



Easthampstead
Parish Church

2024

Annual Report and Accounts

for the

Parochial Church Council

of

**The Ecclesiastical Parish of
St. Michael And St. Mary Magdalene, Easthampstead**

Charity Number 1128690

**Notice to
Public of Ecclesiastical
Parish of St. Michael and St. Mary Magdalene
'St. Michael's Church'**

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A year of renewal, growth, and celebration.

As we reflect on the past year, it is with a deep sense of gratitude and joy that I share with you the impressive work of our church community. This report is a testament to the dedication, love, and faith that have been poured into our shared mission—to nurture faith, grow disciples, and serve our community in the name of Christ.

This has been a year of renewal, growth, and celebration. Together, we have embraced new opportunities to worship, connect, and make a lasting impact. The adjustments to our 9:30am service have fostered a richer and more inclusive experience. It has been heartening to see how these changes have brought accessibility and meaning to so many, especially our younger families.

Our relationships with our partners and schools have blossomed in ways that deeply enrich the spiritual lives of those we serve. I am especially thankful for the growing connection with St. Michael's and Jennett's Park Schools. Whether through termly Eucharists, Pause Days, or shared celebrations like the first Christmas service at Jennett's Park, these moments of fellowship and faith have strengthened our bonds and planted seeds of faith in young hearts.

Throughout the year, we have also celebrated significant milestones, such as the 150th anniversary of St. Michael's School. This was a moment to pause and give thanks for the legacy of faith and learning that continues to inspire hope for future generations. Likewise, the deanery confirmation service in April was a joyous reminder of the Holy Spirit at work in the lives of those making their commitment to Christ.

In our mission to foster community and inclusivity, events like "Ice Cream Sunday," the revitalized Allhallowtide celebration, and the Light Up a Life service have shown how our church can be a source of joy, hope, and compassion. Each of these occasions brought people together, reminding us of the love of God made visible in our shared lives.

I am also deeply encouraged by the way our church continues to grow as a place where everyone can belong. The Church Growth Workshop, hosted here in June, affirmed our commitment to creating small, relational communities that reflect the love of Christ. It is my hope that these seeds of growth will bear fruit in the years to come.

At the heart of all these achievements is a community bound by faith and love. Every prayer, every act of service, and every moment of kindness has been a reflection of our shared commitment to Christ's call to be His hands and feet in the world.

As we look to the future, may we continue to find inspiration in our vision: to nurture faith, to share God's love, and to be a safe and welcoming home for all. Thank you for the part you play in this journey, and may we go forward together in faith, hope, and love.

With every blessing,

A handwritten signature in black ink that reads "G. Morley". The signature is fluid and cursive, with a long, sweeping underline.

Revd. Gareth Morley
Rector

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1. Aim and Purposes

The purpose of the PCC is the promotion of the gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England and “co-operation with the minister (Reverend Gareth Morley) in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical.” It also has statutory responsibilities for the care and insurance of church buildings and property, for keeping proper financial records and for a range of other statutory matters, including health and safety procedures relating to employees, volunteers and visitors.

The Parochial Church Council (PCC) of the Ecclesiastical Parish of St. Michael and St. Mary Magdalene, Easthampstead has its legal responsibilities set out in the [*Parochial Church Councils \(Powers\) Measure 1956*](#). It is also bound by the [*Church Representation Rules \(Church Representation and Ministers Measure 2019\)*](#) and the *PCC Accountability Guide*.

The PCC is also an ecumenical partner of the Church@thePines.

The strategic aims of the PCC are developed and expressed as a mission plan. These aims flow from the vision of the Church which is “to nurture faith and grow disciples.”

Main activities undertaken to meet these aims and purpose include:

- a regular pattern of worship in the parish,
- assisting people in the parish in marking life events (christenings, weddings, and funerals),
- providing pastoral care and support to all people in the parish,
- helping all people of all ages in the parish to be able to develop their faith,
- providing social activities through small groups and as a whole community,
- managing the parish centre for the benefit of the people in the community and charity groups
- working with other churches in the parish, and
- working with schools in providing Religious Education and Collective Worship.

The PCC has had regard to the Charity Commission public benefit guidance, and these activities are compatible with [*“The Advancement of Religion for the Public Benefit”*](#) guidance published by the Charity Commission.



2. Parish Objectives

The PCC identified their objectives for the year as:

- to continue to implement the Quinquennial Report,
- to draw up plans and begin implementation of energy saving recommendations,
- to continue work to address parish finances,
- to review St. Francis and St. Claire Church Mission and Ministry,
- to review the parish vision and establish a five year strategic plan.

Implementation of the Quinquennial Report

(Review by: Lee Townsend, **Churchwarden**)

A survey of the drains in the church and churchyard was carried out in 2024. Repairs to the structure of some, probably historic, drains will need to be carried out.

Repairs to the SE tower pinnacle, pointing to the tower parapet, repairing the lead flashings between the tower and church roof and repairing two damaged coping stones on the church have been completed. Coping stones to both sides of the annexe roof were removed and replaced, with metal rods inserted to prevent future slipping of the stones. Pointing was carried out to the outside of the east wall of the Resurrection Chapel. Repairs were completed to the frieze and lettering at the top SW corner of the church nave and the sealing of the font was repaired. Masonry cracks in joints in the Downshire Chapel were filled in.

We are currently looking at plans to repair and refurbish the annexe to include replacing the flat roof, rethinking the flat roof windows and improving the insulation.

All immediate and urgent concerns raised in the quinquennial report have been addressed.

Implementation of energy saving recommendations

(Review by: Revd Gareth Morley)

In 2024, the implementation of energy-saving recommendations was deprioritized early in the year to address other pressing matters, including financial challenges and the comprehensive review of St. Francis and St. Clare. However, towards the end of the year, we began laying the groundwork for future improvements in energy efficiency, focusing on the annexe. Discussions with our architect generated several promising ideas, which are now being developed into actionable plans. In 2025, we aim to move forward with these plans, making meaningful changes to enhance the annexe's energy performance and align with our broader commitment to sustainability.

Address parish finances

(Review by: Judith Collyer, **Churchwarden**)

We became aware that there were some inaccuracies in the financial reports for 2021, 2022 and 2023. There was never and remains to this day no suspicion of any irregular activity; the errors were in the coding and details of the reporting. Acting on guidance from the Oxford Diocesan Board of Finance the accounts for all these years have now been checked and corrected. We have also:

- Enacted new financial controls and policies which have been approved by the PCC,
- Organised regular reviews of finances and procedures through the finance committee.
- Hired a new Payroll Manager, working at Radford & Sergeant Ltd.
- Mrs Alison Kent has been appointed bookkeeper. We are very grateful for the work she has done to bring our finances into good order.

Review St. Francis and St. Claire Church Mission and Ministry

(Review by: Revd Gareth Morley)

In March 2024, a strategic proposal was made for St Francis & St Clare Church in Jennett's Park, marking a transformative journey. With a focus on renewal and outreach, the decision was taken to close the Sunday worshipping community at Pentecost 2024, embracing the concept of a "Shmita" or sabbatical year. This shift aimed to refocus efforts on rebuilding relationships within the community, particularly by strengthening ties with Jennett's Park School and supporting initiatives like the school's Thrive program.

Following the closure, 2024 became a year of listening and connection. Significant strides were made in fostering deeper community engagement and aligning with the school's vision for holistic support. Practical love and care were shown through initiatives that addressed both the spiritual and everyday needs of the local population. This period of reflection and rebuilding set a foundation for further development in 2025, as efforts continue to explore new, dynamic ways to serve and uplift the Jennett's Park community.

