THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF HOLY TRINITY HAZLEMERE

England & Wales · Charity number 1128994

Details

Other names	HAZLEMERE CHURCH
Status	Registered
Legal form	Previously excepted
Registered	2009-04-03
Register	View on the Charity Commission register

Contact

Address	Church Office Holy Trinity Church Amersham Road Hazlemere High Wycombe HP15 7PZ
Phone	01494523191
Email	ht.office@hazlemere.org
Website	www.hazlemere.org

Activities

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

Activities: Regular public worship open to all. Teaching of Christianity through sermons, courses and small groups. Taking of religious assemblies in schools. Promotion of Christianity through events, meetings and literature. Promoting the whole mission of the Church through provision of activities for senior citizens, parents and others. Supporting other charities in the U.K. and overseas.

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Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services
- **What:** Religious Activities
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

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

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£636,466	£636,405	£456,298	17
2024-12-31	£582,901	£590,761	£456,237	13
2023-12-31	£622,719	£564,652	£464,097	12
2022-12-31	£498,008	£499,194	-	-
2021-12-31	£742,691	£1,414,861	£407,216	11
2020-12-31	£937,042	£1,335,714	£1,079,262	11

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Trustees

Name	Role	Appointed
Rev MARK JAMES MEARDON BSC,MTS,MA	Chair	
Anna Mary Greathead		2017-09-25
Jacqueline Clare Pestell		2020-11-10
James Hazelton		2014-05-01
Jane Montgomery		2017-11-20
Jill Castle		2023-04-30
Kevin Duffy		2026-04-28
Mark Julian Olsen		2019-04-02
Mark Moorcraft		2017-03-28
Melanie Green		2024-06-24
Michael Cross		2018-06-25
Patricia Harding		2019-04-02
Peter John Green		2022-04-05
Rev CLAIRE GERARD		2019-07-08
Rev Christine Sacre		2022-10-10
Rev Daniel Carter		2025-09-22
Sacha Tomkins		2023-04-30
Steven Benjamin John Walters		2022-04-05
Suzanne Reeves		2021-11-15

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF HOLY TRINITY HAZLEMER

England & Wales - Charity number 1128994

Accounts

PARISH OF HAZLEMERE

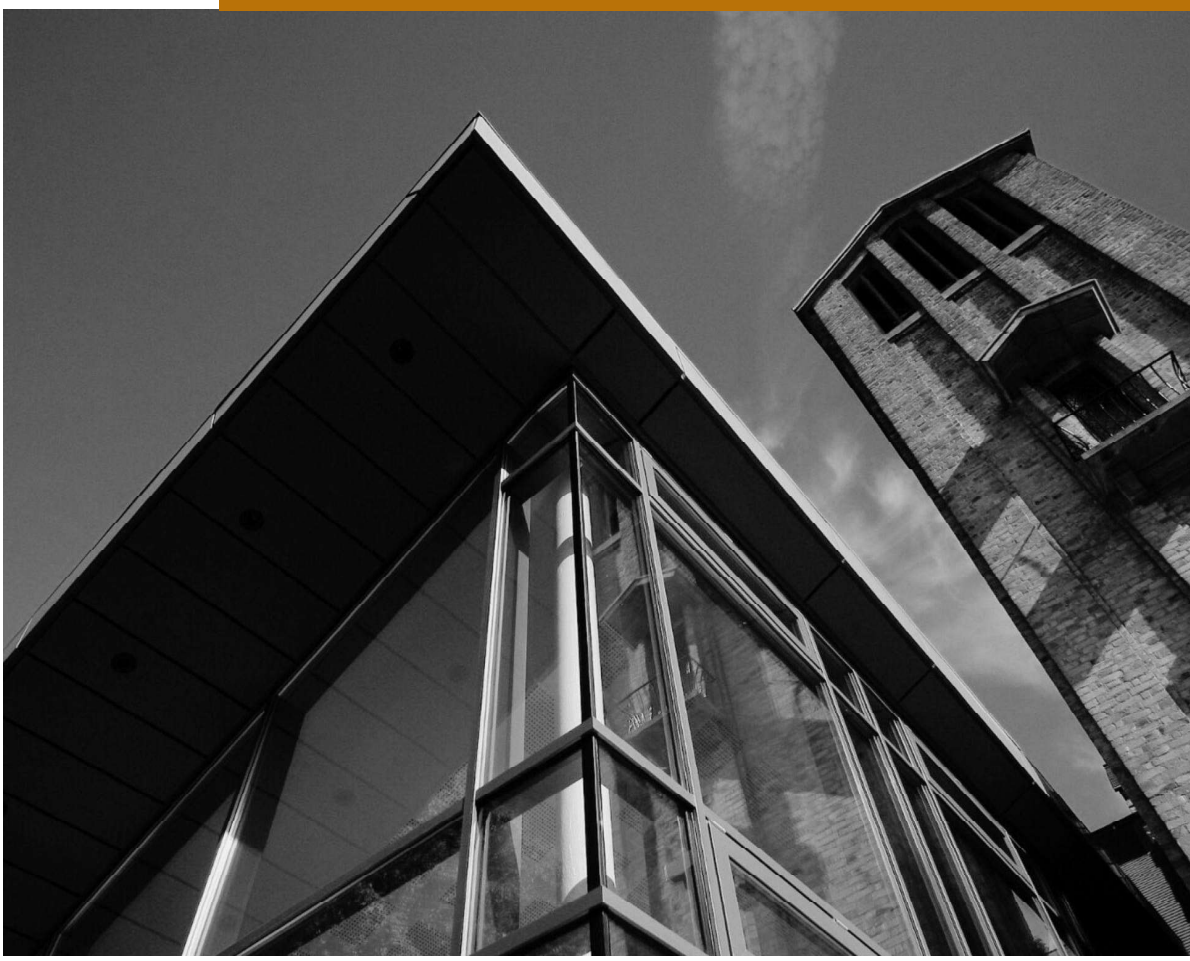
ANNUAL REPORT & FINANCIAL STATEMENTS

OF THE HOLY TRINITY

PAROCHIAL CHURCH COUNCIL

FOR THE YEAR ENDED

31 DECEMBER 2025



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SECTION 1

Report from the Vicar for 2025

"These are written that you may believe that Jesus is the Messiah, the Son of God, and that by believing you may have life in his name."

John 20:31

This Bible passage is at the very heart of who we are as a church community. Our hope is that we point people to Jesus, with the conviction that, as we enter a relationship with him, we will experience new life, new purpose, new identity, and be formed into a new community.

It has been encouraging, seeing this played out this year, across all ages in the day-to-day life of our church. Over the year we have shared hope and faith with people within our congregations and wider community, and seen record numbers of people of different ages and different backgrounds seek baptism and the renewal of baptism vows.

These are a few of our highlights from the year:

CONGREGATIONAL LIFE:

Our **congregations** *(Holy Trinity, Good Shepherd, Manor Farm, Connect & Prime Time)* over the last year have continued to welcome new people. We have seen new leaders emerge and our volunteer team grow.

A major focus has been the revitalisation and relaunch of the **Good Shepherd** congregation. This included a significant reordering of the internal building, developing a multifunctional, contemporary space that would be welcoming, warm and adaptable for Sunday services; mid-week events and community activities. Eight families from across Hazlemere Church relocated from one of our other congregations to join the Good Shepherd fellowship and a new pattern of worship gatherings was established with a key focus on families and young people. Already, new people have joined this congregation, and we will look at exploring new ways to engage with the local community.

We continue to see growth in our Wednesday congregation, **Prime Time**. This serves seniors within our community, and the work we do in and through the Atrium Cafe has contributed to this growth. Those who have joined this congregation recently have spoken about the warm welcome, the sense of community and friendships that have formed.

We have continued our **'Lighthouse Sunday'** congregation as a response to the growing number of young families joining our church. These all-age, interactive services have been increasingly well attended by both members of the church and families from the local school. The team running these significant Sunday services has grown. As we look to the future in this area, our next key step will be how to develop community, discipleship and deeper relationships with the families that are coming along.

EMERGING GENERATIONS MINISTRY:

Family Ministry:

Family Ministry at Hazlemere Church continues to be a cornerstone of our community, playing an essential role in nurturing the spiritual, emotional, and social growth of our children and families. In 2025, our ministry has flourished across all three of our church sites, providing a welcoming environment where children, parents, and volunteers can connect, learn, and grow together.

Each week, Hazlemere Church welcomes just under 100 children across our three sites. This consistent attendance is a testament to the vibrant and engaging programmes we offer, as well as the commitment of our families and volunteers.

In addition to our Sunday gatherings, we hold midweek mother and toddler groups that provide support and fellowship for younger families. Currently, 40 children attend these sessions each week, accompanied by their parents or carers. These groups not only offer a safe and nurturing environment for play and learning but also foster meaningful friendships among families who may be new to the church or the area. We are seeing an increasing number of families from midweek groups and local schools attending services on Sundays which has been really encouraging.

Our dedicated volunteers are the backbone of Family Ministry at Hazlemere. In January, we held a comprehensive training day for our Ocean Kids volunteer team, with 29 team members attending. The session focused on equipping our volunteers with the skills, resources, and confidence they need to create a safe and inspiring environment for the children. Despite this strong foundation, we are acutely aware of the increasing demands of our growing ministry and are actively seeking additional volunteers across all three sites. By expanding our volunteer team, we hope to maintain high standards of care and ensure that every child receives the support and attention they deserve.

As part of our ongoing commitment to inclusivity, Hazlemere Church has applied for an accessibility award. This process is prompting us to reflect on how we can ensure that our church is accessible to children with Special Educational Needs (SEN). We are carefully considering what adaptations or changes may be necessary to remove barriers and foster a truly welcoming environment for all. This includes reviewing our facilities, resources, and training to better support children with diverse needs and ensure they can fully participate in every aspect of church life.

Family Ministry at Hazlemere Church is thriving, thanks to the dedication of volunteers and families. As we look ahead to the rest of 2026, we remain committed to expanding our reach, strengthening our programmes, and ensuring that Hazlemere Church is a place where every child and family can belong, grow, and flourish together.

Youth Ministry:

We have continued to see growth in our **youth ministry** this year, this includes Excite (School years 5-7), Wednesday night Roots Youth Congregation and Sunday mornings (school years 7-13). It's been, especially encouraging, seeing our young people invite their friends along to our youth ministry. We have also seen an increase in our volunteer base which has been very encouraging.

The after-school drop-in has continued to build momentum. On an average week at drop-in we would serve around 50 young people with about 20-30 staying around for the majority of the

time. After the October half term we started a second drop-in for a small group of around 5 or 6 to explore faith and ask questions. In January we will launch a youth alpha for this group of young people.

MISSION:

One of our key values as Hazlemere Church is pursuing how we can be a blessing to the wider community and around the world. We continue to support many international and local mission organisations (see Note 3 in the Financial Accounts for the full list), this includes financial support, sending teams to deliver practical work, and encouraging individuals to find ways they can get involved. Last year we gave around £70k to support wider mission.

We have continued to see growth in our **Creative Space** and **Creative Space Cadets**. These are creative sessions for all ages where people have a safe space to make things and have conversations with one another. We look to the future; we will continue to further develop the faith dimension of these sessions.

