harvest Sunday Food Box Collection
The collections at our services on Harvest Sunday were restricted to fund the activities of Hounslow Community FoodBox
Spark Fund
A mini grant was received from The Spark Fund to cover the expenses of a Clothes Swap organised by the youth at our St Paul's Church
Warm Spaces
A grant was received in December from Hounslow Council to create a Warm Space in our Spire Café for local residents who may be struggling this winter
Youth Worker Support Fund
Grants received to contribute towards the cost of our Youth Worker Team
Youth Welcare Fund
A grant received to provide outdoor equipment for youth activities.
St Pauls Refurbishment Fund
This designated fund was set up to set aside monies for the refurbishment of St Pauls buildings.
Change X Fund
Grant received in 2024 for the planned Repair Café Project which due to be repaid as project did not commence.
Eco Church Fund
This designated fund was created to set aside monies for the Eco Church project.

16 Analysis of Net Assets between Funds:

	Unrestricted £	Unrestricted fair value £	Unrestricted designated	Restricted £	Totals £
Fixed Assets:					
Tangible fixed assets	11,091	-	-	-	11,091
Investment property	285,000	423,250	-	-	708,250
Non-property investments	1,156	-	-	-	1,156
Current Assets:					
Bank Accounts	31,328	-	1,209	3,793	36,330
Debtors	22,545	-	-	-	22,545
Current Liabilities:					
Creditors due within 1 year	(17,189)	-	-	(1,610)	(18,799)
	333,931	**423,250**	**1,209**	**2,183**	**760,573**

17 Diocese of London - Common Fund

The contribution to the Diocese of London Common Fund for the Parish was paid in full in 2024

Common Fund	2024 £	2023 £
Common fund contribution	91,300	85,160
	91,300	**85,160**

18 Transactions with PCC members (Trustees)

No PCC member (trustee), or any persons connected with them, received remuneration as employees (or for services) that was not paid at a market rate.

The employment of trustees is permitted by the charity's governing document.

Quentin Bradley (Trustee) is employed by the Parish as Operations and Communications Manager.
During 2024 he received gross salary of £39,997 (2023: £23,115). He resigned as Trustee in May 2024.

Matthew Newton (Trustee) worked part-time in our weekly Kids Café during 2024 for which he received fees of £0 (2023:£215)

Iszy Metzner (Trustee) received £500 (2023:£250) as verger fees.

Rev. Chris Curry (Trustee until May 2024) was provided with accommodation as is customary for his role as Curate. The cost of this accommodation during 2024 was £11,618 (2023: £21,000)

Rev. Zoe Mathias (Trustee from June 2024) is provided with accommodation as is customary for her role as Curate. The cost of this accommodation during 2024 was £13,377 (2023: NIL)

All expenses reimbursed to the trustees of the charity related to reimbursed expenditure incurred in performance of their duties as employees, volunteers or clergy with no profit element.

No trustee expenses in relation to trustee duties were paid during 2024. (2023: NIL)

Trustee donations to the church during the year totalled £48,342 (2023:£34,427)

19 Employees

Number of employees
The average number of employees during the year was:

	2024	2023
Parish Office Staff and Youth Worker	3	3
	3	**3**

'Parish staff costs' and 'Youth Worker salaries' in note 9 to the accounts include the following:

	£	£
Wages and salaries	79,105	75,193
Social security costs	2,160	215
Pension costs	1,812	1,609

There were no employees who received employee benefits excluding employer pension costs of more than £60,000.

20 Pension

The charity operates a defined contribution scheme for qualifying employees.
The assets of the scheme are held separately from those of the charity.

The charge to the profit and loss in respect of defined contribution schemes was £1,812 (2023:£1,609)

21 Principal place of business:

The Parish Office
St Paul's Road
Brentford
Middlesex
TW8 0PN

22 The surplus/(deficit) for the year is stated after Governance costs:

	2024	2023
	£	£
Independent examination fee	1,200	1,170

23 Related parties

As in previous years, the trustees are appreciative of the technical expertise donated to the church by Joel Guinness, a related party to Sarah Guinness (Rector/Trustee).

***24* Key Management Personnel**

In the previous year, the Finance & Operations Manager (Mr Claude Lobo) was employed by the charity until his retirement in November 2023. His remuneration (including employer's pension contribution) was £25,861in that year.

Appendix I
Brentford Parish Trust

THE BRENTFORD PARISH TRUST Year ended 31/12/2024

This fund is under the control of independent Trustees;
these figures are shown as a note only

Statement of Financial Activity 2024

	2024 £	2023 £
Income from Investments		
Dividends	13,743	15,281
Expenditure	(13,743)	(15,281)
Grant to St Pauls		
Donation to St Pauls (approved 2023)	(49,000)	(21,780)
	(49,000)	(21,780)
Unrealised gain on revaluation	(17,575)	31,549
Profit on investment sales	29,103	(248)
Net movement of funds	(37,472)	9,521
Balance b/fwd	531,527	522,006
Endowment Fund value c/fwd	494,055	531,527

Balance Sheet at 31/12/24

	2024 £	2023 £
Investments		
CCLA Investment fund shares	494,055	531,527
Endowment fund Balance	494,055	531,527

The grant to St Paul's is at the Trustees' discretion.
A grant of £18,415 has been approved during 2024 (paid in 2025)

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF BRENTFORD

England & Wales - Charity number 1128611

Accounts

Charity Registration No.
1128611

The Parish of Brentford St Faith's and St Paul's

Annual Report and Unaudited Accounts

For the Year Ended 31 December 2023

The Parish of Brentford St Faith's and St Paul's
Report and accounts
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Appendix (this does not form part of the financial statements):
I - Brentford Parish Trust Fund – 2023 Statement of Financial Activity and Balance Sheet

The Parish of Brentford St Faith's and St Paul's
Legal and Administrative Information

Rector
Reverend Sarah Guinness

Treasurer
Iain Knight

Charity Number
1128611

Independent Examiner
Accountancy Management Services Limited
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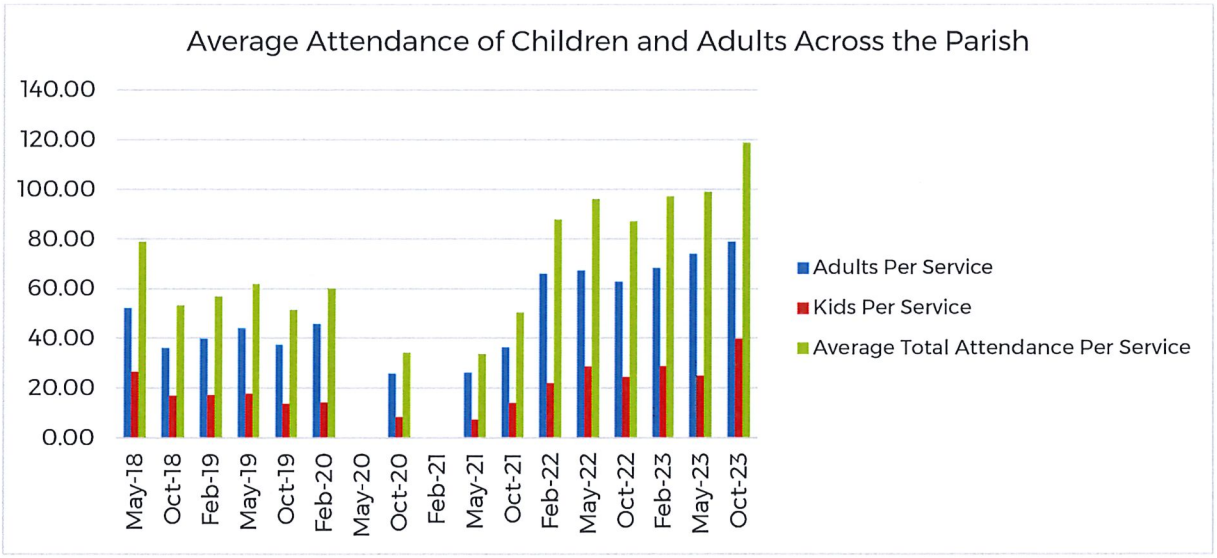
ST PAUL'S
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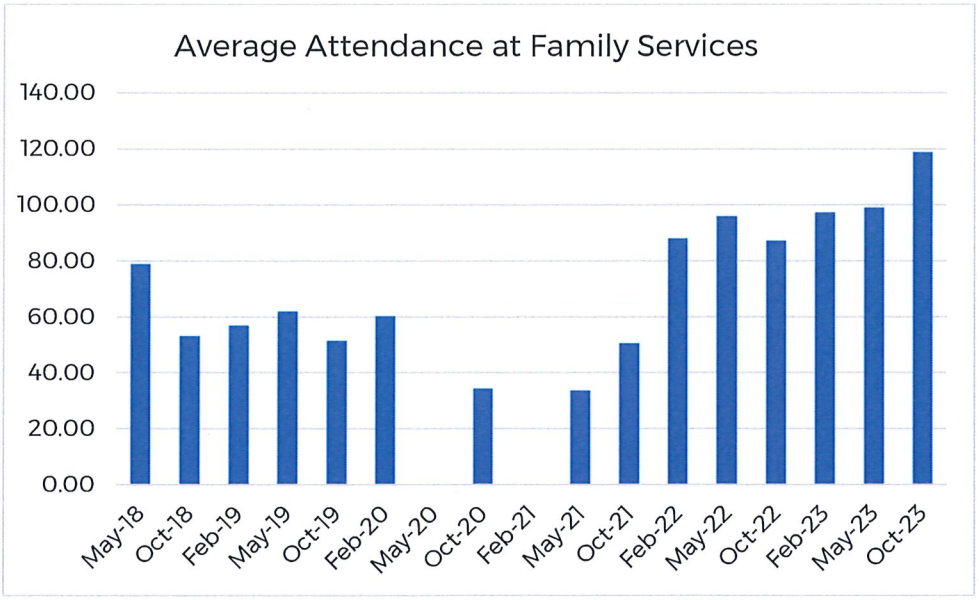
APCM Report for Ministry in 2023: Rector's Report

Attendance

YouTube Subscribers	
2021	139
2022	180
2023	220
2024	263 *as of Jan 2024

We have between 70 - 250 views of each service, with between 20 – 30 people watching live. Our weekly attendance is growing.





Services
In 2023, we've taken 9 funerals, 1 wedding, 2 wedding blessings, 7 Adult full immersion baptisms, 5 child baptisms and 10 confirmations. We've also celebrated two wedding anniversaries for church members - the Wards celebrating 25 years and the Wilkins celebrating 50 years.

Our sermon series have covered the following themes: Leviticus, Encounters with Jesus, The Holy Spirit, Forgiveness, Deep Dives, The story of Moses and the letters to the churches in Revelation.

We've celebrated Mothering Sunday, marked Lent, celebrated through Holy Week and Easter (including Passover), Pentecost, Harvest, Remembrance, Hosted Lodge Brothers Christmas Remembrance service, and held several well attended Christmas services. Spire Café has also hosted a Coronation watch party on May 6th.

Our new Bishop Emma Ineson visited to preach and reside on Sunday 15th October.

The most significant change this year has been the start of an evening service at St Paul's on Sundays at 6.30pm. Our first evening service was Sunday 10th September. The aim was to use a low-stakes non live-streamed service to begin to train new leaders in preaching and leading services. We have had an average attendance of 30 at each service since it began.

Prayer & Home Groups
We have a very active Parish WhatsApp group that is often in touch daily with prayer requests. We pray and have intercessions in all our weekly services.
Aivale Cole has started another post-Alpha home group called 'The Caretakers', and we hosted lunch for all home group leaders on Saturday 26th August as an opportunity to check in.

Training & Equipping
- Preaching & Leading: We've been trying to train and invest in leaders this term, particularly with Chris due to leave us in June 2024 as his curacy ends. To this end we have delivered training in leading services (particularly the evening service) and preaching in September and January 2024, and have been coaching and supporting people as they have preached throughout the Autumn Term.
- We hosted a day on the Enneagram on 14th October with two trainers, to help people explore their personality and motivation for behaviour. Several have followed up with further reading.
- Joel hosted and organised a Worship Conference on Saturday 4th November. Sarah did some teaching on worship, there was a singing workshop, and an opportunity to create music together.
- Sara Ward has been exploring ordination via the Caleb stream. If she is accepted for ministry she will be ordained in September 2023, and priested in 2024. This role licenses and commissions her for ministry in the parish of Brentford.

Staffing

Luke Fennell joined us on 25th January 2023 as our new full time Youth & Children's Pastor. He has settled in well and quickly got to work with our youth, organising a weekend away, Satellites Camp and a big Youth event in December with The Message Trust. He has also started 'Bridge The Gap', an initiative with Hope Church Hounslow, playing football with other young men once a week, with an invite to an Alpha course. Claude retired in November and Quentin Bradley, our communications Manager has taken on the additional role of Operations Manager and is now working full time for the Parish. We have recruited Lisa Darby as our Finance Manager and Wendy Teng as our Finance Administrator (both part time).

Schools

We've delivered collective worship weekly for St Paul's Primary school, thanks to our team including Leslie Pringle, who is the Chair of Governors. We've found funding from Needs & Taylor to help St Paul's school re-brand and develop their local presence, and this year prayed round the school at the start of term, which was well received by staff. St Paul's school celebrated their 150th anniversary this year, with a special service on 28th September which Bishop Emma (Bishop of Kensington) attended. We've hosted school visits from Green Dragon Primary School (13 March, 12 June). Sarah continues to be a Governor at St Paul's, Chair of Governors at Ealing Fields Secondary school, and a Director in the Twyford trust. Sarah leads staff collective worship at Ealing Fields once or twice a year and Luke goes into Ealing Fields weekly to lead the CU / Youth Alpha.

Community Engagement

- Spire Café continues to offer us a wonderful platform for parish ministry, and we are hugely grateful to Jo who runs this superbly.
- We were part of the Creative Mile 1st – 3rd September – hosting the reception for exhibitors and a venue for local artists.
- We've hosted our second Green Fair on 15th July.
- Well attended Experience Easter (1st April) and Experience Christmas (16th December) events aimed at Primary aged children and their families with crafts, drama, singing, and lots more.
- Andy ward has hosted Safer Neighbourhood Meetings at St Paul's.
- Menopause Café 19th October. We've hosted three Menopause Cafes on different themes, with speakers, panels and even Menopause bingo, with the aim to support and educate women on this important life transition.
- William Benson began Silent Sanctuary in Feb 2023, a contemplative prayer space at St Paul's for 45 minutes on Thursday evenings.
- Bridge the Gap started in September, led by Luke, alongside Hope Church Hounslow, playing football with others aged 18+ on Monday evenings.

Children & Youth

Kids Café remains very popular for pre-schoolers and their carers. Matthew and Luke have continued to lead these every Tuesday morning. We have a consistent attendance of about 30-35 children and their carers. Sarah is also on the steering Group for the London Diocese Capital Vision Youth Team.

Some highlights of our youth & Children's engagement include:

- Sarah ran a youth version of Live Well in the Autumn Term.
- We hosted a missional REACH event with The Message Trust on 8th December followed by our annual youth church sleepover.
- We took our youth to Satellites Camp from 4th – 8th August and had a really great time.
- We hosted our usual summer BBQ at The Rectory, Fireworks and the Annual Church sleepover, all of which were hugely enjoyable.

Buildings

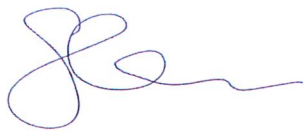
Removal of pews from St Paul's March 2023
Installation of new sliding doors January 2024

Mission and Evangelism

- **Alpha**: We hosted 2 Alpha courses & Holy Spirit away days.
- **Three30** – has restarted on Wednesdays after school until the later time of 5.30pm
- **Mission Partners**: We continue to maintain good links with Heather Johnstone our CMS Missionary in Tanzania.
- **Eco Church** hosted their second Green Fair, regular Clothes Repair Café, and Eco Garden Workshops, and we've just paid for an energy audit for St Paul's and St Faith's.
- **Confirmation** of adults Jan 15th 2023.

Thanks

I am deeply appreciative to those who work tirelessly for the Parish, whether they are paid or volunteers. My thanks to our Church wardens, LLM's and PCC who are supportive and wise, our dedicated staff team who work hard and many of our volunteers, who spend considerable time invested in the life and ministry of the Church. I feel excited by what God is doing amongst us and in our wider community.



Rev Sarah Guinness
Rector
February 2024

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APCM Report for Ministry in 2023
Curate's Report

Training and Development

In 2023, I completed the majority of my training as a Curate in the Parish. My training included a placement to St Stephen's School in Shepherd's Bush which was a valuable learning experience. I'm grateful for all the support received during my training.

Ministry

Throughout 2023 I have met with individuals in their home and elsewhere in order to provide pastoral support. This has included visiting individuals in homes and hospitals.

I have also led 6 funerals, and been involved in weddings and baptisms this year.

I supported the 2 Alpha courses that occurred this year.

I greatly enjoyed leading 'More Moses' in the summer and 'Oops, I'm an Anglican' just before Christmas. Thank you to everyone who came and participated.

I was really pleased to see the success of the 'try something new' initiative in Lent 2023. The Home groups really stepped up to the plate and it was encouraging to see people try something new!

It has been a pleasure to continue engaging with the Safer Neighbourhood Team's Ward Panel meetings.

Youth and Children

I greatly enjoy working with our children and young people.
A highlight for me this year were the Baptisms and Confirmations in January 2023 and Satellites in the summer. We have amazing young people and their continued growth and faith is an inspiration.

I've also enjoyed leading collective worship at St Paul's Primary School.

Thanks

I am so thankful for the support that my family and I have received this year, particularly around the arrival of Phoebe. I am keenly aware of the many people it takes to make the life of our parish work, and I am so appreciative of the time, effort and expertise they give.

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APCM Report for Ministry in 2023
PCC Report

The PCC met 10 times in 2023, via Zoom and face to face meetings (10/01,7/02,14/03,25/04,14/05,13/06,11/07,12/09,10/10,14/11).

A significant part of the PCC's time is hearing and receiving various reports concerning the life of the Churches, youth, and children's work, Safeguarding, Health & Safety, recruitment, building maintenance and usage, Governance, Financial Reports and Budget-setting.

Key points discussed and decided upon during successive meetings during the year under review included:

- Updating various Parish policies
- Pew Removal and Sliding Door Replacement
- St Faith's Lighting/heating renovation
- Evening Services
- Worship Music Co-ordinator
- Replacement of SP walls
- St Faith's QI report

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Annual Report
Year end 31 December 2023

ELECTORAL ROLL REPORT

The Electoral Roll when closed prior to the APCM in May 2023 stood at 106.

The updated electoral roll has **140** people.

Any member of the congregation of St Faith's or St Paul's can be on the electoral roll. If you are listed on the electoral roll of the Parish of Brentford, it gives you a say in how your church is run. It also gives you the right to vote at the APCM or to stand for election in the PCC.

New applications can be made at any time after the APCM.

If you are unsure whether you are already enrolled, please ask for further details and/or for an enrolment form.

Quentin Bradley
Electoral Roll Officer

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APCM Report for Ministry in 2023
Safeguarding Report

Here in St Paul's Church, The Parish of Brentford, we in the PCC have worked hard to fulfil the following commitments, made initially by the Diocese of London. They provide an experienced Safeguarding Team to support us, giving signposting information and wise advice when needed. We seek to act in transparency and openness, asking for help from the Safeguarding team and professional bodies, when required.

Our commitments -

1. To promote a safer environment and culture. *-Every one of the PCC and Sunday School and youth team has been trained in basic and foundation training to underline a commitment to the prevention of abuse and heighten awareness of their accountability to be vigilant in observing church procedures to ensure that all children and those with vulnerabilities can flourish safely in whatever activity the parish provides.*
2. To enable and ensure safe recruitment practice and to support all those within the Church with any responsibility related to children, young people, and vulnerable adults. *-Those in Church leadership and those with responsibility to support the process of safer recruitment have undertaken further, more challenging training to ensure that the recruitment and support of staff is in line with diocesan expectations. They have made clear arrangements for support and/or supervision to ensure the welfare of the child, young person and vulnerable adult Is always paramount.*
3. To respond promptly to every safeguarding concern or allegation.- *Clear instructions have been shared with all volunteers and has recently been passed as a policy, to be reviewed annually. See Appendix A.*
4. To offer pastoral care to victims/survivors of abuse and other affected persons.
5. To offer pastoral care to those who are the subject of concerns or allegations of abuse and other affected persons. *These two commitments are very central to the Godly calling of our clergy and are undertaken sensitively. Support is given for the variety of individual needs and if necessary, advice is sought from the Diocesan safeguarding Board or professional organisations where it has been agreed to be appropriate.*
6. To respond to those who may pose a present risk to others. *We have a responsibility to note our concern carefully (without approaching*

the individual) and notify the CSO or vicar. We all play a part in to promoting a culture of informed vigilance.

And now for a 2023 overview.

Good News

- The Diocese created a dashboard that helps us become aware and deal with any gaps in safeguarding procedures.
- Newly recruited volunteers took on board the need for safeguarding training and completed it in a timely fashion.
- Our curate, Chris took on the responsibility for DBS certification and ensured that all those who needed to be, were compliant. Thanks Chris!
- Termly meetings have been set up between the clergy, Youth Pastor and Church Safeguarding Officer to consider the effectiveness of our procedures and plans for the future.

Challenges

- With every revelation of past failures and present suffering, more training and procedures need to be put in place to mitigate against those threats.
- As our congregation grows, the needs may become more diverse, so we must all play our part in ensuring everyone who joins feels welcome and is safe.

Future

- In our parish where everyone's welcome, everyone matters, and everyone's involved, what steps will you take to help us ensure that our community is safe and welcoming, so no barriers exist to anyone who comes to meet with Jesus? It requires a team effort!

Carol Fletcher 12.05.24

Appendix A The Policy for Recording Safeguarding Concerns

In all cases, even if it is just a nagging doubt about an adult or child being at risk- speak to the Church Safeguarding Officer who can get further advice.

If the situation requires an urgent response, as there is an immediate threat of danger, then phone the police and/or ambulance for advice. Then adhere to the following steps where applicable.

1. If someone has approached you and tells of a situation that causes you concern, reassure them that the right thing has been done in sharing it with you and that you believe it, taking what they have said seriously and that they will be supported and kept safe.
2. They should never be given the impression that they are creating a problem by reporting any type of abuse, sexual violence or sexual harassment. Nor should they be made to feel ashamed for making a report.
3. Don't promise confidentiality. Explain that the safety of those concerned is your first priority and that may mean that it is shared with a trustworthy person who will treat the information sensitively and seek help.
4. Don't ask leading questions e.g. Not 'Did that make you feel really scared?' But 'How did that make you feel?' It may help you to remember - **T.E.D Tell me what happened, explain what happened, describe what happened.**
5. Record what was said as quickly as possible after you had the conversation – within 24hrs. Just record, your name and contact number, what was said - not your interpretation of events, giving date and time, where you were and who else was there when the conversation took place. Make a note of the person/ child's full name, age, if appropriate, and any information given about the alleged abuser.
6. Pass on your note to me and Sarah sarah@parishofbrentford.org.uk . Use carol@parishofbrentford.org.uk . Please phone me 07961 136524 to inform me that you have a safeguarding concern.
7. If there are further meetings with the person who has the safeguarding issue, please write notes as indicated above on those conversations too.
8. I will contact you promptly with any advice from the safeguarding team.
9. If you can't track me down, contact Sarah, If not available contact - Diocesan Safeguarding Team Tel: 020 7932 1224
   email: safeguarding@london.anglican.org .

Carol Fletcher Church Safeguarding Officer
Agreed by PCC 12th September 2023
next update September 2024

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APCM Report for Ministry in 2023
Deanery Synod Report

The Deanery Summer Synod was held on Thursday 8th June 2023 and was held at St George's Church, Hanworth.

This was the final Synod of the Triennium - the speakers were Rev John Beauchamp, Diocesan Disability Ministry Enabler, Rev Rachel Wooden. Rev Sarah Guinness attended on behalf of St Paul's, Parish of Brentford.

The Deanery October Synod was held on Tuesday 3rd October 2023 and was held at St Michael's Church, Chiswick.

This was the first Synod of the Triennium - the speaker was Bishop Emma. Rev Sarah Guinness and Anthony Jewitt attended on behalf of St Paul's, Parish of Brentford.

The next meeting was held on 22nd February 2024 (and will be covered in subsequent reports).

- Kid's cafe continues to run every Tuesday morning 9 - 10.30. St Paul's School's senior leadership team have asked to attend to link with parents of children who are about to move up to school. The time together proves to be very appreciated by parents and carers. Numbers tend to range from 20-30 with an average of 24 kids.

- Experience Christmas/Easter - Our children and family events have been really successful this year. Each event has been packed with families engaging with the crafts, face painting and bouncy castle.

- Three30 restarted this year on Wednesday's 3.30-5.30. It attracts 10-20 young people each week with the majority of those who attend coming each week. A group of boys saw the sign one day when they were on their way to the park and have been back every week since having never had any connection with a church before.

- REACH - In December we hosted a Youth event with Macy's band from the Message Trust. We had 75 young people in the building who all heard the gospel during the night. We had 2 inflatables, table tennis, games consoles, table football and food. We received a lot of really positive feedback and are currently exploring what future events could look like.

- Brentford Youth (Sun eve) - Our Sunday evening youth sessions have had a slight time change to end in time for the evening service, with the hope that some of the older youth would attend, we have 5 regular attenders to the evening service who are older youth. We have 19 fairly regular attenders to Sunday evenings and usually have around 13 each Sunday. We have free time, a game and then split into 2 groups, older and younger youth with the older youth having a short bible study and the younger youth looking at a theme using YFC material.

- Older girls small group - Meeting on a Tuesday evening at church we have been looking at the book of Peter. This has proved a good time to engage with the older girls and give them a time specifically for them.

- St Paul's assemblies - every Thursday we have 2 assemblies for St Paul's school, one for KS1 and the second for KS2.

- Ealing Fields - I am in EF twice a week, on a Tuesday to run a mentoring session with the school chaplain which has 2 sessions with 4 boys in both. I am also in on a Thursday lunch time alongside Jacob (Bless church youth pastor), we have been running an alpha course with students which is going really well. We get 5 students at the younger age session and 10+ at the older session. We've had such great conversations with the students about Christianity and it feels really positive which is a big change from the end of the last academic year when we were pulling our hair out over the sessions!

- Satellites - we took the youth to Satellites camp over the summer and are booked in to go back this summer. We had a great time together and the youth really engaged with the main sessions and seminars even if the weather was horrific! We're praying for sunshine and 24 degrees this year.

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APCM Report for Ministry in 2023
Church Warden's Report

FABRIC

After significant renovations of St Paul's church buildings in recent years, to refresh the building, implement improvements to save energy and generally make the building more sustainable, this year saw a well consulted plan come to be - we removed the pews from the sanctuary!

Whilst some people felt a sense of nostalgia for the pews, with a family taking a pew home as a memento, the general consensus was they were uncomfortable and restricting and, with the constant vision to keep mission at the heart of all we do, we recognised the opportunity for creating a more flexible space by using chairs that could be moved and stacked easily.

As discussed through previous years, we began the process to change the partitions between the Narthex and Sanctuary to new glass panels that would be less cumbersome and safer. We want to care for our beautiful building and want it to serve us well as we grow as a community.