Review the parish vision and establish a five year strategic plan

(Review by: Revd Gareth Morley)

In 2024, the PCC undertook a significant initiative to review our parish vision and develop a five-year strategic plan to guide our mission and growth. A key milestone in this process was our Vision Day held in May, where we gathered as a community to reflect, discern, and plan for the future.

During this pivotal day, we articulated our purpose, which is to reach out with the love of God, care for one another, and enable people to grow as disciples of Jesus Christ. We also established our parish vision:



Nurturing Faith

Growing Disciples

This vision reflects our dedication to fostering spiritual growth and creating a welcoming environment where individuals of all backgrounds can explore and deepen their faith. Alongside this, we defined our core values, which are:

To be firm in faith, strong and courageous, and to do everything in love.

These values serve as the foundation for all we do and inspire us to remain steadfast in our spiritual journey, bold in the face of challenges, and loving in our actions towards others.

Building on these guiding principles, we have outlined our objectives for the next five years. Our objective for 2025/2030 are:

- to nurture in others faith,
- to be lifelong learners of Christ,
- to share our Catholic Anglican spiritual roots,
- to be a safe and trusted place for all,
- to be an open and welcoming community,
- to be an intergenerational community of grace,
- to be active in service to each other and others around us, and
- to encourage fellowship.



3a. Achievements

(Review by: Revd Gareth Morley)

JANUARY

Changes to service arrangements

At our 9:30am service, we made a series of thoughtful adjustments to bring it into compliance with Common Worship, ensuring that we consistently use the authorised form of worship. One significant change was moving from weekly psalms to a seasonal focus, incorporating them during Lent and Advent to enrich these liturgical seasons. We also reduced the number of Bible readings from three to two, alongside other refinements, to create a more streamlined and focused worship experience. These changes resulted in a service length of approximately one hour, which has been well received by many in our congregation, particularly young families who appreciate the more accessible format. These changes have now been made permanent by unanimous agreement of the PCC.

8am and 6pm started

In January 2024, we reinstated our 8am service, which had been paused since the onset of the COVID-19 pandemic. This quieter and reflective service has become a cherished part of our Sunday worship once more, with a regular attendance of approximately 12 people. Additionally, we introduced regular Evening Prayer services on Sunday evenings, providing another opportunity for communal prayer and worship. These services have been warmly received, with an average attendance of 9 people, reflecting a growing desire within our congregation for varied and meaningful expressions of faith.

FEBRUARY

Termly eucharists for St Michaels School

In cooperation with the St. Michael's School, we introduced termly Key Stage Two Eucharist services, offering a wonderful opportunity for children to actively engage in the liturgical and sacramental life of the church. These services provide a meaningful space for pupils to deepen their understanding of Christian faith and experience worship in a more profound way. By involving them in the celebration of the Eucharist, we foster a sense of community, spiritual reflection, and belonging, while helping to nurture their faith as they grow. The inclusion of these services has been a blessing, strengthening the connection between the school and the church and enriching the spiritual formation of our young people.

MARCH

Come and See

During Lent 2024, our church enthusiastically participated in the Diocese of Oxford's Come and See program, which focused on the Commandments and the Way of Love. As part of our engagement, we shared the program's thought-provoking videos with the entire congregation during our services, fostering a collective understanding and appreciation of its themes. To deepen this experience, we also held separate group reflection sessions, providing a dedicated space for more intimate discussions and personal insights. This initiative not only enriched our Lenten journey but also strengthened our communal commitment to living out the principles of love and faith in our daily lives.

APRIL

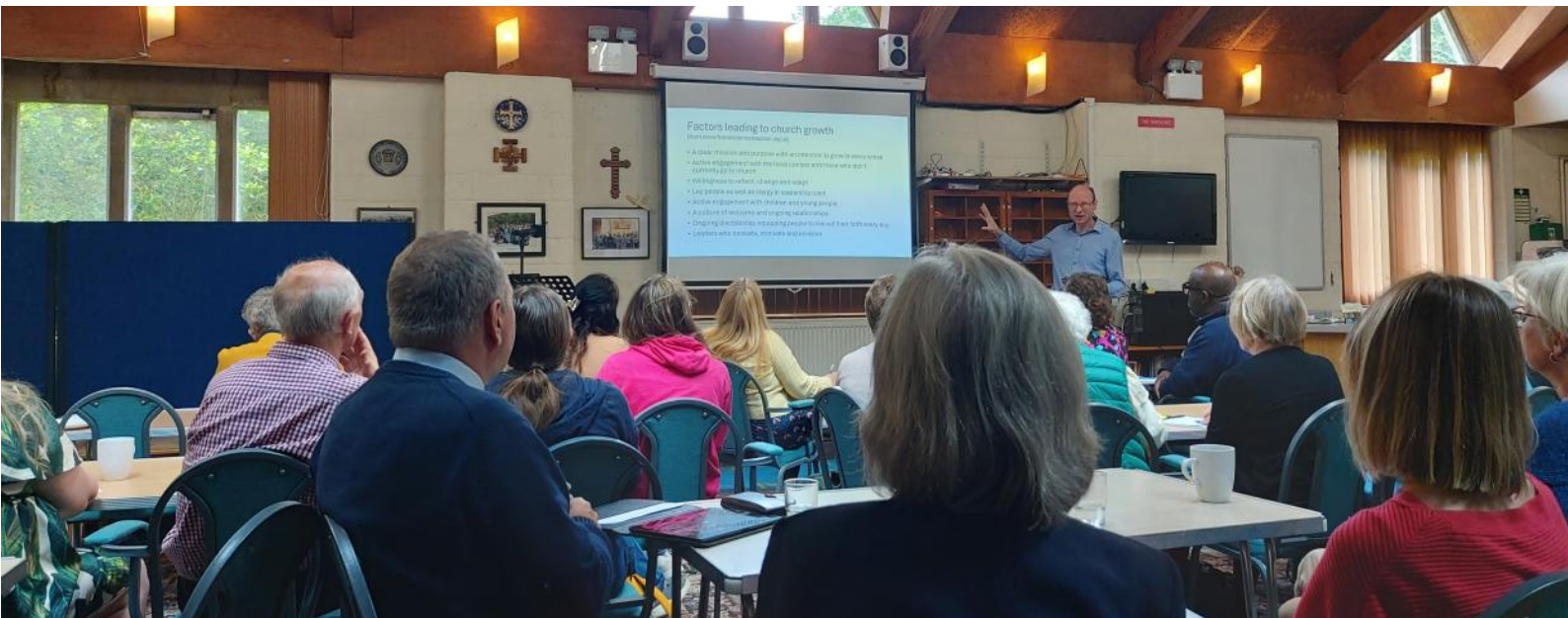
Confirmation

On 21 April 2024, we were honoured to welcome Bishop Olivia to our church as we hosted a deanery confirmation service. This special occasion brought together members of the wider community to celebrate a significant step in the spiritual journeys of many. Several

members of our own congregation, spanning a range of ages, were confirmed into the Christian faith, affirming their commitment to follow Christ. The service was a joyous and uplifting event, marked by heartfelt prayers, uplifting music, and the inspiring presence of Bishop Olivia, who encouraged us all to reflect on the meaning of our shared faith and discipleship. It was a day filled with grace and celebration, strengthening both individual faith and our communal bonds.

MAY

New Website In May, we transitioned to a different website provider. This change not only modernised our website but also rejuvenated our online presence, making it more engaging and accessible for our community. We also refreshed our presence on Facebook.