As Hazlemere Church, both Christmas and Easter are opportunities for us to engage with our local community. This year we ran multiple events for all ages, worked with community groups and local schools, to present the hope of the Christmas story and the joy of Easter. This Christmas was the busiest year we have had as Hazlemere church it was especially encouraging to see the engagement and involvement of those in our community. A number from our Christmas services signed up to join our new Alpha Course that started at the beginning of 2026.

We continued our engagement with local Schools, running assemblies, occasional lessons, and services. Over the year we were involved with 7 schools.

STAFF TEAM:

Over this year we have seen changes to our staff team.

We welcomed Daniel Carter and his family as a training curate. We appointed two family ministers to oversee both the out-reach dimension of our church, and the discipleship in our children's ministry.

Chris Sacre finished her curacy in September and was appointed as an additional Associate Vicar.

We continue to train our St Mellitus College Ordinand, Matthew Rayner, and have welcomed an intern, Summer, who serves with youth, administration, and the Atrium Cafe.

Our Associate Vicar, Clare Gerard, was formally signed off work for most of 2025 as she underwent medical treatment.

ATRIUM CAFE:

The goal of the Trinity Centre including the Atrium Cafe was to be a hub for the local community where people could find a place of welcome, safety and belonging. This year we have continued to see this happening week by week. It has been a joy seeing God move in the Atrium Cafe this year. We have welcomed so many of our local community who have now become regulars and we are building on relationships as we have weekly contact with them. We have a spectrum of ages, mums and babies or toddlers (or both), seniors, workers with laptops and friends meeting up.

The Atrium team of volunteers work incredibly hard serving our customers and always have a smile on their faces. We have had quite a few days when we have run out of tables and had to be creative in finding extra space to host everyone.

The groups using the cafe have been growing. The Atrium supports our established user groups namely Great & Small, Stroke Club and Prime Time. We have other groups using the building regularly - Parkinson's group, Multiple Sclerosis Society, a social prescribing group, Read Easy and various local walking groups. We continue to have open conversations with our customers on how church life could be something for them to consider.

We continue to welcome new customers visiting us every day, they quite often have driven past and seen our lights in the darkness or know of a friend who has come or even attended the church as a child and are curious to re-visit. Every day is different, and our aim is that every person feels welcome when they come through our doors.

SAFEGUARDING UPDATE

At Hazlemere Church we are committed to:

- The safeguarding, care and nurture of the children and people of all ages within our church community
- Promoting a safer environment and culture for all who wish to be a part of our community.
- Safely recruiting, training, and supporting our employees and all those with any responsibility related to children and vulnerable adults.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse or other affected persons.
- Caring pastorally for those who are the subject of concerns/allegations of abuse and other affected persons.
- Responding robustly to those who may pose a present risk to children or vulnerable adults within the church.

What we have done in 2025 to promote a safer church:

- Staff who have been trained in safeguarding and safer recruitment were an integral part of the recruitment and interview process for new employees and volunteers in 2025.
- A form for reporting any safeguarding concern is regularly used by staff and volunteers to flag any concerns to the Parish Safeguarding Officer (PSO) and clergy.
- The clergy team and Parish Safeguarding Officer continue to meet monthly to review all safeguarding concerns within the church, to ensure continuity in our response, and care for the individuals and families concerned. Specialist advice is sought from relevant professionals where appropriate.

Training:

- 107 people working with children and vulnerable adults are currently safeguarding trained.
- One staff member completed the Leadership level safeguarding training and 4 more are booked to complete it in spring 2026. Four staff members have completed the Awareness of Domestic Abuse Course, and four others have completed the Safer Recruitment training.
- 56 people working with children and vulnerable adults have a current DBS check (adults working only with vulnerable adults, and not with children, do not need a DBS check as none of their work is of a personal, one-to-one nature).

There continues to be an increasing level of awareness of risk and the need for everyone in the church to be vigilant in keeping children and vulnerable adults safe from harm.

Safeguarding continues to be a standing item on the agenda of every PCC meeting, and we are continuing to see improvements in safeguarding awareness within the church.

FINANCIAL REVIEW

We were delighted that God continues to guide our finances in a way that enables us to deliver the vision and mission activities which we believe He calls our church to undertake.

In 2025, our Income was £636k, which represented a 9% increase on the previous year. We had increases in regular giving and our congregation also responded very generously to our annual Gift Day, raising £99k.

We were delighted to receive two grants in the year. The Diocese of Oxford Development Fund has granted us £60k over two years to part-fund our two Family Minister roles. These individuals work to support and encourage families across our congregations and in the wider community, and we have been delighted to see growth in these areas. One of the Family Ministers was also successful in securing a £5k grant from Buckinghamshire Young Futures, which will be used to support the creation of a new mid-week Toddler Group at Good Shepherd in early 2026.

The increase in income helps us to fund annual increases to staff pay and to our support for mission partners, meet any increases in church maintenance and helps us when making future plans. Costs for 2025 were of the same value as income, £636k, giving a net neutral position for the year. Staff pay represents our largest area of spend at £230k, as individuals are the prime way our church delivers our ministry. We continue to support some specific mission activities, both local and abroad, contributing £71k in 2025. The maintenance and upkeep of our own church buildings amounted to £82k in 2025.

With the net neutral income position in year, our Net Assets/Total Funds position remains at £456k, with the cash balance being £358k. The church leadership team is currently evaluating the development of our congregations, both from a ministry resource and a fabric perspective, so some of these reserve funds may be used for the delivery of this next phase of our church growth.

OUR CHURCH - A SUMMARY

Our Objectives and Activities

The primary objective of Hazlemere Church is the promotion of the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England. In accordance with the PCC (Powers) Measure 1956, the PCC is to co-operate with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

As a church we have adopted a Mission Statement of "Being the People of God, fulfilling the Purposes of God". This is seen as a dual emphasis between building up and encouraging the Christian community and being effective in our role as the Christian witness in this local community and beyond.

Our Foundational Values

We have a series of key foundational values which determine how we act and relate to one another. These values underlie what we hope to see as a local church.

- The Bible is our foundation
- The lost matter to God
- We seek to be led by the Holy Spirit
- Prayer is a priority
- We build relationally
- Worship is an encounter with God
- We are generous in attitude and action

Our Purpose

As part of the Church of England, the PCC's aims are to support the spread of the Christian religion. Primarily the PCC aims to support the Christian religion in the Parish of Hazlemere but also as a net financial contributor to the Anglican Church, to support the purpose of the spread of the Christian religion across the world to all. We are a mission-based church and believe that Jesus Christ is the Saviour of the world and that everyone would benefit from belief in Him and receipt of the Holy Spirit. In acting out our beliefs, we work as one church, usually meeting as multiple congregations in different places around Hazlemere and Widmer End on Sundays and some weekdays, and as smaller LIFEgroups during the week.

Statement of Public Benefit

The following is stated to meet the requirement to provide a statement on our public benefit.

The PCC confirms that we have referred to the Charity Commission's guidance on public benefit, in particular the specific guidance on charities for the advancement of religion, when reviewing the PCC's aims and objectives and in planning future activities. The PCC also confirms that the trustees (i.e. the PCC members) have had due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

The PCC provides benefit to the public in the following ways:

The provision of sacred spaces, churches and worship services:
• maintain the church buildings at Hazlemere and Widmer End
• hold regular meetings that are advertised and open to all

The provision of public rituals and ceremonies:
• conduct regular church services at three locations
• celebrate weddings
• conduct burials
• conduct baptisms and blessings

Contributing to the spiritual and moral education of children:
• have a vibrant children and youth group where they learn about Christ
• support the work and activities of local schools
• run school assemblies
• provide governors who represent the PCC on the adjacent C of E school
• financially and physically support the Lighthouse holiday club initiative in Hazlemere each year

Carrying out, as a practical expression of religious beliefs, other activities (such as advancing education or conflict resolution, or relieving poverty), which may also be charitable:
• support a number of overseas missionaries through financial and spiritual support
• undertake outreach to the elderly
• support financially and spiritually those in need in the parish
• provide a community centre resource that enables charitable and community groups to operate their activities
• financially support local hospice work
• be involved in prison visitor work
• support aid work in Africa
• support the Wycombe Homeless Connection for those needing accommodation locally
• enable our premises to be used by others in our community
• provide comfort and support to the bereaved and those who mourn
• pray for those who are sick and in need

Structure, Governance and Management

The PCC is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure 1956 as amended. The PCC is registered with the Charity Commission: Charity Number 1128994.

The appointment of members of the PCC is set out in the Church representation rules. The PCC members are appointed annually by vote at the Annual Parochial Church Meeting (APCM).

The PCC has ultimate responsibility for a wide range of matters affecting the parish, including such matters as compliance with health and safety, discrimination legislation and child protection. Therefore, the PCC appoints representatives who are responsible for the compliance with such legislation, maintaining knowledge regarding the ever-changing nature and degree of application of such legislation, advising the PCC regarding its duties in these areas and for training parishioners as required. New PCC members are given an overview of their responsibilities and accountabilities when appointed.

The PCC meets on a planned basis several times a year to discuss and ratify key decisions such as the setting of the Annual Financial Plan and adoption of the Annual Accounts. Between these meetings it operates through the following committees/teams:

• The Standing Committee is a sub-group of the PCC that meets both in person and virtually to discuss and agree matters in detail before proposals are placed before the PCC. It also has delegated powers to approve certain decisions between PCC meetings. The Standing Committee comprises the Incumbent, Clergy, Churchwardens, Treasurer and Secretary.

• The Finance Subcommittee meets as required either physically and/or virtually to review financial management of the PCC's funds. It comprises the Incumbent, a Churchwarden, Treasurer, Finance Manager and church persons co-opted as required by the PCC for their knowledge of financial matters. This subcommittee prepares and presents the Annual Financial Plan for approval by the Standing Committee and full PCC and then monitors actual performance against the Plan throughout the year, as well as agreeing financial policy.

• The Mission Subcommittee meets through the year to consider prayerfully the PCC's support for Home and Missionary work. It meets both together and with the missionaries to consider their work and requirements for prayer and financial support. It recommends appropriate persons and levels of support to the PCC. The subcommittee members comprise members of the PCC and church members with a heart to ensure the Parish adequately supports missionary work.

Remuneration

The PCC delegates the oversight of remuneration of its staff to the Standing Committee who themselves take recommendations from the Finance Sub-Committee. External information relating to Living Wage, inflation and Diocesan pay increases are taken into consideration when determining pay-rates.

Statement of Trustee's Responsibilities

The members of the PCC are responsible for ensuring that the Trustees' Annual Report and the financial statements are prepared in accordance with applicable law and the UK GAAP Financial Reporting Standards (FRS) for the United Kingdom and Republic of Ireland. The PCC seeks the confirmation from the Independent Reviewers that it meets these obligations.

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts Reports) Regulations 2008 and any trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Risk Management

The PCC maintains a Risk Register as part of its Risk Management Plan. This identifies the key risks to spiritual life, financial health, meeting statutory and legal requirements, our operations and our reputation. Owners have been allocated for each risk and mitigation actions defined which have brought the risks within the PCC's risk tolerance. Key elements of the plan consider the following areas:

Income

As with many charitable organisations, the majority of the PCC's income is the result of voluntary giving and in the PCC's case, the vast majority of this comes from the generous, sacrificial and committed giving of the membership of Hazlemere Church. The PCC recognises that church membership fluctuates year-by-year and that any period of change can heighten the risk of this fluctuation. The PCC, supported by detailed reviews by the FSC, continues to monitor the trends of giving, and manages our expenditure levels accordingly.