Outside, at both St Paul's and St Faith's we have been utilising our garden space to increase biodiversity and food production. Apples were collected from the garden at St Faith's, with new fruit trees planned for 2024, and some of the food grown in the Eco Garden at St Paul's has been used in Spire Cafe. As we are keen to encourage the use of our gardens, we have received funding to build a Garden Bridge between the Cafe Garden and the Eco Garden, this is currently being built and we look forward to seeing it installed in 2024.

CHURCH COMMUNITY

We have been encouraged to see the church community grow throughout the year, with people of all ages participating in Alpha and finding faith. We celebrated several baptism services throughout the year, both adults with full immersion and children at the font.

We continued to live stream our services which has allowing:

- People to participant from further afield, even different nations
- People to watch from home if unwell

- People to catch up with a sermon that they missed whilst running Sunday School
- People to 'check us out' before coming to a service in person

As a PCC, we decided to continue giving communion through **intinction**, dipping the bread into the wine, we provide gluten free and alcohol free options to ensure that we are welcoming all.

The congregations of St Faith's and St Paul's have been worshipping together since January 2022 and there is truly a sense of oneness and an excitement as we see the church full each Sunday and continue to grow. As more people join us, we look forward to planting a new church back into St. Faiths. Every first Wednesday of the month, members are praying specifically about this and asking for God's guidance. We want to prepare according to His plans and purposes.

Throughout the year, we were able to host some big events:

Easter:

- **Experience Easter** welcomed many families into the church for a carousel of activities organised with help from the Sunday School team and the wonderful hospitality of Spire Cafe.
- **Passover Supper** (Maundy Thursday) Joel's parents kindly led us through the service, we ate together and the evening culminated in music and dance.
- **Three Hours at The Cross** (Good Friday) with creative contributions from various members of the church.
- **Easter Sunday** A joyful celebration!

Eco Church continued to organise events and activities throughout the year which welcomed guests to join in as we learned new sustainable skills supported by a significant grant from Thriving Communities Fund. The **Clothes Repair Cafe** continued with monthly sessions supported by guest tutors and the **Eco Garden** ran regular workshops supported by Cultivate London. The Eco Church team planned and delivered the second **Brentford Green Fair** which welcomed around 200 guests.

Menopause Cafe has continued this year, hosting two sell out events that brought together women from both the local area and further afield.

The **Good Grief Cafe** is now a monthly opportunity, hosted by Spire Cafe, for those bereaved and missing loved ones to come together and share

memories, this runs on the last Wednesday of each month from 1:30-2:30pm.

Silent Sanctuary is a new opportunity to spend time in contemplative prayer on a Thursday evening

Reach - Youth Event was a successful evening with around 100 young people. Nxt Chapr, an Urban Pop Duo, came to perform and encouraged the youth to respond to Jesus.

Remembering Loved Ones - a special service in partnership with Lodge Brothers Funeral Directors again brought many guests from the wider community to take time out at the beginning of the Christmas season to remember those that have departed in recent years.

Experience Christmas Complete with bouncy castle and face painting, welcomed around 300 local guests, predominantly families, many of whom came back the next day to the fabulous **Jump In Nativity** service.

The **Christmas Eve All Age Service** was as popular as ever, welcoming the wider community and seeing the church filled, mainly with visitors, as we were reminded that at Christmas, Jesus is 'The Main Thing'

As well as the big events, the church community continues to support each other, growing as disciples, through our variety of small groups.

There were many more events and activities organised by the various ministries of the church, other areas of church life are covered in individual reports.

In all, we have seen that, as we are deliberate in planning for guests, to unashamedly point them to Jesus, they have come and we continue to grow as a church.

Churchwardens

Sara Ward

Matthew Newton

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APCM Report for Ministry in 2023
Report to the PCC

Structure, Governance and Management
The Parish of Brentford was established as a Parish of The Church of England and comprises of two churches, St. Paul's and St. Faith's.

Appointment and induction of PCC members
Members of the PCC are either ex-officio, co-opted or elected by the Annual Parochial Church Meeting in accordance with the Church Representation Rules. New PCC members are made aware of their legal obligations under charity and church law, the content of the constitution, the Council and the decision-making processes and the recent performance of the church. They meet the other PCC members as well as key employees over the course of the year.

Standing Committee
This is the only committee required by law.

Organisational Policy
The PCC works according to the Church of England Canon Law. The staff team, PCC and Standing Committee hold responsibility for the day-to-day operations of the churches including finance and employment matters.

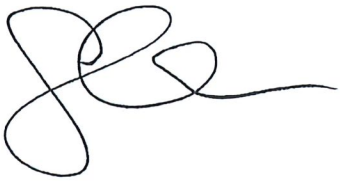
Objectives and activities
The Parish of Brentford's PCC is required, as stated in the PCC (Powers) Measure 1956 to actively promote in the ecclesiastical parish the whole mission of the Church - pastoral, evangelistic, social and ecumenical.

Reserves Policy
It is the desire of the PCC to maintain 2 months' worth of running costs (including staff salaries) in cash reserves in case of major problems. The PCC have not put any money in reserves in recent years due to the ongoing financial deficit, however there is a trust fund of significant value which can be drawn on for building emergencies and repairs.

Achievements, performance and future plans
Please see the Rector's Report.

This report and the attached accounts were approved by the PCC on Tuesday 16th April 2024.

Signed on their behalf by Revd Sarah Guiness, chairperson of the PCC.



Rev SARAH GUINNESS

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APCM Report for Ministry in 2023
Staff and PCC members 2023-2024

Ministers & Clergy	Position	Joining	Leaving
Rev Sarah Guinness	Rector	May 1st 2018	
Rev Chris Curry	Curate	July 2021	July 2024
Rev Gerry Nixon	PTO	April 2023	
Steve Fletcher	Licensed Lay Minister	April 2015	
Denise Colliver	Licensed Lay Minister	April 2013	January 2024
PAYE STAFF			
Claude Lobo	Finance & Operations Manager	March 2017	November 2023
Quentin Bradley	Communications Manager	October 2021	November 2023
Quentin Bradley	Operations & Communications Manager	November 2023	
Luke Fennel	Youth & Children's Pastor	January 2023	
Wendy Teng	Finance Administrator	November 2023	
Church Wardens			
Sara Ward	Church Warden	April 2022	
Matthew Newton	Church Warden	April 2020	
Penelope Vincent	Churchwarden	April 2017	May 2023
Sheila Underwood	Church warden	April 2017	May 2023
Elected PCC Members			
Iszy Metzner	Deanery Synod Rep	April 2014	May 2023
Russell Rajendra		April 2018	May 2024
Jo Bradley		April 2019	
Elizabeth Kennedy	Children's Champion	April 2019	Feb 2024
Isobel Peaty		April 2019	Jan 2023
Julian Peaty		April 2019	
Ineala Theophilus	Deanery Synod Rep	May 2021	
Quentin Bradley		May 2021	May 2024
Iain Knight	PCC Treasurer	Jan 2022	
Tom Salisbury		May 2022	
Mariette Wilkins		May 2023	
William Benson		April 2023	
Anthony Jewitt	Deanery Synod Rep & HR Rep	April 2023	
Co-opted PCC Members			
Helen Dickenson	PCC Secretary		
Carol Fletcher	Safeguarding Officer	May 2022	

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Annual Report
Year End 31st December 2023

Financial Review 2023

In the 2021 Financial Review, I highlighted that the parish was predicting a deficit for 2022 of £50,745 and was heavily reliant on grants from the Brentford Parish Trust to cover our annual operating costs. The PCC resolved to eliminate this deficit over a 3-year period and to return the parish to long-term financial stability.

In the 2022 Financial Review, the parish had a reduced deficit of £6,378 however this included a grant of £25,486 from the Brentford Parish Trust to help meet our agreed Common Fund contribution and pay for unplanned maintenance activities.

This year, I am pleased to report that the parish operated at a surplus of £13,692. Whilst this demonstrates significant progress in returning the parish to financial health; it is important to note that our activities were still supported by £101,284 from the Brentford Parish Trust. £70,000 of this grant related to the new partition walls, but the remaining £31,284 was used to support operating costs.

Looking Back at 2023

Over the last year, **Giving** has increased to £115,398 (an increase of 6.9%) and **Lettings** has increased to £127,559 (an increase of 10.3%). Our overall income for 2023 was boosted by a number of grants towards specific projects including carbon reduction activities and other eco church related activities.

Our overall expenditure for 2023 is higher than 2022 due to the expenditure of the monies received in grants and the replacement cost of the partition walls but if we strip out these items; then expenditure is slightly less than 2022.

The replacement of the partition wall was the single biggest cost for 2023 at over £70,000. The cost of these partitions was fully covered by the Brentford Parish Trust and we would not have been able to replace the old partitions otherwise. Inevitably this grant has further diminished the remaining value of the Trust.

The following tables provide a summary of our income and expenditure over 2023:

Breakdown of Parish Income		
Giving and Gift Aid	25%	£115,398
Grants	13.5%	£62,148
Parish Lettings and Fees	28.5%	£131,506
Property Rental	5%	£22,800
Donation from Parish Trust	22%	£101,284
Phone Mast Rental	3%	£14,300
Other	3%	£12,692
Total	**100%**	**£460,128**

Breakdown of Parish Expenditure		
Common Fund Contribution	19.1%	£85,160
Grant to Mission Partner	2.1%	£9,429
Staff Costs	17.7%	£78,899
Office Costs	0.9%	£3,956
Legal and Professional Fees	1.3%	£5,696
Curate's Rent	4.7%	£21,000
Utilities	7.9%	£35,134
Insurance	2.2%	£9,817
Cleaning	2.8%	£12,467
Maintenance and Repairs	5.3%	£23,767
Rental Property Maintenance	2.6%	£11,661
Equipment, Sound and AV	1.5%	£6,695
Courses and Workshops	1.4%	£6,092
Youth Ministry Costs	1.2%	£5,500
Depreciation	2.5%	£10,966
Major Repairs and Installations	22.5%	£100,289
Other	4.5%	£20,006
Total	**100%**	**£446,534**

Looking Forward to 2024

The 2024 budget has a planned expenditure of £321,370 and income of £321,550 resulting in a modest surplus of £180.

The challenges facing us in achieving this surplus are continued inflationary pressures (although these pressures are expected to reduce this year), unplanned maintenance activities and maybe growing pains as the parish aspires to do more.

Maintenance costs are a particular concern. As a parish, we have significant properties to maintain (two churches, a rectory and a rental property). Whilst the budget contains an allowance for maintenance

activities; this is not linked to a planned programme of maintenance activities. We need to develop a planned maintenance programme for all parish properties. This programme needs to be forward looking and anticipate maintenance activities over the longer term.

Finance Team

You will recall that Claude Lobo, our previous Finance and Operations Manager, retired in November last year. A significant part of last year was spent recruiting a new Finance Manager to replace Claude and managing their transition.

Firstly, thank you to Claude for his thoughtful management of the parish's finances over many years and for patiently explaining the intricacies of the parish's finances when I first took over as treasurer.

Secondly, I am grateful to our new Finance Team; ably lead by Lisa as our Finance Manager and supported by Wendy. Their enthusiasm and diligence has ensured that a potentially tricky transition has gone smoothly and without incident.

The Parish of Brentford Trust

The parish benefits from a trust, the Parish of Brentford Trust (Fund 1). This trust is administered by separate trustees from the PCC. Funds in the trust do not form part of the parish's finances but with the support of the trustees have generally been used to fund major refurbishments and provide some income to the parish. In recent years, grants from the trust have also been used to make good the gap between our annual operating costs and our generated income.

In January 2018, The Parish of Brentford Trust had a value of £801,274; at the end of 2023, there was £531,527 remaining. The final instalment for the payment of the replacement of the partitions in St Paul's in early 2024 has reduced this further (approximately £50,000).

The parish must not rely on the Parish of Brentford Trust to fund its annual operating costs. We need continued focus on managing our existing expenditure and growing our income to ensure the parish's finances remain healthy over the longer term.

Iain Knight
Honorary Treasurer

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE PARISH OF BRENTFORD ST FAITH'S AND ST PAUL'S

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 December 2023, which comprise the Statement of Comprehensive Income, the Statement of Financial Position and the related notes.

Respective responsibilities of Parochial Church Council and examiner

The Parochial Church Council are responsible for the preparation of the accounts. The charity's Parochial Church Council consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act;
- to state whether particular matters have come to my attention

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and the seeking of explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared accounts in accordance with Accounting and reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in reference to the accounting and Reporting by Charities:Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for periods beginning on or after 1 January 2015.

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

- accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

P. Alexander

Paul Alexander BFP, FCA
for and on behalf of
Accountancy Management Services Limited
Chartered Accountants
DATE: 30 April 2024

South Street House
51 South Street
Isleworth
Middlesex TW7 7AA

CHARITY REGISTRATION NUMBER 1128611
STATEMENT OF COMPREHENSIVE INCOME
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted funds	Designated funds	Restricted funds	Total 2023	Total 2022
INCOME AND ENDOWMENTS		£	£	£	£	£
Donations and legacies	3	145,157	70,000	63,733	278,890	138,296
Charitable activities	4	131,506	-	-	131,506	121,246
Other trading activities	5	-	-	-	-	2
Investments	6	23,135	-	-	23,135	17,558
Other income	7	22,236	-	4,361	26,597	34,155
Total Income and endowments		322,034	70,000	68,094	460,128	311,257
EXPENDITURE						
Raising funds	8	2,256	-	-	2,256	792
Charitable activities	9	306,314	72,990	64,973	444,277	316,705
Total expenditure		308,570	72,990	64,973	446,533	317,497
Net gains/(losses) on investment						
Gains/(losses) on non-property investments	12	97	-	-	97	(138)
Gain/(Loss) on property revaluation	11	-	-	-	-	-
Net Income/(Expenditure) before Transfers		13,561	(2,990)	3,121	13,692	(6,378)
Transfers between funds	15	(12,744)	1,257	11,487	-	-
Net Income/(Expenditure) after Transfers		817	(1,733)	14,608	13,692	(6,378)
Net Movement in Funds		817	(1,733)	14,608	13,692	(6,378)
Total funds brought forward at 1 January 2023		739,257	2,036	3,133	744,426	750,804
Total funds carried forward at 31 December 2023		740,074	303	17,741	758,118	744,426

The statement of comprehensive income includes all gains and losses recognised in the year.

CHARITY REGISTRATION NUMBER 1128611
STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2023

		Note	2023 £	2022 £
Fixed Assets				
	Tangible assets	10	20,141	29,726
	Investment property	11	708,250	708,250
	Non-property Investments	12	1,130	1,033
			729,521	**739,009**
Current Assets				
	Debtors	13	57,304	9,651
	Cash at bank and in hand		39,803	14,104
			97,107	**23,755**
Creditors: amounts falling due within one year		14	68,510	18,338
Net Current Assets			**28,597**	**5,417**
Total assets less current liabilities			**758,118**	**744,426**
FUNDS				
Unrestricted	General funds	16	316,824	316,007
	Fair value reserve	16	423,250	423,250
			740,074	**739,257**
	Designated	15	303	2,036
	Restricted	15	17,741	3,133
Total Funds			**758,118**	**744,426**

The accounts were approved by the Parochial Church Council on 16th April 2024

.....
Reverend Sarah Guinness
Rector

.....
Iain Knight
PCC Treasurer

CHARITY INFORMATION

1 The Church is a charity registered with the Charity Commission, constituted under the PCC Powers measure Act 1956 as amended and Church Representation Rules 2017.
The charity is a public benefit entity as defined by FRS 102.

2 ACCOUNTING POLICIES

Accounting convention
The accounts have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice 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 2016).

The accounts have departed from the Charities (Accounts and Reports) regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for Charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the regulations but has since been withdrawn.

The accounts are prepared in sterling which is the functional currency of the charity. Monetary amounts in these financial statement are rounded to the nearest whole pound.

Going concern
At the time of approving the accounts the Parochial Church Council (PCC) have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the PCC continue to adopt the going concern basis of accounting in preparing the financial statements.

Charitable funds
Endowment funds:-
Are funds, the capital of which must be maintained; only income arising from investment of the endowment may be used either as restricted or unrestricted funds depending upon the purpose for which the endowment was established.

Restricted funds:-
Represent (a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and (b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. The PCC does not usually invest separately for each fund. Where there is no separate investment interest is apportioned to individual funds on an average balance basis.

Unrestricted funds:-
Are general funds which can be used for PCC ordinary purposes.

Designated funds:-
Are unrestricted funds where money has been set aside for specific purpose by the PCC. They may be undesignated and money moved to other such funds at the discretion of the PCC.

Incoming resources

Planned giving, collections and donations are recognised when received.
Tax refunds are recognised when the incoming resource to which they relate is received.

Grants and legacies are recognised when there is sufficient certainty that they will be received and the incoming resources can be measured with sufficient reliability.
Job retention scheme grants are recognised in the period to which the underlying furlough staff costs relate to.

Dividends and interest are accounted for when received. All other income is recognised when receivable.
All incoming resources are accounted for gross.

Resources expended

Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding or constructive obligation on the PCC. The diocesan parish share is accounted for when due.
Amounts received specifically for mission are dealt with as restricted money.
All other expenditure is generally recognised when it is incurred and is accounted for gross.

Creditors and provisions for liabilities and charges

A liability is recognised for the amount that the charity anticipates it will pay to settle a debt or the amount it has received as an advance payment for goods or services it must provide. A provision is recognised when:

- there is a present obligation at the reporting date as a result of a past event;
- it is probable that a transfer of economic benefit, usually in the form of cash, will be required in settlement; and
- the amount of the settlement can be estimated reliably.

Fixed assets
For use by the PCC

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of "charity" by Section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time).
Equipment used within the church premises is depreciated on a straight-line basis over 5 years.
Individual items of equipment with a purchase price of £1,000 or less are written off when the asset is acquired.

Investment property
The trustees' policy is that freehold property held for investment purposes is included at the trustees' best estimate of market value, based on local house prices or independent valuations where available.

Investment property is not depreciated. Unrealised gains and losses are taken to the Statement of Comprehensive Income under the heading of gains/(losses) on tangible fixed assets and are shown as a separate unrestricted reserve on the Statement of Financial Position.

Cash and Cash Equivalents
Comprises of cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less.

Other Investments
Investments are valued at market value with gains or losses recognised in the statement of comprehensive income.

Allocation of support costs
Support costs are allocated to individual activities where they directly related to that activity.
Where the support cost is not directly related to an individual activity it is allocated to activities on the basis of the proportion of total direct resources expended for each activity.

The Brentford Parish Trust (formerly St Paul's Centre Trust Funds)
These funds arose out of the proceeds of sale of the site of St James Gunnersbury. There are 2 funds managed by a separate Board of Trustees.

The managing trustees may from time to time at their absolute discretion, permit (at a meeting of the Trustees) the release or sale of all or part of the capital of the first fund to finance major or urgent repair work and/or capital expenditure to church buildings within the parish of Brentford.

The managing trustees may from time to time at their absolute discetion, permit (at a meeting of the trustees), the release of part of the capital of the first fund to be transferred to the second fund (CT1001A). The second fund is to be used for general ecclesiastical purposes and as such, the transfer from the first fund can be used for meeting the parish's annual common fund commitment, if necessary and in response to a formal request from the PCC.

The second fund, both capital and income, is available for expenditure at the discretion of the PCC although the funds are managed by the trustees.

The trustees produce separate accounts for trust fund one and figures relating to it are NOT included in these accounts.

Critical accounting estimates and judgements
In the application of the charity's accounting policies, the PCC are required to make judgements, estimates and assumptions about the carrying value 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.

3 Income from Donations and Legacies

	Unrestricted funds	Designated funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£	£
Gift aid donations	72,185	-	1,275	73,460	70,136
Donations non-gift aid	18,544	-	-	18,544	14,406
Plate giving	1,908	-	-	1,908	3,409
Gift aid tax recoverable	21,236	-	250	21,486	20,017
Grants	31,284	70,000	62,148	163,432	30,328
Other funds generated	-	-	60	60	-
	145,157	**70,000**	**63,733**	**278,890**	**138,296**
Year end 31st December 2022	128,335	485	9,476		**138,296**

4 Income from Charitable Activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2023 £	Total 2022 £
Fees	2,730	-	-	2,730	4,802
Church hall lettings	127,559	-	-	127,559	115,628
Other contributions	1,217	-	-	1,217	816
	131,506	**-**	**-**	**131,506**	**121,246**
Year end 31st December 2022	121,246	-	-		121,246

5 Income from Other trading activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2023 £	Total 2022 £
Sunday hospitality	-	-	-	-	2
	-	**-**	**-**	**-**	**2**
Year end 31st December 2022	2	-	-		2

6 Investment Income

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2023 £	Total 2022 £
Dividends	31	-	-	31	31
Bank and building society interest	304	-	-	304	77
Rental income	22,800	-	-	22,800	17,450
	23,135	**-**	**-**	**23,135**	**17,558**
Year end 31st December 2022	17,558		-		17,558

7 Other income

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2023 £	Total 2022 £
Insurance Claims	-	-	-	-	13,205
Banking loyalty payments	20	-	-	20	23
Other funds generated	7,916	-	4,361	12,277	6,627
Phone Mast Rent	14,300	-	-	14,300	14,300
	22,236	**-**	**4,361**	**26,597**	**34,155**
Year end 31st December 2022	33,390	-	765		34,155

8 Expenditure on Raising funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2023 £	Total 2022 £
Costs of Fundraising	80	-	-	80	792
Publicity and other costs	2,176	-	-	2,176	-
	2,256	**-**	**-**	**2,256**	**792**
Year end 31st December 2022	768	4	20		792

9 Expenditure on Charitable activities

	Unrestricted funds	Designated funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£	£
Grant to mission partners	8,189	-	1,240	9,429	9,533
Apprentice scheme	-	-	-	-	4,167
Rectors Discretionary Fund	-	-	119	119	296
Common fund	85,160	-	-	85,160	85,200
Parish staff costs	52,136	-	543	52,679	49,651
Youth worker costs	-	-	25,005	25,005	-
Other staff costs	215	-	1,000	1,215	95
Legal & Professional	5,696	-	-	5,696	-
Parish office costs	3,956	-	-	3,956	2,072
Clergy expenses	579	-	-	579	1,669
Clergy house maintenance	1,636	-	-	1,636	258
Adult	683	-	5,409	6,092	259
Youth 11-18	5,341	-	159	5,500	3,452
Church outings and visits	-	-	-	-	100
Children & families	733	-	-	733	34
After School Hub	289	-	931	1,220	1,159
After School Hub Salaries	-	-	-	-	6,253
Insurance	9,817	-	-	9,817	9,064
Sunday hospitality	791	-	-	791	1,076
Licences	3,261	-	-	3,261	1,833
Depreciation	10,966	-	-	10,966	11,967
Sanctuary materials (Vestry supplies)	291	-	-	291	157
Equipment costs	5,150	-	-	5,150	4,396
Sound and AV equipment	1,544	-	-	1,544	7,001
Music expenses	277	-	-	277	421
Teaching resources	221	-	-	221	84
Other worship costs	547	-	-	547	86
Other church expenditure	2,363	-	750	3,113	1,320
Churchyard upkeep	1,580	20	1,177	2,777	1,802
Vicarage water charges	818	-	-	818	732
Curates rent	21,000	-	-	21,000	21,000
Cleaning	12,296	-	172	12,467	10,048
Minor repairs all buildings	3,844	-	-	3,844	7,855
Curates accommodation expenses	934	-	-	934	2,671
Parish utilities	34,184	-	950	35,134	33,471
Maintenance	18,114	57	116	18,287	12,917
Rental Property maintenance and fees	11,661	-	-	11,661	-
Bank Charges & Payment Processing fee	871	-	25	896	191
Independent examination fee	1,170	-	-	1,170	1,170
Insurance Claim Expenditure	-	-	-	-	11,915
Church interior and exterior decorating	-	-	-	-	13
Hall + interior and exterior decorating	-	-	-	-	11,317
Church Major Repairs & installations	-	72,913	27,376	100,289	-
	306,314	**72,990**	**64,973**	**444,277**	**316,705**
Year end 31st December 2022	299,526	378	16,801		**316,705**

Rounding Differences of £1 may appear in these accounts

10 Tangible fixed assets

	Other equipment	Total
	£	£
Cost		
At 1 January 2023	71,872	71,872
Additions	1,381	1,381
At 31 December 2023	**73,253**	**73,253**
Depreciation		
At 1 January 2023	42,146	42,146
Charge	10,966	10,966
At 31 December 2023	**53,112**	**53,112**
Net book value		
At 31 December 2023	**20,141**	**20,141**
At 31 December 2022	**29,726**	**29,726**

11 Investment Property

	£
Market value at 1 January 2023	708,250
Additions	-
Disposals	-
Revaluation	-
Market value 31 December 2023	**708,250**

The PCC is the beneficial owner of the freehold property situated at 34 Brook Road South, Brentford.

The valuation in the accounts as at 31st December 2023 is based on the trustees best estimate of market

12 Investments

	CBF Fund	Total 2023	Total 2022
	£	£	£
Market value at 1 January 2023	1,033	1,033	1,171
Additions	-	-	-
Disposals	-	-	-
Revaluations	97	97	(138)
Market value 31 December 2023	**1,130**	**1,130**	**1,033**

13 Debtors due within one year

	Total 2023	Total 2022
	£	£
Gift aid tax recoverable	5,309	3,789
Lettings income due	1,898	5,101
Other debtors	50,097	761
	57,304	**9,651**

14 Creditors due within one year

	Total 2023	Total 2022
	£	£
Trade creditors	1,076	5,858
Accruals	62,847	9,954
Taxes and social security	-	2,526
Other creditors	4,587	-
	68,510	**18,338**

15 The movements in restricted and designated funds during the year were:

	01 Jan 2023	Receipts Donations/ Fundraising	Payments	Transfers	31 Dec 2023
Restricted	£	£	£		£
Thriving Communities Fund	-	8,585	(6,861)	-	1,724
After School Hub	1,995	-	(931)	-	1,064
Rectors Discretionary Fund	97	-	(119)	22	0
Garden Bridge Fund	-	850	-	-	850
Area Youth Event	40	68	-	-	108
Sunday School Fund	-	200	-	-	200
Harvest Sunday Food Box Collection	-	135	-	737	872
Spark Fund	51	-	-	-	51
Carbon Reduction Fund	-	40,000	(28,298)	-	11,702
Warm Spaces	950	-	(950)	-	-
Youth Worker Support Fund	-	16,000	(26,548)	10,712	164
Youth Welcare Fund	-	1,006	-	-	1,006
Reheema Project Fund	-	1,250	(1,266)	16	(0)
	3,133	**68,094**	**(64,973)**	**11,487**	**17,741**
Designated					
St Pauls Refurbishment	1,656	70,000	(72,913)	1,257	(0)
Eco Church	380	-	(77)	-	303
	2,036	**70,000**	**(72,990)**	**1,257**	**303**

The transfers relate to the following:
Rector Discretionary Fund - additional expenditure covered by general fund.
Harvest Sunday Food Bank - transfer of income originally designated as general fund income
Youth Worker Support Fund - General fund transfer to cover unfunded youth worker costs
Reheema Project Fund - transfer from General fund to cover bank charges
St Pauls Refurbishment Fund - General fund transfer to contribute to the cost of the church partition wall.