JUNE

Church Growth Workshop

In June 2024, our church had the privilege of hosting a Church Growth Workshop for the deanery and beyond, attracting attendees eager to explore innovative approaches to mission and discipleship. The workshop focused on Michael Moynagh's Godsend approach, which emphasizes small, relational communities as the foundation for church growth. Through engaging discussions and collaborative activities, participants explored how this method could be tailored to their own contexts, fostering vibrant, missional communities. The event proved to be an inspiring and practical opportunity for churches to share ideas and support one another in their efforts to grow and adapt to the needs of their congregations and wider communities.

JULY

150 years of St Michael's School

Throughout 2024, we had the joy of celebrating the 150th anniversary of St. Michael's School, marking a century and a half of its profound impact on our community. The celebrations culminated in July with a special service led by Bishop Olivia, bringing together students, staff, alumni, and members of the congregation to give thanks for the school's rich heritage. Following the service, a special tea was held at the school, where stories and memories were shared across generations. The festivities were further enlivened by artistic performances of dances, creatively showcasing the diverse decades of the school's history. It was a truly memorable occasion that honored the legacy of St. Michael's School while inspiring hope for its future.



SEPTEMBER

Ice Cream Sunday

In September 2024, we celebrated Education Sunday with a vibrant and engaging service that highlighted the vital role of education in nurturing young minds. We were delighted to welcome Caroline Johnson, the headteacher of St. Michael's School, as our guest speaker. She shared heartfelt reflections on her experiences in teaching, inspiring the congregation with stories of dedication and the transformative power of learning. Following the service, we enjoyed a festive time together as a community, sharing ice creams in the sunshine and exploring a fire truck, generously brought along by Bracknell's Fire Station. It was a joyful occasion that blended gratitude, fun, and fellowship, bringing together all generations.

OCTOBER

Allhallowtide

In 2024, we transformed our traditional Pumpkin Festival into a profound and engaging celebration of Allhallowtide, drawing inspiration from an Episcopalian approach to the service. The event began with a Service of the Word, which featured a dramatic and thought-provoking retelling of two powerful biblical narratives: the Witch of Endor and St. Michael's triumph over Satan. These vivid portrayals captivated the congregation, offering a creative and memorable way to reflect on themes of faith, courage, and redemption.

Following the service, the festivities continued with a lively pumpkin competition, showcasing the artistic talents of our community, and concluded with a joyful party, fostering fellowship and fun for all ages. This refreshed celebration beautifully combined theological depth with community spirit.

NOVEMBER

New Musical Director

In 2024, we experienced a significant transition in our church's music ministry as we bid farewell to our longstanding Musical Director, whose dedication and talent greatly enriched our worship over the years. While their departure was met with heartfelt gratitude and best wishes for the future, we were equally delighted to welcome Sean Frost as our new Musical Director. Sean brings a wealth of experience and expertise, with a background that includes acclaimed performances and a deep commitment to the power of music in worship. His passion and vision have already begun to inspire our congregation, and we look forward to this exciting new chapter in the life of our church's musical heritage.

DECEMBER

Jennett's Park Christmas Service

In December 2024, we had the pleasure of welcoming Jennett's Park School to our church for their very first Christmas service. It was a joyful and memorable occasion, as the children, staff, and parents came together to celebrate the festive season in the spirit of unity and reflection. The service beautifully conveyed the true meaning of Christmas, leaving a lasting impression on all who attended. The warm and welcoming atmosphere of the church, combined with the sense of community, inspired the school to express their desire to return for future services. This new connection marks the beginning of a meaningful partnership that we look forward to nurturing in the years to come.

Light up a Life

On Christmas Eve 2024, we trialed a deeply moving Light Up a Life service, providing a space for reflection and remembrance during a season that can be especially difficult for those coping with grief and loss.

As part of the service, attendees were invited to write the names of loved ones on star-shaped ornaments, which were then used to decorate the Christmas trees in our church, creating a beautiful and heartfelt tribute. The event offered comfort and hope to many, acknowledging the complexities of the festive season while bringing the community together in shared support and love. It was a tremendous success, warmly received by all who attended, and we are delighted to confirm that it will become an annual tradition in our church.

Relationships with our partners

Church@the Pines

(Written by: Brian Gennery, Church@the Pines)



The Church@thePines is blessed with being a local ecumenical partnership enabling us to enjoy a broad span of different worship services, enriching our spiritual lives and showing us the breadth and depth of God's love. In the recent months Revd Gareth Morley, the new rector has been leading worship once a month with communion. We are thankful to Revd Roy Burgess and Revd Carol Dunk who have supported us in the past, and to the Parish for their love and prayers. We thank God for the past year who has blessed and enriched our lives through our worshipping together as a gathered ecumenical congregation. With God's grace, we remain in this place faithfully and continue to be a worshipping and witnessing community.

St Michael's Church of England School

(written by: Caroline Johnson, Headteacher)



St Michael's Primary School has a long standing relationship with the parish formed through shared celebrations and church visits. Since the arrival of Revd Gareth Morley this relationship has strengthened even further. Revd Gareth is a regular visitor to the school in his capacity as our local priest, leading worship and talking with staff and parents. The children have participated in a range of celebrations at the church and have accessed Christmas and Easter unwrapped sessions in the church with much excitement and new learning gained. School and parish have worked well together on planning and delivering an enjoyable and fruitful summer fair, bringing the whole community together. As a member of our governing board, Revd Gareth actively engages with staff and has been a vital part of the recent academisation decision and process. I personally have felt the impact of his wisdom and advice when considering the direction for the school's spiritual journey and he has supported and encouraged our worship leader in her role.

Jennett's Park Church of England School

(written by: Elizabeth Savage, Headteacher)



It has been an exciting and challenging year for Jennett's Park CE Primary. I have with my team developed the Christian ethos of the school working with the wonderfully written promises in the Church's Vision for Education. We celebrate our Christian values and vision as a Pause Day three times a year to think about what really calls to us: Life in all its fullness (John 10:10). Our children enjoyed visiting St Michael's Church to learn about Christmas Unwrapped. Our links with the church have continued to be a great focus as we worshipped alongside Revd Carol Dunk and then Revd Gareth Morley. Revd Morley has been supporting the school as a governor since soon after his appointment. At Jennett's Park we are thankful for our relationship with St Michael's Church, and we hope to further develop these links. Church and school together, we aim for children to strive to let their lights shine brightly as they take the school's rainbow promise values wherever they go."



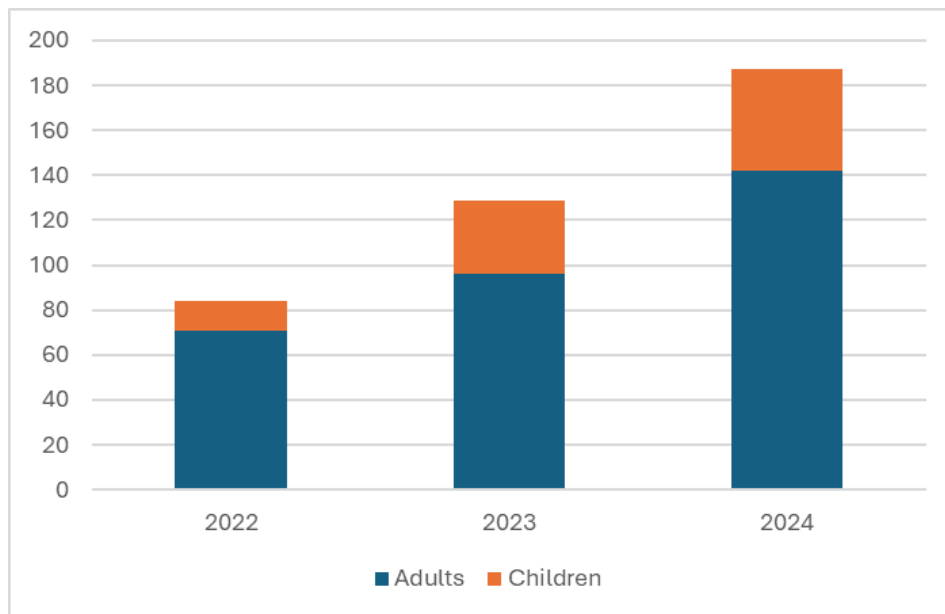
3b. Performance

(Review by: Revd Gareth Morley)

Statistics for Mission are gathered every year by the Church. These record attendance at: Christmas (Christmas Eve and Christmas Day services), Easter (Easter Eve and Easter Day services), Average Week attendance in October (this includes Sunday and midweek church services & fresh expressions in October but excludes attendance at services for schools), and Usual Sunday Attendance which is taken as an average for the year.