Operations

Essential and routine maintenance and repair work across our church estate is overseen by our Facilities Manager. Records of our assets are maintained and checked regularly by the local Deanery.

The Facilities Manager is also the Health and Safety (H&S) representative. H&S information is obtained directly from HSE monthly updates and Lawpack publication "Health & Safety at Work Essentials" and applied to our situation as required. The major H&S risks identified by the PCC have been reviewed and systems or procedures have been established to mitigate these risks. All Food Hygiene and First Aid at Work requirements are up-to-date.

Safeguarding

Given the wide ranging and innovative programme of ministry with children and young people and vulnerable adults provided at Hazlemere Church, the health, safety and protection of these individuals is regarded as being of paramount importance. We operate a formal policy for the safeguarding of children and vulnerable adults, in line with Diocesan guidelines. Continual review of Safeguarding policies, procedures and practice is ongoing and overseen by the PCC's Safeguarding representatives who regularly report to the PCC.

Reserves Policy

As part of our contingency planning and risk management the PCC operates a reserves policy whereby we seek to ensure that our unrestricted general fund reserve does not fall below an appropriate level for the ongoing ministry. The PCC has approved a minimum value of reserves of £85,000. This represents about 3 months cover of ongoing costs (excluding Mission Gifts) and assuming no income for that period. The Reserves level will be measured by free cash available within Unrestricted and Designated funds (i.e. excluding the Fixed Asset fund). The level of Reserves as at December 2025 was £351k. We recognise that this is significantly higher than our minimum value, but have a number of strategic projects (fabric-related and ministry) in the early stages of development (eg related to the relaunch of Good Shepherd) which would require financial resources to fully launch.

Investment Policy

Investments are restricted to bank deposits or money market fund purchases. The maximum investment in any one reputable bank or building society is to be £200k. The maturity date is to be no more than 2 years from the investment date; when assessing the timing of any investment, due notice is to be given to any major project being considered.

Reference and Administrative Information

The Church Office is based at:

Holy Trinity Church
262 Amersham Road
Hazlemere
High Wycombe
Bucks HP15 7PZ

Tel: 01494 523191

The church is a registered charity under statute, registration number 1128994

There are 3 main bankers:

Barclays Bank PLC
PO Box 41
High Wycombe
Bucks HP11 2PG

HSBC PLC
1 Corn Market
High Wycombe
HP11 2AY

Lloyds Bank PLC
25 Gresham Street
London EC2V 7HN

Independent Examiner:

Nigel Wyatt BSC FCA
Independent Examiner
125 Main Street
Garforth
Leeds
LS25 1AF

The PCC comprises the following current members (as at 31st Dec 2025):

Chair:

Rev Mark Meardon (Ex-officio, Vicar)

Members:

Daniel Carter (started Sep 25, Ex-officio, Trainee Curate)
Jill Castle
Mike Cross
Kevin Duffy (started May 25)
Rev Claire Gerard (Ex-officio, Associate Vicar)
Anna Greathead
Melanie Green
Peter Green
Trish Harding (Treasurer)
James Hazelton (Churchwarden)
Jane Montgomery (Secretary)
Mark Moorcraft (Deanery Synod Rep)
Charlotte Morris
Suzanne Reeves
Mark Olsen
Jackie Pestell
Rev Chris Sacre (Ex-officio, Associate Vicar)
Sacha Tomkins (Deanery Synod Rep)
Steve Walters (Churchwarden)

The following ceased PCC membership during the year:

Brian Eckheart (finished Sep 25)
Richard Jones (finished Dec 25)
Roger Simmons (finished Apr 25)
Rev Steve Whitmore (finished Apr 25)
Charlotte Wood (finished Apr 25)

Day-to-day management is delegated to the Incumbent/Vicar, Rev Mark Meardon, who also served as Chair of the Parochial Church Council throughout the reporting period.



Signed on behalf of the PCC on 28th April 2026.

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES ON THE UNAUDITED FINANCIAL STATEMENTS OF THE TRUSTEES OF THE PCC OF THE ECCLESIASTICAL PARISH OF HOLY TRINITY HAZLEMERE

I report to the trustees on my examination of the financial statements of the Parochial Church Council of the Ecclesiastical Parish of Holy Trinity Hazlemere ('the charity') for the year ended 31st December 2025.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or

2. the financial statements do not accord with those records; or

3. the financial statements 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 attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Nigel Wyatt

Date: 28/04/2026

Nigel Wyatt BSC FCA
Independent Examiner
125 Main Street
Garforth
Leeds
LS25 1AF

SECTION 2

PARISH OF HAZLEMERE

FINANCIAL STATEMENTS
OF THE
HOLY TRINITY
PAROCHIAL CHURCH COUNCIL

For Year Ended 31st December 2025

Charity Registration no. 1128994

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

STATEMENT OF FINANCIAL ACTIVITIES

For Year Ended 31st December 2025

	Note	Unrestricted Funds £	Restricted Funds £	2025 Total £	*2024 Total Note 10 £*
INCOME					
Donations	2(a)	528,810	18,869	547,679	*483,517*
Income from Charitable Activities	2(b)	1,487	-	1,487	*4,200*
Income from Investments	2(c)	9,603	-	9,603	*9,575*
Income from Trading Activities	2(d)	61,146	-	61,146	*63,125*
Other Income	2(e)	16,551	-	16,551	*22,484*
TOTAL INCOME		**617,597**	**18,869**	**636,466**	***582,901***
EXPENDITURE					
Expenditure on Charitable Activities	3(a)	532,372	14,784	547,156	*498,036*
Other Activities	3(b)	86,855	-	86,855	*90,391*
Governance Costs	3(c)	2,394	-	2,394	*2,334*
TOTAL EXPENDITURE		**621,621**	**14,784**	**636,405**	***590,761***
NET INCOME/(EXPENDITURE) BEFORE TRANSFERS		**(4,024)**	**4,085**	**61**	***(7,860)***
Transfers between funds	9	(118)	118	-	-
Net movement in funds after transfers		**(4,142)**	**4,203**	**61**	***(7,860)***
TOTAL FUNDS BROUGHT FORWARD		455,439	798	456,237	*464,097*
TOTAL FUNDS CARRIED FORWARD		**451,297**	**5,001**	**456,298**	***456,237***

The notes numbered 1 to 12 form part of these financial statements.

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

BALANCE SHEET

As At 31st December 2025

	Note	2025 £	2025 £	*2024* £	*2024* £
FIXED ASSETS					
Tangible fixed assets	4		99,203		*123,196*
CURRENT ASSETS					
Cash at bank and in hand		164,973		*100,338*	
Deposits < 3 months' notice		95,161		*139,734*	
Deposits > 3 months' notice		97,650		*93,488*	
Total Cash and Deposits			357,784		*333,560*
Debtors	5		6,933		*8,015*
			364,718		*341,575*
CREDITORS due within 1 year	6		(7,622)		*(8,534)*
NET CURRENT ASSETS			357,095		*333,041*
NET ASSETS			**456,298**		***456,237***
FUNDS					
Restricted	10		5,000		*798*
Unrestricted – Designated			99,205		*123,196*
Unrestricted – General Fund			352,093		*332,243*
TOTAL FUNDS			**456,298**		***456,237***

Approved by the PCC on 28th April 2026 and signed on their behalf by:

Rev Mark Meardon
Chairman

Trish Harding
Treasurer

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

CASH FLOW STATEMENT

For Year Ended 31st December 2025

	2025 £		*2024 £*	
Cash Flow from Operating Activities				
Net cash from operating activities	61		*(7,860)*	
Adjustments for:				
Depreciation charges	26,127		*25,821*	
Decrease in Debtors	1,081		*244*	
Decrease in Creditors	(912)		*(51,370)*	
Less: Interest received	(9,603)		*(9,575)*	
Net cash from operating activities		16,754		*(42,739)*
Cash Flow from Investing Activities				
Purchase of assets	(2,133)		-	
Interest received	9,603		*9,575*	
Net cash from investing activities		7,470		*9,575*
Cash Flow for reporting period ended 31st Dec		24,224		*(33,164)*
Cash Balance at beginning of reporting period		333,560		*366,725*
Cash Balance at end of reporting period		**357,784**		***333,560***
Classified on the balance sheet as:				
Cash at bank and in hand		164,973		*100,339*
Deposits < 3 months' notice		95,161		*139,734*
Deposits > 3 months' notice		97,650		*93,487*
Total Cash and Deposit Balances		**357,784**		***333,560***

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

NOTES TO THE FINANCIAL STATEMENTS

For Year Ended 31st December 2025

1. ACCOUNTING POLICIES

a) Charitable Status

The Parochial Church Council of the Holy Trinity Hazlemere is a registered charity in England and Wales, number 1128994. The Trustees are the members of the PCC named on page 14. The registered office is Holy Trinity Church, 262 Amersham Road, High Wycombe, Buckinghamshire HP15 7PZ.

b) Basis of preparation of financial statements

The financial statements are prepared under the historical cost convention in accordance with the Church Accounting Regulations 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to Charities preparing their accounts in accordance with FRS 102 (effective 1 January 2019) – (Charities SORP (FRS 102)) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and 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 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 issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The primary objective of the charity is to promote the gospel of our Lord Jesus Christ according to the doctrine and practice of the Church of England. The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). There are no material uncertainties about the charity's ability to continue as a going concern.

The accounts include transactions, assets and liabilities for which the PCC can be held responsible. They do not include the accounts of church groups that owe an affiliation to another body, nor those that are informal gatherings of church members.

c) **Fund Accounting**

General Fund represents the "free" funds of the PCC that are not subject to any restriction regarding their use and are available for application on the general purposes of the PCC.

Designated Funds are earmarked by the PCC for particular purposes, but are nevertheless still unrestricted, as the PCC can re-designate the funds if it wishes. The PCC currently has one designated fund:

- **Fixed Assets Fund** – The value of the land, buildings and equipment owned by the PCC are held in this fund.

Restricted Funds are funds collected or donated for a particular purpose and cannot be used by the PCC for any other purpose except by agreement with the donor. The PCC has two restricted funds:

- **Special Offerings** - Offerings collected (and distributed) to specific causes.
- **External Grants** - Grants given to the church from external parties for specific purposes, and used in the required manner.

d) Income

Income (which includes planned giving, collections and other donations) is recognised in the period in which the charity becomes entitled to receipt, the amount receivable can be measured with reasonable certainty, and receipt is probable. For the most part income is generally recognised when it is received by, or on behalf of, the PCC. Income is only deferred when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Income from donations and legacies includes recoverable gift aid. This is recognised when the related donation is received. Gift aid that has not been recovered by the balance sheet date is included as a debtor.

The charity relies on volunteers to carry out many of its activities, particularly running the Sunday services (welcome, music and youth groups) and the cafe. In accordance with the SORP, the value of these services has not been included in these financial statements as they are voluntary and cannot be reliably measured.

Income from charitable activities represents income receivable from goods, services and facilities supplied in furtherance of the charity's charitable objects. It includes rental income from Church House (where paid).

Income from other trading activities represents income receivable from activities undertaken to generate funds for the charity. It includes income from the cafe and building usage.

Investment income represents income generated by the charity's assets and includes income from bank interest.

e) Expenditure

Expenditure is accounted for when payable. Grants to external organisations are accounted for when paid, or when awarded, if that award creates a binding obligation on the PCC

f) Fixed Assets

i) Consecrated land and buildings and moveable church furnishings

Consecrated and beneficed property is excluded from the financial statements by S10(2)(a) and (c) of the Charities Act 2011.