FUNDS DETAIL:

Thriving Communities Fund

This restricted fund was set up in March 2021 with donations mainly from LDF, the PCC and an individual donor to cover the increase in utilities, wifi and cleaning costs at St Faith's Church as a result of the use of the premises by Hestia for their work with survivors of modern slavery.

After School Hub Fund

This restricted fund was set up in July 2020 with grants mainly from Hounslow Welcare Trust and Needs and Taylor Educational Charity to start an after school work hub in the Narthex on Mondays to Fridays from 3:30 - 5pm which would provide a safe space for youth to enjoy their time after school socialising and doing homework.

Rector's Discretionary Fund

The PCC agreed in May 2020 to establish a discretionary fund for disbursement by the Rector who consults with one other church warden before making individual grants of up to £250 each in response to requests from needy individuals. It has also benefited from donations from members of our congregation.

Carbon Reduction Fund
This restricted fund was set up by a carbon reduction grant received during 2023 for the purpose of improving the Church buildings carbon footprint.
Area Youth Event
Funds received from the Diocese of London Kensington Area and individual donors to cover the cost of food and entertainment activities for the Area Youth Event held at St Paul's Church on 29 January 2022
Garden Bridge Fund
The fund was set up from a donation received in 2023.
Harvest Sunday Food Box Collection
The collections at our services on Harvest Sunday were restricted to fund the activities of Hounslow Community FoodBox
Spark Fund
A mini grant was received from The Spark Fund to cover the expenses of a Clothes Swap organised by the youth at our St Paul's Church
Warm Spaces
A grant was received in December from Hounslow Council to create a Warm Space in our Spire Café for local residents who may be struggling this winter
Youth Worker Support Fund
Grants received to contribute towards the cost of a new Youth Worker in 2023
Youth Welcare Fund
A grant received to provide outdoor equipment for youth activities.
St Pauls Refurbishment Fund
This designated fund was set up to set aside monies for the refurbishment of St Pauls buildings.
Eco Church Fund
This designated fund was created to set aside monies for the Eco Church project.

16 Analysis of Net Assets between Funds:

	Unrestricted £	Unrestricted fair value £	Unrestricted designated	Restricted £	Totals £
Fixed Assets:					
Tangible fixed assets	20,141	-	-	-	20,141
Investment property	285,000	423,250	-	-	708,250
Non-property investments	1,130	-	-	-	1,130
Current Assets:					
Bank Accounts	18,712	-	3,350	17,741	39,803
Debtors	8,304	-	49,000	-	57,304
Current Liabilities:					
Creditors due within 1 year	(16,463)	-	(52,047)	-	(68,510)
	316,824	**423,250**	**303**	**17,741**	**758,118**

17 Diocese of London - Common Fund

The contribution to the Diocese of London Common Fund for the Parish was paid in full in 2023

Common Fund	2023 £	2022 £
Common fund contribution	85,160	85,200
	85,160	**85,200**

18 Transactions with PCC members (Trustees)

No PCC member (trustee), or any persons connected with them, received remuneration as employees (or for services) that was not paid at a market rate.

The employment of trustees is permitted by the charity's governing document.

Quentin Bradley (Trustee) is employed by the Parish as Operations and Communications Manager.
During 2023 he received gross salary of £23,115 (2022: £16,998 plus £300 fee for technical work)

Matthew Newton (Trustee) worked part-time in our weekly Kids Café during 2023 for which he received fees of £215 (2022:£517)

Iszy Metzner (Trustee) received £250 (2022:£390) as verger fees.

Rev. Chris Curry (Trustee) is provided with accommodation as is customary for his role as Curate.
The cost of this accommodation during 2023 was £21,000 (2022: £21,000)

All expenses reimbursed to the trustees of the charity related to reimbursed expenditure incurred in performance of their duties as employees, volunteers or clergy with no profit element.

No trustee expenses in relation to trustee duties were paid during 2023. (2022: NIL)

Trustee donations to the church during the year totalled £34,427. (2022:£25,363)

19 Employees

Number of employees
The average number of employees during the year was:

	2023	2022
Parish Office Staff and Youth Worker	3	3
	3	**3**

'Parish staff costs' and 'Youth Worker salaries' in note 9 to the accounts include the following:

	£	£
Wages and salaries	75,193	48,198
Social security costs	215	-
Pension costs	1,609	979

There were no employees who received employee benefits excluding employer pension costs of more than £60,000.

20 Pension

The charity operates a defined contribution scheme for qualifying employees.
The assets of the scheme are held separately from those of the charity.

The charge to the profit and loss in respect of defined contribution schemes was £1,609 (2022:£979)

21 Principal place of business:

The Parish Office
St Paul's Road
Brentford
Middlesex
TW8 0PN

22 The surplus/(deficit) for the year is stated after Governance costs:

	2023	2022
	£	£
Independent examination fee	1,170	1,170

23 Support costs

	Support costs	Governance costs	2023	2022
	£	£	£	£
Parish office costs	3,956	-	3,956	2,072
Office equipment costs	5,150	-	5,150	4,396
Independent examination fee	-	1,170	1,170	1,170
Allocated to Charitable Activities	**9,106**	**1,170**	**10,276**	**7,638**

24 Related parties

As in previous years, the trustees are appreciative of the technical expertise donated to the church by Joel Guinness, a related party to Sarah Guinness (Rector/Trustee).

25 Key Management Personnel

The Finance & Operations Manager (Mr Claude Lobo) was employed by the charity until his retirement in November 2023. His remuneration (including employer's pension contribution) was £25,861 (2022: £26,096).

THE FOLLOWING PAGE DOES NOT FORM PART OF THE FINANCIAL STATEMENTS

THE BRENTFORD PARISH TRUST Year ended 31/12/20223

This fund is under the control of independent Trustees;
these figures are shown as a note only

Statement of Financial Activity 2023

	2023	2022
	£	£
Income from Investments		
Dividends	15,281	15,737
Expenditure	(15,281)	
Grant to St Pauls		(15,737)
Donation to St Pauls	(21,780)	(9,750)
	(21,780)	(9,750)
Unrealised gain on revaluation	31,549	(69,647)
Profit on investment sales	(248)	(1,059)
Net movement of funds	9,521	(80,456)
Balance b/fwd	522,006	602,462
Endowment Fund value c/fwd	531,527	522,006

Balance Sheet at 31/12/223

	2023	2022
	£	£
Investments		
CCLA Investment fund shares	531,527	522,006
Endowment fund Balance	531,527	522,006

The grant to St Paul's is at the Trustees' discretion.

The Capital may only be used for capital expenditure within the Parish.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF BRENTFORD

England & Wales - Charity number 1128611

Accounts

ST PAUL'S
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Charity Registration No.
1128611

The Parish of Brentford St Faith's and St Paul's

Annual Report and Unaudited Accounts

For the Year Ended 31 December 2022

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The Parish of Brentford St Faith's and St Paul's
Report and accounts
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Appendix (this does not form part of the financial statements):
Brentford Parish Trust Fund – 2022 Statement of Financial Activity and Balance Sheet

The Parish of Brentford St Faith's and St Paul's
Legal and Administrative Information

Rector
Reverend Sarah Guinness

Treasurer
Iain Knight

Charity Number
1128611

Independent Examiner
Accountancy Management Services Limited
South Street House
51 South Street
Isleworth
Middlesex
TW7 7AA

Address
The Parish Office
St Paul's Road
Brentford
Middlesex
TW8 0PN

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ANNUAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022

APCM Report for Ministry in 2022:
Rector's Report

St Faith's

The most significant change in the life of the parish of Brentford this year, has been the temporary closure of St Faith's and the merging of both congregations at St Paul's. We had our final service on 16th January 2022, officiated by the Bishop of Kensington, and have been worshipping together since then. St Faith's is still being used for weddings and funerals. Despite some bumps in the road, and inevitable teething issues the clergy and PCC still feel that this was the right decision, and God's will for our Parish. We are in a period of growth and consolidation and are praying about the next stage; still very much expecting and planning to plant back into St Faith's.

Services & Worship

In 2021 we had 139 subscribers to our YouTube channel, in March 2022 we had 180 subscribers, and as of February 2023 we have 220 subscribers. We have between 60 - 100 views of each service, with between 20 – 30 people watching live.

We've taken 16 funerals, 4 weddings, and 4 baptisms in 2022.

We've had a guest speaker from Tearfund in our sermon series on creation. Our sermon series have covered the following themes: What it means to be church, Soul Training (Lent), Creation Care, Identity (Ephesians), Joseph, Hearing God's Voice, and Advent.

We've celebrated Mothering Sunday, marked Lent, celebrated through Holy Week and Easter, Pentecost, Harvest, Remembrance, Hosted Lodge Brothers Christmas Remembrance service, and held several well attended Christmas services.

Chris planned and led us in engaging with the Living in Love and Faith material from the Church of England, providing in person and online courses.

Prayer

We've held monthly prayer meetings at St Faith's from January to July and a half Night of online prayer on 15th September and 13th October. We have a very active Parish WhatsApp group that is often in touch daily with prayer requests. We pray and have intercessions in all our weekly services.

Staffing

Tipi finished her Youth apprenticeship in September 2022, with a graduation ceremony on the 6th September. She's had a significant ministry and is much loved by our youth and children. Youth was covered by Sarah and Chris and a dedicated group of youth leaders during the Autumn term. We recruited a Senior Youth and Children's Pastor in November 2022, who started in January 2023. This year our curate Chris was priested (25th June) and Sarah was licensed as Rector on Monday 18th July.

Schools

We've delivered collective worship weekly for St Paul's Primary school, thanks to our team including Leslie Pringle, who is also now the Chair of Governors. I've been involved in various workshops and proposed a new strapline for St Paul's school: 'rooted and growing in God', to provide a biblical foundation to their Christian Ethos. I've done a candle lighting workshop for year 4, and we've hosted schools visits from Green Dragon Primary School. Sarah continues to be a Governor at St Paul's, Chair of Governors at Ealing Fields Secondary school, and a Director in the Twyford trust.

Community Engagement

- Spire Café continues to offer us a wonderful platform for parish ministry, and we are hugely grateful to Jo who runs this superbly.
- We've hosted the Eco Fair on 8th October 2022 and an Eco Themed Harvest Service on Sunday 9th October.
- Well attended Experience Easter (2nd April) and Experience Christmas (17th December) events aimed at Primary aged children and their families with crafts, drama, singing, and lots more.
- Chris and Andy Ward has hosted Safer Neighbourhood Meetings at St Paul's.
- Sarah and Jo Cheung launched the Menopause Café with events on 7th July and 17th November. The event in November was attended by the Bishop of London, as part of a panel of guests talking about the Menopause and work. These are gaining in popularity, and we hosted 50 women in the November event.
- Chris attended Hounslow Assembly on Nov 30th, networking with local Hounslow partnerships.

- Eco Church now have a large team and we have been awarded the Bronze level. They hosted a significant Eco Fair in October, community engagement events in the Eco garden and have been successful in being awarded a grant for insulation and double glazing for the St Faith's church hall.

Children & Youth

Kids Café remains very popular for pre-schoolers and their carers. Matthew stepped in to lead this when Tipi left, and we have a consistent attendance of about 30-35 children and their carers. There is potential to make this more invitational and missional, but many people have attended Christmas services as a result of being regulars at Kids Café and through their contact with Jo at Spire Café. Sarah is also on the steering Group for the London Diocese Capital Vision Youth Team.

Some highlights of our youth & Children's engagement include:

- Sarah ran a youth version of Live Well in the Spring Term.
- We hosted a Kensington Area Youth event on 29th January 2022.
- Bishop Graham came to a hot seat night in the summer term and played rounders with us.
- Tipi took our youth on the Kensington Area Weekend away from 6th – 8th May.
- Our youth hosted a Clothes swap for Eco Church on 9th July.
- Sara, Macy and Sarah took our youth to Satellites Camp from 9th – 13th August and had a really great time with our youth.
- Chris planned and led confirmation preparation classes in the Autumn of 2022. (7 of our youth were confirmed in January 15th 2023 by Bishop Ric Thorpe) and one of them was baptised.
- Tipi worked with another youth leader from Bless Church to host 'Table Talk' at Ealing Fields school on Thursdays.
- We hosted our usual summer BBQ at The Rectory, Fireworks and the Annual Church sleepover, all of which were hugely enjoyable.

Mission and Evangelism

- Alpha: We hosted 2 Alpha courses in person
- Three30 – This was stopped at half term of the Autumn Term as we didn't have a youth leader at this point.
- Mission Partners: We continue to maintain good links with Heather Johnstone our CMS Missionary in Tanzania.
- Eco Church has taken off. We hosted a Green Fair in October 2022 which was very successful. Huge thanks to the Eco team for the work being done.
- Confirmation prep for 4 adults who were confirmed in Jan 15th 2023.

Thanks

I am deeply appreciative to those who work tirelessly for the Parish, whether they are paid or volunteers. My thanks to our Church wardens, LLM's and PCC who are supportive and wise, our dedicated staff team who work hard and many of our volunteers, who spend considerable time invested in the life and ministry of the Church. I feel excited by what God is doing amongst us and in our wider community.

Rev Sarah Guinness
Rector
February 27th 2023

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APCM Report for Ministry in 2022:
Curate's Report

Training and Development

Having joined the parish in July 2021 as Assistant Curate a significant priority is my ongoing training and development. I attend regular training provided by London Diocese and Kensington Area and have weekly supervision meetings with Sarah in her role as training incumbent. I also produce regular reflections on my work against the training objectives agreed with the area team.

I successfully completed my Deacon's year, and was Priested on 25th June 2022. I would like to express my thanks to the Parish for its support during my training, and particulalry to Sarah for the time and thought she puts into my training and development.

Ministry

Throughout 2022 I have met with individuals in their home and elsewhere in order to provide pastoral support. This has included visiting individuals in homes and hospitals.

I have also led 8 Funerals, 2 Baptisms and 2 Weddings during this period.

In March 2022 I led a Living in Love and Faith day engaging with the Church of England's material around relationships, followed by 4 sessions in April going into detail on particular issues that arose from the day.

I supported the 2 Alpha courses that occurred this year.

We had a 'share a lunch' Sunday which led to a Lunch with various members of our community together at a home.

Community Engagement

In 2022 I focused on building partnerships that would enable us to work with others engaging with the community in Brentford. I worked with Hounslow Community Solutions Team and Crosslight Debt Advice to agree to host regular drop in sessions in Spire Café; these started in January 2023.

We were also supported by Hounslow Council to operate as a Warm Space in Autumn 2022 until Easter 2023. It has been hard to judge the impact of

this engagement, as we already have a significant number of people visiting the church to visit Spire Café. The support to heat the building for our visitors and guests has been appreciated.

I also attended Hounslow Community Assembly which led to further productive discussions and opportunities to engage. For example it led to a visit from the Hounslow Early Years Team to Kids Café. We are continuing to look for opportunities to work in partnership to provide access to services and support that would benefit our community.

I also reguarly attend with Andy Ward at Brentford Safer Neighbourhood Ward Panel.

Youth and Children
I greatly enjoy working with our children and young people.
A highlight for me this year was preparing our young people for confirmation in Autumn 2022.

I've also enjoyed leading collective worship at St Paul's Primary School.

Thanks
I am so thankful for the support that my family and I have received as we have made our home in Brentford. I am keenly aware of the many people it takes to make the life of our parish work, and I am so appreciative of the time, effort and expertise they give.

Rev Chris Curry
Curate

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Annual Report
Year end 31 December 2022

PCC REPORT

The PCC met 10 times in 2022, via Zoom meetings and in-person meetings (11/01, 08/02, 08/03, APCM 15/05, 07/06, extraordinary PCC Meeting on 26/06, 05/07, 13/09, 11/10, and 15/11).

A significant part of the PCC's time is hearing and receiving various reports concerning the life of the Churches, youth, and children's work, Safeguarding, Health & Safety, recruitment, building maintenance and usage, Financial Reports and Budget-setting.

Key points discussed and decided upon during successive meetings during the year under review included:

- Eco Church
- Photography and Videographer Policy
- Menopause Policy
- Reverend Sarah Guinness, as the next Incumbent of the Benefice pursuant to Section 16A of the Patronage (Benefices) Measure 1986.
- Cost of Living Crisis
- Review our priorities over the next few years
- Vision and Values

Helen Dickinson

PCC Secretary

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Annual Report
Year end 31 December 2022

ELECTORAL ROLL REPORT

The Electoral Roll when closed prior to the APCM in May 2022 stood at 116.

The updated electoral roll has 106 people.

Any member of the congregation of St Faith's or St Paul's can be on the electoral roll. Being on the electoral roll of the Parish of Brentford does not involve any onerous duties. It simply gives you a say in how your church is run as it enables you to vote at the APCM or to stand for election to the PCC.

New applications can be made at any time after the APCM.
If you are unsure whether you are already enrolled, please ask for further details and/or for an enrolment form.

Quentin Bradley
Electoral Roll Officer

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Annual Report
Year end 31 December 2022

Safeguarding Report

As a parish we endeavour to follow the lead of the Diocese of London in being a church where we:

· provide a safe space for all our activities
· offer a welcome to those who have sinned and seek repentance whilst managing any risk appropriately
· ensure that if any make allegations of abuse, they are listened to and those affected supported, and that we are empowered to deal with such allegations promptly
· encourage all our members to recognise the part they play in promoting a healthy safeguarding culture.

Parish achievements towards greater safety...

- At the APCM held in May 2022, PCC adopted the policy recommended by the Diocesan Safeguarding Team and it has been displayed with relevant contact numbers in the church.
- Tipi Turner continued as Children's Champion and Sheila Underwood, as Vulnerable Persons' Champion, and Carol Fletcher, as Church Safeguarding Officer was co-opted onto PCC as a voting member.
- Progress on the action plan of the previous annual Safeguarding Audit.

  - PCC passed the required resolution to delegate and put the delegation in place to pass the responsibility for reporting safeguarding serious incidents to the Charity Commission as required by House of Bishop's Practice Guidance at the APCM.

  - The risk assessments relating to all aspects of church ministry are accessible and stored on the parish Dropbox account.

  - Our church was made safer following the installation of a defibrillator with all the PCC trained to use it.

Challenges

- Ensuring all volunteers have updated their safeguarding training requires vigilance and apart from a few individuals, the majority respond in a timely manner.
- To make a timely response to the ongoing revelations of institutional failures to protect children and vulnerable people and the Diocese' efforts to mitigate this.
- An ongoing requirement to instil a commitment to developing safeguarding awareness in all our volunteers and members of our congregation, and to ensure they understand the breadth of all that safeguarding entails.
- To ensure that as we extend our reach into the community through Three30, Live Well Courses and Alpha and by hosting The Spire, that we in our congregations support each other in looking to all the needs that come our way, secure, inspired and encouraged by God's grace, watchful with the wisdom of the Holy Spirit, willing to obey Jesus' prompting and informed by the influence of the training and support of the Diocesan Safeguarding team.

Carol Fletcher
Church Safeguarding Officer

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Annual Report
Year end 31 December 2022

DEANERY SYNOD REPORT

There were three Deanery Synod meetings this year.

The first meeting was on June 14 2022 at Holy Trinity, Hounslow. Simon Surtees (Lay Chair) opened the meeting in prayer.

Fr Joseph Fernandes, Vicar of St Hilda's Ashford and Area Dean of Spelthorne, gave a presentation on "Racial Justice". He introduced the multiple aspects of racism, how planning groups work on overcoming racism using specific racial justice evaluation tools. This was followed by small group discussions.

The second meeting was on October 20, 2022 at The Green School for Girls, Bush Corner. Revd Martine Oborne (Area Dean) opened the meeting in prayer.

Jo Jones, Kensington Area Bishop's School Chaplain, gave a presentation on "Engaging with Church and non-church schools". It talked about the why, how and practical ways to support schools. It introduced the Growing Younger Agenda.

Sally Yarrow, CEO and Executive Headteacher of the Green School Trust, talked about "The Green School". She introduced the Green School Trust, the ways churches are involved and support their school. This was followed by a Q&A session featuring both Jo Jones and Sally Yarrow.

Penny Roberts, Diocesan Director of Education, presented a paper on "Church of England Schools". She informed Synod members how Church of England Schools work, supported by statistics. She talked about practical ideas to support schools and specific prayer points were introduced before a brief Q&A session.

The third meeting was on February 8, 2023 at Christ Church, Feltham. Revd Martine Oborne (Area Dean) opened the meeting in prayer.

Rev Andy Watkins, Deanery Compassionate Communities Champion, interviewed *Rev Jonathan Samadi*, holder of the Bishop's mission order for Farsi speaking Christians in the London Diocese and vicar of St Mary's, Staines. Jonathan has two main aims: to share the gospel with Farsi speakers and to create a supportive

environment for worship. Secondly, he helps local parishes to integrate Farsi speakers not only in worship, but also by offering community facilities and friendship.
Sheila Allsop, Refugees Welcome, Hounslow and St Paul's Chiswick, gave a short talk on how the organisation helps integrating refugees and what other options are available.
Rev Jonathan Samadi then talked with *Gazelle*, a former asylum seeker, about her experience.

Iszy Metzner
Deanery Synod Representative

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Annual Report
Year end 31 December 2022

St Faith's Churchwardens' Report

Since the beginning of 2022, St Faith's congregation have been worshipping at St Paul's. Although it has been quite a change for many of us, we are slowly getting used to meeting in a different building and with a whole group of new people. We have had a few meetings with Sarah to discuss how things are going, and there have been some concerns raised about different styles of worship and the different ways of doing things at the two churches. People also want to know when we might be able to go back to St Faith's and what it might be like when we do. As a consequence, we have committed to praying once a month for a new vision and for God to reveal his plans for St Faith's and for things to move forward with a new vision so we can look at potentially getting a new vicar. Hopefully we will see some progress over the course of this upcoming year and that people will settle more into being in a new place.

Regarding the church building, Joel has continued to sort out the lighting and now the church is so much brighter than before with the new LED lights – so thank you Joel! The building is being used less by Hestia but is still used for weddings and funerals and has been hired out to St Faith's Players for a meeting and rehearsal space. There have been discussions around using the space as a performance venue for the Players, which will bring in some more useful income. Furthermore, the hall is about to benefit from a grant from the Hounslow Community Energy Fund which will see new windows and better insulation, so that will make a big difference, hopefully to reduce our energy costs and carbon footprint.

Unfortunately, this year also saw the death of Michael Ryan and Ruth's daughter, Mandy.

Otherwise, please see the report for St Paul's for any other information

Penny Vincent Matthew Newton

Churchwardens

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Annual Report
Year end 31 December 2022

St Paul's Churchwardens' Report

FABRIC

After significant renovations of St Paul's church buildings in recent years, it was great to start the year with minimum Covid restrictions and everything looking great ready to welcome the community back to a new year with a 'new normal'. Throughout the year, plans have been discussed regarding removing the pews for a more flexible worship space and changing the partitions between the Narthex and Sanctuary to new glass panels that would be less cumbersome and safer. We want to care for our beautiful building and want it to serve us well as we grow as a community.

A new Eco Church team started in January 2022 and, within their vision to encourage the church to be more sustainable, they are looking at how we use both our land and buildings to save energy and reduce our impact on the environment. Within the building, a commitment to recycling and reducing energy uses, for example low energy LED lights, is underway and there are plans to create an Eco Garden at the back of St Paul's church.

CHURCH COMMUNITY

As we started the new year, it was encouraging to see the congregation building up again, though Covid was still taking people out for weeks at a time. We continued to live stream our services which has allowed many benefits:

- People can participate from further afield, even different nations
- People can watch from home if unwell
- People can catch up with a sermon that they missed whilst running Sunday School
- People can 'check us out' before coming to a service in person

We have also continued giving communion through intinction, dipping

the bread into the wine, and everyone seems comfortable with this.

From 23rd January 2022, members of St Faith's and St Paul's have been worshipping together as one congregation each week at St Paul's church; this was a decision prayerfully made by the Clergy, Churchwardens and PCC. We are focussing on growing as one church and are planning to plant a new church back into the building at St Faith's over the coming years.

Without the Covid restrictions of previous years, we were able to host some big events:

Family celebrations such as the joyous Passover Supper; when we moved the pews out of the sanctuary allowing us to sit at long tables, Joel's parents kindly led us through the service, and the evening culminated in music and dance.

Outreach events both Experience Easter and Experience Christmas welcomed many families into the church for a carousel of activities organised with help from the Sunday School team and the wonderful hospitality of Spire Cafe.

Eco Church activities gained momentum throughout the year, with the **Clothes Repair Cafe** starting monthly sessions and volunteers helping to create a home for nature in the newly named **Eco Garden.** The team applied to the Thriving Communities Fund for a grant to help us expand these projects and received notification of our success in December 2022.

The Eco Church team planned and delivered the first **Brentford Green Fair** which welcomed around 200 guests, led the **Harvest Service** in September and organised a **Bats and Pumpkins** event in October for around 35 participants.

The **Christmas Eve All Age Service** was a wonderful way to welcome the wider community towards the end of the year with the church filled, mainly with visitors, as we were reminded of God's plan to rescue us.

There were many more events and activities organised by the various ministries of the church, other areas of church life are covered in individual reports.

In all, we have seen that, as we are deliberate in planning for guests, to

unashamedly point them to Jesus, they have come and we continue to grow as a church.

Sheila Underwood Sara Ward

Churchwardens

Report to the PCC

Structure, Governance and Management

The Parish of Brentford was established as a Parish of The Church of England and comprises of two churches, St. Paul's and St. Faith's.

Appointment and induction of PCC members
Members of the PCC are either ex-officio, co-opted or elected by the Annual Parochial Church Meeting in accordance with the Church Representation Rules. New PCC members are made aware of their legal obligations under charity and church law, the content of the constitution, the Council and the decision-making processes and the recent performance of the church. They meet the other PCC members as well as key employees over the course of the year.

Standing Committee
This is the only committee required by law. In the past year it/its Finance Sub-Committee met twice.

Organisational Policy
The PCC works according to the Church of England Canon Law. The PCC and Standing Committee hold responsibility for the day-to-day operations of the churches including finance and employment matters.

Risk Assessment Policy
From the Standing Committee meetings appropriate recommendations for mitigating identified risks are made to the PCC members.

Objectives and activities
The Parish of Brentford's PCC is required, as stated in the PCC (Powers) Measure 1956 to actively promote in the ecclesiastical parish the whole mission of the Church – pastoral, evangelistic, social and ecumenical; towards this end, a new Eco Church team started in January 2022 while our Spire Café was patronised by more and more members of the wider community. In planning such activities, the incumbent and PCC have considered the Charity Commission's guidance on public benefit.

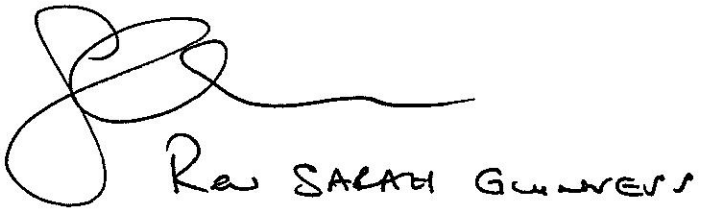
Reserves Policy
It is the desire of the PCC to maintain 2 months' worth of running costs (including staff salaries) in cash reserves in case of major problems. The PCC have not put any money in reserves in recent years due to the ongoing financial deficit,

however there is a trust fund of significant value which can be drawn on for building emergencies and repairs.