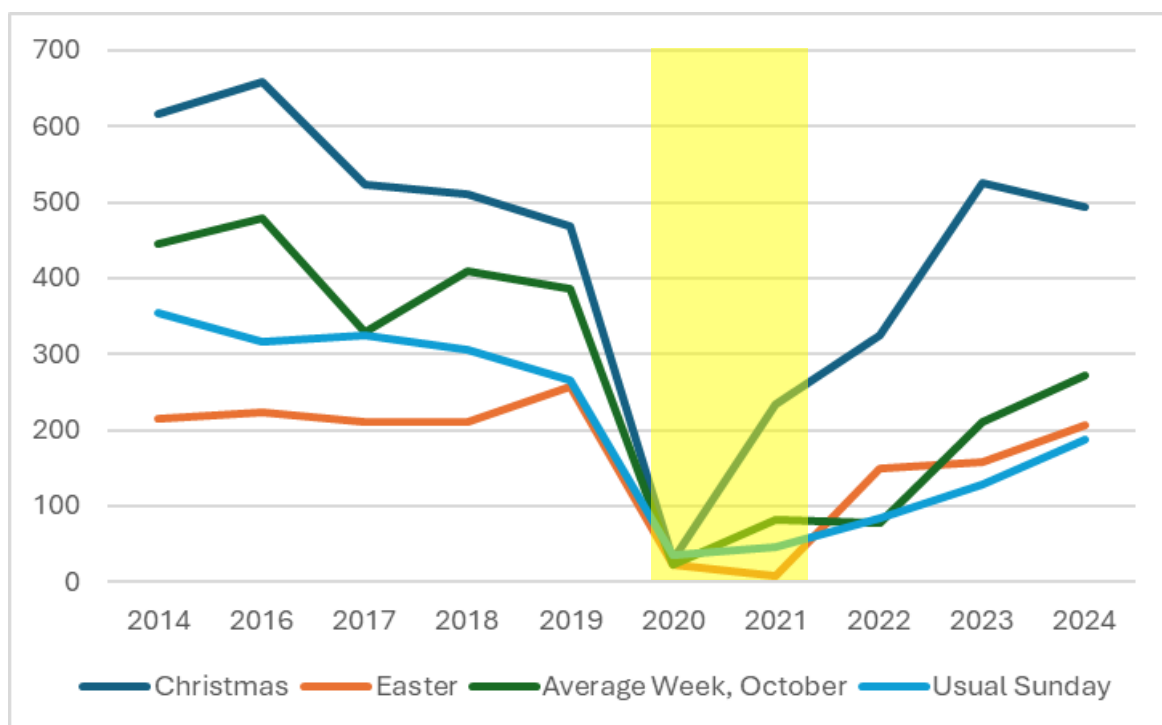
Attendance

This table records attendance figures for the last three years.



Data summary for 2014 to 2024

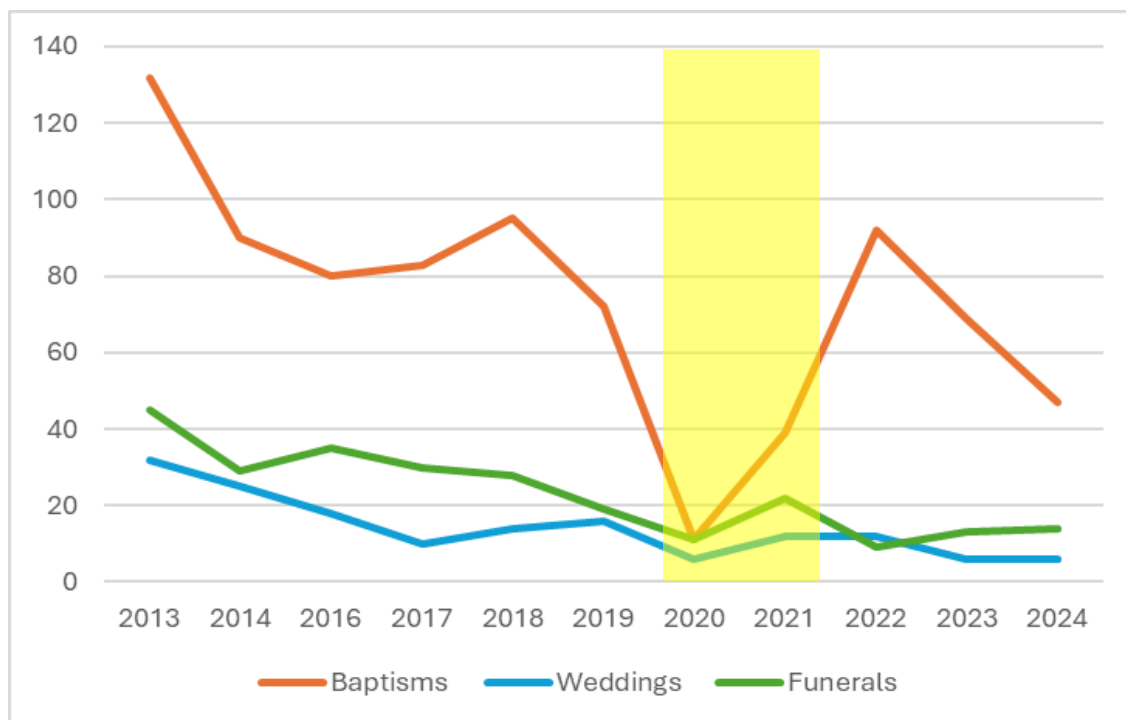
The graph below records the overall trend over the last ten years. The area highlighted in yellow shows period of time disrupted by the COVID-19 pandemic.



At first glance, attendance figures for Christmas services in 2024 might appear slightly lower than those of 2023. However, it's important to note that Christmas Eve in 2023 fell on a Sunday, meaning the total attendance for that year included both the usual Sunday congregation and all the Christmas services. When the Sunday attendance is excluded, the adjusted 2023 attendance was 434. In comparison, this year's attendance of 494 represents an increase of 60, highlighting a significant and encouraging growth in participation.

Life Events

Data are also recorded as to the number of Baptisms, Weddings and Funerals that take place within the parish (this excludes other parishes that officiate at services in the Crematorium). The graph below records the overall trend since 2013. The area highlighted in yellow shows the period of time disrupted by the COVID-19 pandemic.



In 2024, we observed a decline in the number of baptisms, which fell from 69 to 47 compared to the previous year. This trend mirrors the national statistics published by the Church of England, which reported that baptisms and marriages in 2023 were approximately 25% below their 2019 levels. Despite this wider context, we have taken proactive steps to improve the experience for those celebrating life events in our church. By streamlining the booking process and eliminating the doubling up of ceremonies, we now offer individual, bespoke services that allow families to feel more valued and supported. While these changes are still taking root, all the feedback we have received so far has been extremely positive, and we remain hopeful that this personal and tailored approach will encourage greater engagement in the years to come.