No value is attributed to moveable church furnishings held by the Churchwardens on special trust for the PCC and which require a faculty for disposal since the PCC considers this to be inalienable property. They are listed in the church's inventory that can be inspected at any reasonable time. For inalienable property acquired prior to 2000 there is insufficient cost information available and therefore such assets are not valued in the financial statements. Items acquired since January 2000 have been capitalised and depreciated in the financial statements over their anticipated useful life on a straight-line basis.

All expenditure incurred in the year on consecrated or beneficed buildings, on individual items under £2,000, or on repair of movable church furnishings acquired before January 2000, is expensed when incurred.

ii) Tangible fixed assets for use by the charity

These are capitalised if they can be used for more than one year, and cost at least £2,000. Depreciation is calculated to write off the capitalised cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows:

Land	Nil
Buildings	50 years (except the Prayer Studio which is depreciated over 10 years, given its anticipated shorter economic life)
Fixtures, Fittings and Equipment	7 years

g) Current Assets

Amounts owing to the PCC at the year-end in respect of tax reclaims and other income are shown as debts less any provision for amounts which may prove to be uncollectable. Short-term deposits include cash held on deposit either with the Church of England Deposit Fund or at a bank.

h) Pension Policy

The PCC participates and auto enrols its employed staff into the Legal and General Stakeholder Pension scheme, a defined contribution scheme. Contributions are accounted for on an accruals basis.

i) Charitable Commitments

The PCC has supported many local charities and overseas mission partners for many years. The PCC reviews all commitments to other charitable bodies and missionaries it supports on a year-by-year basis. It does not commit to long-term support although it may, however, provide long term support for its mission partners.

j) Critical Accounting Estimates and Areas of Judgement

The members of the PCC do not consider that there are any material sources of estimation or uncertainty at the balance sheet date that could result in a material adjustment to the carrying values of assets and liabilities in the next reporting period.

In preparing financial statements certain judgements, estimates and assumptions have to be made that affect the amounts recognised in the financial statements. The members of the PCC consider the following to be significant:

i. The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimates for useful economic life and residual value. These estimates are reassessed annually and, when necessary, adjusted to reflect current circumstances.

ii. The constructive obligation for grants payable is based on an assessment of the likely duration of the supported activity. Again this estimate is re-assessed annually and the obligation is adjusted to reflect current expectations.

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

NOTES TO THE FINANCIAL STATEMENTS

For Year Ended 31st December 2025

2. INCOME

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	*2024 £*
2a Donations				
Gift Aided Donations	379,957	-	379,957	*335,948*
Gift Aid	95,698	-	95,698	*86,402*
Other Planned Giving	46,323	-	46,323	*48,578*
Other Gifts & Cash Offerings	6,832	2,745	9,577	*10,175*
Grants	-	16,124	16,124	*2,414*
TOTAL INCOME	**528,810**	**18,869**	**547,679**	***483,517***
2b Charitable Activities				
Rental Income	**1,487**	**-**	**1,487**	***4,200***
2c Income from Investments				
Interest from Investments	**9,603**	**-**	**9,603**	***9,575***
2d Income from Trading Activities				
Parochial Fees	3,003	-	3,003	*2,830*
Café Income	58,143	-	58,143	*60,295*
TOTAL TRADING INCOME	**61,146**	**-**	**61,146**	**63,125**
2e Other Income				
Building Usage, Toddlers etc	16,551	-	16,551	*22,484*
TOTAL OTHER INCOME	**16,551**	**-**	**16,551**	**22,484**
TOTAL INCOME	**617,597**	**18,869**	**636,466**	***582,901***

3. EXPENDITURE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	*2024* £
a) Expenditure on Charitable Activities				
Mission Support:				
Overseas Mission Partners *(see below)*	**57,314**	**-**	**57,314**	***54,589***
Overseas Mission Projects:				
i. Amani	2,000	644	2,644	*3,553*
ii. Global Recordings	350	-	350	*350*
ii. Street Kids Direct	1,500	-	1,500	*1,500*
v. Jamaica Appeal (Oxford Diocesan appeal)	500	-	500	-
v. Mission visits to Kenya &Uganda	1,500	-	1,500	-
/i. YWAM trip support	250	-	250	-
Sub-Total: Overseas Mission Projects	**6,100**	**644**	**6,744**	***5,403***
Home Mission:				
ii. Hazlemere School	187	-	187	*2,000*
ii. Seniors Events/Keep-Fit	1,662	-	1,662	*1,599*
x. Lighthouse	7	-	7	*500*
x. Wycombe Homeless Connection	1,500	644	2,144	*2,797*
‹i. WYFC	-	-	-	*400*
ii. Schools Ministry	43	-	43	*67*
ii. HM Prison Service	-	-	-	-
v. Rennie Grove Peace Hospice	-	814	814	*1,297*
‹v. Love Fund	-	-	-	*866*
/i. Love Wycombe	-	-	-	*750*
ii. Edge Hill Christian Union	-	-	-	*200*
ii. Prison Fellowship	-	-	-	*300*

x.	Welcome Churches	1,500	-	1,500	*1,500*
x.	Wycombe Refugee Partnership	-	644	644	-
Sub-Total: Home Mission		**4,899**	**2,102**	**7,001**	**12,276**
Ministry Costs:					
‹i.	Staff Pay	178,921	11,124	190,045	*141,565*
ii.	Parish Share	147,328	-	147,328	*142,346*
ii.	Staff Expenses	9,715	-	9,715	*10,167*
v.	Children, Youth & Family	9,977	914	10,891	*10,008*
‹v.	Events	10,692	-	10,692	*8,119*
‹i.	Music & Worship	6,543	-	6,543	*3,998*
ii.	Printing & Publicity	502	-	502	*612*
ii.	Diocesan Costs	3,311	-	3,311	*2,698*
Sub-Total: Ministry Costs		**366,989**	**12,038**	**379,027**	***319,513***
Church Management					
x.	Church Management & Admin	15,554	-	15,554	*11,760*
x.	Fabric & Maintenance	61,719	-	61,719	*66,333*
‹i.	Utility Costs & Insurance	19,797	-	19,797	*28,162*
Sub-Total: Church Management		**97,070**	**-**	**97,070**	***106,255***
Charitable Activities Total		**532,372**	**14,784**	**547,156**	***498,036***

Overseas Mission Partners supported were: J&K Hughes (Wycliffe Bible translation in Indonesia), I&L Hollman (Wycliffe Bible translation in Africa), K&D Mercado (Outreach in Krygyzstan), R Gracey (Wycliffe), P&S Hopkins (Outreach), K&J McKee (Global Recordings Network in E Europe), J Mason (Frontiers).

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	*2024 £*
b) Other Activities				
Depreciation	26,127	-	26,127	*25,821*
Café Costs	60,728	-	60,728	*60,203*

Staff Leaving: personal gifts	-	-	-	*500*
Costs relating to the construction of the Trinity Centre	-	-	-	*3,867*
Total Other Activities	**86,855**	**-**	**86,855**	**90,391**
c) Support				
Independent Examination/ Audit Fee	**2,394**	**-**	**2,394**	***2,334***
Total Expenditure	**621,621**	**14,784**	**636,405**	***590,761***

4. FIXED ASSETS

	Freehold Land & Buildings	Equipment	**Total**
Cost			
Balance as at 1st Jan 2025	79,675	196,588	**276,263**
Additions	-	2,134	**2,134**
Balance as at 31 Dec 2025	79,675	198,722	**278,397**
Depreciation			
Balance as at 1st Jan 2025	67,480	85,587	**153,067**
Charge for the year	3,523	22,604	**26,127**
Balance as at 31 Dec 2025	71,003	108,191	**179,194**
Net Book Value			
As at 31st Dec 2025	8,672	90,531	**99,203**
As at 31st Dec 2024	12,195	111,001	**123,196**

Insurance values of the relevant buildings and contents:

Holy Trinity building	£10,970,000
Church of the Good Shepherd	£3,660,000
Church House (building only)	£327,325

The freehold land and buildings controlled, but not necessarily owned by, the PCC compromise:

Holy Trinity Church & Prayer Studio
The Church of the Good Shepherd, Widmer End
Church House, Widmer End

(The Oxford Diocese owns all but the Prayer Studio, although they are all maintained by the PCC)

5. DEBTORS

	2025	**2024**
	£	**£**
Gift Aid claim	6,641	6,486
Other debtors	292	1,529
	6,933	**8,015**

6. CREDITORS due within one year

	2025	2024
	£	£
Independent Examination fee	2,310	2,334
Other creditors	5,312	6,200
	7,622	**8,534**

7. STAFF COSTS

	2025	2024
	£	£
Salaries and wages	213,359	*171,390*
Employers' NIC	9,319	*4,499*
Pension contributions	6,305	*4,598*
Employment costs	**228,983**	***180,487***
Staff expenses and other costs	9,715	*10,167*
	238,698	***190,654***

No employee earned £60,000 or more.

Staff numbers – year end head count

	2025	*2024*
Ministry	7	*3*
Support	7	*6*
Café	3	*4*
Total	**17**	***13***

Key Management Personnel

The key management personnel of Holy Trinity Church are the Vicar, two Associate Vicars and a Trainee Curate. The Vicar, one Associate Vicar and Trainee Curate are employed and paid by the Diocese, and a proportion of the parish share payment relates to their ministry and housing costs. The other Associate Vicar is paid by the PCC.

8. RELATED PARTY TRANSACTIONS

4 PCC members are staff members employed by the PCC (2024: 4) and received remuneration totalling £84,544 (2024: £75,423). The 4 staff members who also sit on the PCC are:

Chris Sacre, Associate Vicar
Jane Montgomery, Operations Manager
Jackie Pestell, Café Manager
Peter Green, Facilities Manager

11 PCC members and related parties (2024: 10), were reimbursed for expenses incurred during the year totalling £18,910 (2024: £20,000).

The following trustees or staff members were directors or members of related entities or were connected to people or organisations in receipt of payments from Holy Trinity, Hazlemere:

Trustee / Staff Member	Related Entities	Related Party Transactions
Suzanne Reeves, PCC Member	Dave Reeves Landscaping Ltd	Suzanne is the wife of Dave. Dave's company received remuneration of £1,737 for the provision of gardening services to the church in 2025 (2024: £2,082)

For transparency of the prior year, the following additional related party transactions were made in 2024, but did not occur in 2025:

Trustee / Staff Member	Related Entities	Related Party Transactions
Steve Whitmore, PCC Member	Trustee for Wycombe Youth for Christ	Holy Trinity Church, Hazlemere paid a grant of £400 (2023: £400) to Wycombe Youth for Christ
Suzanne Reeves, PCC Member	Trustee for Lighthouse, Hazlemere	Holy Trinity Church gave Lighthouse the use of our facilities free for a week to run a holiday club, and donated £500 (2023: £0)
Ali Hazelton, wife of James Hazelton, PCC Member and Warden	Trustee for Lighthouse, Hazlemere	Holy Trinity Church gave Lighthouse the use of our facilities free for a week to run a holiday club, and donated £500 (2023: £0)
Sue Butler, Staff member	Welcome Churches	Sue was, for a period, the joint CEO of Welcome Churches, to which the church donated £1,500 (2023: £1,500). Sue was not a staff member at the time the gift was decided upon by the PCC

PCC members are reminded to declare any conflicts of interest during PCC discussions and abstain from voting.