Achievements, performance and future plans
The electoral roll as at the 31st December 2022 was 106. In pursuit of the Parish vision i.e. as the people of St Paul's and St Faith's to seek to follow Jesus and build community where everyone's welcome, everyone matters and everyone's involved, the Eco Church team started monthly sessions of the Clothes Repair Café and hosted in September the first Brentford Green Fair which attracted over 200 members of the local community into our building.

This report and attached accounts were approved by the PCC on 25 April 2023

Signed on their behalf by Revd Sarah Guinness, Chairperson of PCC



ST PAUL'S
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Annual Report
Year end 31 December 2022

Parish of Brentford Staff and PCC Members 2022-2023

Ministers & Clergy	Position	Joining	Leaving
Revd Sarah Guinness	Rector	May 2018	
Revd Chris Curry	Curate	July 2021	
Steve Fletcher	Licensed Lay Minister	Apr 2015	
Denise Colliver	Licensed Lay Minister	Apr 2013	
PAYE Staff			
Claude Lobo	Finance & Operations Manager	Mar 2017	
Quentin Bradley	Communications Manager	Oct 2021	
Tipi Turner	Youth & Children's Apprentice After School Hub Worker	Sep 2019 Sep 2020	Aug 2022
Luke Fennell	Youth & Children's Pastor	Jan 2023	
Church Wardens			
Carol Fletcher	Churchwarden, Safeguarding Officer, Lay Chair of PCC	Apr 2016	May 2022
Sheila Underwood	Churchwarden, Vulnerable Persons Champion	Apr 2017	
Penelope Vincent	Churchwarden, Children's Champion	Apr 2017	
Matthew Newton	Churchwarden	Sep 2020	
Sara Ward	Churchwarden	May 2022	
Elected PCC Members			
Iszy Metzner	Deanery Synod Representative	Apr 2014	
Charlotte Deane		Apr 2018	May 2022
Russell Rajendra		May 2021	
Jo Bradley		Apr 2019	
Elizabeth Kennedy		Apr 2019	
Isobel Peaty		Apr 2019	
Julian Peaty		Apr 2019	
Ineala Theophilus	Deanery Synod Representative	May 2021	
Quentin Bradley		May 2021	
Iain Knight	PCC Treasurer	Jan 2022	
Tom Salisbury		May 2022	
Co-opted PCC Members			
Helen Dickinson	PCC Secretary	Apr 2019	

Tipi Turner	Children's Champion	Sep 2020	Aug 2022
Carol Fletcher	Safeguarding Officer	May 2022	

Financial Review 2022

This is my second report as Treasurer of the Parish of Brentford having taken on the role in January 2022. The past year has provided an opportunity to see the full cycle of financial activities for the parish and develop a better understanding of our position and the challenges and opportunities ahead.

In my last annual report, I highlighted that the 2022 budget had a planned expenditure of £295,095 and income of £244,350 resulting in an expected deficit of £50,745. To address this deficit, we committed to a plan to balance the budget over 3 years through an increased focus on optimising our income and controlling our increases in expenditure (the option of cutting our operating costs to balance the budget was not considered to be realistic or achievable).

You do not need me to tell you that we live in abnormal economic circumstances with significant inflationary pressures and utility costs going up by multiples. Despite these headwinds, we have made good progress in reducing our deficit.

The 2022 accounts have a deficit of £6,378 however this includes a grant of £25,487 from the Brentford Parish Trust to help meet our agreed Common Fund contribution and pay for some maintenance activities. Our ambition is to get to a point where we can meet our Common Fund contribution and cover all routine maintenance costs through our income and not having to rely on grants from the diminishing Brentford Parish Trust.

Looking Back at 2022

Our overall income for 2022 is significantly less than 2021 but that is due to the 2021 income being artificially inflated by grants from the Brentford Parish Trust to pay for refurbishment activities at St Paul's. Over the last year, **Giving** has increased to £107,968 (an increase of 18.0%) and **Lettings** has increased to £129,928 (an increase of 34.7%). These increases are a testimony to the generosity of our parishioners and the hard work of those that support lettings activities.

Similar to income, our overall expenditure for 2022 is significantly less than 2021 due to the completion of the refurbishment activities (in 2021, we spent £143,879 on refurbishment activities but only £13 in 2022).

It is worth noting that the PCC voted to maintain our Common Fund contribution at the same level as 2021 and chose not to increase it in line with the Diocese recommendations. This was in part a contribution to reducing our deficit and minimising the drain on the Brentford Parish Trust.

The table overleaf provides a summary of the parishes finances for 2022 and also includes the 2021 numbers for comparison purposes.

	2022	2021	% Change	Comments
DEFICIT / SURPLUS	**-6,378**	**-36,594**	82.57	Deficit (excl. property revaluation in 2021) lower by 83%
TOTAL INCOME	**311,257**	**396,644**	-21.53	2021 Income skewed by grants for refurbishment project
Of which:				
Giving	**107,968**	91,509	17.99	Giving has increased due to increase in number and generosity of givers
Trust Fund Transfers	**25,487**	168,533	-84.88	With St Paul's refurbishment work completed in 2021 transfers fell by 85%
Lettings	**129,928**	96,450	34.71	Significantly higher in 2022 as lockdown ended and rental income from Day Nurseries and one-off hires increased
TOTAL EXPENDITURE	**317,497**	**433,384**	-26.74	2021 expenditure skewed by costs of refurbishment project
Of which:				
Common Fund	**85,200**	85,200	0	
Staff Costs (incl. After School Hub)	**57,887**	57,343	0.95	
Buildings Maintenance & Utilities	**54,243**	39,102	38.72	Higher due to increase in use of premises as we came out of 2021 lockdown and higher utility prices
St Paul's Refurbishment	**13.00**	143,879	-99.99	All refurbishment work completed and paid for in 2021

Looking Forward to 2023

The 2023 budget has a planned expenditure of £304,863 and income of £285,900 resulting in an expected deficit of £18,963.

If we continue to commit to our plan to reduce the budget deficit, then we can expect this to reduce further over the course of this year. Again, this needs a commitment to grow our income faster than our expenditure increases.

The key challenges facing us in achieving this deficit reduction are continued inflationary pressures (although prudent estimates for cost increases are factored into the budget), having to fix our gas contract for St Paul's later this year and not getting locked into a significantly higher tariff than we are currently paying, and unplanned maintenance costs.

Maintenance costs are a particular concern and fall beyond the remit of Treasurer. As a parish, we have significant properties to maintain (two churches, a rectory and a rental property). Whilst the budget does contain an allowance for maintenance activities; this is not linked to a planned programme of maintenance activities and is an allowance only. I believe we need to develop a planned maintenance programme for all parish properties. This programme needs to be forward looking and anticipate maintenance activities over the longer term. We will not balance our budget on a sustained basis until we have a robust understanding of our maintenance costs in the years ahead.

The Parish of Brentford Trust

The parish benefits from a trust, the Parish of Brentford Trust (Fund 1). This trust is administered by separate trustees from the PCC. Funds in the trust do not form part of the parish's finances but with the support of the trustees have generally been used to fund major refurbishments and provide some income to the parish. In recent years, grants from the trust have also been used to make good the gap between our annual operating costs and our generated income.

In January 2018, The Parish of Brentford Trust had a value of £801,274; at the end of 2022, there was £522,006 remaining. The replacement of the partitions in St Paul's will reduce this further (as would any boiler repairs).

The parish should not rely on the Parish of Brentford Trust to fund its annual operating costs; it needs to manage its existing expenditure and grow income to eliminate the current deficit. We are on that journey but not there yet.

Iain Knight

Honorary Treasurer

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE PARISH OF BRENTFORD ST FAITH'S AND ST PAUL'S

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 December 2022, which comprise the Statement of Comprehensive Income, the Statement of Financial Position and the related notes.

Respective responsibilities of Parochial Church Council and examiner

The Parochial Church Council are responsible for the preparation of the accounts. The charity's Parochial Church Council consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act;
- to state whether particular matters have come to my attention

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and the seeking of explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared accounts in accordance with Accounting and reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in reference to the accounting and Reporting by Charities:Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for periods beginning on or after 1 January 2015.

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

- accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

P. Alexander

Paul Alexander BFP, FCA
for and on behalf of
Accountancy Management Services Limited
Chartered Accountants

South Street House
51 South Street
Isleworth
Middlesex TW7 7AA

DATE: 6th May 2023

THE PARISH OF BRENTFORD ST FAITH'S AND ST PAUL'S
CHARITY REGISTRATION NUMBER 1128611
STATEMENT OF COMPREHENSIVE INCOME
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted funds	Designated funds	Restricted funds	Total 2022	Total 2021
INCOME AND ENDOWMENTS		£	£	£	£	£
Donations and legacies	3	128,335	485	9,476	138,296	272,247
Charitable activities	4	121,246	-	-	121,246	93,866
Other trading activities	5	2	-	-	2	31
Investments	6	17,658	-	-	17,658	18,574
Other income	7	33,390	-	765	34,155	21,926
Total income and endowments		300,631	485	10,241	311,257	396,644
EXPENDITURE						
Raising funds	8	768	4	20	792	6,446
Charitable activities	9	299,526	378	16,801	316,705	426,939
Total expenditure		300,294	382	16,821	317,497	433,384
Net gains/(losses) on investment						
Gains/(losses) on non-property investments	12	(138)	-	-	(138)	146
Gain/(Loss) on property revaluation	11	-	-	-	-	208,250
Net income/(Expenditure) before Transfers		99	103	(6,580)	(6,378)	171,656
Transfers between funds	15	712	-	(712)	-	-
Net income/(Expenditure) after Transfers		811	103	(7,292)	(6,378)	171,656
Net Movement in Funds		811	103	(7,292)	(6,378)	171,656
Total funds brought forward at 1 January 2022		738,446	1,933	10,425	750,804	579,148
Total funds carried forward at 31 December 2022		739,257	2,036	3,133	744,426	750,804

The statement of comprehensive income includes all gains and losses recognised in the year.

THE PARISH OF BRENTFORD ST FAITH'S AND ST PAUL'S
CHARITY REGISTRATION NUMBER 1128611
STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2022

		Note	2022 £	2021 £
Fixed Assets				
	Tangible assets	10	29,726	32,370
	Investment property	11	708,250	708,250
	Non-property Investments	12	1,033	1,171
			739,009	**741,791**
Current Assets				
	Debtors	13	9,651	4,251
	Cash at bank and in hand		14,104	25,216
			23,755	**29,467**
Creditors: amounts falling due within one year		14	18,338	20,454
Net Current Assets			**5,417**	**9,013**
Total assets less current liabilities			**744,426**	**750,804**
FUNDS				
Unrestricted	General funds	16	316,007	315,196
	Fair value reserve	16	423,250	423,250
			739,257	**738,446**
	Designated	15	2,036	1,933
	Restricted	15	3,133	10,425
Total Funds			**744,426**	**750,804**

The accounts were approved by the Parochial Church Council on 25 April 2023.

.....
Reverend Sarah Guinness
Rector

.....
Iain Knight
PCC Treasurer

ACCOUNTING POLICIES

1 Charity Information

The Church is a charity registered with the Charity Commission, constituted under the PCC Powers measure Act 1956 as amended and Church Representation Rules 2017.
The charity is a public benefit entity as defined by FRS 102.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice 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) and the Financial Reporting Standard in the United Kingdom and Republic of Ireland FRS 102.
The accounts have been prepared in accordance with applicable charity law.

The accounts have departed from the Charities (Accounts and Reports) regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for Charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the regulations but has since been withdrawn.

The financial statements have been prepared under the historical cost convention except for the valuation of the investment assets which are shown at market value.

The accounts are prepared in sterling which is the functional currency of the charity. Monetary amounts in these financial statement are rounded to the nearest whole pound.

1.2 Going concern

At the time of approving the accounts the Parochial Church Council (PCC) have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the PCC continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Endowment funds:-
Are funds, the capital of which must be maintained; only income arising from investment of the endowment may be used either as restricted or unrestricted funds depending upon the purpose for which the endowment was established.

Restricted funds:-
Represent (a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and (b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. The PCC does not usually invest separately for each fund. Where there is no separate investment interest is apportioned to individual funds on an average balance basis.

Unrestricted funds:-
Are general funds which can be used for PCC ordinary purposes.

Designated funds:-
Are unrestricted funds where money has been set aside for specific purpose by the PCC. They may be undesignated and money moved to other such funds at the discretion of the PCC.

1.4 Incoming resources

Planned giving, collections and donations are recognised when received.
Tax refunds are recognised when the incoming resource to which they relate is received.

Grants and legacies are recognised when there is sufficient certainty that they will be received and the incoming resources can be measured with sufficient reliability.
Job retention scheme grants are recognised in the period to which the underlying furlough staff costs relate to.

Dividends and interest are accounted for when received. All other income is recognised when receivable.
All incoming resources are accounted for gross.

1.5 Resources expended

Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding or constructive obligation on the PCC. The diocesan parish share is accounted for when due.
Amounts received specifically for mission are dealt with as restricted money.
All other expenditure is generally recognised when it is incurred and is accounted for gross.

1.6 Creditors and provisions for liabilities and charges

A liability is recognised for the amount that the charity anticipates it will pay to settle a debt or the amount it has received as an advance payment for goods or services it must provide. A provision is recognised when:

- there is a present obligation at the reporting date as a result of a past event;
- it is probable that a transfer of economic benefit, usually in the form of cash, will be required in settlement; and
- the amount of the settlement can be estimated reliably.

1.7 Fixed assets
For use by the PCC

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of "charity" by Section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time).
Equipment used within the church premises is depreciated on a straight-line basis over 5 years.
Individual items of equipment with a purchase price of £1,000 or less are written off when the asset is acquired.

Investment property
The trustees' policy is that freehold property held for investment purposes is included at the trustees' best estimate of market value, based on local house prices or independent valuations where available.

Investment property is not depreciated. Unrealised gains and losses are taken to the Statement of Comprehensive Income under the heading of gains/(losses) on tangible fixed assets and are shown as a separate unrestricted reserve on the Statement of Financial Position.

Other Investments
Investments are valued at market value with gains or losses recognised in the statement of comprehensive income.

1.8 Allocation of support costs
Support costs are allocated to individual activities where they directly related to that activity. Where the support cost is not directly related to an individual activity it is allocated to activities on the basis of the proportion of total direct resources expended for each activity.

1.9 The Brentford Parish Trust (formerly St Paul's Centre Trust Funds)
These funds arose out of the proceeds of sale of the site of St James Gunnersbury. There are 2 funds managed by a separate Board of Trustees.

The managing trustees may from time to time at their absolute discretion, permit (at a meeting of the Trustees) the release or sale of all or part of the capital of the first fund to finance major or urgent repair work and/or capital expenditure to church buildings within the parish of Brentford.

The managing trustees may from time to time at their absolute discretion, permit (at a meeting of the trustees), the release of part of the capital of the first fund to be transferred to the second fund (CT1001A). The second fund is to be used for general ecclesiastical purposes and as such, the transfer from the first fund can be used for meeting the parish's annual common fund commitment, if necessary and in response to a formal request from the PCC.

The second fund, both capital and income, is available for expenditure at the discretion of the PCC although the funds are managed by the trustees.

The trustees produce separate accounts for trust fund one and figures relating to it are NOT included in these accounts.

2 Critical accounting estimates and judgements
In the application of the charity's accounting policies, the PCC are required to make judgements, estimates and assumptions about the carrying value 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.

3 Income from Donations and Legacies

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2022 £	Total 2021 £
Gift aid donations	66,435	388	3,313	70,136	64,155
Donations non-gift aid	13,970	-	436	14,406	11,239
Plate giving	3,315	-	94	3,409	98
Gift aid tax recoverable	19,128	97	792	20,017	16,017
Grants	25,487	-	4,841	30,328	180,274
Other funds generated	-	-	-	-	464
	128,335	**485**	**9,476**	**138,296**	**272,247**
Year end 31st December 2021	140,903	114,662	16,682		272,247

4 Income from Charitable Activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2022 £	Total 2021 £
Fees	4,802	-	-	4,802	1,389
Church hall lettings	115,628	-	-	115,628	82,150
Other contributions	816	-	-	816	327
	121,246	-	-	**121,246**	**83,866**
Year end 31st December 2021	83,866	-	-		83,866

5 Income from Other trading activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2022 £	Total 2021 £
Sunday hospitality	2	-	-	2	31
	2		-	**2**	**31**
Year end 31st December 2021	31	-	-		31

6 Investment Income

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2022 £	Total 2021 £
Dividends	31	-	-	31	30
Bank and building society interest	77	-	-	77	4
Rental income	17,450	-	-	17,450	18,540
	17,558	-	-	**17,558**	**18,574**
Year end 31st December 2021	18,574	-	-		18,574

7 Other income

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2022 £	Total 2021 £
Insurance Claims	13,205	-	-	13,205	
Banking loyalty payments	23	-	-	23	10
Other funds generated	5,862	-	765	6,627	1,928
Phone Mast Rent	14,300	-	-	14,300	14,300
Job retention scheme grant	-00	-	-	-	5,688
	33,390	-	**765**	**34,155**	**21,926**
Year end 31st December 2021	15,698	-	6,228		21,926

8 Expenditure on Raising funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2022 £	Total 2021 £
Costs of Fundraising	768	4	20	792	6,445
	768	**4**	**20**	**792**	**6,445**
Year end 31st December 2021	6,438	-	7		6,445

9 Expenditure on Charitable activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2022 £	Total 2021 £
Grant to mission partners	8,148	-	1,385	9,533	8,151
Grant to selected charities	-	-	-	-	750
Mission- Partner giving	-	-	-	-	671
Apprentice scheme	4,167	-	-	4,167	5,000
Rectors Discretionary Fund	-	-	296	296	323
Common fund	85,200	-	-	85,200	85,200
Parish staff costs	49,651	-	-	49,651	44,869
Other staff costs	95	-	-	95	780
Parish office costs	2,056	-	16	2,072	2,851
Clergy expenses	1,261	-	408	1,669	639
Clergy house maintenance	258	-	-	258	106
Adult	259	-	-	259	195
Youth 11-18	1,300	-	2,152	3,452	461
Church outings and visits	100	-	-	100	245
Children & families	34	-	-	34	108
After School Hub	9	-	1,150	1,159	2,356
After School Hub Salaries	-	-	6,253	6,253	8,499
Insurance	9,064	-	-	9,064	8,588
Sunday hospitality	1,076	-	-	1,076	323
Licences	1,833	-	-	1,833	1,172
Depreciation	11,967	-	-	11,967	10,437
Sanctuary materials	157	-	-	157	647
Equipment costs	3,617	264	515	4,396	2,694
Sound and AV equipment	5,815	-	1,186	7,001	1,851
Music expenses	421	-	-	421	15
Teaching resources	84	-	-	84	137
Affiliation fees	-	-	-	-	252
Other worship costs	86	-	-	86	369
Other church expenditure	1,116	-	204	1,320	1,192
Churchyard upkeep	1,802	-	-	1,802	2,299
Vicarage water charges	732	-	-	732	707
Curates rent	21,000	-	-	21,000	10,500
Cleaning	9,983	-	65	10,048	11,188
Minor repairs all buildings	7,754	101	-	7,855	854
Curates accommodation expenses	2,671	-	-	2,671	1,312
Parish utilities	30,400	-	3,071	33,471	29,741
Maintenance	12,817	-	100	12,917	8,507
Bank Charges	191	-	-	191	125
Independent examination fee	1,170	-	-	1,170	1,140
Insurance Claim Expenditure	11,915	-	-	11,915	-
Church interior and exterior decorating	-	13	-	13	149,479
Hall + interior and exterior decorating	11,317	-	-	11,317	16,976
Other PCC property upkeep	-	-	-	-	5,230
	299,526	**378**	**16,801**	**316,705**	**426,939**
Year end 31st December 2021	262,279	149,459	15,201		426,939

10 Tangible fixed assets

	Other equipment	Total
	£	£
Cost		
At 1 January 2022	62,549	62,549
Additions	9,323	9,323
At 31 December 2022	71,872	71,872
Depreciation		
At 1 January 2022	30,179	30,179
Charge	11,967	11,967
At 31 December 2022	42,146	42,146
Net book value		
At 31 December 2022	29,726	29,726
At 31 December 2021	32,370	32,370

11 Investment Property

	£
Market value at 1 January 2022	708,250
Additions	-
Disposals	-
Revaluation	-
Market value 31 December 2022	708,250

The PCC is the beneficial owner of the freehold property situated at 34 Brook Road South, Brentford.

The valuation in the accounts as at 31st December 2022 is based on the trustees best estimate of market value. The most recent revaluation occurred in the year ended 31st December 2021, and the original cost of the property was £285,000.The revaluation was not based on an independent expert valuation.

12 Investments

	CBF Fund	Total 2022	Total 2021
	£	£	£
Market value at 1 January 2022	1,171	1,171	1,025
Additions	-	-	-
Disposals	-	-	-
Revaluations	(138)	(138)	146
Market value 31 December 2022	1,033	1,033	1,171

13 Debtors due within one year

	Total 2022	Total 2021
	£	£
Gift aid tax recoverable	3,789	911
Lettings income due	5,101	3,260
Other debtors	761	80
	9,651	4,251

14 Creditors due within one year

	Total 2022	Total 2021
	£	£
Trade creditors	5,858	2,535
Accruals	9,954	16,035
Other creditors	2,526	1,884
	18,338	20,454

15 The movements in restricted and designated funds during the year were:

	01-Jan-22	Receipts Donations/ Fundraising	Payments	Transfers	31-Dec-22
Restricted	£	£	£		£
Hestia Project Utility costs	-	195	(195)	-	-
After School Hub	9,498		(7,503)	-	1,995
Rector's Discretionary Fund	927		(830)	-	97
St Paul's AV	-	1,885	(1,186)	(699)	-
Area Youth Event	-	600	(560)	-	40
Defibrillator Fund	-	521	(521)	-	-
Church Energy Support Grant	-	2,641	(2,641)	-	-
Harvest Sunday Food Box Collection	-	347	(347)	-	-
Spark Fund	-	500	(449)	-	51
Ukraine Appeal	-	1,052	(1,052)	-	-
Warm Spaces	-	1,250	(300)	-	950
Youth Work	-	1,250	(1,237)	(13)	-
	10,425	10,241	(16,821)	(712)	3,133
Designated					
St Pauls Refurbishment	1,933	-	(277)	-	1,656
Eco Church	-	485	(105)	-	380
	1,933	485	(382)	-	2,036

The transfers from funds above of £699 and £13 were to unrestricted (and undesignated) funds.

FUNDS DETAIL:

Hestia Project Utility costs

This restricted fund was set up in March 2021 with donations mainly from LDF, the PCC and an individual donor to cover the increase in utilities, wifi and cleaning costs at St Faith's Church as a result of the use of the premises by Hestia for their work with survivors of modern slavery.

After School Hub Fund

This restricted fund was set up in July 2020 with grants mainly from Hounslow Welcare Trust and Need and Taylors Educational Charity to start an after school work hub in the Narthex on Mondays to Fridays from 3:30 - 5pm which would provide a safe space for youth to enjoy their time after school socialising and doing homework.

Rector's Discretionary Fund

The PCC agreed in May 2020 to establish a discretionary fund for disbursement by the Priest in Charge who consults with one other church warden before making individual grants of up to £250 each in response to requests from needy individuals. It has also benefited from donations from members of our congregation.

St Paul's AV Fund
This restricted fund was set up with funds made available since January 2020 by a member of our congregation specifically for upgrading of the existing AV equipment in St Paul's Church.

Area Youth Event
Funds received from the Diocese of London Kensington Area and individual donors to cover the cost of food and entertainment activities for the Area Youth Event held at St Paul's Church on 29 January 2022

Defibrillator Fund
The collections at our Sunday services on 3 July 2022 were used to part finance the purchase of a Defibrillator for our St Paul's Church to be able to respond immediately and effectively to anyone suffering a sudden cardiac arrest

Church Energy Support Fund
A grant was received in December from the Diocese of London to help St Paul's Church (as with other churches) to meet our energy bills this winter following the steep hike in gas and electricity prices

Harvest Sunday Food Box Collection
The collections at our services on Harvest Sunday (9th October) went to fund the activities of Hounslow Community FoodBox

Spark Fund
A mini grant was received from The Spark Fund to cover the expenses of a Clothes Swap organised by the youth at our St Paul's Church

Ukraine Appeal
Funds collected at our Sunday services on 6th March went towards the Ukraine Appeal launched by the Red Cross

Warm Spaces
A grant was received in December from Hounslow Council to create a Warm Space in our Spire Café for local residents who may be struggling this winter

Youth Work
A donation was received from a member of our congregation to bear the expenses of the Youth Camp attended by a number of our young people

16 Analysis of Net Assets between Funds:

	Unrestricted £	Unrestricted fair value £	Unrestricted designated	Restricted £	Totals £
Fixed Assets:					
Tangible fixed assets	29,726	-	-	-	29,726
Investment property	285,000	423,250	-	-	708,250
Non-property investments	1,033	-	-	-	1,033
Current Assets:					
Bank Accounts	8,935	-	2,036	3,133	14,104
Debtors	9,651	-	-	-	9,651
Current Liabilities:					
Creditors due within 1 year	(18,338)	-	-	-	(18,338)
	316,007	**423,250**	**2,036**	**3,133**	**744,426**

17 Diocese of London - Common Fund

The contribution to the Diocese of London Common Fund for the Parish was paid in full in 2022

Common Fund	2022 £	2021 £
Common fund contribution	85,200	85,200
	85,200	**85,200**

18 Transactions with PCC members

Mr Quentin Bradley is a member of the PCC and employed by the Parish on a part time basis (18 hours per week) as Communications Manager; during 2022 he received a gross salary of £16,998 and £300 as fees for additional technical work.
The church has informed the Charity Commission of his employment.
Matthew Newton is a member of the PCC and works part-time in our weekly Kids Café; during 2022 he received fees of £517 in this regard.
Iszy Metzner is a member of the PCC and received £390 as verger fees during 2022

During the year 6 trustees were re-imbursed for the following expenditure incurred on PCC business:

	2022	2021
	£	£
PCC costs	148	137
Clergy expenses	724	1,057
Clergy housing maintenance	2671	412
Telephone and internet	62	263
Marketing & Publicity Materials	329	-
Stationery	53	222
Equipment and upgrades	68	837
H&S Materials and Training	13	-
Water	-	164
Routine maintenance materials	642	405
Reactive maintenance	-	136
Other equipment	-	97
Licences	263	58
Church supplies	-	397
Marketing and publicity materials	-	537
Alpha hospitality	46	-
Alpha resources	100	141
Small group resources	97	30
Rectors discretionary fund	16	323
Mens breakfast	40	-
Hospitality & resources (older)	1,900	488
Sunday kids group	376	37
Play café craft materials	34	108
After school hub	1,050	155
Sunday hospitality St Pauls	38	236
	8,670	**6,240**

Unrestricted trustee donations to the church totalled £25,363.

19 Employees

Number of employees
The average number of employees during the year was:

	2022	2021
Parish running	3	3
	3	3

'Parish staff costs' and 'After School Hub salaries' in note 9 to the accounts include the following:

	£	£
Wages and salaries	48,198	47,034
Social security costs	0	11
Pension costs	979	915

There were no employees who received employee benefits excluding employer pension costs of more than £60,000.

20 Pension

The charity operates a defined contribution scheme for qualifying employees.
The assets of the scheme are held separately from those of the charity.