Qualitative data

We have regular google reviews and other feedback. Over the past couple of years, reviews for Easthampstead Parish Church have consistently praised its welcoming and family-friendly atmosphere, with many highlighting the warm inclusivity experienced during services and events. Several reviewers have commended the quality and accessibility of Sunday services, while others have reflected on specific occasions like funerals and weddings, emphasizing the approachable and thoughtful leadership of Reverend Gareth. The church is described as clean, well-maintained, and a valuable community asset that deserves preservation. Overall, St. Michael's is appreciated for its blend of tradition, modernity, and a genuine sense of community.

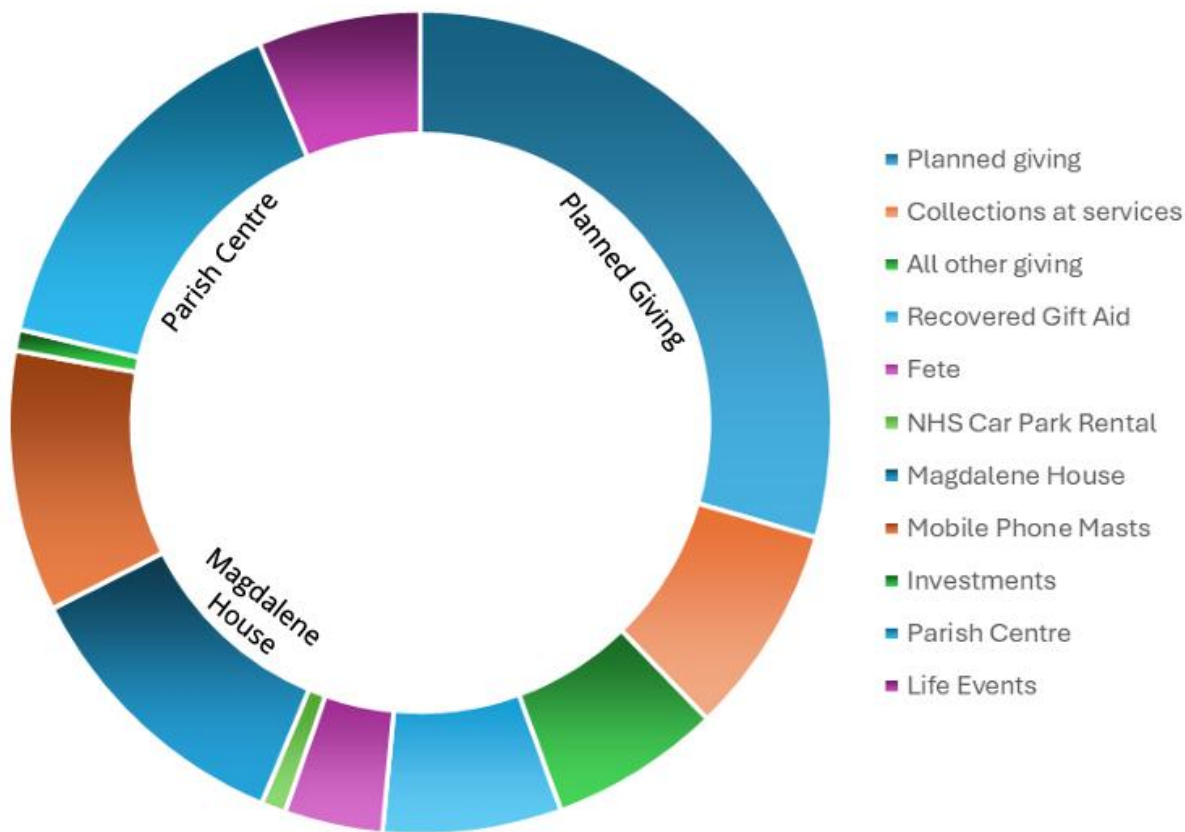
4. Financial review

(Review by: Oliver Sommer, **Treasurer**)

I was honoured to continue serving as treasurer this year, supported by a dedicated Finance Committee comprising PCC members and others with relevant expertise. I would like to extend heartfelt thanks to Alison Wilkins, Finance Administrator at Warfield Church, for her invaluable support and guidance during this process. Additionally, our deepest gratitude goes to Alison Kent for her diligent and expert work as our bookkeeper; her contribution has been instrumental in maintaining the integrity and clarity of our financial processes.

Income

The year 2024 marked a positive turn in our financial position, with donations experiencing an increase compared to the previous year. Contactless donations have continued to rise, which we attribute to the accessibility of the new contactless collection plate introduced in 2023—a decision by the PCC that has proven transformative for giving patterns. Plate collections during services have benefitted significantly from this modern approach. Income from baptisms, weddings, and funerals also increased in 2024, further reflecting the impact of the contactless collection plate. This enhancement not only facilitates easier giving during these important life events but also underscores the church's commitment to adapting to the needs of a contemporary congregation. We are optimistic about building on these positive trends while remaining mindful of our stewardship responsibilities. The Finance Committee remains committed to transparency, sustainability, and aligning our resources with the church's mission priorities. Total Income this year was **£189,415** and came from the following sources.