9. ANALYSIS OF FUNDS: Current Year

		Movement Of Funds During The Year (2025) /£			
	Opening Balance	Income	Expenditure	Transfers	Closing Balance
UNRESTRICTED FUNDS					
General Funds	332,243	617,597	(595,495)	(2,252)	352,093
Designated Funds:					
Fixed Assets	123,196	-	(26,127)	2,134	99,203
Total Unrestricted Funds	***455,439***	***617,597***	***(621,622)***	***(118)***	***451,296***
RESTRICTED FUNDS					
External Grants	798	16,124	(12,038)	118	5,002
Special Offerings	-	2,745	(2,745)	-	-
Total Restricted Funds	***798***	***18,869***	***(14,783)***	***118***	***5,002***
TOTAL	**456,237**	**636,466**	**(636,405)**	**-**	**456,298**

Please see Note 1c) for a description of the funds.

Transfers between funds totalled £2,252.

A transfer of £2,134 was made from the General Funds to the Fixed Assets fund so that the final balance matches the Net Book Value of the Fixed Assets (Note 4).

Some of the expenditure in External Grants related to purchases to support the Outreach Youth work at Holy Trinity. A small top-up of £118 was transferred from General Funds to give the final balance of c. £5,000 representing Grant Income received for the new expression of Children's work at Good Shepherd which will be spent in early 2026.

10. ANALYSIS OF FUNDS: Prior Year

		Movement Of Funds During The Year (2024) /£			
	Opening Balance	Income	Expenditure	Transfers	Closing Balance
UNRESTRICTED FUNDS					
General Funds	388,159	576,341	(554,806)	(77,451)	332,243
Designated Funds:					
Fixed Assets	75,938	-	(25,821)	73,079	123,196
Total Unrestricted Funds	***464,097***	***576,341***	***(580,627)***	***(4,372)***	***455,439***
RESTRICTED FUNDS					
Buildings Fund	-	-	(3,868)	3,868	-
External Grants	-	2,414	(1,620)	4	798
Special Offerings	-	4,146	(4,146)	-	-
Love Fund	-	-	-	-	-
Personal Gifts	-	-	(500)	500	-
Total Restricted Funds	***-***	***6,560***	***(10,134)***	***4,372***	***798***
TOTAL	**464,097**	**582,901**	**(590,761)**	**-**	**456,237**

Transfers between funds totalled £4,372. Some final costs relating to the Trinity Centre construction were paid out of the Buildings Fund, so a transfer of £3,868 was made from the General Funds to clear that fund to zero. During the year, the PCC approved a gift of £500 to support a Youth member of the fellowship on a mission trip to Africa. Thus a transfer of £500 was made to clear the Personal Gifts fund to zero. There were 2 External Grants. The first was £414 from the Diocese relating to "Continuing Ministerial Development" to enable some staff members to attend a training conference; after payment, a small deficit balance of £4 remained so was cleared from the General Funds. The second External Grant was again from the Diocese for £2,000 relating to the Youth Drop-In sessions. £1,202 has been spent in 2024 with the remaining balance carried over into 2025. A transfer of £73,079 was made from the General Funds to the Fixed Assets fund so that the final balance matches the Net Book Value of the Fixed Assets.

11. ANALYSIS OF NET ASSETS BY FUND

	Unrestricted	Restricted	**2025 Total**	*2024 Total*
	£	£	**£**	*£*
Fixed Assets	99,203	-	**99,203**	*123,196*
Cash and Deposits	350,763	7,021	**357,784**	*333,560*
Debtors	6,381	552	**6,933**	*8,015*
Creditors due within 1 year	(5,049)	(2,573)	**(7,622)**	*(8,534)*
Net Assets	**451,298**	**5,000**	**456,298**	***456,237***

12. PREVIOUS YEAR'S STATEMENT OF FINANCIAL ACTIVITIES

STATEMENT OF FINANCIAL ACTIVITIES

For Year Ended 31st December 2024

	Note	Unrestricted Funds £	Restricted Funds £	2024 Total £	*2023 Total Note 10 £*
INCOME					
Donations	2(a)	476,957	6,560	483,517	*488,408*
Income from Charitable Activities	2(b)	4,200	-	4,200	*1,050*
Income from Investments	2(c)	9,575	-	9,575	*7,997*
Income from Trading Activities	2(d)	63,125	-	63,125	*62,734*
Other Income	2(e)	22,484	-	22,484	*62,530*
TOTAL INCOME		**576,341**	**6,560**	**582,901**	***622,719***
EXPENDITURE					
Expenditure on Charitable Activities	3(a)	492,269	5,767	498,036	*476,841*
Other Activities	3(b)	86,024	4,367	90,391	*85,591*
Governance Costs	3(c)	2,334	-	2,334	*2,220*
TOTAL EXPENDITURE		**580,627**	**10,134**	**590,761**	***564,652***
NET INCOME/(EXPENDITURE) BEFORE TRANSFERS		**(4,286)**	**(3,574)**	**(7,860)**	***58,067***
Transfers between funds	9	(4,372)	4,372	-	-
Net movement in funds after transfers		**(8,658)**	**798**	**(7,860)**	***58,067***
TOTAL FUNDS BROUGHT FORWARD		464,097	-	464,097	*406,030*
TOTAL FUNDS CARRIED FORWARD		**455,439**	**798**	**456,237**	***464,097***

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF HOLY TRINITY HAZLEMER

England & Wales - Charity number 1128994

Accounts

PARISH OF HAZLEMERE

ANNUAL REPORT & FINANCIAL STATEMENTS

OF THE HOLY TRINITY

PAROCHIAL CHURCH COUNCIL

FOR THE YEAR ENDED

31 DECEMBER 2024



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SECTION 1

Report from the Vicar for 2024

[4] Rejoice in the Lord always. I will say it again: Rejoice! [5] Let your gentleness be evident to all. The Lord is near. [6] Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. [7] And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus.

Philippians 4:4-9

Rejoice and Pray

This passage is really significant as we look back over our church life in 2024. We want to rejoice, and remember all that God has done in and through his church here. As we look to the future we want to have an attitude of prayer and boldness as we seek to share the good news of Jesus, to the community of Hazlemere, and further afield.

These are some of the key highlights:

Our **congregations** *(Holy Trinity, Good Shepherd, Manor Farm, Connect & Prime Time)* over the last year have continued to welcome new people (with over 80 new people stepping into the life of the church). We have seen new leaders emerge and our volunteer team grow. Currently we have over 170 people involved in serving regularly in a whole variety of ways. And 38 people have completed safeguarding training,

We have continued to see growth in our **youth ministry** this year, this includes Excite (for School years 5-7), Wednesday night Roots Youth Congregation and Sunday mornings. It's been, especially encouraging, seeing our young people invite their friends along to our youth ministry. We have also seen an increase in our volunteer base which has been very encouraging.

We have partnered with Wycombe Youth for Christ and launched a weekly after-school drop-in for ages 11-18. After a slow start, this really grew in momentum with up to 70 young people popping into the drop-in and a smaller group that come every week with whom we can build significant and mentoring relationships. After the first few months, Wycombe Youth for Christ were no longer needed in supporting and so we took on the full running of Youth Drop In with our staff and volunteer team.

We have continued our **'Lighthouse Sunday'** ministry as a response to the growing number of young families joining our church. These all age, interactive services have been increasingly well attended by both members of the church and families from the local school. The team running these significant Sunday services has grown. As we look to the future in this area, our next key step will be how to develop community, discipleship and deeper relationships with the families that are coming along,

We continue to see growth in our Wednesday congregation, **Prime Time**. This serves seniors within our community, and the work we do in and through the Atrium Cafe has contributed to this growth. Those who have joined this congregation recently have spoken about the warm welcome, the sense of community and friendships that have formed.

MISSION:

One of our key values as Hazlemere Church is pursuing how we can be a blessing to the wider community and around the world. We continue to support many international and local mission organisations (see Note 3 in the Financial Accounts for the full list), this includes financial support, sending teams to deliver practical work, and encouraging individuals to find ways they can get involved. Last year we gave around £70k to support wider mission.

We have partnered with **Wycombe Homeless Connection** to use Church of the Good Shepherd as a site for the night shelter. As we look to the future, there may be some simple building work at this site to enhance our venue as we welcome these guests in the winter months.

Also, at our Good Shepherd site. We have continued to see growth in our **Creative Space** and **Creative Space Cadets**. These are creative sessions for all ages where people have a safe space to make things and have conversations with one another. We look to the future; we hope to develop the faith dimension of these times.

As Hazlemere Church, both Christmas and Easter are opportunities for us to engage with our local community. This year we ran multiple events for all ages, worked with community groups and local schools, to present the hope of the Christmas story and the joy of Easter. This Christmas was the busiest year we have had as Hazlemere church it was especially encouraging to see the engagement and involvement of those in our community. A number from our Christmas services signed up to join our new **Foundations Course** that will be happening in 2025.

We continued our engagement with local Schools, running assemblies, occasional lessons, and services. Over the year we were involved with 7 schools.

In the summer, we ran the **Lighthouse Summer Club**. This took place at Holy Trinity and Hazlemere C of E School. We welcomed over 100 children, and there were a whole host of volunteers making this happen. This was a fantastic time of retelling our faith story in a fun and interactive way, along with games, sports and crafts.

In addition, this year we ran an extended Alpha & Bible course. This offered a safe place for people explore some of life's bigger questions, build friendships and see how the Christian faith is relevant to our life experiences today.

STAFF TEAM:

Over this year we have seen changes to our staff team.

Alison Tuddenham, our children and families minister retired after over 17 years of being on team following her move to a new area. Even after Alison had moved, she continued offering her expertise and time as she wrote a significant portion of our children's teaching material for the coming year. She will be sadly missed.

Our internship team was very successful, especially being able to work internationally. Our interns, when they completed their time with us, have gone onto further theological study, university, and one has started working as one of our Youth Ministers. This is hugely encouraging to see the

influence we can have as church as we shape the lives of young people and see them flourish and grow in their gifts and skills.

In September, we received a St Mellitus College Ordinand, who is training to become an Anglican minister. This involves three days a week of study alongside a placement working with Hazlemere church. This has been a real answer to prayer and is a key strategic role in the development of a Widmer End Mission.

In September, our Associate Vicar began significant long term medical treatment. Our church community have been supporting her and her family as they navigate this challenging season. She was able to work at reduced capacity for the autumn term. In 2025 she will be officially signed off on medical grounds.

ATRIUM CAFE:

The goal of the Trinity Centre including the Atrium Cafe was to be a hub for the local community where people could find a place of welcome, safety and belonging. This year we have continued to see this happening week by week. It has been a joy seeing God move in the Atrium Cafe this year. We have welcomed so many of our local community who have now become regulars and we are building on relationships as we have weekly contact with them. We have a spectrum of ages, mums and babies or toddlers (or both), seniors, workers with laptops and friends meeting up.

The Atrium team of volunteers work incredibly hard serving our customers and always have a smile on their faces. We have had quite a few days where we have run out of tables and had to be creative in finding extra space to host everyone.

The groups using the cafe have been growing. The Atrium supports our established user groups namely Great & Small, Stroke Club & Prime Time. These are the groups using the building regularly - Parkinson's group, Multiple Sclerosis Society, a social prescribing group and various local walking groups. What is exciting is that these groups are now crossing into church activities. With the cafe screens showing our weekly activities and volunteers able to talk to people about the groups and even show them around, it's an easy, comfortable and non-threatening entry into church life.