The charge to the profit and loss in respect of defined contribution schemes was £979 (2021:£915).
The charge is allocated to activities in accordance with accounting policy 1.8 and any asset/liability is allocated between funds based on restrictions placed on associated income.

21 Principal place of business:

The Parish Office
St Paul's Road
Brentford
Middlesex
TW8 0PN

22 The surplus/(deficit) for the year is stated after:

	2022	2021
	£	£
Independent examination fee	1,170	1,140

23 Support costs

	Support costs	Governance costs	2022	2021
	£	£	£	£
Parish office costs	2,072	-	2,072	2,851
Office equipment costs	4,396	-	4,396	2,694
Independent examination fee	-	1,170	1,170	1,140
Allocated to Charitable Activities	**6,468**	**1,170**	**7,638**	**6,685**

24 Related parties

Mr J Guinness, spouse of the Rector, charged and then donated back fees of £3,390 in relation to the power surge at St Paul's Church.

25 Key Management Personnel

The Finance & Operations Manager (Mr Claude Lobo) earned a gross salary of £25,518 in 2022 working 4 days per week (2021:£30,360 working 5 days per week). In addition, related employer's pension contributions amounted to £578 in 2022 (£724 in 2021).

THE FOLLOWING PAGE DOES NOT FORM PART OF THE FINANCIAL STATEMENTS

THE BRENTFORD PARISH TRUST **Year ended 31/12/2022**

This fund is under the control of independent Trustees;
these figures are shown as a note only

Statement of Financial Activity 2022

	2022	2021
	£	£
Income from Investments		
Dividends	15,737	17,942
Expenditure		
Grant to St Pauls	-15,737	-17,942
Donation to St Pauls	-9,750	-150,592
	-9,750	-150,592
Unrealised (loss)/gain on revaluation	-69,647	75,399
(Loss)/Profit on investment sales	-1,059	8,023
Net movement of funds	-80,456	-67,170
Balance b/fwd	602,462	669,632
Endowment Fund value c/fwd	522,006	602,462

Balance Sheet at 31/12/22

	2022	2021
	£	£
Investments		
CCLA Investment fund shares	522,006	602,462
Endowment fund balance	522,006	602,462

The grant to St Paul's is at the Trustees' discretion.

The Capital may only be used for capital
expenditure within the Parish.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF BRENTFORD

England & Wales - Charity number 1128611

Accounts

Charity Registration No.
1128611

The Parish of Brentford St Faith's and St Paul's

Annual Report and Unaudited Accounts

For the Year Ended 31 December 2021

The Parish of Brentford St Faith's and St Paul's
Report and accounts
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Appendix (this does not form part of the financial statements):
Brentford Parish Trust Fund - 2021 Statement of Financial Activity and Balance Sheet

The Parish of Brentford St Faith's and St Paul's
Legal and Administrative Information

Priest in Charge
Reverend Sarah Guinness

Treasurer
Iain Knight

Charity Number
1128611

Independent Examiner
Accountancy Management Services Limited
South Street House
51 South Street
Isleworth
Middlesex
TW7 7AA

Address
The Parish Office
St Paul's Road
Brentford
Middlesex
TW8 0PN

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Annual Report
Year end 31 December 2021

Priest in Charge's Report

Covid19

The Covid19 pandemic was ongoing during 2021. We live streamed from church via YouTube from January to March 2021 and opened the church buildings for worship to resume in person on Easter day. We continue to run a hybrid model whereby we are 'live' on YouTube, whilst leading the service to a gathered congregation and have a number of people who watch the service and sermon on 'catch-up' (as they would with Netflix!). Covid precautions were in place to different degrees throughout 2021.

Services & Worship

Last year in 2021 we had 139 subscribers to our YouTube channel, but as of March 2022 we have 180 subscribers. We have about 100 views of each service, with between 30 – 40 people watching live.

We've taken 8 funerals, 3 weddings, 1 wedding blessing, 3 child baptisms and 5 adult baptisms in 2021.

We've celebrated Mothering Sunday, marked Lent, celebrated through Holy Week and Easter, Pentecost, Harvest, Remembrance, hosted Lodge Brothers Christmas Remembrance service, and held several well attended Christmas services.

Prayer

We've hosted a number of online prayer events, and held 'The Gathering' online. We've done a few half nights and 24hrs of prayer online. Our PCC held an away day in September 2021.

Staffing

Our staff team has expanded this year. Our curate, the Rev Chris Curry joined us in July and Quentin joined the team as a part time Communications manager in October. Tipi is in her final year as a Youth apprentice. Rajini was made redundant during the pandemic as the needs of the church rapidly changed. We are grateful for her contribution to Parish life and wish her the best for her future ventures. The staff team have all had

first aid training and Sarah also had training in mental health first aid. Sarah stepped down as Area Dean in May 2021.

Schools

Our assemblies have been delivered online and in person for St Paul's primary school. Sarah has become chair of Governors at Ealing Fields secondary school, which moved into the parish in September 2020. We've also made contact with Brentford School for Girls, and Tipi delivered a number of short courses on anxiety for the students. We've done a candle lighting workshop year 4 at St Paul's and hosted schools visits from Green Dragon Primary School.

Community Engagement

- We opened Spire Café in August 2021. Thanks to Jo for her skill and commitment in opening a café at St Paul's. It has been hugely popular in the local community and brought many new people into our newly renovated building.
- St Faith's have hosted the work of Hestia in 2021, and we have a 12 month service level agreement with them, enabling them to use our building 4 days a week for their outreach work. Bishop Sarah Mullally came to see the work of Hestia in person in December 2021.
- Sarah continues to attend Ministry meetings with other Church leaders in Brentford.
- Sarah is an ex-officio Governor at St Paul's primary school and Chair of Governors at Ealing Fields Secondary School.
- We have been part of Hounslow Citizens Group until Autumn 2021. This is currently paused.

Children & Youth

We reopened **Kids Café** in September 2021, with the opening of Spire Café. This is held on Tuesday mornings from 9am – 10.30am and has been full since we started, welcoming around 30-40 pre-schoolers and their carers every week. **Three30**, our after school club was launched in September and opens three times a week from Tuesday to Thursday. **Brentford Youth** is held on Sunday evenings from 5 – 6.30pm and **Sunday School** groups are available every Sunday. We're grateful to Tipi for her hard work with our youth and children.

Mission and Evangelism

- **Alpha**: We hosted 2 Alpha courses in person and online
- **Three30** – This was opened in September 2021 and remains open on Tuesday, Wednesdays and Thursdays from 3.30 – 5pm.

- **Mission Partners**: We continue to maintain good links with Heather Johnstone our CMS Missionary in Tanzania.
- **Prayer Course 1 & 2** both held online, well attended.
- **Eco Church** has started to take shape thanks to the Salisbury's.

Refurbishment

We've taken advantage of the closed buildings and refurbished St Paul's, thanks to Jacky Douglas who has worked for us as a Project Manager. We've re-sanded the floor, painted the church, narthex and meeting rooms, and put in a new kitchen in the Narthex, glazing and new bathrooms and toilets. We've updated our signage and opened Spire Café in August 2021, which has been very popular and well received by the local community.

Looking ahead

The major change and announcement this year, has been that the PCC unanimously agreed to the temporary closure of St Faith's. Our last service at St Faith's was 16th January 2022, since when the St Faith's church family has worshipped together with the St Paul's church family, at St Paul's at a new time of 10.30am. This decision had been discussed and prayed about for over a year before sharing this with both congregations. The church family at St Faith's have understandably felt this loss deeply, but we all remain hopeful and confident that God is calling us to a new vision and purpose at St Faith's. We hope and pray that as and when we can recruit an Associate, we will begin to dream dreams about planting back into St Faith's. In the meantime, we are focusing on this next major step as we worship as one church family in the Parish of Brentford.

Thanks

I am deeply appreciative to those who work tirelessly for the Parish, whether they are paid or volunteers. My thanks to our Church wardens, LLM's and PCC who are supportive and wise, our dedicated staff team who work hard and many of our volunteers, who spend considerable time invested in the life and ministry of the Church. I feel excited by what God is doing amongst us and in our wider community.

Rev Sarah Guinness
March 10th 2022

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Annual Report
Year end 31 December 2021

PCC Report

The PCC met 11 times in 2021, via Zoom meetings (emergency meeting 09/01, 19/01, 23/02, 16/03, 20/04, extra ordinary PCC Meeting on 25/05, 15/06, 13/07, 14/09, 12/10 and 16/11).

A significant part of the PCC's time is devoted to hearing and receiving various reports concerning the life of the Churches, youth, and children's work, Safeguarding, Health & Safety, recruitment, building maintenance and usage, Financial Reports and Budget-setting. In addition during 2021 much time was spent deciding as to how as a Church we should continue to provide our services online during the pandemic.

Key points discussed and decided upon during successive meetings during the year under review included:

- Updating various Parish policies
- New accounting system (MyFundAccounting.Online)
- Launch of Spire Café
- St Faith's Project Hestia
- Refurbishment of St Paul's Parish Centre
- Proposal for Day Nursery in St Paul's Church Hall
- Appointment of Communications Manager & Bookkeeper
- Kids Café
- Stopping Sunday services at St Faith's and moving the congregation to St Paul's for joint worship

Helen Dickinson

PCC Secretary

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Annual Report
Year end 31 December 2021

ELECTORAL ROLL REPORT

The Electoral Roll when closed prior to the APCM in May 2021 stood at 113.

The updated electoral roll has **116** people.

Any member of the congregation of St Faith's or St Paul's can be on the electoral roll. Being on the electoral roll of the Parish of Brentford does not involve any onerous duties. It simply gives you a say in how your church is run as it enables you to vote at the APCM or to stand for election to the PCC.

New applications can be made at any time after the APCM.

If you are unsure whether you are already enrolled, please ask for further details and/or for an enrolment form.

Quentin Bradley
Electoral Roll Officer

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Annual Report
Year end 31 December 2021

Safeguarding Report

Parish achievements towards greater safety...

- At the APCM held in May 2021, PCC adopted the policy recommended by the Diocesan Safeguarding Team and it has been displayed with relevant contact numbers in both churches.
- PCC appointed Tipi as Children's Champion and Sheila as Vulnerable Persons' Champion, at APCM 2021.
- Progress on the action plan of the previous annual Safeguarding Audit.
  - Appropriate recruitment of a number of new volunteers has been carried out.
  - All volunteers have completed the safeguarding training as requested.
  - The risk assessments relating to all aspects of church ministry are accessible and stored on the parish Dropbox account.

Challenges

- There is still a need to recruit crèche leaders and young peoples' leaders.
- An ongoing requirement to instil a commitment to developing safeguarding awareness in all our volunteers and members of our congregation, and to ensure they understand the breadth of all that safeguarding entails.
- To ensure that as we extend our reach into the community through Three30, Live Well Courses and Alpha and by hosting The Spire Cafe, that we in our congregations support each other in looking to all the needs that come our way, secure, inspired and encouraged by God's grace, watchful with the wisdom of the Holy Spirit, willing to obey Jesus' prompting and informed by the influence of the training and support of the Diocesan Safeguarding team.

Carol Fletcher
Church Safeguarding Officer

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Annual Report
Year end 31 December 2021

Deanery Synod Report

Three deanery Synod meetings took place since the last report.

The meeting in June 2021 took place via zoom. Several items were presented to the group.

- The new Standing Advisory Council on Religious Education (SACRE), formerly London Diocesan Board for Schools (LDBS) has started and volunteers were invited to represent the Hounslow Deanery. It is an interfaith group that helps Hounslow council's religious education committee.
- A talk on Modern Slavery was presented by Hilary Lines from the Clewer Initiative. It presented hard facts and encouraged people to look beyond their front door.
- Bruce Connelly and Michele Rooney from the Crosslight Advice Charity explained what can be done to support people with Debt and Financial issues and how this advice can be best given.
- Fred Michell took time to thank Rev Sarah Guinness for her work as Area Dean and Rev Elis Matthews for taking on the role in the interim.
- The Diocesan Synod by-election is coming up and interested parties are invited to contact Kathleen McQuarrie.

The October meeting was held in person at St. Michael, Chiswick.

- Simon Surtees was announced as the winner of the Lay Chair election, which had taken place via postal ballot prior to the meeting. Fred Mitchell, the outgoing Lay Chair, thanked all lay members for their support and wished Simon well in his role.
- Hounslow SACRE still needs a volunteer from Hounslow to represent the area.
- Rev Martine Oborne (Area Dean) thanks Fred Mitchell for his dedicated work.
- Rev Derek Winterburn from St. James's church, Hampton Hill, gave a presentation on Caring for God's Creation. It is one of the six pillars of the Compassionate Communities aspect Capital Vision 2030.

Hounslow has a very high number of registered Eco Churches. Several ideas of how to become an Eco church were discussed.

The most recent meeting, again via zoom, took place in February 2022.

- Rev Martine introduced the Deanery Standing committee
  Simon Surtees – Lay Chair
  Rev Elis Matthews – Assistant Area Dean & Vocations Champion
  Nick Lines – Mental Health Champion
  Emily Kettel – Youth & Children Champion
  Rev Andy Watkins – Community Champion
  Rev Sally Baily – Diversity Champion
  Julian Duffus – Safeguarding Champion

Rebeccah Cooper-Jones and Rev Jody Stowell from the London Diocese's Living in Love and Faith introduced resources for this initiative. This was followed by several breakout groups. Parishes stated that they are committed to follow this up in their churches

Iszy Metzner
Deanery Synod Representative

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Annual Report
Year end 31 December 2021

Children and Youth APCM Report

Play Café

Play Café (re-named Kids' Café) kicked off again in September after the disturbance of COVID. By December, we had met with 109 children through Play Café, with an average attendance of 36 children per session. After the long break, we've managed to rebuild relationships with both parents and carers, as well as young children. These relationships have led to families coming along to church services with their children, becoming regular attendees.

Assemblies and Schools Work

At the beginning of 2021, we were still recording online assemblies for St Paul's School, then by September we reverted to weekly in person assemblies.

Tipi began delivering the Anxiety Course she put together in Ealing Fields High School and Brentford School for Girls. She met with 24 children altogether talking about mental health and coping methods.

Sunday school

Sunday school moved to in-person, using the Group system, separating Sunday school groups on a fortnightly rotation to protect from the spread of COVID. In the Summer term, we reintroduced the weekly younger kids and middle kids groups, then the younger youth group in September. Since September, we have hosted up to 40 children on a Sunday morning across both church sites.

Brentford Youth

During lockdown, Brentford Youth met online via zoom. As the year went on, we found numbers decreased, however saw that the few that did come appreciated the pastoral support. In summer term, we began youth in

person again, however split the group into younger and older youth and alternated every other week, then brought them back together in summer.

Towards the end of the year, we saw young people join the youth group from coming into relationship in Three30, the after-school club. We saw relationships grow and strengthen in the final youth session of the year, the sleepover at St Paul's before Christmas. It was encouraging to see the young people bond and see relationships develop among them that we had been praying for.

After School Hub

Three30 started in September and we quickly saw a regular attending of 12 young people on a Tuesday, Wednesday and Thursday. We had a training session with the team, attended by the Youth and School's Chaplain from the Bishop's Office, Jo Jones.

We've seen young people come along to the church service on a Sunday morning, bringing their families along with them.

Trips

In 2021, six young people from Brentford Youth attended the Kensington Area Youth Away Day. At this event, Macy and Tipi encouraged the children to do things that scared them, such as climbing high and challenged them, such as an escape room.

Sara and Tipi also took 8 young people along to the Urban Saints South East Summer Camp. All the young people asked to be prayed for to be filled with the Holy Spirit.

Tipi Turner

Youth & Children's Apprentice &
After School Hub Worker

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Annual Report
Year end 31 December 2021

St Faith's Churchwardens' report

It's been another eventful and challenging year at St Faith's, with a huge amount of change since last year's APCM.

The year started quietly enough, with people gradually coming out of lockdown and our usual pattern of services being resumed. We had well attended Christmas services including a Nativity and Carol Service and a small regular group of children attending Sunday School most weeks. Hestia have continued to use the building for four days a week, supporting survivors of modern slavery. In line with this, several people across the parish took part in an online course called 'Hidden Voices' which was organised by Compassionate Communities and run by the Clewer Initiative. This aimed to educate us, highlighting the prevalence of modern slavery in our communities, how to spot it, and what to do about it. All those who went on it could not help but be very moved by what they learned. In fact, Jacky Douglas, from St Faith's, was inspired to volunteer to run an art project on behalf of Hestia called 'Art is Freedom'. Survivors of slavery had an opportunity to express how they felt through art and poetry, and their work went into a moving exhibition at St Paul's Cathedral in the summer.

However, the most fundamental event this year was the consultation of the St Faith's PCC and then the wider PCC about temporarily closing the church building and joining with the congregation at St Paul's for a time of regrouping and seeking God for a new vision and mission. This has been a painful process for all involved and we have had to really seek what God wants for us at St Faith's and as part of the Parish of Brentford as a whole. However, it is also deeply exciting to be following where God wants us to be as we step out in faith to new opportunities and horizons.

We had two excellent services in January to help the St Faith's people process the move. The first was a chance for us to mourn and say goodbye, but also to celebrate people and events from the past and present. Jane Bezant dug out lots of old photos which we looked at together (whilst drinking Prosecco and eating cake). We then planted some spring bulbs in

the shape of a cross in the lawn at the front of the church to symbolise new growth, and we are pleased to see that some of them have come up this year already. The following week was a joint service with St Paul's congregation and Bishop Graham came to lead the service. He encouraged us to look forward, embrace change and seek what God has in store for us as a parish.

Since then, we have been attending St Paul's and are slowing getting settled into a new routine and a new way of doing things. People from St Faith's have been very bold and open to hearing where God wants to take them next. We will be praying monthly in St Faith's, seeking a new vision for the people who will be planted there in perhaps a couple of years time

Meanwhile, the hall lettings have been going from strength to strength, thanks to Claude. He has done a brilliant job of renting out the church hall at St Faith's for numerous parties and events at the weekend and bookings are very much up now that people can meet freely. The nursery, which rents the hall during the week, seems to be going very well, which is great news all round, so the hall is producing a good income for us.

The numbers worshipping at our services have remained reasonably static this year, with most of our usual congregation reappearing after the lock down, though some have remained watching the service online, and a couple have moved into residential care. Sadly, we lost Jim Gordon who passed away on 24th September.

The temporary closure of the building brings its own challenges. Luckily Hestia will be in there to notice any day-to-day issues with the roof leaking or problems with the heating, and the organ needs to be played regularly and any issues kept on top of.

We are looking forward to seeing what the new vision may include, hopefully we can include some work on the building, perhaps putting in a sink for teas and coffee at the back and new carpets and church linen. We will need to wait and pray and listen to what God has in store for us all, and we ask for the whole parish to join us in these prayers.

Penny Vincent & Matthew Newton

Churchwardens of St Faith's

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Annual Report
Year end 31 December 2021

St Paul's Churchwardens' report

FABRIC

January 2021 saw the start of another few months of rigorous lockdown, with our doors once again closed for public worship, However, with firm plans in place for the opening of the café in the Narthex and for the starting of the after-school hub, money was released from the trust fund and other charitable help was obtained; the completion of the upgrading and decoration was able to be done and we were ready to wow the congregation when the doors were opened for a joyful Easter.

Joel's continued work on the heating, sound and lighting is making our space inviting and comfortable for all who visit. Our thanks go to Sarah who keeps a close eye on all that is happening and who responds quickly to any problems. Jacky Douglas, as project manager, has had the vision to give us a space to be proud of. It is noted that visitors regularly comment on the sense of comfort and peace they find in the building – a fitting tribute to the efforts which have been made in Christ's name here.

CHURCH COMMUNITY

For the first three months of the year, all our services were conducted on line or via a telephone link. The number worshipping over these weeks was consistently high, usually over a hundred – a tribute to Sarah's preaching and the music of the band. It is uplifting to think how many people joined us and whom we never meet in person, yet we have been one in worship and praise.

Easter saw a happy reopening the doors and a cautious but steady return of our congregation. The PCC made the decision to continue with access to telephone and YouTube services so that those of our community who still had worries over vulnerability or social contact, could join in services.

Numbers in person have grown and we welcome new people on a regular basis.

As restrictions relaxed, we were able to put the plans for community use of St Paul's into practice. The Spire Café opened gently in August and over the following weeks Jo has built up a regular clientele, who can enjoy a healthy breakfast, a tasty soup for lunch or a cup of coffee with one of her lovely cakes.
The after-school hub, Three30 started up in September and is open three days a week for secondary school youngsters, and is organised to great effect by Tipi. Sunday School began again in person and there are often thirty or so children present. The Youth Club meets regularly on a Sunday evening.

Also in the autumn, Kids' Café started life on a Tuesday morning in the narthex, where preschool children can make use of the soft-play area and mums can have a chat over coffee in a warm safe place. This is proving to be a great success for our local community. Some teaching input is included, (stories, songs), and we are finding that some of the families are beginning to come on a Sunday.

After what was an undeniably sad and harsh start to 2021, we have been made aware of the Lord's work in Brentford, in what we have been able to achieve in our space – somewhere that is alive and welcoming with a spirit for Christ's work on earth.

Carol Fletcher Sheila Underwood

Churchwardens.

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Annual Report
Year end 31 December 2021

Report to the PCC

Structure, Governance and Management

The Parish of Brentford was established as a Parish of The Church of England and comprises of two churches, St. Paul's and St. Faith's.

Appointment and induction of PCC members

Members of the PCC are either ex-officio, co-opted or elected by the Annual Parochial Church Meeting in accordance with the Church Representation Rules. New PCC members are made aware of their legal obligations under charity and church law, the content of the constitution, the Council and the decision-making processes and the recent performance of the church. They meet the other PCC members as well as key employees over the course of the year.

Standing Committee

This is the only committee required by law. In the past year it/its Finance Sub-Committee met 4 times.

Organisational Policy

The PCC works according to the Church of England Canon Law. The PCC and Standing Committee hold responsibility for the day-to-day operations of the churches including finance and employment matters.

Risk Assessment Policy

From the Standing Committee meetings appropriate recommendations for mitigating identified risks are made to the PCC members.

Objectives and activities

The Parish of Brentford's PCC is required, as stated in the PCC (Powers) Measure 1956 to actively promote in the ecclesiastical parish the whole mission of the Church – pastoral, evangelistic, social and ecumenical; towards this end Spire Café opened in August 2021 and Three30 our after school club commenced operations in September. In planning such activities, the incumbent and PCC have considered the Charity Commission's guidance on public benefit.

Achievements, performance and future plans

The electoral roll as at the 31st December 2021 was 116. In pursuit of the Parish vision i.e. as the people of St Paul's and St Faith's to seek to follow Jesus and build community where everyone's welcome, everyone matters and everyone's involved, work continued to complete the refurbishment work at St Paul's so that Spire Café and Three30 could start to bring many new people from the local community into our newly renovated building.

This report and attached accounts were approved by the PCC on 27 April 2022

Signed on their behalf by Revd Sarah Guinness, Chairperson of PCC

Rev Sarah Guinness

28.4.22

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Annual Report
Year end 31 December 2021

Parish of Brentford Staff and PCC Members 2021-2022

Ministers & Clergy	Position	Joining	Leaving
Revd Sarah Guinness	Priest in charge	May 2018	
Revd Chris Curry	Curate	July 2021	
Steve Fletcher	Licensed Lay Minister	Apr 2015	
Denise Colliver	Licensed Lay Minister	Apr 2013	
Staff			
Claude Lobo	Finance & Operations Manager	Mar 2017	
Rajini Rajendra	Parish Administrator	Aug 2013	May 2021
Quentin Bradley	Communications Manager	Oct 2021	
Tipi Turner	Youth & Children's Apprentice After School Hub Worker	Sep 2019 Sep 2020	
Church Wardens			
Carol Fletcher	Churchwarden, Safeguarding Officer, Lay Chair of PCC	Apr 2016	
Sheila Underwood	Churchwarden, Vulnerable Persons Champion	Apr 2017	
Penelope Vincent	Churchwarden, Children's Champion	Apr 2017	
Matthew Newton	Churchwarden	Sep 2020	
Elected PCC Members			
Iszy Metzner	Deanery Synod Representative	Apr 2014	
Tamsin Turner	Deanery Synod Representative	Apr 2017	May 2021
Russell Rajendra	PCC Treasurer (until May 2021)	Apr 2018	
Alex Authers	Vulnerable Persons Champion	Apr 2016	May 2021
Charlotte Deane		Apr 2018	May 2021
Jo Bradley		Apr 2019	
Elizabeth Kennedy		Apr 2019	
Isobel Peaty		Apr 2019	
Julian Peaty		Apr 2019	

Sara Ward		Apr 2019	
Tracey Hallal	PCC Treasurer (May – September 2021)	Sep 2020	Sep 2021
Ineala Theophilus		May 2021	
Quentin Bradley		May 2021	
Co-opted PCC Members			
Helen Dickinson	PCC Secretary	Apr 2019	
Tipi Turner	Children's Champion	Sep 2020	
Iain Knight	PCC Treasurer	Jan 2022	

ST PAUL'S
+ST FAITH'S
+BRENTFORD
+YOU

Annual Report
Year End 31st December 2021

Financial Review 2021

This is my first report as Treasurer of the Parish of Brentford having taken on the role from 1st January 2022.

Since taking on the role, there has much to learn about the parish's finances and I am grateful to Claude Lobo, Steve Purcell and Sheila Burt who have all helped.

In reviewing the parish's finances, I think it is helpful to split this into 4 sections: these being.

- Finance Overview
- Looking back at 2021
- Where are we now
- Looking forward

Finance Overview

The parish's finances are split into 3 separate funds:

- General (or Unrestricted) Funds – The General fund is used to cover the annual operating costs of the parish.
- Designated Funds – These are unrestricted funds which are earmarked for a particular purpose such as St Paul's refurbishment costs
- Restricted Funds – These are funds where the money given, or raised, is for a specific purpose such as the After School Hub

There is a fourth type of fund (Endowment), but we currently have no funds falling under this classification.

As well as our funds, the parish benefits from a trust, the Parish of Brentford Trust (Fund 1). This trust is administered by separate trustees from the PCC. Funds in the trust do not form part of the parish's finances but with the support of the trustees have generally been used to fund major refurbishments and provide some income to the parish. In recent years, grants from the trust have also been used to make good the gap between our annual operating costs and our generated income.

Looking Back at 2021

Looking at the headline numbers, our financial performance in 2021 is alarming; there is a negative swing (before gains/losses on investments) of over £100,000 from £67,129 surplus in 2020 to a deficit of £36,740 in 2021.

However, the underlying financial performance in both years is closer than the numbers might initially convey. The table on the following page provides a more detailed breakdown of the performance between 2020 and 2021.

	2021	2020	% Change	Comments
(Deficit)/Surplus	(36,740)	67,129	-154.73	
Total Income	396,644	392,229	1.13	Slightly higher in 2021
Of which:				
Giving	91,972	98,447	-6.58	Lower in 2021 due to one-off higher receipts in 2020
Trust Fund Transfers	168,533	183,138	-7.97	
Lettings	96,450	58,998	63.48	Significantly higher in 2021 as lockdown ended and rental income from Day Nurseries
Total Expenditure	433,384	325,100	33.31	Significantly higher due to St Paul's refurbishment costs
Of which:				
Common Fund	85,200	85,200	0	
Staff Costs (incl. After School Hub)	54,148	59,132	-8.43	
Buildings Maintenance & Utilities	39,102	33,527	16.63	Higher due to increase in use of premises as we came out of lockdown
St Paul's Refurbishment	143,879	60,901	136.25	Major work completed and paid for in 2021 of which nearly 50K funded and accounted for in 2020

Total income from Giving and Lettings is greater in 2021 than 2020 by over £30,000 and sizeable transfers were received from the trust fund in both years. The big difference is in

St Paul's refurbishment costs where funds received in 2020 were used to pay for works in 2021.