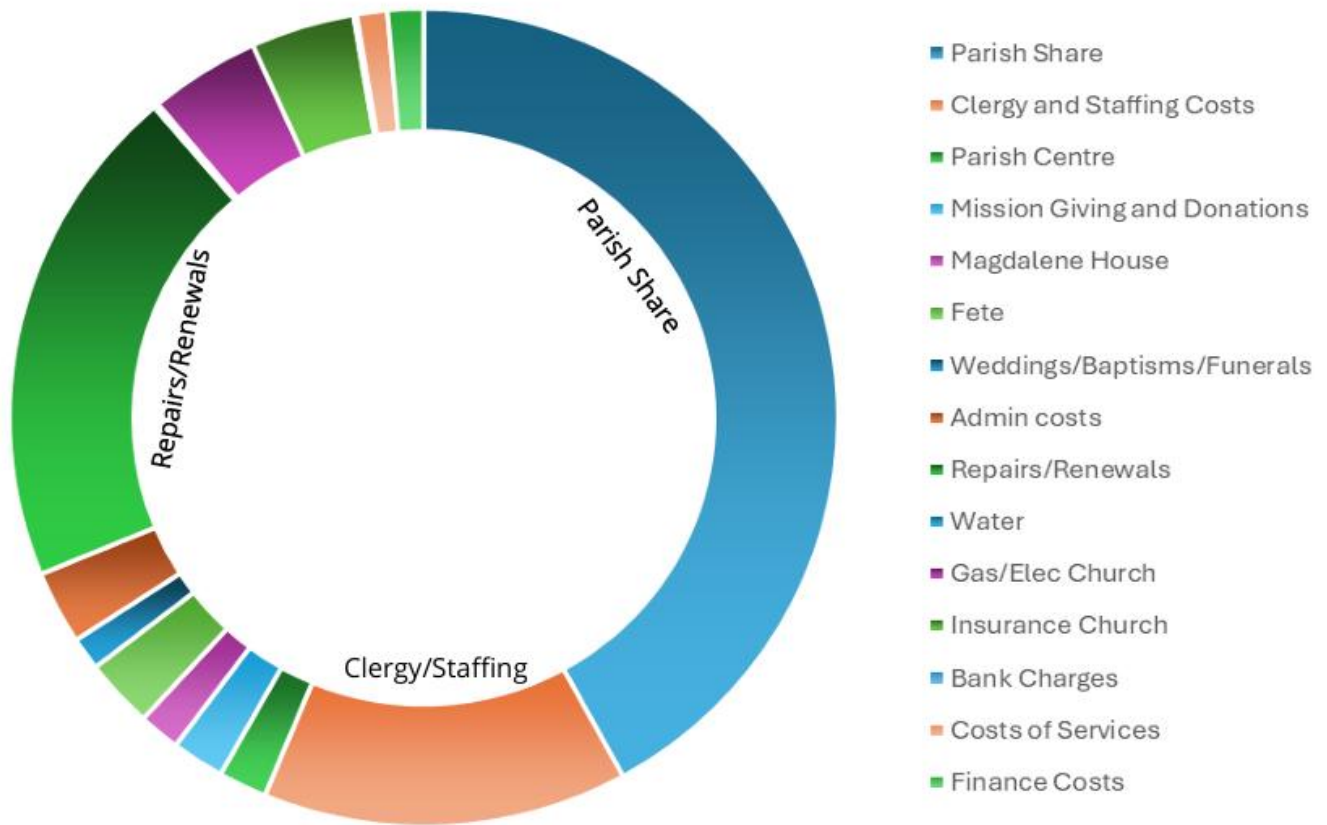
Expenditure

Total expenditure for 2024 increased by approximately £800 compared to 2023. A significant factor in managing these costs was the suspension of the Associate Minister post, which led to a reduction in our Parish Share. This reduction helped to offset the increased expenditure on repairs needed to maintain the church's buildings and facilities.

In terms of capital expenditure, the most substantial cost was for essential roof works, as outlined in Lee Townsend’s report on the quinquennial implementation. These repairs were crucial for preserving the structural integrity of our historic buildings and ensuring their continued use for worship and community activities.

Energy costs remained a challenge for the three buildings at, though renegotiated energy contracts from 2023 continued to provide some relief. Additionally, the cost of running services remained elevated, reflecting our commitment to offering meaningful and high quality worship experiences. We also had an increase in staffing costs due to the paid bookkeeping role, and the recruitment of the new musical director.

Total Expenditure this year was **£187,991** and was on the following areas.



The bank balance in December 2023 was **£243,174** and for December 2024 was **£240,809**.

5. Reserves Policy (Written by: Oliver Sommer, **Treasurer**)

The Charities Act requires charities to have a purpose in holding on to money. The church needs funds in reserve as working capital to cover normal running costs (heating, lighting, wages, etc). Therefore, a reserve is required to smooth out fluctuations in cash flow and meet emergencies. The PCC therefore maintains a balance of free reserves (net current assets) which equates to at least three months unrestricted payments. These funds held in reserve still form part of the unrestricted funds for the purposes of calculating the reserves balance and may be used for the payment of the parish share if no other funds are available. The PCC reserves the right that they may from time-to-time designate funds from reserves for a particular project or aim of the PCC if no other funds are available.

Restoration Fund (Restricted)

We maintain a Restoration Fund for any planned major refurbishment or improvement of our buildings. Funds were donated for a particular purpose and any other major projects that may arise from time to time. These funds will be reported separately and not used in calculation of our available reserves.

Funds held as custodian trustees on behalf of others

(Written by: Oliver Sommer, Treasurer)

This year, the Parochial Church Council (PCC) established formal links with four charities, integrating them more closely with the church's mission and activities. As a result, the PCC now serves as custodian trustees for these charities, reflecting their commitment to stewardship and community support.

As custodian trustees, the PCC holds a vital legal and stewardship role in managing the assets of the linked charities. While the PCC does not directly control the day-to-day activities or decisions of these charities, it is entrusted with the responsibility of safeguarding their property and ensuring its use aligns with the charitable objectives. This involves maintaining transparency, adhering to trust law, and upholding the principles of good governance. The PCC acts as a guardian of these assets, fostering trust within the community and ensuring that the resources are used effectively and ethically to support the charitable work they were intended for.

The PCC are custodian trustees of the following charities:

GEORGE SAMUEL FOR THE POOR

In his will, dated 21 September 1887, George Samuel directed "I bequeath to the Reverend H Salway or the Rector for the time being of East Hampstead Berks two hundred and fifty pounds one half for the school under his management and the other moiety for the poor of the Parish both as he may think fit..."

The managing Trustee is the Rector.

THE CHARITY OF FRANCES MAY

By her will which was proved 15 May 1917, Frances May, who died 17 February 1917 aged 81, left £50 for the maintenance and repair of the churchyard, "trusting that they (the Rector and Churchwardens for the time being) will expend such proportion as they think necessary of the said income in the repair and maintenance of the tomb in the said Churchyard in which my late husband is interred and in which tomb it is my desire to be interred."

The Rector and Churchwardens are the managing trustees.

CHARITY OF THE REVEREND O GORDON FOR CHOIR OF PARISH CHURCH

The Revd Osborne Gordon who was Rector from 1860 — 1883 died on 25 May 1883. In his will dated 4th February 1881 he left £100 to the Rector and Church Wardens to be applied by the Rector at his discretion to and among the children for the time being members of the choir of the Parish of Easthampstead.

The managing Trustee is the Rector.

THE RIDGEWAY BEQUEST

The Rt Hon Sir Joseph West Ridgeway GCB, GCMG, KCSI, pc, 111), who died 16 April 1930, left £120 5% War Loan 1929/47 in the name of the Rector and Churchwardens upon trust for the "proper upkeep of the grave and gravestones of the late Lady Ridgeway and also of himself and subject to thereto to apply the same for the benefit of the poor of Easthampstead as they in their discretion should think fit."

The Rector and Churchwardens are the managing trustees.

7. Plans for future

(Written by: Revd Gareth Morley)

The mission priorities of our church provide a foundation for growth, faith, and service as we strive to be a dynamic and inclusive spiritual home. Our future plans centre on nurturing faith in others by deepening engagement with Scripture, prayer, and worship. This includes creating tailored discipleship programs for various stages of faith journeys—whether for newcomers seeking initial connections or long-time members yearning for renewal. We aim to equip our congregation to be Christ's ambassadors in their daily lives, encouraging a robust and lived expression of faith.

Becoming lifelong learners of Christ is another core commitment. This involves cultivating a culture where exploration, questioning, and growth are celebrated. Plans are underway to expand our study groups and workshops, providing theological education alongside opportunities to connect faith with contemporary challenges, science, and culture. By integrating diverse perspectives, we can empower our community to reflect Christ's teachings in fresh, transformative ways.

Our catholic Anglican heritage remains a treasured part of our identity. We aim to share this rich tradition not only within our congregation but also beyond, through ecumenical partnerships, liturgical events, and outreach. Emphasising spiritual beauty, symbolism, and the sacramental life, we intend to bridge historical roots with modern relevance.

Safety and trust are pivotal for our growth. We plan to enhance safeguarding practices, ensuring our church remains a sanctuary for all. From robust safeguarding training to improved accessibility in both physical spaces and communications, we commit to fostering an environment of unwavering care and protection.

Our vision extends to embracing openness and inclusivity. To be an open and welcoming community, we're designing initiatives to address barriers—be they language, cultural differences, or societal stigmas. Hosting inclusive events, supporting local social justice causes, and actively listening to our congregation will help us embody Christ's boundless love.

An intergenerational community of grace is vital to our mission. By developing programs that encourage shared experiences across ages—such as family worship services, mentorship initiatives, and intergenerational small groups—we aim to reflect God's grace through unity amid diversity.