We still have new customers visiting us every day. They may have driven past and seen our lights in the darkness or know of a friend who has come or even attended the church as a child and are curious to re-visit. Every day is different, and our aim is that every person feels welcome when they come through our doors.

FUTURE PLANS FOR HAZLEMERE CHURCH:

Over the last year, there has been a sense of optimism and momentum. We have seen new people of all ages join our church. We have baptised those who have come to faith. We have seen people grow in their faith and step into leadership and volunteer roles in all sorts of areas. As we look to the future we want to continue that sense of faith and expectancy of how God will build his church, and bless our wider community.

Our key priorities for the future will be as follows:

- ***Youth and Family outreach.***

Emerging generations and our work to both foster discipleship and support growth is a key priority. Following the retirement of our family minister we are looking to recruit two new Family Ministers to cover three strategic areas: 1. Family outreach and community building, 2. Schools work (which includes assemblies, lessons and special events) and 3. Support of our children and family discipleship and teaching (including our Sunday Ocean Kids).

These roles will be part funded by the Oxford Diocese Development fund.

- ***Widmer End Mission***

Currently our church based in Widmer End - Church of the Good Shepherd - has become our smallest numerical congregation. Over many years, we have developed strong relationships with the local community through the primary school and community groups. We have been preparing for a revitalisation of this congregation in order that we can grow in the capacity and momentum to reach out to the Widmer End Community and wider areas. The first step has been to identify new leaders to form part of a team and then begin to worship and pray together and collectively discern the shape of this fresh expression of church that will be birthed.

In the summer, we will be welcoming a new curate. Part of their role, along with our ordinand and wider team will be developing the discipleship and mission of this new expression of church.

- ***Serving beyond our Parish***

We want to continue being a blessing to those beyond our parish. As a staff team and volunteers, we actively look for opportunities where we can serve in this capacity. This includes participating in a Diocese Funding Panel, International mission trips (one of our clergy will be involved this coming summer helping lead a young adults trip to Kenya), mentoring and support of other parishes.

It is with a sense of excitement and faith that we look to the future. As God continues to build his church here, in and through us, and as we seek to be a blessing to others.

SAFEGUARDING UPDATE

At Hazlemere Church we are committed to:

- The safeguarding, care and nurture of the children and people of all ages within our church community
- Promoting a safer environment and culture for all who wish to be a part of our community.
- Safely recruiting, training, and supporting our employees and all those with any responsibility related to children and vulnerable adults.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse or other affected persons.
- Caring pastorally for those who are the subject of concerns/allegations of abuse and other affected persons.
- Responding robustly to those who may pose a present risk to children or vulnerable adults within the church.

What we have done in 2024 to promote a safer church:

- Safeguarding and safer recruitment trained staff were an integral part of the recruitment and interview process for new employees and volunteers in 2024.
- A list of emergency contacts for various agencies and organisations is kept up to date for staff and volunteers to access.
- A form for reporting any safeguarding concern is regularly used by staff and volunteers to flag any concerns to the PSO and clergy.
- The clergy team and Parish Safeguarding Officer continue to meet monthly to review all safeguarding concerns within the church, to ensure continuity in our response, and care for the individuals and families concerned. Specialist advice is sought from relevant professionals where appropriate.

Training:

- 128 people working with children and vulnerable adults are currently safeguarding trained.
- 5 staff members and 2 lay leaders have completed the Leadership level safeguarding training. Two staff members are currently undertaking this training and both will be finished by the end of March.
- 82 people working with children and vulnerable adults have a current DBS check (adults working with vulnerable adults do not need a formal DBS check as none of the work is of a personal, one-to-one nature).

We have become members of STAR (Steps to Active Recovery) and have access to comprehensive training and support so that we can better help those affected by addiction (including alcohol, drugs and gambling).

There continues to be an increasing level of awareness of risk and the need for everyone in the church to be vigilant in keeping children and vulnerable adults safe from harm.

Safeguarding continues to be a standing item on the agenda of every PCC meeting, and we are continuing to see improvements in safeguarding awareness within the church.

FINANCIAL REVIEW

2024 was another year in which we had cause to thank God for his continued provision for His work through our church and its various ministries.

When planning the budget for 2024, we were very cognizant of the increased cost of living and other economic pressures which would undoubtedly have an impact on people's personal finances, and so we were unsure how our Giving income would be affected. At the same time, we knew that various costs of our own would increase (eg utilities, Diocesan quota), and we wanted to honour our staff and mission partners with an increase in the wages and living contributions. Therefore our budget assumed a net neutral position, with an assumed increase in Regular Giving of 5% and an Annual Gift Day figure of £50k, both steps of faith. Our good level of reserves in the bank allowed us to plan with this approach, knowing that we had some security if our desired outcomes didn't happen for any reason.

We have been delighted by how faithful God and our congregation have stepped into the vision of our church and have responded in a financial way. We received a fantastic response to our Gift Day with contributions totalling £75k. This meant that, whilst we kept control of our cost base, there wasn't significant pressure to restrict our planned activities. Our income was supported by some adhoc financial gifts from church members, and building usage income, letting out our premises to local charities and organisations, often at preferential rates. We were also grateful for 2 external grants from the Oxford Diocese - £2k towards the Youth After-School Drop-In that was started during the year, and a smaller grant to allow some of our staff to attend a training event. Total income for the year was £583k.

Costs for the year were £591k, so broadly in line with Income. We were delighted to be generous with our charitable giving to both local and global mission projects, and also to continue to invest in our church ministries. Our Charitable Activities expenditure, excluding Church management costs, totalled £392k, £30k higher than the previous year, and representing 67% of Income. Note 3) gives a full breakdown of the areas we have supported and invested in. Within our Church management costs, we had a one-off expenditure of £33k to repair the roof at our Church of the Good Shepherd building.

Our cash balance at the end of 2024 was £334k which was £33k less than the end of 2023 balance, due to the slight shortfall in net income and a decrease in creditors. There is some potential building work required at Church of the Good Shepherd, whilst the cash also allows us, as in 2024, to step out in faith with our ministerial activities, knowing that we have funding should in-year giving be lower than expectations for any reason.

We continue to be grateful to God for continuing to resource the church in our mission and ministry activities, and thankful for all those who support us in that work.

OUR CHURCH - A SUMMARY

Our Objectives and Activities

The primary objective 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. In accordance with the PCC (Powers) Measure 1956, the PCC is to co-operate with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

As a church we have adopted a Mission Statement of "Being the People of God, fulfilling the Purposes of God". This is seen as a dual emphasis between building up and encouraging the Christian community and being effective in our role as the Christian witness in this local community and beyond.

Our Foundational Values

We have a series of key foundational values which determine how we act and relate to one another. These values underlie what we hope to see as a local church.

- The Bible is our foundation
- The lost matter to God
- We seek to be led by the Holy Spirit
- Prayer is a priority
- We build relationally
- Worship is an encounter with God
- Generous in attitude and action

Our Purpose

As part of the Church of England, the PCC's aims are to support the spread of the Christian religion. Primarily the PCC aims to support the Christian religion in the Parish of Hazlemere but also as a net financial contributor to the Anglican Church, to support the purpose of the spread of the Christian religion across the world to all. We are a mission-based church and believe that Jesus Christ is the Saviour of the world and that everyone would benefit from belief in Him and receipt of the Holy Spirit. In acting out our beliefs, we work as one church, usually meeting as multiple congregations in different places around Hazlemere and Widmer End on Sundays and some weekdays, and as smaller LIFEgroups during the week.

Statement of Public Benefit

The following is stated to meet the requirement to provide a statement on our public benefit.

The PCC confirms that we have referred to the Charity Commission's guidance on public benefit, in particular the specific guidance on charities for the advancement of religion, when reviewing the PCC's aims and objectives and in planning future activities. The PCC also confirms that the trustees (i.e. the PCC members) have had due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

The PCC provides benefit to the public in the following ways:

The provision of sacred spaces, churches and worship services:
• maintain the church buildings at Hazlemere and Widmer End
• hold regular meetings that are advertised and open to all

The provision of public rituals and ceremonies:
• conduct regular church services at three locations
• celebrate weddings
• conduct burials
• conduct baptisms and blessings

Contributing to the spiritual and moral education of children:
• have a vibrant children and youth group where they learn about Christ
• support the work and activities of local schools
• run school assemblies
• provide governors who represent the PCC on the adjacent C of E school
• financially and physically support the Lighthouse holiday club initiative in Hazlemere each year

Carrying out, as a practical expression of religious beliefs, other activities (such as advancing education or conflict resolution, or relieving poverty), which may also be charitable:
• support a number of overseas missionaries through financial and spiritual support
• undertake outreach to the elderly
• support financially and spiritually those in need in the parish
• provide a community centre resource that enables charitable and community groups to operate their activities
• financially support local hospice work
• are involved in prison visitor work
• support aid work in Africa
• support the Wycombe Homeless Connection for those needing accommodation locally
• enable our premises to be used by others in our community
• provide comfort and support to the bereaved and those who mourn
• pray for those who are sick and in need

Structure, Governance and Management

The PCC is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure 1956 as amended. The PCC is registered with the Charity Commission: Charity Number 1128994.

The appointment of members of the PCC is set out in the Church representation rules. The PCC members are appointed annually by vote at the Annual Parochial Church Meeting (APCM).

The PCC has ultimate responsibility for a wide range of matters affecting the parish, including such matters as compliance with health and safety, discrimination legislation and child protection. Therefore, the PCC appoints representatives who are responsible for the compliance to such legislation, maintaining knowledge regarding the ever-changing nature and degree of application of such legislation, advising the PCC regarding its duties in these areas and for training parishioners as

required. New PCC members are given an overview of their responsibilities and accountabilities when appointed.

The PCC meets on a planned basis several times a year to discuss and ratify key decisions such as the setting of the Annual Financial Plan and adoption of the Annual Accounts. Between these meetings it operates through the following committees/teams:

• The Standing Committee is a sub-group of the PCC that meets both physically and virtually to discuss and agree matters in detail before proposals are placed before the PCC. It also has delegated powers to approve certain decisions between PCC meetings. The Standing Committee comprises the Incumbent, Clergy, Churchwardens, Treasurer and Secretary.

• The Finance Subcommittee meets as required either physically and/or virtually to review financial management of the PCC's funds. It comprises the Vicar, a Churchwarden, Treasurer, Finance Manager and other persons co-opted as required by the PCC for their knowledge of financial matters. This subcommittee prepares and presents the Annual Financial Plan for approval by the Standing Committee and full PCC and then monitors actual performance against the Plan throughout the year, as well as agreeing financial policy.

• The Mission Subcommittee meets through the year to consider prayerfully the PCC's support for Home and Missionary work. It meets both together and with the missionaries to consider their work and requirements for prayer and financial support. It recommends appropriate persons and levels of support to the PCC. The subcommittee members comprise members of the PCC and church members with a heart to ensure the Parish adequately supports missionary work.

Remuneration

The PCC delegates the oversight of remuneration of its staff to the Standing Committee who themselves take recommendations from the Finance Sub-Committee. External information relating to Living Wage, inflation and Diocesan pay increases are taken into consideration when determining pay-rates.