If looking purely at the Unrestricted funds, 2020 had a surplus of around £5000 (including a £76,638 grant from the Parish of Brentford Trust); 2021 had a deficit of around £9,600 (including a £53, 891 grant from the Parish of Brentford Trust). In both years, we are dependent on grants to support the parish finances.

Where are we now?

The 2022 budget has a planned expenditure of £295,095 and income of £244,350 resulting in an expected deficit of £50,745.

Expenditure is similar to 2021 but without the cost of St. Paul's refurbishment; income allows for an increase in giving (20%) and increased lettings activity (15%).

Making up this deficit will require a similar level of grant from the Parish of Brentford Trust as per 2021.

Looking Forward

In January 2018, The Parish of Brentford Trust had a value of £801,274.

Following withdrawals for St Paul's refurbishment activities, and other financial support to the parish, the fund currently stands at £602,462 (on 31st December 2021).

Looking forward the parish should not rely on the Parish of Brentford Trust to fund its annual operating costs; it needs to manage its existing expenditure and grow income to eliminate the current deficit.

It is not possible to eliminate this deficit this year, but it is recommended that the PCC puts in place a plan to eliminate this deficit over an agreed time, say 3 years.

Whilst the details of the plan would need to be agreed; increasing income from lettings, encouraging giving and managing any increases in expenditure are all required.

Before concluding this report, it is worth noting that the parish owns one significant asset, a property in Brook Road South. Currently this property is rented out and provides an income to the parish. This value of this property was last reviewed in December 2018 when its value was increased from £285,000 to £500,000. As part of the 2021 accounts, the value of the property has been increased to £708,250.

Iain Knight

Honorary Treasurer

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE PARISH OF BRENTFORD ST FAITH'S AND ST PAUL'S

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 December 2021, which comprise the Statement of Comprehensive Income, the Statement of Financial Position and the related notes.

Respective responsibilities of Parochial Church Council and examiner

The Parochial Church Council are responsible for the preparation of the accounts. The charity's Parochial Church Council consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act;
- to state whether particular matters have come to my attention

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and the seeking of explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared accounts in accordance with Accounting and reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in reference to the accounting and Reporting by Charities:Statement of Recommended Practice issued in 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for periods beginning on or after 1 January 2015.

In connection with my examination, I confirm that no matter has come to my attention in connection with the examination giving me cause to believe that in any material respect:

- accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

P. Alexander

Paul Alexander BFP, FCA
for and on behalf of
Accountancy Management Services Limited
Chartered Accountants

South Street House
51 South Street
Isleworth
Middlesex TW7 7AA

DATE: 29 April 2022

THE PARISH OF BRENTFORD ST FAITH'S AND ST PAUL'S
CHARITY REGISTRATION NUMBER 1128611
STATEMENT OF COMPREHENSIVE INCOME
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted funds	Designated funds	Restricted funds	Total 2021	Total 2020
INCOME AND ENDOWMENTS		£	£	£	£	£
Donations and legacies	3	140,903	114,662	16,682	272,247	302,477
Charitable activities	4	83,866	-	-	83,866	61,798
Other trading activities	5	31	-	-	31	362
Investments	6	18,574	-	-	18,574	19,344
Other income	7	15,698	-	6,228	21,926	8,248
Total income and endowments		259,072	114,662	22,910	396,644	392,229
EXPENDITURE						
Raising funds	8	6,438	-	7	6,445	7,495
Charitable activities	9	262,279	149,459	15,201	426,939	317,605
Total expenditure		268,717	149,459	15,208	433,384	325,100
Net gains/(losses) on investment						
Gains/(losses) on non-property investments	12	146	-	-	146	(4,673)
Gain/(Loss) on property revaluation	11	208,250	-	-	208,250	-
Net Income/(Expenditure) before Transfers		198,751	(34,797)	7,702	171,656	62,456
Transfers between funds	15	18,082	(12,068)	(6,014)	-	-
Net Income/(Expenditure) after Transfers		216,833	(46,865)	1,688	171,656	62,456
Net Movement in Funds		216,833	(46,865)	1,688	171,656	62,456
Total funds brought forward at 1 January 2021		521,613	48,798	8,737	579,148	516,692
Total funds carried forward at 31 December 2021		738,446	1,933	10,425	750,804	579,148

The statement of comprehensive income includes all gains and losses recognised in the year.

THE PARISH OF BRENTFORD ST FAITH'S AND ST PAUL'S
CHARITY REGISTRATION NUMBER 1128611
STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2021

		Note	2021 £	2020 £
Fixed Assets				
	Tangible assets	10	32,370	19,717
	Investment property	11	708,250	500,000
	Non-property Investments	12	1,171	1,025
			741,791	**520,742**
Current Assets				
	Debtors	13	4,251	8,309
	Cash at bank and in hand		25,216	67,650
			29,467	**75,959**
Creditors: amounts falling due within one year		14	20,454	17,553
Net Current Assets			**9,013**	**58,406**
Total assets less current liabilities			**750,804**	**579,148**
FUNDS				
Unrestricted	General funds	16	315,196	306,613
	Fair value reserve	16	423,250	215,000
			738,446	**521,613**
	Designated	15	1,933	48,798
	Restricted	15	10,425	8,737
Total Funds			**750,804**	**579,148**

The accounts were approved by the Parochial Church Council on 27 APRIL 2022

.....
Reverend Sarah Guinness
Priest in Charge

.....
Iain Knight
PCC Treasurer

ACCOUNTING POLICIES

1 Charity Information

The Church is a charity registered with the Charity Commission, constituted under the PCC Powers measure Act 1956 as amended and Church Representation Rules 2017.
The charity is a public benefit entity as defined by FRS 102.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice 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 2016).

The accounts have departed from the Charities (Accounts and Reports) regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for Charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the regulations but has since been withdrawn.

The accounts are prepared in sterling which is the functional currency of the charity. Monetary amounts in these financial statement are rounded to the nearest whole pound.

1.2 Going concern

At the time of approving the accounts the Parochial Church Council (PCC) have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the PCC continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Endowment funds:-
Are funds, the capital of which must be maintained; only income arising from investment of the endowment may be used either as restricted or unrestricted funds depending upon the purpose for which the endowment was established.

Restricted funds:-
Represent (a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and (b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. The PCC does not usually invest separately for each fund. Where there is no separate investment interest is apportioned to individual funds on an average balance basis.

Unrestricted funds:-
Are general funds which can be used for PCC ordinary purposes.

Designated funds:-
Are unrestricted funds where money has been set aside for specific purpose by the PCC. They may be undesignated and money moved to other such funds at the discretion of the PCC.

1.4 Incoming resources

Planned giving, collections and donations are recognised when received.
Tax refunds are recognised when the incoming resource to which they relate is received.

Grants and legacies are recognised when there is sufficient certainty that they will be received and the incoming resources can be measured with sufficient reliability.
Job retention scheme grants are recognised in the period to which the underlying furlough staff costs relate to.

Dividends and interest are accounted for when received. All other income is recognised when receivable.
All incoming resources are accounted for gross.

1.5 Resources expended

Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding or constructive obligation on the PCC. The diocesan parish share is accounted for when due.
Amounts received specifically for mission are dealt with as restricted money.
All other expenditure is generally recognised when it is incurred and is accounted for gross.

1.6 Creditors and provisions for liabilities and charges

A liability is recognised for the amount that the charity anticipates it will pay to settle a debt or the amount it has received as an advance payment for goods or services it must provide. A provision is recognised when:

- there is a present obligation at the reporting date as a result of a past event;
- it is probable that a transfer of economic benefit, usually in the form of cash, will be required in settlement; and
- the amount of the settlement can be estimated reliably.

1.7 Fixed assets
For use by the PCC

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of "charity" by Section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time).
Equipment used within the church premises is depreciated on a straight-line basis over 5 years.
Individual items of equipment with a purchase price of £1,000 or less are written off when the asset is acquired.

Investment property
The trustees' policy is that freehold property held for investment purposes is included at the trustees' best estimate of market value, based on local house prices or independent valuations where available.

Investment property is not depreciated. Unrealised gains and losses are taken to the Statement of Comprehensive Income under the heading of gains/(losses) on tangible fixed assets and are shown as a separate unrestricted reserve on the Statement of Financial Position.

Other Investments
Investments are valued at market value with gains or losses recognised in the statement of comprehensive income.

1.8 Allocation of support costs
Support costs are allocated to individual activities where they directly related to that activity. Where the support cost is not directly related to an individual activity it is allocated to activities on the basis of the proportion of total direct resources expended for each activity.

1.9 The Brentford Parish Trust (formerly St Paul's Centre Trust Funds)
These funds arose out of the proceeds of sale of the site of St James Gunnersbury. There are 2 funds managed by a separate Board of Trustees.

The managing trustees may from time to time at their absolute discretion, permit (at a meeting of the Trustees) the release or sale of all or part of the capital of the first fund to finance major or urgent repair work and/or capital expenditure to church buildings within the parish of Brentford.

The managing trustees may from time to time at their absolute discetion, permit (at a meeting of the trustees), the release of part of the capital of the first fund to be transferred to the second fund (CT1001A). The second fund is to be used for general ecclesiastical purposes and as such, the transfer from the first fund can be used for meeting the parish's annual common fund commitment, if necessary and in response to a formal request from the PCC.

The second fund, both capital and income, is available for expenditure at the discretion of the PCC although the funds are managed by the trustees.

The trustees produce separate accounts for trust fund one and figures relating to it are NOT included in these accounts.

2 Critical accounting estimates and judgements
In the application of the charity's accounting policies, the PCC are required to make judgements, estimates and assumptions about the carrying value 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.

3 Income from Donations and Legacies

	Unrestricted funds	Designated funds	Restricted funds	Total 2021	Total 2020
	£	£	£	£	£
Gift aid donations	61,964	-	2,191	64,155	63,808
Donations non-gift aid	9,568	20	1,651	11,239	7,626
Plate giving	88	-	10	98	2,585
Gift aid tax recoverable	15,391	-	626	16,017	21,659
Grants	53,892	114,642	11,740	180,274	202,834
Other funds generated	-	-	464	464	3,965
	140,903	**114,662**	**16,682**	**272,247**	**302,477**
Year end 31st December 2020	164,763	106,500	31,214		302,477

4 Income from Charitable Activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 £	Total 2020 £
Courses				-	-
Fees	1,389	-	-	1,389	1,046
Open house café meals	-	-	-	-	1,754
Church hall lettings	82,150	-	-	82,150	58,998
Other contributions	327	-	-	327	-
	83,866	**-**	**-**	**83,866**	**61,798**
Year end 31st December 2020	61,798	-	-		61,798

5 Income from Other trading activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 £	Total 2020 £
Food sales to commercial entities	-	-	-	-	60
Sunday hospitality	31	-	-	31	302
	31	**-**	**-**	**31**	**362**
Year end 31st December 2020	362	-	-		362

6 Investment Income

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 £	Total 2020 £
Dividends	30	-	-	30	423
Bank and building society interest	4	-	-	4	21
Rental income	18,540	-	-	18,540	18,900
	18,574	**-**	**-**	**18,574**	**19,344**
Year end 31st December 2020	19,344	-	-		19,344

7 Other income

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 £	Total 2020 £
Banking loyalty payments	10	-	-	10	-
Other funds generated	440	-	1,488	1,928	-
Phone Mast Rent	14,300	-	-	14,300	-
Job retention scheme grant	948	-	4,740	5,688	8,248
	15,698	**-**	**6,228**	**21,926**	**8,248**
Year end 31st December 2020	8,248				8,248

8 Expenditure on Raising funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 £	Total 2020 £
Costs of Fundraising	6,438	-	7	6,445	3,714
Publicity and other costs	-	-	-	-	3,781
	6,438	**-**	**7**	**6,445**	**7,495**
Year end 31st December 2020	7,477	-	18		7,495

9 Expenditure on Charitable activities

	Unrestricted funds	Designated funds	Restricted funds	Total 2021	Total 2020
	£	£	£	£	£
Grant to mission partners	8,000	-	151	8,151	-
Grant to selected charities	750	-	-	750	-
Mission- Partner giving	99	-	572	671	15,253
Apprentice scheme	4,875	-	125	5,000	5,000
Rectors Discretionary Fund	-	-	323	323	250
Common fund	85,200	-	-	85,200	85,200
Parish staff costs	44,802	-	67	44,869	55,956
Other staff costs	780	-	-	780	107
Parish office costs	2,851	-	-	2,851	2,906
Clergy expenses	639	-	-	639	365
Clergy house maintenance	106	-	-	106	299
Adult	195	-	-	195	2,406
Youth 11-18	461	-	-	461	698
Church outings and visits	245	-	-	245	-
Children & families	108	-	-	108	33
After School Hub	187	-	2,169	2,356	10,610
After School Hub Salaries	-	-	8,499	8,499	3,069
Insurance	8,588	-	-	8,588	8,567
Sunday hospitality	323	-	-	323	687
Licences	1,172	-	-	1,172	1,410
Depreciation	10,437	-	-	10,437	5,819
Sanctuary materials	531	-	116	647	481
Equipment costs	2,694	-	-	2,694	2,995
Sound and AV equipment	1,797	-	54	1,851	1,007
Music expenses	15	-	-	15	-
Teaching resources	137	-	-	137	-
Affiliation fees	252	-	-	252	-
Other worship costs	423		(54)	369	-
Other church expenditure	1,192	-	-	1,192	608
Churchyard upkeep	2,299	-	-	2,299	-
Vicarage water charges	707	-	-	707	-
Curates rent	10,500	-	-	10,500	-
Cleaning	10,041	-	1,147	11,188	-
Minor repairs all buildings	854	-	-	854	-
Curates accommodation expenses	1,312	-	-	1,312	-
Parish utilities	27,709	-	2,032	29,741	23,352
Maintenance	8,507	-	-	8,507	10,175
Bank Charges	125	-	-	125	251
Independent examination fee	1,140	-	-	1,140	1,110
Church interior and exterior decorating	20	149,459	-	149,479	60,901
Hall + interior and exterior decorating	16,976	-	-	16,976	5,659
Other PCC property upkeep	5,230	-	-	5,230	12,431
	262,279	**149,459**	**15,201**	**426,939**	**317,605**
Year end 31st December 2020	241,957	56,452	19,196		317,605

10 Tangible fixed assets

	Other equipment	Total
	£	£
Cost		
At 1 January 2021	39,459	39,459
Additions	23,090	23,090
At 31 December 2021	**62,549**	**62,549**
Depreciation		
At 1 January 2021	19,742	19,742
Charge	10,437	10,437
At 31 December 2021	**30,179**	**30,179**
Net book value		
At 31 December 2021	**32,370**	**32,370**
At 31 December 2020	**19,717**	**19,717**

11 Investment Property

	£
Market value at 1 January 2021	500,000
Additions	-
Disposals	-
Revaluation	208,250
Market value 31 December 2021	**708,250**

The PCC is the beneficial owner of the freehold property situated at 34 Brook Road South, Brentford.

The valuation in the accounts as at 31st December 2021 is based on the trustees best estimate of market value based on local house prices rather than an independent professional valuation.

12 Investments

	CBF Fund	Total 2021	Total 2020
	£	£	£
Market value at 1 January 2021	1,025	1,025	752
Additions	-	-	55,000
Disposals	-	-	(50,054)
Revaluations	146	146	(4,673)
Market value 31 December 2021	**1,171**	**1,171**	**1,025**

13 Debtors due within one year

	Total 2021	Total 2020
	£	£
Gift aid tax recoverable	911	3,778
Lettings income due	3,260	2,795
Other debtors	80	1,736
	4,251	**8,309**

14 Creditors due within one year

	Total 2021	Total 2020
	£	£
Trade creditors	2,535	1,901
Accruals	16,035	12,290
Taxes and social security	-	809
Other creditors	1,884	2,553
	20,454	**17,553**

15 The movements in restricted and designated funds during the year were:

	01-Jan-21	Receipts Donations/ Fundraising	Payments	Transfers	31-Dec-21
Restricted	£	£	£		£
Hestia Project Utility costs	-	3,179	(3,179)	-	-
Apprentice Fund	125	-	(125)		-
Rehema Project	-	52	(152)	100	-
Lam- Christmas lights fund	-	100	(116)	16	-
After School Hub	7,183	14,490	(10,736)	(1,439)	9,498
Rectors Discretionary Fund	1,250		(323)		927
St Pauls AV	179	4,512	-	(4,691)	-
Christian Aid	-	577	(577)	-	-
	8,737	**22,910**	**(15,208)**	**(6,014)**	**10,425**
Designated					
St Pauls Refurbishment	48,798	114,662	(149,459)	(12,068)	1,933

The transfers from funds above of £6,014 and £12,068 were to unrestricted (and undesignated) funds.

FUNDS DETAIL:

Hestia Project Utility costs

This restricted fund was set up in March 2021 with donations mainly from LDF and the PCC to cover the increase in utilities, wifi and cleaning costs at St Faith's Church as a result of the use of the premises by Hestia for their work with survivors of modern slavery.

Apprentice Fund

This Restricted Fund was set up in October 2019 with continuing donations from church members towards the cost of employing our Youth & Children's apprentice.

Rehema Project

This restricted fund was set up in April 2020 with donations from individuals to provide emergency support during the COVID-19 pandemic to the Rehema Project in Tanzania led by our mission partner, Heather Johnstone.

Lam- Christmas lights fund

This restricted fund was set up in January 2021 with funds made available by a member of our congregation to cover the cost of christmas lights purchased for St Paul's Church.

After School Hub Fund

This restricted fund was set up in July 2020 with grants mainly from Hounslow Welcare Trust and Needs and Taylor Educational Charity to start an after school work hub in the Narthex on Mondays to Fridays from 3:30 - 5pm which would provide a safe space for youth to enjoy their time after school socialising and doing homework.

Rector's Discretionary Fund

The PCC agreed in May 2020 to establish a discretionary fund for disbursement by the Priest in Charge who consults with one other church warden before making individual grants of up to £250 each in response to requests from needy individuals. It has also benefited from donations from members of our congregation.

St Paul's AV Fund
This designated fund was set up with funds made available since January 2020 by a member of our congregation specifically for upgrading of the existing AV equipment in St Paul's Church.
Christian Aid
This restricted fund was set up to collect funds on Harvest Sunday (3 November 2021) at our St Paul's and St Faith's churches for the Global Hunger (Afghanistan) Appeal by Christian Aid.

16 Analysis of Net Assets between Funds:

	Unrestricted	Unrestricted fair value	Unrestricted designated	Restricted	Totals
	£	£		£	£
Fixed Assets:					
Tangible fixed assets	32,370	-	-	-	32,370
Investment property	285,000	423,250	-	-	708,250
Non-property investments	1,171	-	-	-	1,171
Current Assets:					
Bank Accounts	12,608	-	1,933	10,675	25,216
Debtors	4,251	-	-	-	4,251
Current Liabilities:					
Creditors due within 1 year	(20,204)	-	-	(250)	(20,454)
	315,196	**423,250**	**1,933**	**10,425**	**750,804**

17 Diocese of London - Common Fund

The contribution to the Diocese of London Common Fund for the Parish was paid in full in 2021.

Common Fund	**2021**	**2020**
	£	£
Common fund contribution	85,200	85,200
	85,200	**85,200**

18 Transactions with PCC members

None of the PCC (or any persons connected with them) received or have been paid any remuneration that was not paid at a market rate or received any benefits from an employment with the charity or a related entity.

During the year 4 trustees were re-imbursed for the following expenditure incurred on PCC business:

	2021	**2020**
	£	£
PCC costs	137	507
Clergy expenses	1,057	286
Clergy housing maintenance	412	-
Telephone and internet	263	383
Stationery	222	33
Equipment and upgrades	837	106
Water	164	-
Insurance	-	28
Routine maintenance materials	405	75
Reactive maintenance	136	-
Other equipment	97	-

18 *(Continued from previous page)*

Licences	58	96
Church supplies	397	188
Marketing and publicity materials	537	359
Alpha hospitality	-	120
Alpha resources	141	83
Small group resources	30	-
Rectors discretionary fund	323	-
Mens breakfast	-	57
Hospitality & resources (older)	488	104
Hospitality & resources (younger)	-	18
Sundry kids group	37	-
Youth café food, drink and equipment	-	345
Play café craft materials	108	264
Play café food and drink	-	21
After school hub	155	-
Play café gifts	-	74
Sunday hospitality St Pauls	236	157
Sunday hospitality St Faiths	-	30
	£ 6,240	**£ 3,334**

Unrestricted trustee donations to the church totalled £19,297.

19 Employees

Number of employees

The average number of employees during the year was:

	2021	2020
Parish running	3	3
	3	**3**

'Parish staff costs' and 'After School Hub salaries' in note 9 to the accounts include the following:

	£	£
Wages and salaries	47,034	50,219
Social security costs	11	633
Pension costs	915	916

There were no employees who received employee benefits excluding employer pension costs of more than £60,000.

20 Pension

The charity operates a defined contribution scheme for qualifying employees.
The assets of the scheme are held separately from those of the charity.

The charge to the profit and loss in respect of defined contribution schemes was £915 (2020:£916)

21 Principal place of business:

The Parish Office
St Paul's Road
Brentford
Middlesex
TW8 0PN

22 The surplus/(deficit) for the year is stated after:

	2021	2020
	£	£
Independent examination fee	1,140	1,110

23 Support costs

	Support costs	Governance costs	2021	2020
	£	£	£	£
Parish office costs	2,851	-	2,851	2,906
Office equipment costs	2,694	-	2,694	1,463
Independent examination fee	-	1,140	1,140	1,110
Allocated to Charitable Activities	**5,545**	**1,140**	**6,685**	**5,479**

24 Related parties

The part-time Administrator (Rajini Rajendra) who is the wife of the former PCC Treasurer (treasurer until May 2021) earned a gross salary of £4,090 and £8,899 respectively in 2021 (for the period to 27th May 2021) and 2020 based on the London Living Wage. In addition, related employers pension contributions amounted to £45 in 2021.

25 Key Management Personnel

The Finance & Operations Manager (Mr Claude Lobo) earned a gross salary of £30,360 in 2021 (2020:£30,000) in terms of the contract of employment signed before employment commenced on 2 March 2017. In addition, related employer's pension contributions amounted to £724 in 2021.

THE FOLLOWING PAGE DOES NOT FORM PART OF THE FINANCIAL STATEMENTS

THE BRENTFORD PARISH TRUST **Year ended 31/12/2021**

This fund is under the control of independent Trustees;
these figures are shown as a note only

Statement of Financial Activity 2021

	2021	2020
	£	£
Income from Investments		
Dividends	17,942	21,638
Expenditure		
Grant to St Pauls	-17,942	-21,638
Donation to St Pauls	-150,592	-161,500
	-150,592	-161,500
Unrealised gain on revaluation	75,399	43,086
Profit on investment sales	8,023	3,559
Net movement of funds	-67,170	-114,855
Balance b/fwd	669,632	784,487
Endowment Fund value c/fwd	602,462	669,632

Balance Sheet at 31/12/21

	2021	2020
	£	£
Investments		
CCLA Investment fund shares	602,462	669,632
Endowment fund balance	602,462	669,632

The grant to St Paul's is at the Trustees' discretion.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF BRENTFORD

England & Wales - Charity number 1128611

Accounts

ST PAUL'S
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Charity Registration No. 1128611

The Parish of Brentford St Faith's and St Paul's

Annual Report and Unaudited Accounts

For the Year Ended 31 December 2020

The Parish of Brentford St Faith's and St Paul's
Report and accounts
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Appendix (this does not form part of the financial statements):
Brentford Parish Trust Fund - 2020 Statement of Financial Activity and Balance Sheet

The Parish of Brentford St Faith's and St Paul's
Legal and Administrative Information

Priest in Charge
Reverend Sarah Guinness

Treasurer
Russell Rajendra

Charity Number
1128611

Independent Examiner
Accountancy Management Services Limited
South Street House
51 South Street
Isleworth
Middlesex
TW7 7AA

Address
The Parish Office
St Paul's Road
Brentford
Middlesex
TW8 0PN

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Annual Report
Year end 31 December 2020

Priest in Charge's Report

Covid19

This year has been unprecedented, as we've responded to a global pandemic, which significantly impacted us from March 2020 onwards, and is very much still present as I write this in March 2021. It has caused considerable suffering, threatened to overwhelm our NHS, heightened people's anxiety and forced people to isolate.

We moved our services online, from Sunday 22nd March 2020, which was Mothering Sunday. After a week we were instructed to live stream from our homes and moved the kit to the Rectory where we continued to live stream until we moved back into St Paul's in August 2020. Since then we've had two further lockdowns, but have continued to live stream from St Paul's. We would never have ordinarily considered live streaming our services, but now have a YouTube platform (and for a period also live streamed from Facebook), and a telephone service whereby people can call the parish landline to listen in to the service each week. We quickly got a pastoral care system up and running whereby 10 or so people were each responsible for a group in the church and regularly kept in touch with them, ensuring that everyone had someone who would remain in touch. There has been a sense that this crisis has deepened relationships amongst the church family, and brought us closer to together. There has also been more mixing online between members of St Paul's and St Faith's. Our church buildings were open again on Sundays from September 2020, shut for the November lockdown and then shut from January 2021 as we went into lockdown 3.0.

Services & Worship

Despite the pandemic we have celebrated Harvest, Remembrance and Christmas. Our Nativity play and online Carol service were well received. We delivered Christmas candles to everyone in the church family, and baubles to youth and children, and 22 'goody bags' for people who we thought might be on their own for Christmas.

We now have 139 subscribers to our YouTube channel, and 208 returning viewers. 74.8% are watching from the UK and the remainder are watching from the USA, Sri Lanka and France. We have between 152 to over 400 views for each service and have had 1194 views in the last 28 days alone. It's fair to say that our reach has been much wider than the parish boundaries, and far greater than our electoral roll (113 people in 2020).

I've taken 4 funerals, 1 wedding and 2 baptisms in 2020, although we have a number of people waiting to be baptised.

Prayer

We've continued to host 'The Gathering' fortnightly or monthly, online and in person to pray for our parish and regularly have about 10 people attending. During Lockdown 2.0 we held Night Prayer each weekday evening and a mid week Agape Service, which was well attended. In 2021 we held three 24 hour prayer events on Zoom, which were popular and we were able to pray un-interrupted as a parish for 24 hours.

Staffing

Our staff team have worked hard, and at home where they can. Claude, our Finance and Operations Manager has continued to work full time, Tipi has continued to work 15 hours a week through the Diocese as our Children & Youth apprentice but has been furloughed for half her role from January 2021 until we can get the After School Hub started. Rajini, our part time administrator has been furloughed but worked 3 hours per week and Jason's caretaking role was made redundant in November. We now have contract cleaners whose hours fluctuate according to our needs. We look forward to welcoming a curate in July 2021.