Service remains a cornerstone of our identity. Plans to strengthen outreach activities include partnering with local charities, expanding outreach, and addressing loneliness and mental health within our community. We strive to emulate Christ's servant leadership, responding compassionately to the needs of those around us.

Finally, we aim to inspire and deepen fellowship. From encouraging hospitality at church gatherings to fostering genuine connections through smaller fellowship groups, we are committed to nurturing relationships built on mutual respect, joy, and spiritual support. Community-building activities, like retreats or shared service projects, will further enrich these bonds.

Through all these initiatives, we aspire to be a vibrant community grounded in faith, love, and shared purpose—joyfully living out our mission for God's glory.

8. Risk management

(Review by: Revd Gareth Morley)

Although there is no requirement for us to make a risk-management statement we consider it best practice to highlight potential risks to the parish. Below are detailed the principal risks and uncertainties facing the charity and its subsidiary undertakings as identified, together with a summary of the plans and strategies for managing those risks.

TELECOMMUNICATION MASTS

In 2025, we are facing a significant reduction in income from the telecommunication mast, with annual revenue decreasing from £10,000 to £4,000. This decline reflects broader changes in the telecommunications industry, which have impacted rental payments for such installations. This loss of income presents a challenge to our financial planning and necessitates careful consideration of alternative revenue streams.

In response to the reduction in income we have taken proactive measures to safeguard our financial stability. Through careful budget planning, we have identified areas where overheads can be reduced without compromising the essential functions of our church and community outreach. By prioritizing expenditures and seeking cost-effective alternatives, we have successfully mitigated the impact of this income loss. These adjustments reflect our commitment to prudent financial stewardship, ensuring that we continue to fulfill our mission while maintaining a sustainable approach to resource management.

PARISH CENTRE

The aging infrastructure of the parish centre continues to demand increasing repair costs. We are currently awaiting the results of a survey conducted to assess the extent of necessary repairs and to provide a clearer picture of the financial implications. Proactive planning will be essential to address these challenges while ensuring the parish centre remains a safe and functional space for our community.

VOLUNTEERS

A third pressing concern is the ongoing need for volunteers, which reflects a national trend of declining volunteer engagement. This issue has been highlighted in recent studies, which point to factors like changing societal priorities and time constraints. To address this, we are exploring ways to attract and retain volunteers, ensuring that our church can continue to thrive and serve the community effectively.

To address the volunteer challenges faced by the church, we have launched a dedicated outreach program aimed at fostering engagement and encouraging greater participation. This initiative seeks to inspire both existing and new members of the congregation to actively contribute their time and talents to the life of the church. As part of this effort, we have introduced sub-committees where new members can get a taste of church life by contributing to specific projects or areas of ministry on a manageable scale.

This approach aligns with the social principle of subsidiarity, empowering individuals to take ownership of meaningful responsibilities while fostering collaboration within the broader community. By emphasizing inclusivity and a shared sense of purpose, we hope to rejuvenate our volunteer base and sustain the vital work of the church.

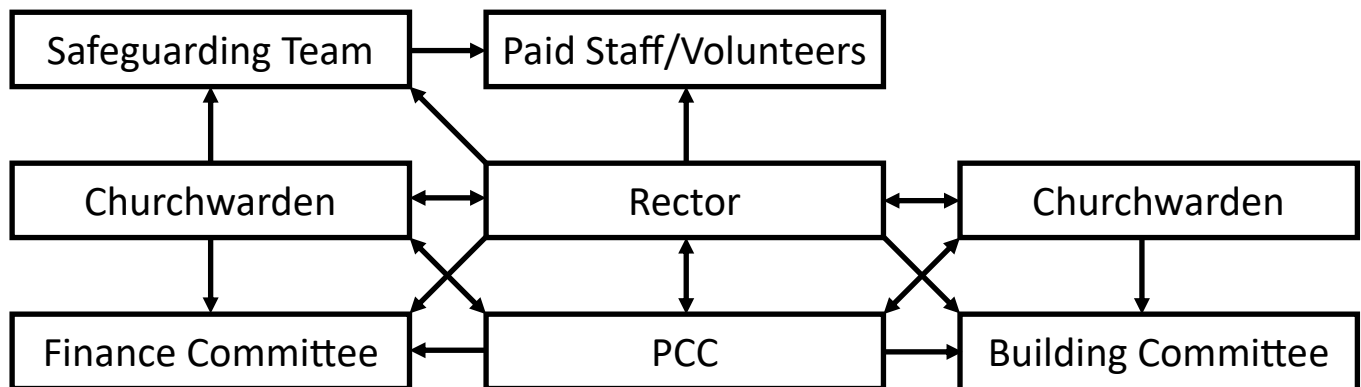
9. Structure, governance and management

The membership of the PCC consists of the incumbent (Rector), Churchwardens, and members (elected by members of the congregation who are on the electoral roll of the church).

The Parochial Church Council is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. The PCC is a Registered Charity. Appointment of PCC members is governed by and set out in the Church Representation Rules.

The PCC has policies and procedures for the recruitment, induction and training of PCC members.

Legally, the “PCC is responsible for all parish finance, its management and control.” It also has ultimate responsibility for the “care and maintenance of all church buildings and all their contents within the parish.” This includes; the church of St. Michael and St. Mary Magdalene, the Parish Centre and Magdalen House. The PCC and the incumbent also have a duty of care to ensure the protection of the vulnerable in their church community. To manage these responsibilities the PCC has a standing committee and has established a Finance Committee and a Building Committee, as well as a Safeguarding Team.



The **Standing Committee** as required by law and detailed in Church Representation Rules is a committee of the PCC and reports to the PCC. The Standing Committee has the powers and responsibilities laid down by canon law. Specifically it is empowered to transact the business of the PCC between the meetings thereof subject to any directions given by the PCC.

The **Finance Committee** makes decisions regarding the implementation of financial policy, its compliance with legislation, and Charity Commission guidance. It advises the PCC on financial implications, operational risks, budget management targets and policies. In short it ensures the PCC financial obligations are met.

The **Buildings Committee** discharges the responsibilities of the PCC on matters relating to PCC premises and grounds, security and environment. The group assists in the quinquennial inspection of the building and agrees priorities for maintenance and improvement. It develops a strategy for carrying out maintenance, repairs and redecoration within the budget allocation. The committee also deals with all Health and Safety matters in the Parish. In short it ensure the PCC ‘care and maintenance’ obligations are met.

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

10. Administrative information

The Parochial Church Council of the Ecclesiastical Parish of St. Michael and St. Mary Magdalene, Easthampstead (Charity number: 1128690) is located at the following address:

*St. Michael and St. Mary Magdalene Church, Crowthorne Road,
Bracknell, Berkshire, RG12 7ER.*

All PCC correspondence address is care of:

*Parish Office, Parish Centre, Crowthorne Road,
Bracknell, Berkshire, RG12 7ER.*

www.stmichaelseasthampstead.org.uk

Legal Advisors to the PCC are Winckworth Sherwood LLP who provide legal advice on a variety of matters.



*Winckworth Sherwood LLP, 2 Chawley Park,
Cumnor Hill, Oxford, OX2 9GG.*

There are no paid or formal financial advisors to the PCC although we can and have sought voluntary advice from the Oxford Diocesan Board of Finance, specifically the Director of Finance John Orridge.



*ODBF, Church House Oxford, Langford Locks,
Kidlington, Oxford, OX5 1GF.*

The independent examiner for the PCC accounts is Kim Swain of Radford & Sergeant.



*Quatro House, Lyon Way, Frimley Road,
Camberley, Surrey GU16 7ER*

Day-to-day management of the parish is delegated to the incumbent, Revd. Gareth Morley.