Statement of Trustee's Responsibilities

The members of the PCC are responsible for ensuring that the Trustees' Annual Report and the financial statements are prepared in accordance with applicable law and the UK GAAP Financial Reporting Standards (FRS) for the United Kingdom and Republic of Ireland. The PCC seeks the advice from the Independent Reviewers that it meets these obligations.

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

• select suitable accounting policies and then apply them consistently;
• observe the methods and principles in the Charities SORP;
• make judgements and estimates that are reasonable and prudent;
• state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;

• prepare the financial statements on an ongoing concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts Reports) Regulations 2008 and any trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Risk Management

The PCC maintains a Risk Register as part of its Risk Management Plan. This identifies the key risks to spiritual life, financial health, meeting statutory and legal requirements, our operations and our reputation. Owners have been allocated for each risk and mitigation actions defined which have brought the risks within the PCC's risk tolerance. The Risk Management Plan is reviewed triennially (last undertaken in 2021). Key elements of the plan consider the following areas:

Income

As with many charitable organisations, the majority of the PCC's income is the result of voluntary giving and in the PCC's case, the vast majority of this comes from the generous, sacrificial and committed giving of the membership of Holy Trinity Church, Hazlemere. The PCC recognises that church membership fluctuates year-by-year and that any period of change can heighten the risk of this fluctuation. The PCC, supported by detailed reviews by the FSC, continues to monitor the trends of giving, and managing our expenditure levels accordingly.

Operations

Essential and routine maintenance and repair work across our church estate is overseen by our Facilities Manager. Records of our assets are maintained and checked regularly by the local Deanery.

The Facilities Manager is also the Health and Safety (H&S) representative. H&S information is obtained directly from HSE monthly updates and Lawpack publication "Health & Safety at Work Essentials" and applied to our situation as required. The major H&S risks identified by the PCC have been reviewed and systems or procedures have been established to mitigate these risks. All Food Hygiene and First Aid at Work requirements are up-to-date.

Safeguarding

Given the wide ranging and innovative programme of ministry with children and young people and vulnerable adults provided at Holy Trinity, Hazlemere, the health, safety and protection of these individuals is regarded as being of paramount importance. We operate a formal policy for the safeguarding of children and vulnerable adults, in line with Diocesan guidelines. Continual review of Safeguarding policies, procedures and practice is ongoing and overseen by the PCC's Safeguarding representatives who regularly report to the PCC.

Reserves Policy

As part of our contingency planning and risk management the PCC operates a reserves policy whereby we seek to ensure that our unrestricted general fund reserve does not fall below an appropriate level for the ongoing ministry. The PCC have approved a minimum value of reserves of £80,000. This represents about 3 months cover of ongoing costs (excluding Mission Gifts) and assuming no income for that period. The Reserves level will be measured by free cash available within Unrestricted and Designated funds (i.e. excluding the Fixed Asset fund). The level of Reserves as at December 2024 was £409,693. About a third of this balance is being ringfenced for potential building works at Church of the Good Shepherd.

Investment Policy

Investments are restricted to bank deposits or money market fund purchases. The maximum investment in any one reputable bank or building society is to be £200k. The maturity date is to be no more than 2 years from the investment date; when assessing the timing of any investment, due notice is to be given to any major project being considered.

Reference and Administrative Information

The Church Office is based at:

Holy Trinity Church
262 Amersham Road
Hazlemere
High Wycombe
Bucks HP15 7PZ

Tel: 01494 523191

The church is a registered charity under statute, registration number 1128994

There are 3 main bankers:

Barclays Bank PLC
PO Box 41
High Wycombe
Bucks HP11 2PG

HSBC PLC
1 Corn Market
High Wycombe
HP11 2AY

Lloyds Bank PLC
25 Gresham Street
London EC2V 7HN

Independent Examiner:
Nigel Wyatt BSC FCA
Independent Examiner
125 Main Street
Garforth
Leeds, LS25 1AF

The PCC comprises the following current members (as at 31st Dec 2024):

Chair:

Rev Mark Meardon (Ex-officio, Vicar)

Members:

Jill Castle
Mike Cross
Brian Eckheart
Rev Claire Gerard (Ex-officio, Associate Vicar)
Anna Greathead
Melanie Green (appointed Apr 24)
Peter Green
Trish Harding (Treasurer)
James Hazelton (Churchwarden)
Richard Jones
Jane Montgomery (Secretary)
Mark Moorcraft (Deanery Synod Rep)
Charlotte Morris (appointed Apr 24)
Suzannah Reeves
Mark Olsen
Jackie Pestell
Rev Chris Sacre (Ex-officio, Curate)
Roger Simmons
Sacha Tomkins (Deanery Synod Rep)
Steve Walters (Churchwarden)
Rev Steve Whitmore
Charlotte Wood

The following ceased PCC membership during the year:

Robert Waldron (finished Apr 24)

Day-to-day management is delegated to the Incumbent/Vicar, Rev Mark Meardon, who also served as Chair of the Parochial Church Council throughout the reporting period.

Signed on behalf of the PCC on 29th April 2025

Trish Harding

Trish Harding

Mark Meardon

Mark Meardon

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES ON THE UNAUDITED FINANCIAL STATEMENTS OF THE TRUSTEES OF THE PCC OF THE ECCLESIASTICAL PARISH OF HOLY TRINITY HAZLEMERE

We report on the financial statements for the year to 31 December 2024 which comprise the Statement of Financial Activities, the Balance Sheet and related policies and notes.

This report is made solely to the charity trustees. Our work has been undertaken so that we might review the financial statements that we have been engaged to review, report to the trustees that we have done so, and state those matters that we are required to state to them in an independent examiners report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the trustees for our work or for this report.
The trustees consider that an audit is not required for the year under section 152 of the Charities Act 2011 and that an independent examination is needed.

RESPECTIVE RESPONSIBILITIES OF THE TRUSTEES AND EXAMINER
The trustees of the charity are responsible for the preparation of the financial statements and ensuring that the accounting records of all group undertakings are kept in accordance with the Charities Act section 137.
It is the responsibility of the Examiner to follow the procedures laid down in the general Directions given by the Charity Commission under section 152 of the 2011 Act when examining the Financial Statements and to state whether any particular matters have come their attention.

INDEPENDENT EXAMINER'S REPORT
I can confirm that no material matters have come to our attention in connection with the examination giving us cause to believe that:
a) Accounting records were not kept in accordance with section 137 Charities Act 2011.
b) The Financial Statements do not accord with those records.
c) The Financial Statements have not been prepared in accordance with the Charities Statement of Recommended Accounting Practise.
d) There are matters that should be drawn to your attention to enable a proper understanding of the Financial Statements to be reached.

Nigel Wyatt BSC FCA
Independent Examiner
125 Main Street
Garforth
Leeds
LS25 1AF

Nigel Wyatt

Date: 15/05/2025

SECTION 2

PARISH OF HAZLEMERE

FINANCIAL STATEMENTS
OF THE
HOLY TRINITY
PAROCHIAL CHURCH COUNCIL

For Year Ended 31st December 2024

Charity Registration no. 1128994

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

STATEMENT OF FINANCIAL ACTIVITIES

For Year Ended 31st December 2024

	Note	Unrestricted Funds £	Restricted Funds £	2024 Total £	*2023 Total Note 10 £*
INCOME					
Donations	2(a)	476,957	6,560	483,517	*488,408*
Income from Charitable Activities	2(b)	4,200	-	4,200	*1,050*
Income from Investments	2(c)	9,575	-	9,575	*7,997*
Income from Trading Activities	2(d)	63,125	-	63,125	*62,734*
Other Income	2(e)	22,484	-	22,484	*62,530*
TOTAL INCOME		**576,341**	**6,560**	**582,901**	***622,719***
EXPENDITURE					
Expenditure on Charitable Activities	3(a)	492,269	5,767	498,036	*476,841*
Other Activities	3(b)	86,024	4,367	90,391	*85,591*
Governance Costs	3(c)	2,334	-	2,334	*2,220*
TOTAL EXPENDITURE		**580,627**	**10,134**	**590,761**	***564,652***
NET INCOME/(EXPENDITURE) BEFORE TRANSFERS		**(4,286)**	**(3,574)**	**(7,860)**	***58,067***
Transfers between funds	9	(4,372)	4,372	-	-
Net movement in funds after transfers		**(8,658)**	**798**	**(7,860)**	***58,067***
TOTAL FUNDS BROUGHT FORWARD		464,097	-	464,097	*406,030*
TOTAL FUNDS CARRIED FORWARD		**455,439**	**798**	**456,237**	***464,097***

The notes numbered 1 to 12 form part of these financial statements.

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

BALANCE SHEET

As At 31st December 2024

	Note	2024 £	2024 £	*2023* £	*2023* £
FIXED ASSETS					
Tangible fixed assets	4		123,196		*149,017*
CURRENT ASSETS					
Cash at bank and in hand		100,338		*83,051*	
Deposits < 3 months' notice		139,734		*193,999*	
Deposits > 3 months' notice		93,488		*89,675*	
Total Cash and Deposits			333,560		*366,725*
Debtors	5		8,015		*8,259*
			341,575		*374,984*
CREDITORS due within 1 year	6		(8,534)		*(59,904)*
NET CURRENT ASSETS			333,041		*315,080*
NET ASSETS			**456,237**		***464,097***
FUNDS					
Restricted	10		798		-
Unrestricted – Designated			123,196		*75,937*
Unrestricted – General Fund			332,243		*388,160*
TOTAL FUNDS			**456,237**		***464,097***

Approved by the PCC on 29th April 2025 and signed on their behalf by

Rev Mark Meardon — Chairman

Trish Harding — Treasurer

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

Cash Flow Statement

For Year Ended 31st December 2024

	2024		*2023*	
	£		*£*	
Cash Flow from Operating Activities				
Net cash from operating activities	(7,860)		*58,067*	
Adjustments for:				
Depreciation charges	25,821		*25,822*	
Decrease in Debtors	244		*9,456*	
(Decrease)/Increase in Creditors	(51,370)		*14,064*	
Less: Interest received	(9,575)		*(7,997)*	
Net cash from operating activities		(42,739)		*99,412*
Cash Flow from Investing Activities				
Purchase of assets	-		*(65,605)*	
Interest received	9,575		*7,997*	
Net cash from investing activities		9,575		*(57,608)*
Cash Flow for reporting period ended 31st Dec		(33,164)		*41,804*
Cash Balance at beginning of reporting period		366,725		*324,921*
Cash Balance at end of reporting period		**333,560**		***366,725***
Classified on the balance sheet as:				
Cash at bank and in hand		100,339		*83,051*
Deposits < 3 months' notice		139,734		*193,999*
Deposits > 3 months' notice		93,487		*89,675*
Total Cash and Deposit Balances		**333,560**		***366,725***

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

Notes to the Financial Statements

For Year Ended 31st December 2024

1. ACCOUNTING POLICIES

a) Charitable Status

The Parochial Church Council of the Holy Trinity Hazlemere is a registered charity in England and Wales, number 1128994. The Trustees are the members of the PCC names on page 14. The registered office is Holy Trinity Church, 262 Amersham Road, High Wycombe, Buckinghamshire HP15 7PZ.

b) Basis of preparation of financial statements

The financial statements are prepared under the historical cost convention in accordance with the Church Accounting Regulations 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing their accounts in accordance with FRS 102 (effective 1 January 2019) – (Charities SORP (FRS 102)) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and 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 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 issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The primary objective of the charity is to promote the gospel of our Lord Jesus Christ according to the doctrine and practice of the Church of England. The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). There are no material uncertainties about the charity's ability to continue as a going concern.