Schools

Our assemblies have been delivered online for St Paul's primary school, for the duration of Covid. Sarah has become a Governor at Ealing Fields secondary school, which moved into the parish in September 2020. We've also made contact with Brentford School for Girls, and have been invited in to assist them with pastoral care during this pandemic, which we hope will begin in March 2021. Sarah will also deliver the 'Live Well' course to students.

Community Engagement

- We've done a **listening campaign** on racism as part of our membership of Citizens, which involved a group of 13 or so people having some training and then engaging in learning from a series of resources before then sharing that learning together. We've agreed to hold social justice film nights post Covid, hold unconscious bias training for our PCC and try to be more intentional about ensuring the diversity of our PCC and other leadership.
- We have worked with the Mutual Aid Groups in Brentford to host a number of **food drives.**
- We **raised money** for 'Hounslow Foodbox' and Muslim Hands.
- At Christmas we arranged for 3 care homes to have a free **Christmas dinner**, courtesy of a local Christian charity.
- In Feb 2021 we began to explore working with the charity **'Hestia'** who would use St Faith's 4 days a week to support survivors of modern day slavery. This working partnership is in progress.
- Open House stopped in March 2020 when the pandemic began, as did Play Café.

- Sarah continues to attend Ministry meetings with other Church leaders in Brentford.
- Sarah is an ex-officio Governor at St Paul's primary school and a Deanery Governor at Ealing Fields Secondary School.

Children & Youth

Play café ran weekly until March 2020. We begun Youth Alpha in January 2020, took our youth to a LIFT event at St Alban's and to HTB Onslow Square, and Tipi and I continued to visit the squadron for the Air Corps. During Covid our youth met online on Sunday evenings, with mixed success and we look forward to engaging with them in person again post Covid. We regularly see about 6-10 young people on Sunday evenings, and keep in touch by sending them postcards, treats and posting youth videos on our social media. Sunday School began with resources to print out each week, was then held on Thursday mornings via Zoom, but moved to Sunday mornings at 10am from September 2020, which has worked well. We regularly have up to 10 children engaging with us weekly online and have a fantastic group of leaders and helpers.

Mission and Evangelism

- **Alpha**: We hosted a large Alpha course (12 people) in person in the Spring Term 2020, which we were not able to complete due to Covid. We held an Alpha course online in the autumn, with 3 people attending, but our largest yet has been the Spring Term 2021 with 11 online participants. We held our own 'Alpha Holy Spirit' day away in March 2020, which went very well, and which we plan to repeat.
- **'Live Well'**: Sarah hosted and led one 'Live well' Course, with 5 people, which was well received.
- **After School Hub** – this was due to open in September 2020 but we've had to postpone due to Covid. The refurbishment necessary has happened and Tipi and Sarah have developed links with Brentford School for Girls. Tipi is to work there 15 hours per week from March 2021, helping to support them with pastoral care, with a view to opening the After School Hub in September 2021.
- **Mission Partners:** We continue to maintain good links with Heather Johnstone our CMS Missionary in Tanzania, who spent time with us when she was back in the UK last year, and left in February 2020.
- Our **Mission action Plan** was finalised in January 2020.
- **Missional Community** at St Faith's: we held several meetings to begin to explore the possibility of a Missional Community at St Faith's, with visits to the young Franciscans.
- **The Shelter Project** ran, for a shorter period during February and March 2020.

Discipleship & Ministry

Sarah has done most of the preaching this year, with help from Steve, Denise, Leslie, Izzie and Tipi. We did a series on mental health titled 'living in Isolation', looked at Jonah and racism, the Acts Church, Nehemiah, death & dying and celebrated Harvest, Remembrance and other festivals. We begun prayer ministry training in January, which was cut short due to Covid, and which we hope to pick up again post Covid.

Branding and website

Our branding was finalised in 2020, and our new branding was developed and launched in September 2020, with new logo's, a new website, fonts, social media signage. We've had more traffic through our website since it was redone, and we now have a more cohesive and consistent branding across our Parish. We're very thankful for those who have worked tirelessly to do this. We are looking to update our signage in 2021 to reflect this.

Refurbishment

We've taken advantage of the closed buildings and begun to refurbish St Paul's, thanks to Jacky Douglas who has worked for us as a Project Manager. We've re-sanded the floor, painted the church, narthex and meeting rooms and put in a new kitchen in the Narthex from which we hope to open a new café in September 2021. Mini Miracles Montessori also began their lease of St Faith's church hall in September 2020, and as part of this have refurbished the outside area and interior of the hall, including the kitchen.

Thanks

I am deeply appreciative to those who work tirelessly for the Parish, whether they are paid or volunteers. My thanks to our Church wardens, LLM's and PCC who are supportive and wise, our dedicated staff team who work hard and many of our volunteers, who spend considerable time invested in the life and ministry of the Church. I feel excited by what God has in store for the Parish and the ways He is at work amongst us and in our wider community. I'm also thankful that they have released me to take on the role as Area Dean for Hounslow, which has increased my wider responsibility and spread me a little more thinly.

Looking ahead

2021 is full of exciting new opportunities. We hope to continue the refurbishment, putting in glazing, new signage at both churches and new bathrooms and toilets at St Paul's. The PCC have agreed to open a new café in September 2021 from St Paul's narthex, which we hope will engage our local community. Our after school hub for secondary aged pupils will hopefully be launched in September, and we look forward to working with Hestia, who will be using St Faith's as their base from Spring 2021. Our new curate, Chris Curry is arriving in July 2021 and we long to be able to resume services with singing, refreshments and hugs all round, once we are through this pandemic.

Rev Sarah Guinness

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Annual Report
Year end 31 December 2020

PCC Report

The PCC met 10 times in 2020, moving onto Zoom meetings from the March dates (21 Jan, 26 Feb, 24 Mar, 21 Apr, 19 May, 23 Jun, 21 Jul, extra ordinary 1 Sep, 20 Oct and 17 Nov).

A significant part of the PCC's time is hearing and receiving various reports concerning the life of the Churches, youth, and children's work, Safeguarding, Health & Safety, recruitment, building maintenance and usage, Financial Reports and Budget-setting. As well as how as a Church we would provide our services online during the pandemic.

Key points discussed and decided upon during successive meetings during the year under review included:

- Citizens UK
- Rebranding website and the Church logos
- COVID19 plans and its effect on the Parish
- Nursery at St Faiths
- Proposed After School Hub
- Refurbishment at St Paul's

Helen Dickinson
PCC Secretary

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Annual Report
Year end 31 December 2020

ELECTORAL ROLL REPORT

The Electoral Roll when closed prior to the APCM in September 2020 stood at 113.

The updated electoral roll has **113** people.

If you are listed on the electoral roll of the Parish of Brentford, it gives you a say in how your church is run.

It also gives you the right to vote at the APCM or to stand for election in the PCC you must be on the Electoral Roll of the church.

Any member of the congregation of St Faith's or St Paul's can be on the electoral roll.

New applications can be made at any time after the APCM.

If you are unsure whether you are already enrolled, please ask for further details and/or for an enrolment form.

Rajini Rajendra
Electoral Roll Officer

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Annual Report
Year end 31 December 2020

Safeguarding Report

At the Parish of Brentford we recognise that the few who are determined to harm children or adults, deliberately seek out groups or organisations where they can meet children or other vulnerable people and the church is particularly vulnerable to these people. In response, the Church of England requires that we create and maintain a safeguarding culture that will discourage them from becoming involved for the wrong reasons and make it difficult for them to harm or abuse children or adults if they do.

Safeguarding, who is responsible?

The PCC in support of Sarah has taken this on and they have appointed a number of people to help them fulfil their responsibilities.
Parish Safeguarding Officer (PSO) I was appointed in May 2016, having already undergone several courses of safeguarding training to perform my role as safeguarding governor in a nearby secondary school for a number of years.
In addition Rajini Rajendra, our church administrator, following her training was made responsible for the **DBS administration** for all those who work in a paid or voluntary capacity in the parish. This year Tipi Turner, who leads the Children's Ministry has also undertaken the same training to enable her to **oversee DBS applications** as well.
Tipi Turner has also been appointed as the parish **Children's Champion** with a specific duty to ensure that our children and young people are kept safe and that no decisions made within the organisations of our churches that will create a risk to their safety.
To perform a similar role for our vulnerable adults, Alex Auther in St Faith's and Sheila Underwood in St Paul's are **Vulnerable Persons' Champions.**

In addition to these roles, the Diocesan Safeguarding team provide prompt support or signposting whenever we approach them with concerns or advice.

However, we are very much aware that it is **every one of us, in both churches, who have responsibility** for looking out for everyone who takes part in our activities by being alert to the risks to their safety.

Recruitment of volunteers and training

All roles are appointed following the House of Bishops' Safer Recruitment practice guidance and are all required to complete training every three years where PCC members must complete basic Safeguarding Awareness Training (C0) and those who work with children must take an additional safeguarding course, Safeguarding Foundations (C1). Both courses are on line. The clergy, those with oversight of children's ministries and PSO have undertaken the required additional face to face Diocesan training.

Safeguarding information on display

In the APCM a formal statement of adoption of the House of Bishops 'Promoting a Safer Church safeguarding policy statement' is required to be signed on behalf of the PCC and copies will be displayed in both churches.
These copies will show;

- Contact details of the PSO, Churchwarden, the Diocesan Safeguarding Team – including phone, email and website details.
- Information about where to get help with child and adult safeguarding issues, domestic abuse and key helplines e.g. ChildLine.
- Also posters showing the photos of the children's champions and PSO so you know who to contact if you have any safeguarding concerns are on display in each church.

Reviewing the Past year

- I am sure you will all join me in gratitude for the speed at which Sarah and Joel and the family acted to stream live services for most of the year. They were joined by a dedicated band when restrictions allowed. For much of that time the Children and Young Peoples team streamed online sessions and huge thanks to everyone involved in the services and Sunday School lessons and Youth sessions. They followed the policies that have been drawn up and adopted for everyone's safety.
- All PCC and staff members have DBS certificates and have completed all their required training.

- Update on our last year's actions:

- To implement new advice from the Diocese Safeguarding Board on the information that is to be recorded on our parish website.
  Our new website contains the parish's safeguarding information.
- To ensure that all risk assessments for all users of our buildings are stored centrally. All our risk assessments are stored virtually on Drop Box
- To encourage all PCC members and those working with children or vulnerable people to fulfil their training obligations.

Although there have been some changes to the Youth and Sunday School Teams all DBS certificates have been obtained and all have completed their training, which needed to be in place before they took their place their teams.

- To recruit much needed Sunday school teachers for both churches, in line with our Safeguarding Policy. Sadly there are insufficient volunteers to run a crèche at St Paul's. We are very grateful to all the volunteers but would always value more particularly to have a male presence on the youth team.
- To work on instilling a commitment to developing safeguarding awareness in all our volunteers and members of our congregations.
  Ongoing
- To ensure that a procedure for keeping risk assessments is accessible to all who need to access them and that all who need to know about the relevant risk assessments, do.
  Volunteer attendance to children and youth team meetings has increased where this information is highlighted.
- To bring to completion our Parish Resilience Plan.
  Not started yet.
- Whilst we continue to be constrained in many ways by our finances, we shall need to consider how to be creative with our resources in ensuring our churches are welcoming and safe. The building work and decorations in St Paul's have made a huge contribution to this and plans are in place for St Faith's. The most valuable resource to ensure those who come are welcomed is us!

This has been such a difficult year for so many of us but as we look forward to being back together again, let's give thanks that we return to the possibility of renewed and strengthened relationships through the safeguarding of God's grace.

Carol Fletcher
Church Safeguarding Officer

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Annual Report
Year end 31 December 2020

Deanery Synod Report

The past year has been a time nobody had experienced before. In March 2020 we went into lockdown, distancing us physically but making us more focused.

Services were not cancelled; they were moved online and are also accessible via telephone. Most congregation members are able to tune in. Meetings were also moved online and with technical assistance, everybody adjusted to this.

Area Deans, in line with the Arch Deacon's and Bishop's offices, created information guides, often changing from week to week. These covered church services, bereavement support, finances, Covid and Zoom resources, community care, training, youthwork, helplines for the lonely, and many other areas.

Summer saw the end of lockdown, reopening of church buildings but keeping the social distancing and mask wearing during services.

In December, after lockdown two, we had the first Deanery Synod Zoom meeting which introduced the Deanery Champions:
Community Engagement champion Rev Andy Watkins
Vocations champion Rev Elis Matthews
Evangelism champion Rev Martine Oborne

Capital Vision 2020 ended and the Diocese of London launched its 2030 Vision: 'For every Londoner to encounter the love of God in Christ.' The key to this vision is Acts 2, the church as it was and as it could be. The diocese team will support local initiatives across the following 6 areas

- Caring for God's creation – responding to the climate crisis.
- Mental health and wellbeing – esp. through the impact of COVID.
- Modern day slavery and refugees.
- Debt and Money advice.
- Youth violence and knife crime.
- Homelessness and housing.

In March 2021, while still in the third lockdown, we had another Zoom meeting where the above points were discussed. As no parish can cover all points, we are encouraged to work together to avoid reinventing the wheel. We learned about further resources to enable us to do this work.

Iszy Metzner
Deanery Synod Representative

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Annual Report
Year end 31 December 2020

Report on Youth & Children

Unfortunately, as a result of COVID, we have had to stop all of the groups we held that met in person. This includes Play Café, Air Cadets, assemblies, Sunday school and Brentford Youth gatherings.
However, we did take a lot of these groups online.

Play Café

At the beginning of April, we took Play Café online. We had a small attending, and we mainly spoke with parents rather than the children to check in. Since the group did not have much of an attending, we decided to cancel until we can gather in person once again.

Air Cadets

Once lockdown started, we could no longer run our groups with the Air Cadets. Since then, Sarah has taken on Area Dean, and I have also taken on some extra responsibilities, therefore due to that fact and the fact that we were not permitted to talk about God or offer any prayer, we decided to step away from the group.

Assemblies

Again, assemblies in person stopped in March, and for a short while we didn't have any assembly provision. In September, Sarah and myself met to film some assemblies for St Paul's primary school in the church. Since then, we have extended our online assembly team.
We have covered lots of topics from diversity and prejudice, to the Sermon on the Mount. We have plans to invite the school back into the church building in September, provided the guidance permits it.

Sunday school

Again, Sunday school had to stop in March, but we began Sunday school online soon after. Up to summer, the Sunday school was held online on a Thursday morning and in that time, Tipi and Lizzie Kennedy put together some materials for children to use which was sent out in Sarah's Sunday morning email.
For a short term, we were able to hold assemblies in person again, and started our own bubble system, whereby Group A met at St Faiths every Sunday morning, and at St Pauls, Group B and C ran on alternate weeks. This seemed to work well, and our Sunday school team were incredible.

Again, soon after we had to move back online. We held Sunday schools online with a mixture of the Sunday school teams from both churches. These groups have been amazing, a huge thanks to the Children's ministry team for being so agile and great!

Brentford Youth
Like with Sunday school, our youth group started meeting online, managed to have a few weeks in person, and then went back online. We have covered all kinds of topics, ranging from going along with the sermon series to Alpha videos, Nooma videos and trying out some more craft centred sessions.
When we were in person, we had to split the group into younger youth (years 6-8) and older youth (years 9+). This seemed to work well as the young people felt very comfortable approaching different topics with the leaders that they may not have around different age groups, for example, fights in schools and anxieties.
Our youth team has been great and I am so grateful for their commitment. Our youth have been so agile and resilient, we are so proud of them.

After School Hub
We had hopes of opening an After School Hub for Secondary school aged children, however, COVID quickly held that in its tracks. Sarah managed to get the funding for extra hours for Tipi and starting costs for the project, which are all on hold. Currently we are hoping to start the After School Hub in September 2021, although in the mean time we are hoping she will be able to undergo some work with school.

Christmas
Over Christmas, Tipi put together 60 baubles with ingredients to make a hot chocolate with marshmallows and wrote cards to go with each of these. These were sent out to the children and young people in our parish.
Also, with the help of Jo Brotherstone, we put together a Nativity film with adults and the appearance of a few young people which was well received.

Easter
Over Easter, the all age team put together some materials to use over Holy Week, to illustrate each day.

Tipi Turner
Youth & Children's Apprentice

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Annual Report
Year end 31 December 2020

St Faith's Churchwarden Report

To say we have had a strange year at St Faith's would be an understatement. Due to social distancing rules and lockdown restrictions, we have not met together in person for much of the year and miss seeing each other a lot. When we were open, we had to put in place covid-safe practices, such as restricting numbers in the building, minimizing any social gatherings after church and strict hand sanitising and face mask wearing rules which at first seemed strange, but are now part of everyday life. Otherwise we have been gathering online to watch the brilliant services from St Paul's and keep in touch with regular online events. Thank you to all who have contributed to the online services and numerous ways - it's always lovely to hear familiar voices doing the readings or the prayers, even though we can't see one another in person.

We still managed to have a Carol Service this year, albeit online. Matthew and Izzie did a brilliant job putting together the music and recording the choir singing together at St Faith's with some people joining in from their homes. St Faith's was open on Christmas Day for the morning service, but no other Christmas services were able to take place in the building unfortunately. We are very much looking forward to being back at St Faiths' from the start of Holy Week and hope restrictions will remain eased for the foreseeable future and that one day we will be back to normal again.

Despite being locked down, various things have happened with the church building this year.

In June a group met to help clear out decades of stuff from the hall to get ready for the new nursery which was moving in. Much work has been completed in the hall, including a new kitchen and cupboards built along the back of the stage for storage, as well and as several new doors and a general freshening up of the building. The outside space has been transformed into a bright and child-friendly playground and a new fence built. It's all looking fantastic. They opened for business towards the end of 2020, and appear to be making a great success of it so far, despite the current difficulties with the pandemic, and long may it continue.

One of the most exciting developments this year has been the relationship we are starting to develop with Hestia, a national charity which supports survivors of

abuse. They have approached us to use St Faith's 4 days a week as a hub to support survivors of modern slavery. They will be providing counselling, training and a social space for people to meet as well as all sort of other helpful things. There will be opportunities for us to volunteer too which is very exciting. It's so wonderful that St Faith's will be making a serious contribution to helping the local community in a really meaningful way.

One thing that has been concerning us this year, it the potential impact of a new development – Churchill House – which is currently going through the planning approval process at Hounslow Council. Sarah and Marilyn have met with the developers several times and expressed concerns over the scale of the building, how the lack of parking may impact people being able to come to church and community events and how the largest block will block out the daylight from the vicarage and impact privacy. We are waiting to see what happens and pray they council take our concerns into consideration because St Faith's will very much be impacted by this into the future. Thank you to Marilyn for all her help with this.

Work has been carried out in St Faith's largely driven by Joel. There are plans to replace the light bulbs to LED ones, thereby saving us £3000 on our energy costs every year and we are hoping for some new television screens to replace the now broken overhead projector screen at some point when Joel has a moment to do it. The sump has caused us some problems in the basement, but has now been fixed and the roofer has been to fix some missing tiles which had caused some leaks. The heating is also now working much more efficiently thanks to Joel who has spent some time working out how long the building takes to heat up and the most cost effective way of keeping it warm when we need it. Thanks you again Joel for everything you do.

We are planning to get a skip and start to clear out some of the things we don't want in the church and the hall. This has been spurred on by when we cleared a lot of stuff from the hall (and put it in the vestry) for the nursery but also because Hestia will be in the building and will probably need the space to be less cluttered at the back. We are also thinking generally about how we can improve the look of the church and Jacky has been having a think about what might be good to do in the future to smarten it up. Thank you Jacky!

Thank you to everyone who worked so hard practically and to support and encourage us all over this difficulty year; we think particularly of Sarah and Joel, our fellow churchwardens, those on the PCC, lovely Tipi and Claude and Rajini. We are very confident there is an exciting future awaiting us at St Faith's.

Penny Vincent and Matthew Newton
St Faith's Churchwardens

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Annual Report
Year end 31 December 2020

St Paul's Churchwarden Report

Our building

This has been the year which serves to remind us that the building in the centre of Brentford is not the church but God's gracious provision for us as a place to meet when it is safe, and a centre for a range of missional opportunities.

For some time, there has been a plan under discussion to make the buildings fit for what we envisage. The pause in physically meeting together has created the opportunity to make a considerable number of improvements to the buildings and fabric:

- Cleaning and resealing to a high standard the floor in the Narthex, the meeting rooms, vestry, crèche room, the main body of the church and the chapel.
- Decoration of main church, narthex, meeting rooms and crèche.
- Redesigning, revamping and updating the kitchen area in the Narthex.
- Clearing the mezzanine rooms to make them fit for purpose
- Installing transparent doors to the meeting rooms and crèche and replacing an area of partition adjoining the vestry with a stud wall.
- Extensive cleaning of all the windows.
- Purchasing furniture, white goods, fixtures and fittings as well as the receipt of generous gifts to furnish these spaces appropriately.
- Updating and enhancing the lighting provision in the newly decorated rooms.
- Adding night latch lock and enlarging the peephole on the external access door the office.

All these enhancements have been paid for using the investment fund administered by the Church Trustees. This is primarily what the Trust Fund was set up for.

The heating which for years has been a source of anxiety has now been fixed and is now easy to operate. The third boiler is functioning again. Both the heating and the lights can now be controlled remotely. In addition, our phone system has been replaced with a more economical and efficient system and the church clock and bell is working again.

In response to the first lockdown, lighting and technology equipment was purchased so that high quality live services could be delivered each week. Many thanks to Joel our heating, tech and lighting guru.

As well as replacing and renewing, there has been removal where cupboards and storerooms were cleared out and the items that were kept were reordered so that in future, there is a place for everything and everything is in its place.

Whilst all this activity has been taking place Mini Miracles Nursery has continued to operate and it is likely that a Saturday morning drama group will be renting too.

Outside, with the help of Cultivate London in partnership with Brentford Together and a little bit of help from the congregation the garden areas have been cleared and there are healthy signs of growth in the newly planted areas.

The Living Stones

Our building only acted as host to services over the summer months until the rate of infection rose to such an extent that the PCC judged it prudent to revert to remote live services. However, whilst our buildings appeared dormant that was not the case where the activity of the church was concerned.

In the past year our Sunday live services, attended by many far beyond the boundary of the parish, have been supplemented by regular Zoom meetings with the opportunity for phone access, on most days. The Pastoral group has worked together to keep up contact with members of the congregation and pass on any prayer requests that have been made.

At the time of writing signs of spring, new growth is in evidence. As we anticipate returning to our building, we hope to maintain our online service provision and the links with our new friends that have joined us. Also, we anticipate the arrival of a Jo Cheung's new venture The Spire Café and the After School Hub for secondary school students led by Tipi. We have sought to connect with our community more closely through our membership of Citizens UK, have been inspired by their support, seek to listen more carefully, value others without prejudice and learn of ways to counteract racial injustice, seeking restoration and healing in our churches but also in the Brentford community and beyond.

Many thanks to Sarah, Jacky, Tipi and Claude who have worked so hard to bring about such a transformation to the St Paul's Centre.

Sheila Underwood Carol Fletcher

St Paul's Church Wardens

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Annual Report
Year end 31 December 2020

Report to the PCC

Structure, Governance and Management

The Parish of Brentford was established as a Parish of The Church of England and comprises of two churches St. Paul's and St. Faith's.

Appointment and induction of PCC members
Members of the PCC are either ex-officio, co-opted or elected by the Annual Parochial Church Meeting in accordance with the Church Representation Rules. New PCC members are made aware of their legal obligations under charity and church law, the content of the constitution, the Council and the decision-making processes and the recent performance of the church. They meet the other PCC members as well as key employees over the course of the year.

Standing Committee
This is the only committee required by law. In the past year it met 3 times.

Organisational Policy
The PCC works according to the Church of England Canon Law. The PCC and Standing Committee hold responsibility for the day-to-day operations of the churches including finance and employment matters.

Risk Assessment Policy
From the Standing Committee meetings appropriate recommendations for mitigating identified risks are made to the PCC members.

Objectives and activities
The Parish of Brentford's PCC is required, as stated in the PCC (Powers) Measure 1956 to actively promote in the ecclesiastical parish the whole mission of the Church – pastoral, evangelistic, social and ecumenical; towards this end an After School Hub providing a safe space for youth to enjoy their time after school socialising and doing homework was due to open in September 2020 but has had to be postponed due to COVID. In planning such activities, the incumbent and PCC have considered the Charity Commission's guidance on public benefit.

Achievements, performance and future plans
The electoral roll as at the 31st December 2020 was 113. In pursuit of the Parish vision i.e. as the people of St Paul's and St Faith's to seek to follow Jesus and build community where everyone's welcome, everyone matters and everyone's involved, we took advantage of the closed buildings to refurbish St Paul's for opening a new café during 2021 to provide a welcoming and comfortable environment to everyone living and working within the local community.

This report and attached accounts were approved by the PCC on 20th April 2021

Signed on their behalf by Revd Sarah Guinness, Chairperson of PCC

Rev SARAH GUINNESS

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Annual Report
Year end 31 December 2020

Parish of Brentford Staff and PCC Members 2020-2021

Ministers & Clergy	Position	Joining	Leaving
Revd Sarah Guinness	Priest in charge	May 2018	
Steve Fletcher	Licensed Lay Minister	Apr 2015	
Denise Colliver	Licensed Lay Minister	Apr 2013	
Staff			
Claude Lobo	Finance & Operations Manager	Mar 2017	
Rajini Rajendra	Parish Administrator	Aug 2013	
Jason Hunt	Caretaker & Cleaner	Sep 2012	Nov 2020
Tipi Turner	Youth & Children's Apprentice	Sep 2019	
Church Wardens			
Carol Fletcher	Churchwarden, Safeguarding Officer, Lay Chair of PCC	Apr 2016	
Sheila Underwood	Churchwarden, Vulnerable Persons Champion	Apr 2017	
Edwina Renner-Jennings	Churchwarden	Apr 2017	Sep 2020
Penelope Vincent	Churchwarden, Children's Champion	Apr 2017	
Matthew Newton	Churchwarden	Sep 2020	
Elected PCC Members			
Iszy Metzner	Deanery Synod Representative	Apr 2014	
Matthew Newton	Deanery Synod Representative	Apr 2014	Sep 2020
Tamsin Turner	Deanery Synod Representative	Apr 2017	
Russell Rajendra	PCC Treasurer	Apr 2018	
Alex Authers	Vulnerable Persons Champion	Apr 2016	
Charlotte Deane		Apr 2018	
Jo Bradley		Apr 2019	
Elizabeth Kennedy		Apr 2019	
Isobel Peaty		Apr 2019	
Julian Peaty		Apr 2019	
Sara Ward		Apr 2019	
Tracey Hallal		Sep 2020	
Co-opted PCC Members			
Rajini Rajendra	Children's Champion	Apr 2018	Sep 2020
Helen Dickinson	PCC Secretary	Apr 2019	
Tipi Turner	Children's Champion	Sep 2020	

Financial Review 2020

This is my last report as the Treasurer of the Parish of Brentford.

I took over the role in 2018, when the Parish filed a deficit of £33k (before gains/losses on investments) with the Charity Commission.

I come to the end of my tenure and with the help of the PCC, the Parish will file a surplus of well over £67k (before gains/losses on investments). This surplus includes £49k that is ring fenced to be spent on the Refurbishment of St Pauls in 2021.

It is the policy of the PCC to maintain a balance on the church unrestricted funds of a minimum of 3 months of its payments.

Covid pandemic had a major impact on the Church lettings and despite with the Church buildings being closed for most part of the year, the regular giving increased.