Trustees

The names of all the members of the PCC who have served since the commencement of the financial year until the approval of the financial statements.

Members of the Parochial Church Council	
The Revd Gareth Morley	Rector (PCC Chair)
Lee Townsend	Churchwarden (Buildings), Deanery Synod representative
Judith Collyer	Churchwarden (Finance and Safeguarding), Deanery Synod representative
Oliver Sommer	PCC Treasurer
Christine Fellows	PCC Secretary
Jaime Whitfield	
Jeanette Rymill	
Robert Soden	
Geraldine Samuelsson-Brown	Deanery Synod representative
Andrew Wyard	
Nicholas Roworth	Deanery Synod representative
Grant Mobbs	
Karen Biggs	
Christopher Boutle	Deanery Synod representative
Brian Gennery	Church@the Pines representative
Diane Collins	Deanery Synod representative
Derek Florey	



Easthampstead
Parish Church

2024

Financial Statements

for the

Parochial Church Council

of

**The Ecclesiastical Parish of
St. Michael And St. Mary Magdalene, Easthampstead**

Charity Number 1128690

Notice to
Public of Ecclesiastical
Parish of St. Michael and St. Mary Magdalene
Easthampstead
Parish Church
2024-2025
Financial Statements
2024-2025
2024-2025
2024-2025
2024-2025

Independent Examiner's Report to the Trustees of St Michaels and St. Mary Magdelene Parochial Church Council

I report on the accounts of the church for the year ended 31 December 2024 which are set out on pages 27 to 30.

Respective Responsibilities of Trustees and Examiner

The church's trustees are responsible for the preparation of the accounts. The church's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts (under section 145 of the Charities Act);
- To follow the procedures laid down in the General Directions given by the Charity Commissioners (under section 145(5)(b) of the Charities Act); and
- 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 seeking 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 gross income for the year exceeds the amount provided in section 145(3) of the Charities Act, I confirm that I am qualified to act as Independent Examiner under the provisions of that section of the Charities Act and that my qualification is as shown below.

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Kim Swain MA (Oxon) FCA

Radford & Sergeant Limited
Quatro House
Lyon Way
Frimley Road
Camberley
Surrey
GU16 7ER

04 May 2025

Receipts and Payments

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2024 £	Total 2023 £
RECEIPTS						
Voluntary income:						
Planned giving	1	52,710	4,545		57,255	54,217
Collections at services	2	13,726			13,726	15,655
All other giving/voluntary receipts	3	12,815	302		13,117	13,193
Recovered Gift Aid	4	12,536	605		13,141	14,775
		91,787	5,452		97,239	97,840
Activities for for generating income						
	5	7,352			7,352	6,144
Investment Income						
	6	42,234	891	1,555	44,680	44,313
Church activities:						
	7	40,144			40,144	30,558
Total Receipts		181,517	6,343	1,555	189,415	178,855
PAYMENTS						
Church activities:						
Parish Share		78,984			78,984	102,132
Clergy and Staffing Costs	8	26,643	155		26,798	19,734
Church Running Costs	9	37,981	28,629		66,610	50,835
Parish Centre Running Costs	10	3,557			3,557	9,531
Mission Giving and Donations		570	3,300		3,870	180
		147,735	32,084		179,819	182,412
Cost of Generating Funds						
Magdalene House		3,054			3,054	987
Fete		5,118			5,118	3,718
		8,172			8,172	4,705
Total Payments		155,907	32,084		187,991	187,117
Net Operating Income/(Expenditure)					1,424	-8,262

Analysis of Receipts and Payments

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2024 £	Total 2023 £
1. Planned Giving:					
Gift aided	18,805			18,805	18,606
Non gift aided	110			110	180
Restoration Appeal		3,540		3,540	2,880
St Michael's School project		1,005		1,005	
Parish Giving Scheme	33,795			33,795	32,550
	52,710	4,545		57,255	54,216
2. Collections at Services:					
Open Plate	9,841			9,841	12,620
Contactless	3,885			3,885	3,035
	13,726			13,726	15,655
3. All other Giving/Voluntary receipts:					
Church at the Pines	7,325			7,325	6,885
St Michael's School project		302		302	
Other Donations received	5,490			5,490	6,008
	12,815	302		13,117	12,893
4. Gift Aid Recovered:					
Planned giving	4,417	605		5,022	7,102
Parish Giving Scheme	8,119			8,119	7,673
	12,536	605		13,141	14,775
5. Activites for generating Income:					
Fete	7,352			7,352	6,144
	7,352			7,352	6,144
6. Investment Income:					
NHS Car Park Rental	1,800			1,800	2,388
Magdalene House Lettings	21,184			21,184	20,940
Mobile Phone Masts	19,250			19,250	19,250
CCLA interest		891	1,555	2,446	1,735
	42,234	891	1,555	44,680	44,313
7. Church Activites:					
Parish Centre Letting Income	28,142			28,142	19,271
Weddings	8,068			8,068	7,802
Funerals	3,614			3,614	3,486
Baptisms	320			320	0
	40,144			40,144	30,559

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2024 £	Total 2023 £
8. Clergy and Staffing Costs:					
Reserve Organist	1,390			1,390	80
Clergy expenses	1,308	155		1,463	1,467
Staff Salaries and NIC	23,945			23,945	18,267
	26,643	155		26,798	19,814
9. Church Running Costs:					
Weddings/Baptisms/Funerals	2,430			2,430	4,792
Administration costs	5,678			5,678	4,109
Repairs/Renewals	8,908	28,629		37,537	8,464
Water	355			355	273
Gas/Electricity	8,110			8,110	11,231
Insurance	7,603			7,603	7,118
Bank Charges	254			254	255
Costs of Services	2,237			2,237	5,223
Independent examination	1,800			1,800	
Payroll and bookkeeping services	606			606	526
	37,981	28,629		66,610	41,991
10. Parish Centre Running Costs:					
Repairs and cleaning materials	1,310			1,310	4,445
Gas/Electricity	2,247			2,247	5,086
	3,557			3,557	9,531

Statement of Assets and Liabilities

		Total 2024 £	Total 2023 £
	Note		
Cash Funds			
Main Bank Account		213,131	218,060
Bank Deposit Account		26,048	24,829
Other Bank and cash account		1,630	285
	(A1)	240,809	243,174
Investment Assets			
Investment Fund Shares value	(A2)	66,801	63,503
Assets retained	(A3)	4,045,000	3,926,000
Liabilities		1,920	1,800

(A1) The total includes restricted funds relating to the Restoration appeal, Homeles Shelter Fund, Simpson Legacy, Living Churchyard and Heritage weekend.

(A2) The total includes the investment of 30.4% equity share in the sale of 1 Ardingley which can be used for ecclesiastical any purpose in the Parish, restricted funds for the maintenance of the Church/Graveyard and an endowment for keeping the Churchyard and, in particular, the grave of Mrs Davies' late husband, in good order. This also includes 4 merged charities namely:

	2024	2023
Charity of Frances May	338	331
George Samuels Education Charity	480	469
Ridgeway Bequest	683	668
Rev. Osborne Gordon Charity	371	363

These charities now form part of the charity of The Parochial Church Council of the Ecclesiastical Parish of St. Michael and St. Mary Magdalene, Easthampstead.

	2024	2023
(A3) Magdalene House - estimated market value	646,000	626,000
Parish Centre - estimated rebuilding cost	3,399,000	3,300,000
	4,045,000	3,926,000

Signed on behalf of the Trustees

Signature	Name	Date Approved
	Rev. Gareth Morley (Rector)	04 May 2025
	Oliver Sommer (Treasurer)	04 May 2025