A Big thank you to all our Church family for making a contribution to the life of our Church during these hard times.

The Parish Income as at the end of the financial year was £392,229 (2019: £269,111)

Mainly from:

Trust Fund: Transferred to the Parish £76,638 (£66,629 in 2019)

Trust fund transfer for the Refurbishment of St Pauls £106,500

Lettings: at £58,998 (£78,992 in 2019)

Overall Giving :(with Gift Aid) at £95,678 (£89,749 in 2019)

Rental income: 34 Brook Road South amounted to £18,900; (This investment property is estimated to be valued around £500,000 for accounting purpose in accordance with current Charities SORP)

The Parish Expenditure as at the end of the financial year was £325,100 (2019: £284,689)

Mainly due to:

Staff Costs: £61,065, (£74,661 in 2019)

Common Fund: £85,200 (£103,020 in 2019)

Building Maintenance, Utilities: £58,022 (£53,147 in 2019)

Refurbishment of St Pauls: £56,542

The Parish paid its full cost towards the common fund for the year 2020.

It is, encouraging to note that our giving had increased during the pandemic and my hope is that it continues for the works of the Parish in the future.

We continue to seek further regular giving from the congregation in order to sustain the increase running cost of both churches and, to be able to expand the ministries in work of the Parish of Brentford.

The planned works on the redecorating of St Pauls was under way during the lockdown and work will continue in 2021 funded by the Trust fund.

Finally, my sincere thank you to all those who stood by and supported me during my Treasurership.

Russell Rajendra

Hon. Treasurer

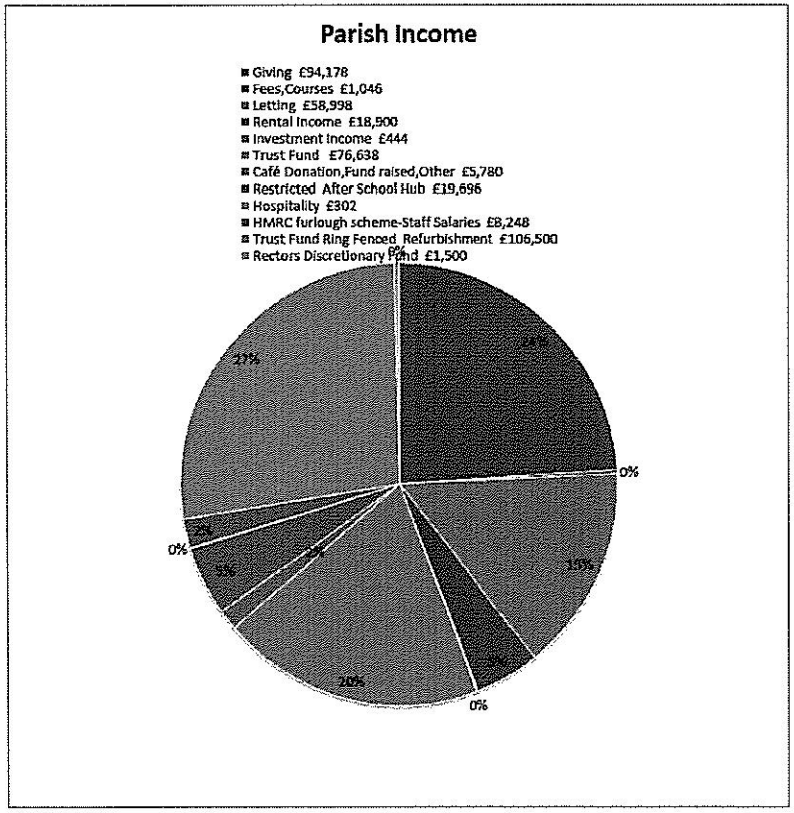
Parish of Brentford 2018-2021

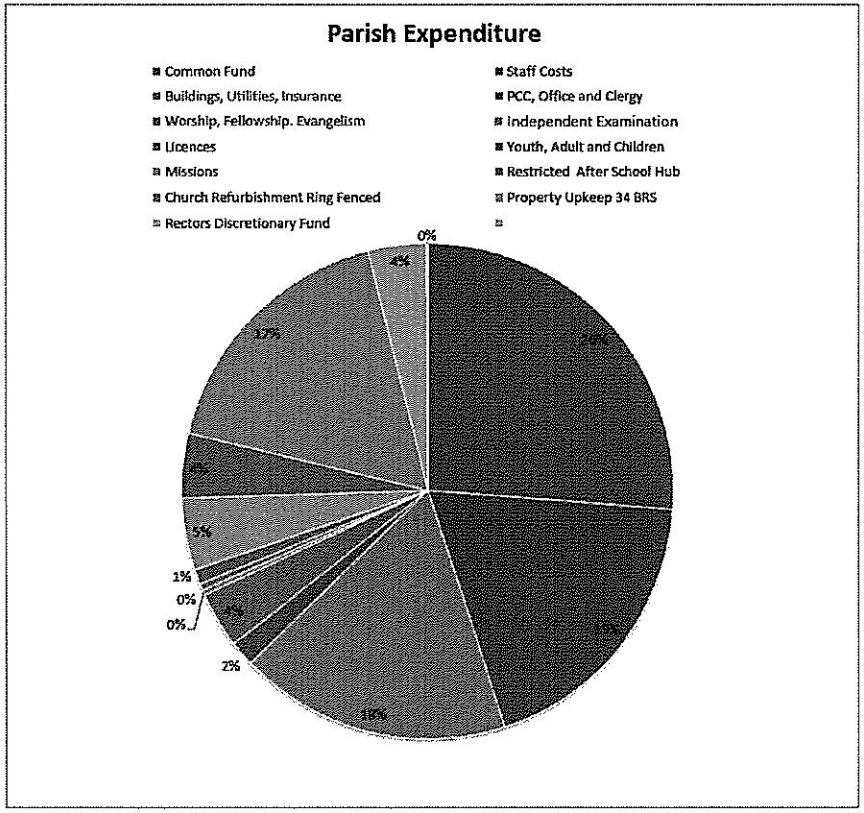
Parish of Brentford 2020 Finance Report

INCOME	£ 392,230
EXPENDITURE	£ 325,104
Surplus	£ 67,126

INCOME		
Giving	£	94,178
Fees,Courses	£	1,046
Letting	£	58,998
Rental Income	£	18,900
Investment Income	£	444
Trust Fund	£	76,638
Café Donation,Fund raised,Other	£	5,780
Restricted After School Hub	£	19,696
Hospitality	£	302
HMRC furlough scheme-Staff Salaries	£	8,248
Trust Fund Ring Fenced Refurbishment	£	106,500
Rectors Discretionary Fund	£	1,500
Totals	£	392,230

EXPENDITURE		
Common Fund	£	85,200
Staff Costs	£	61,065
Buildings, Utilities, Insurance	£	58,022
PCC, Office and Clergy	£	5,231
Worship, Fellowship. Evangelism	£	11,864
Independent Examination	£	1,110
Licences	£	1,410
Youth, Adult and Children	£	3,138
Missions	£	15,253
Restricted After School Hub	£	13,679
Church Refurbishment Ring Fenced	£	56,452
Property Upkeep 34 BRS	£	12,430
Rectors Discretionary Fund	£	250
Totals	£	325,104





INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE PARISH OF BRENTFORD ST FAITH'S AND ST PAUL'S

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 December 2020, which comprise the Statement of Comprehensive Income, the Statement of Financial Position and the related notes.

Respective responsibilities of Parochial Church Council and examiner

The Parochial Church Council are responsible for the preparation of the accounts. The charity's Parochial Church Council consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act;
- to state whether particular matters have come to my attention

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and the seeking of explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared accounts in accordance with Accounting and reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in reference to the accounting and Reporting by Charities:Statement of Recommended Practice issued in 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for periods beginning on or after 1 January 2015.

In connection with my examination, I confirm that no matter has come to my attention in connection with the examination giving me cause to believe that in any material respect:

- accounting records were not kept in accordance with section 130 of the 2011 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

Paul Alexander BFP, FCA P. Alexander
for and on behalf of
Accountancy Management Services Limited
Chartered Accountants

South Street House
51 South Street
Isleworth
Middlesex TW7 7AA

DATE: 13 May 2021

THE PARISH OF BRENTFORD ST FAITH'S AND ST PAUL'S
CHARITY REGISTRATION NUMBER 1128611
STATEMENT OF COMPREHENSIVE INCOME
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted funds	Designated funds	Restricted funds	Total 2020	Total 2019
INCOME AND ENDOWMENTS		£	£	£	£	£
Donations and legacies	3	164,763	106,500	31,214	302,477	163,400
Charitable activities	4	61,798	-	-	61,798	88,608
Other trading activities	5	362	-	-	362	2,190
Investments	6	19,344	-	-	19,344	14,913
Other income	7	8,248	-	-	8,248	-
Total Income		254,515	106,500	31,214	392,229	269,111
EXPENDITURE						
Raising funds	8	7,477	-	18	7,495	1,875
Charitable activities	9	241,957	56,452	19,196	317,605	282,814
Total expenditure		249,434	56,452	19,214	325,100	284,689
Net gains/(losses) on investment						
Gains/(losses) on non-property investments	12	(4,673)	-	-	(4,673)	1,413
Net Income/(Expenditure) before Transfers		408	50,048	12,000	62,456	(14,165)
Transfers between funds	15	9,517	(1,250)	(8,267)	-	-
Net Income/(Expenditure) after Transfers		9,925	48,798	3,733	62,456	(14,165)
Net Movement in Funds		9,925	48,798	3,733	62,456	(14,165)
Total funds brought forward at 1 January 2020		511,688	0	5,004	516,692	530,857
Total funds carried forward at 31 December 2020		521,613	48,798	8,737	579,148	516,692

The statement of comprehensive income includes all gains and losses recognised in the year.

THE PARISH OF BRENTFORD ST FAITH'S AND ST PAUL'S
CHARITY REGISTRATION NUMBER 1128611
STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2020

		Note	2020 £	2019 £
Fixed Assets				
	Tangible assets	10	19,717	4,503
	Investment property	11	500,000	500,000
	Non-property Investments	12	1,025	752
			520,742	**505,255**
Current Assets				
	Debtors	13	8,309	8,627
	Cash at bank and in hand		67,650	17,813
			75,959	**26,440**
Creditors: amounts falling due within one year		14	17,553	15,003
Net Current Assets			**58,406**	**11,437**
Total assets less current liabilities			**579,148**	**516,692**
FUNDS				
Unrestricted	General funds	16	306,613	296,688
	Fair value reserve	16	215,000	215,000
			521,613	**511,688**
	Designated	15	48,798	-
	Restricted	15	8,737	5,004
Total Funds			**579,148**	**516,692**

The accounts were approved by the Parochial Church Council on 20th April 2021

.....
Reverend Sarah Guinness
Priest in Charge

.....
Russell Rajendra
PCC Treasurer

ACCOUNTING POLICIES

1 Charity Information

The Church is a charity registered with the Charity Commission, constituted under the PCC Powers measure Act 1956 as amended and Church Representation Rules 2017.
The charity is a public benefit entity as defined by FRS 102.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice 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 2016).

The accounts have departed from the Charities (Accounts and Reports) regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for Charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the regulations but has since been withdrawn.

The accounts are prepared in sterling which is the functional currency of the charity. Monetary amounts in these financial statement are rounded to the nearest whole pound.

1.2 Going concern

At the time of approving the accounts the Parochial Church Council (PCC) have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the PCC continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Endowment funds
Are funds, the capital of which must be maintained; only income arising from investment of the endowment may be used either as restricted or unrestricted funds depending upon the purpose for which the endowment was established.

Restricted funds
Represent (a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and (b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. The PCC does not usually invest separately for each fund. Where there is no separate investment interest is apportioned to individual funds on an average balance basis.

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

Designated funds
Are unrestricted funds where money has been set aside for specific purpose by the PCC. They may be undesignated and money moved to other such funds at the discretion of the PCC.

1.4 Incoming resources

Planned giving, collections and donations are recognised when received.
Tax refunds are recognised when the incoming resource to which they relate is received.

Grants and legacies are recognised when there is sufficient certainty that they will be received and the incoming resources can be measured with sufficient reliability.
Job retention scheme grants are recognised in the period to which the underlying furlough staff costs relate to.

Dividends and interest are accounted for when received. All other income is recognised when receivable.
All incoming resources are accounted for gross.

1.5 Resources expended

Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding or constructive obligation on the PCC. The diocesan parish share is accounted for when due.
Amounts received specifically for mission are dealt with as restricted money.
All other expenditure is generally recognised when it is incurred and is accounted for gross.

1.6 Creditors and provisions for liabilities and charges

A liability is recognised for the amount that the charity anticipates it will pay to settle a debt or the amount it has received as an advance payment for goods or services it must provide. A provision is recognised when:

- there is a present obligation at the reporting date as a result of a past event;
- it is probable that a transfer of economic benefit, usually in the form of cash, will be required in settlement; and
- the amount of the settlement can be estimated reliably.

1.7 Fixed assets

For use by the PCC

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of "charity" by Section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time).
Equipment used within the church premises is depreciated on a straight-line basis over 5 years.
Individual items of equipment with a purchase price of £1,000 or less are written off when the asset is acquired.

Investment property

The trustees' policy is that freehold property held for investment purposes is included at the trustees' best estimate of market value, based on local house prices or independent valuations where available.

Investment property is not depreciated. Unrealised gains and losses are taken to the Statement of Comprehensive Income under the heading of gains/(losses) on tangible fixed assets and are shown as a separate unrestricted reserve on the Statement of Financial Position.

Other Investments
Investments are valued at market value with gains or losses recognised in the statement of comprehensive income.

1.8 Allocation of support costs
Support costs are allocated to individual activities where they directly related to that activity.
Where the support cost is not directly related to an individual activity it is allocated to activities on the basis of the proportion of total direct resources expended for each activity.

1.9 The Brentford Parish Trust (formerly St Paul's Centre Trust Funds)
These funds arose out of the proceeds of sale of the site of St James Gunnersbury. There are 2 funds managed by a separate Board of Trustees.

The managing trustees may from time to time at their absolute discretion, permit (at a meeting of the Trustees) the release or sale of all or part of the capital of the first fund to finance major or urgent repair work and/or capital expenditure to church buildings within the parish of Brentford.
The first fund comprises the sum of £750,000 at the date of the deed. If the first fund exceeds £750,000 the surplus or such lesser amount (if any) as the managing trustees may in their absolute discretion deem appropriate shall at the direction of the managing trustees be transferred by the fund to the second fund.

The second fund, both capital and income, is available for expenditure entirely at the discretion of the PCC although the funds are managed by the trustees.

The trustees produce separate accounts for trust fund one and figures relating to it are NOT included in these accounts.

2 Critical accounting estimates and judgements
In the application of the charity's accounting policies, the PCC are required to make judgements, estimates and assumptions about the carrying value 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.

3 Income from Donations and Legacies

	Unrestricted funds	Designated funds	Restricted funds	Total 2020	Total 2019
	£	£	£	£	£
Gift aid donations	57,990	-	5,818	63,808	60,745
Donations non-gift aid	6,126	-	1,500	7,626	2,167
Plate giving	2,585	-	-	2,585	10,797
Gift aid tax recoverable	20,209	-	1,450	21,659	16,040
Grants	76,638	106,500	19,696	202,834	66,629
Other funds generated	1,215	-	2,750	3,965	7,022
	164,763	**106,500**	**31,214**	**302,477**	**163,400**
Year end 31st December 2019	149,323		14,077		163,400

4 Income from Charitable Activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2020 £	Total 2019 £
Courses	-	-	-	-	50
Fees	1,046	-	-	1,046	1,219
Open house café meals	1,754	-	-	1,754	8,347
Church hall lettings	58,998	-	-	58,998	78,272
Church lettings	-	-	-	-	720
	61,798	**-**	**-**	**61,798**	**88,608**
Year end 31st December 2019	86,808	-	-		86,808

5 Income from Other trading activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2020 £	Total 2019 £
Fundraising		-		-	82
Food sales to commercial entities	60	-	-	60	463
Other activities to generate funds	-	-	-	-	240
Sunday hospitality	302	-	-	302	1,405
		-			
	362	**-**	**-**	**362**	**2,190**
Year end 31st December 2019	2,190	-	-		2,190

6 Investment Income

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2020 £	Total 2019 £
Dividends	423	-	-	423	619
Bank and building society interest	21	-	-	21	29
Rental income	18,900	-	-	18,900	14,265
	19,344	**-**	**-**	**19,344**	**14,913**
Year end 31st December 2019	14,913	-	-		14,913

7 Other income

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2020 £	Total 2019 £
Job retention scheme grant	8,248	-	-	8,248	-

8 Expenditure on Raising funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2020 £	Total 2019 £
Costs of Fundraising	3,696	-	18	3,714	1,478
Publicity and other costs	3,781	-	-	3,781	397
	7,477	**-**	**18**	**7,495**	**1,875**
Year end 31st December 2019	436	-	1,439		1,875

9 Expenditure on Charitable activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2020 £	Total 2019 £
Grants-special collections	-	-	-	-	37
Mission- Partner giving	15,253	-	-	15,253	16,621
Apprentice scheme	-	-	5,000	5,000	-
Rectors Discretionary Fund		-	250	250	-
Common fund	85,200	-	-	85,200	103,020
Parish staff costs	55,956	-	-	55,956	71,757
Other staff costs	107	-	-	107	1,654
Parish office costs	2,906	-	-	2,906	4,499
Clergy expenses	365	-	-	365	1,598
Clergy house maintenance	299	-	-	299	1,358
Adult	2,406	-	-	2,406	12,725
Youth 11-18	698	-	-	698	1,672
Children & families	33	-	-	33	1,117
After School Hub	-	-	10,610	10,610	-
After School Hub Salaries	-	-	3,069	3,069	-
Insurance	8,567	-	-	8,567	10,124
Sunday hospitality	687	-	-	687	1,716
Licences	1,410	-	-	1,410	1,614
Depreciation	5,819	-	-	5,819	2,188
Sanctuary materials	481	-	-	481	1,531
Equipment costs	2,995	-	-	2,995	2,982
Sound and AV equipment	953	-	54	1,007	1,897
Other church expenditure	507	-	101	608	65
Parish utilities	23,352	-	-	23,352	23,926
Maintenance	10,063	-	112	10,175	16,897
Bank Charges	251	-	-	251	506
Independent examination fee	1,110	-	-	1,110	1,110
Church interior and exterior decorating	4,449	56,452	-	60,901	-
Hall + interior and exterior decorating	5,659	-	-	5,659	-
Other PCC property upkeep	12,431	-	-	12,431	2,200
	241,957	**56,452**	**19,196**	**317,605**	**282,814**
Year end 31st December 2019	274,180	-	8,634		282,814

10 Tangible fixed assets

	Other equipment £	Total £
Cost		
At 1 January 2020	18,426	18,426
Additions	21,033	21,033
At 31 December 2020	**39,459**	**39,459**
Depreciation		
At 1 January 2020	13,923	13,923
Charge	5,819	5,819
At 31 December 2020	**19,742**	**19,742**
Net book value		
At 31 December 2020	**19,717**	**19,717**
At 31 December 2019	**4,503**	**4,503**

11 Investment Property

	£
Market value at 1 January 2020	500,000
Additions	-
Disposals	-
Revaluation	-
Market value 31 December 2020	**500,000**

The PCC is the beneficial owner of the freehold property situated at 34 Brook Road South, Brentford.

The valuation in the accounts as at 31st December 2020 is based on the trustees best estimate of market value based on local house prices rather than an independent professional valuation.

12 Investments

	CBF Fund	Total 2020	Total 2019
	£	£	£
Market value at 1 January 2020	752	752	11,339
Additions	55,000	55,000	40,000
Disposals	(50,054)	(50,054)	(52,000)
Revaluations	(4,673)	(4,673)	1,413
Market value 31 December 2020	**1,025**	**1,025**	**752**

13 Debtors due within one year

	Total 2020	Total 2019
	£	£
Gift aid tax recoverable	3,778	3,561
Lettings income due	2,795	3,895
Other debtors	1,736	1,171
	8,309	**8,627**

14 Creditors due within one year

	Total 2020	Total 2019
	£	£
Trade creditors	1,901	4,618
Accruals	12,290	5,802
Taxes and social security	809	792
Other creditors	2,553	3,791
	17,553	**15,003**

15 **The movements in restricted and designated funds during the year were:**

	01-Jan-20	Receipts Donations/ Fundraising	Payments	Transfers	31-Dec-20
Restricted	£	£	£		£
St Faiths Church organ and items	112	-	(112)	-	-
Apprentice Fund	-	1,518	(1,393)	-	125
Barn Dance	1,267	-	(101)	(1,166)	-
General Outreach Fund	3,625	-	(3,625)	-	-
After School Hub	-	19,696	(13,679)	1,166	7,183
Rectors Discretionary Fund	-	1,500	(250)	-	1,250
St Pauls AV	-	8,500	(54)	(8,267)	179
	5,004	**31,214**	(19,214)	(8,267)	**8,737**
Designated					
St Pauls Refurbishment	-	106,500	(56,452)	(1,250)	48,798

The transfers from funds above of £8,267 and £1,250 were to unrestricted (and undesignated) funds.

FUNDS DETAIL:

St Faiths Church organ and items

This Restricted Fund was set up in October 2018 with an amount of £1,000 received from the family of the late Ms. Muriel Allen to be used for repairs to St Faith's Church organ.

Apprentice Fund

This Restricted Fund was set up in October 2019 with continuing donations from church members towards the cost (£5,000 per year) of employing our Youth & Children's apprentice.

Barn Dance

Set up from net revenue from Barn Dance held on 12 October 2019 for use by Open House which serves lunch in St Paul's Parish Centre on Wednesday afternoons.

General Outreach Fund

Prior year donation from Andy & Sarah Ward of £4,000- (including Gift Aid) for general outreach activities as per discretion of Priest in charge.

After School Hub Fund

This restricted fund was set up in July 2020 with grants mainly from Hounslow Welcare Trust and Needs and Taylor Educational Charity to start an after school work hub in the Narthex on Mondays to Fridays from 3:30 - 5pm which would provide a safe space for youth to enjoy their time after school socialising and doing homework.

Rector's Discretionary Fund

The PCC agreed in May 2020 to establish a discretionary fund for disbursement by the Priest in Charge who consults with one other church warden before making individual grants of up to £250 each in response to requests from needy individuals. It has also benefited from donations from members of our congregation.

St Paul's AV Fund

This designated fund was set up with funds made available since January 2020 by a member of our congregation specifically for upgrading of the existing AV equipment in St Paul's Church.

16 Analysis of Net Assets between Funds:

	Unrestricted £	Unrestricted fair value £	Unrestricted designated	Restricted £	Totals £
Fixed Assets:					
Tangible fixed assets	19,717	-	-	-	19,717
Investment property	285,000	215,000	-	-	500,000
Non-property investments	1,025	-	-	-	1,025
Current Assets:					
Bank Accounts	10,115	-	48,798	8,737	67,650
Debtors	8,309	-	-	-	8,309
Current Liabilities:					
Creditors due within 1 year	(17,553)	-	-	-	(17,553)
	306,613	**215,000**	**48,798**	**8,737**	**579,148**

17 Diocese of London - Common Fund

The contribution to the Diocese of London Common Fund for the Parish was paid in full in 2020.

Common Fund	**2020** £	**2019** £
Common fund contribution	85,200	103,020
	85,200	**103,020**

18 Payments to PCC Members

None of the PCC (or any persons connected with them) received or have been paid any remuneration that was not paid at a market rate or received any benefits from an employment with the charity or a related entity.

During the year 3 trustees were re-imbursed for the following expenditure incurred on PCC business:

PCC costs	£	507
Clergy expenses	£	286
Telephone and internet	£	383
Stationery	£	33
Equipment and upgrades	£	106
Insurance	£	28
Routine maintenance materials	£	75
Licences	£	96
Church supplies	£	188
Marketing and publicity materials	£	359
Alpha hospitality	£	120
Alpha resources	£	83
Mens breakfast	£	57
Hospitality & resources (older)	£	104
Hospitality & resources (younger)	£	18
Youth café food, drink and equipment	£	345
Play café craft materials	£	264

18 *(Continued from previous page)*

Play café food and drink	£	21
Play café gifts	£	74
Sunday hospitality St Pauls	£	157
Sunday hospitality St Faiths	£	30
	£	**3,334**

During the year the following payments were made to 1 trustee for services provided:

Verger fees	£	120
	£	**120**

19 Employees

Number of employees

The average number of employees during the year was:

	2020	2019
Parish running	3	3
	3	**3**

'Parish staff costs' and 'After School Hub salaries' in note 9 to the accounts include the following:

	£	£
Wages and salaries	50,219	62,593
Social security costs	633	1,761
Pension costs	916	1,191

There were no employees who received employee benefits excluding employer pension costs of more than £60,000.

20 Pension

The charity operates a defined contribution scheme for qualifying employees.
The assets of the scheme are held separately from those of the charity.

The charge to the profit and loss in respect of defined contribution schemes was £916 (2019:£1,191)

21 Principal place of business:

The Parish Office
St Paul's Road
Brentford
Middlesex
TW8 0PN

22 The surplus/(deficit) for the year is stated after:

	2020	2019
	£	£
Independent examination fee	1,110	1,110

23 Support costs

	Support costs	Governance costs	2020	2019
	£	£	£	£
Parish office costs	2,906	-	2,906	4,499
Office equipment costs	1,463	-	1,463	2,736
Independent examination fee		1,110	1,110	1,110
Allocated to Charitable Activities	**4,369**	**1,110**	**5,479**	**8,345**

24 Related parties

The part-time Administrator (Rajini Rajendra) who is the wife of the PCC Treasurer earned a gross salary of £8,899 and £9,022 respectively in 2019 and 2020 based on the London Living Wage (advised by Diocese of London) of £10.55 per hour until October 2020 and £10.85 thereafter. In addition, related employers NI contributions amounted to £68 and employers pension contributions amounted to £84 in 2020.

25 Key Management Personnel

The Finance & Operations Manager (Mr Claude Lobo) earned a gross salary of £30,000 both in 2019 and 2020 in terms of the contract of employment signed before employment commenced on 2 March 2017. In addition, related employer's NI contributions amounted to £2,933 and employer's pension contributions amounted to £657 and £714 respectively in 2019 and 2020.

THE FOLLOWING PAGE DOES NOT FORM PART OF THE FINANCIAL STATEMENTS

THE BRENTFORD PARISH TRUST **Year ended 31/12/2020**

This fund is under the control of independent Trustees; these figures are shown as a note only

Statement of Financial Activity 2020

	2020	2019
	£	£
Income from Investments		
Dividends	21,638	23,486
Expenditure		
Grant to St Pauls	-21,638	-23,486
Donation to St Pauls	-161,500	-43,143
(Transfer to Trust Fund 2)		
	-161,500	-43,143
Unrealised gain on revaluation	43,086	123,617
Profit on investment sales	3,559	5,441
Net movement of funds	-114,855	85,914
Balance b/fwd	784,487	698,573
Endowment Fund value c/fwd	669,632	784,487

Balance Sheet at 31/12/20

	2020	2019
	£	£
Investments		
CCLA Investment fund shares	669,632	784,487
Endowment fund balance	669,632	784,487

The grant to St Paul's is at the Trustees' discretion.

The Capital may only be used for capital expenditure within the Parish.