The accounts include transactions, assets and liabilities for which the PCC can be held responsible. They do not include the accounts of church groups that owe an affiliation to another body, nor those that are informal gatherings of church members.

c) **Fund Accounting**

General Fund represents the "free" funds of the PCC that are not subject to any restriction regarding their use and are available for application on the general purposes of the PCC.

Designated Funds are earmarked by the PCC for particular purposes, but are nevertheless still unrestricted, as the PCC can re-designate the funds if it wishes. The PCC currently has one designated fund:

- **Fixed Assets Fund** – The value of the land, buildings and equipment owned by the PCC are held in this fund.

Restricted Funds are funds collected or donated for a particular purpose and cannot be used by the PCC for any other purpose except by agreement with the donor. The PCC has five restricted funds:

- **Buildings Fund** - This fund has been established to support enhancements and alterations to church buildings and their surroundings in the parish and other purposes as approved by the PCC. This fund is now zero, having been used on the Trinity Centre.
- **Special Offerings** - Offerings collected (and distributed) to specific causes.
- **External Grants** - Grants given to the church from external parties for specific purposes, and used in the required manner.
- **Personal Gifts** – Monies given to the church for specific individuals connected with the church.
- **Love Fund** – Donations to the church specifically to be given to individuals in financial need. Gifts are made from the Love Fund, and also the General Fund.

d) Income

Income (which includes planned giving, collections and other donations) is recognised in the period in which the charity becomes entitled to receipt, the amount receivable can be measured with reasonable certainty, and receipt is probable. For the most part income is generally recognised when it is received by, or on behalf of, the PCC. Income is only deferred when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Income from donations and legacies includes recoverable gift aid. This is recognised when the related donation is received. Gift aid that has not been recovered by the balance sheet date is included as a debtor.

The charity relies on volunteers to carry out many of its activities, particularly running the Sunday services (welcome, music and youth groups) and the cafe. However, in accordance with the SORP, the value of these services has not been included in these financial statements as they cannot be reliably measured.

Income from charitable activities represents income receivable from goods, services and facilities supplied in furtherance of the charity's charitable objects. It includes rental income from Church House (where paid).

Income from other trading activities represents income receivable from activities undertaken to generate funds for the charity. It includes income from the café and building usage.

Investment income represents income generated by the charity's assets and includes income from bank interest.

e) Expenditure

Expenditure is accounted for when payable. Grants to external organisations are accounted for when paid, or when awarded, if that award creates a binding obligation on the PCC

f) Fixed Assets

i) Consecrated land and buildings and moveable church furnishings

Consecrated and beneficed property is excluded from the financial statements by S10(2)(a) and (c) of the Charities Act 2011. All costs related to the Trinity Centre will follow this treatment (as the centre will be an integral extension to the existing church) and be expensed in the year in which they are incurred.

No value is attributed to moveable church furnishings held by the Churchwardens on special trust for the PCC and which require a faculty for disposal since the PCC considers this to be inalienable property. They are listed in the church's inventory that can be inspected at any reasonable time. For inalienable property acquired prior to 2000 there is insufficient cost information available and therefore such assets are not valued in the financial statements. Items acquired since January 2000 have been capitalised and depreciated in the financial statements over their anticipated useful life on a straight-line basis.

All expenditure incurred in the year on consecrated or beneficed buildings, on individual items under £2,000, or on repair of movable church furnishings acquired before January 2000, is expensed when incurred.

ii) Tangible fixed assets for use by the charity

These are capitalised if they can be used for more than one year, and cost at least £2,000. Depreciation is calculated to write off the capitalised cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows:

Land	Nil
Buildings	50 years (except the Prayer Studio which is depreciated over 10 years, given its anticipated shorter economic life)
Fixtures, Fittings and Equipment	7 years

g) Current Assets

Amounts owing to the PCC at the year-end in respect of tax reclaims and other income are shown as debts less any provision for amounts which may prove to be uncollectable. Short-term deposits include cash held on deposit either with the Church of England Deposit Fund or at a bank.

h) Pension Policy

The PCC participates and auto enrols its employed staff into the Legal and General Stakeholder Pension scheme, a defined contribution scheme. Contributions are accounted for on an accruals basis.

i) Charitable Commitments

The PCC has supported many local charities and overseas mission partners for many years. The PCC reviews all commitments to other charitable bodies and missionaries it supports on a year-by-year basis. It does not commit to long-term support although it may, however, provide long term support for its mission partners.

j) Critical Accounting Estimates and Areas of Judgement

The members of the PCC do not consider that there are any material sources of estimation or uncertainty at the balance sheet date that could result in a material adjustment to the carrying values of assets and liabilities in the next reporting period.

In preparing financial statements certain judgements, estimates and assumptions have to be made that affect the amounts recognised in the financial statements. The members of the PCC consider the following to be significant:

i. The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimates for useful economic life and residual value. These estimates are reassessed annually and, when necessary, adjusted to reflect current circumstances.

ii. The constructive obligation for grants payable is based on an assessment of the likely duration of the supported activity. Again this estimate is re-assessed annually and the obligation is adjusted to reflect current expectations.

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

Notes to the Financial Statements

For Year Ended 31st December 2024

2. INCOME

	Unrestricted Funds	Restricted Funds	Total Funds 2024	*2023*
	£	£	£	*£*
2a Donations				
Gift Aided Donations	335,948	-	335,948	*336,226*
Gift Aid	86,402	-	86,402	*84,535*
Other Planned Giving	48,578	-	48,578	*51,469*
Other Gifts & Cash Offerings	6,029	4,146	10,175	*14,678*
Grants	-	2,414	2,414	*1,500*
TOTAL INCOME	**476,957**	**6,560**	**483,517**	***488,408***
2b Charitable Activities				
Rental Income	**4,200**	**-**	**4,200**	***1,050***
2c Income from Investments				
Interest from Investments	**9,575**	**-**	**9,575**	***7,997***
2d Income from Trading Activities				
Parochial Fees	2,830	-	2,830	*3,907*
Café Income	60,295	-	60,295	*58,827*
TOTAL TRADING INCOME	**63,125**	**-**	**63,125**	**62,734**
2e Other Income				
Building Usage, Toddlers etc	22,484	-	22,484	*12,112*
Insurance Monies	-	-	-	*50,418*
TOTAL OTHER INCOME	**22,484**	**-**	**22,484**	**62,530**
TOTAL INCOME	**576,341**	**6,560**	**582,901**	***622,719***

3. EXPENDITURE

	Unrestricted Funds	Restricted Funds	Total Funds 2024	*2023*
	£	£	£	*£*
a) Expenditure on Charitable Activities				
Mission Support:				
Overseas Mission Partners *(see below)*	**54,589**	**-**	**54,589**	***51,765***
Overseas Mission Projects:				
- Amani	2,000	1,553	3,553	*4,343*
- Global Recordings	350	-	350	*350*
- Steet Kids Direct	1,500	-	1,500	*1,500*
- Keep a Girl in School	-	-	-	*100*
Sub-Total: Overseas Mission Projects	**3,850**	**1,553**	**5,403**	***6,293***
Home Mission:				
- Hazlemere School	2,000	-	2,000	-
- Seniors Events/Keep-Fit	1,599	-	1,599	*1,071*
- Lighthouse	500	-	500	-
- Wycombe Homeless Connection	1,500	1,297	2,797	*2,852*
- WYFC	400	-	400	*400*
- Schools Ministry	67	-	67	-
- HM Prison Service	-	-	-	*500*
- Rennie Grove Peace Hospice Care	-	1,297	1,297	*1,352*
- Love Fund	866	-	866	*1,200*
- Love Wycombe	750	-	750	-
- Edge Hill Christian Union	200	-	200	-
- Prison Fellowship	300	-	300	-
- Welcome Churches	1,500	-	1,500	*1,500*
Sub-Total: Home Mission	**9,682**	**2,594**	**12,276**	**8,875**

Ministry Costs:				
- Staff Pay	141,565	-	141,565	*124,347*
- Parish Share	142,346	-	142,346	*138,344*
- Staff Expenses	10,167	-	10,167	*9,575*
- Children, Youth & Family	8,806	1,202	10,008	*4,305*
- Events	8,119	-	8,119	*9,173*
- Music & Worship	3,998	-	3,998	*4,762*
- Printing & Publicity	612	-	612	*1,028*
- Diocesan Costs	2,698	-	2,698	*3,383*
Sub-Total: Ministry Costs	**318,311**	**1,202**	**319,513**	***294,917***
Church Management				
- Office Management & Admin	11,760	-	11,760	*12,030*
- Fabric & Maintenance	65,915	418	66,333	*70,642*
- Utility Costs & Insurance	28,162	-	28,162	*32,319*
Sub-Total: Church Management	**105,837**	**418**	**106,255**	***114,991***
Charitable Activities Total	**492,269**	**5,767**	**498,036**	***476,841***

Overseas Mission Partners supported were: J&K Hughes (Wycliffe Bible translation in Indonesia), I&L Hollman (Wycliffe Bible translation in Africa), K&D Mercado (Outreach in Krygyzstan), R Gracey (Wycliffe), P&S Hopkins (Outreach), K&J McKee (Global Recordings Network in E Europe).

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	*2023* £
b) Other Activities				
Depreciation	25,821	-	25,821	*25,822*
Café Costs	60,203	-	60,203	*54,446*
Staff Leaving: personal gifts	-	500	500	*1,783*
Costs relating to the construction of the Trinity Centre	-	3,867	3,867	*3,540*
Total Other Activities	**86,024**	**4,367**	**90,391**	**85,591**
c) Support				
Independent Examination/ Audit Fee	**2,334**	**-**	**2,334**	***2,220***
Total Expenditure	**580,627**	**10,134**	**590,761**	***564,652***

4. FIXED ASSETS

	Freehold Land & Buildings	Equipment	**Total**
Cost			
Balance as at 1st Jan 2024	79,675	196,588	**276,263**
Additions	-	-	**-**
Balance as at 31 Dec 2024	79,675	196,588	**276,263**
Depreciation			
Balance as at 1st Jan 2024	63,957	63,289	**127,246**
Charge for the year	3,523	22,298	**25,821**
Balance as at 31 Dec 2024	67,480	85,587	**153,067**
Net Book Value			
As at 31st Dec 2024	12,195	111,001	**123,196**
As at 31st Dec 2023	15,718	133,299	**149,017**

Insurance values of the relevant buildings and contents:

Holy Trinity building	£9,980,000
Church of the Good Shepherd	£3,330,000
Church House (building only)	£319,034

The freehold land and buildings controlled, but not necessarily owned by, the PCC comprise:

Holy Trinity Church & Prayer Studio
The Church of the Good Shepherd, Widmer End
Church House, Widmer End

(The Oxford Diocese owns all but the Prayer Studio, although they are all maintained by the PCC)

5. DEBTORS

	2024	**2023**
	£	**£**
Gift Aid claim	6,486	6,029
Other debtors	1,529	2,230
	8,015	**8,259**

6. CREDITORS due within one year

	2024	2023
	£	£
Independent Examination fee	2,334	2,220
Retention for Trinity Centre	-	43,800
Other creditors	6,200	13,884
	8,534	**59,904**

7. STAFF COSTS

	2024	2023
	£	£
Salaries and wages	171,390	*147,326*
Employers' NIC	4,499	*2,479*
Pension contributions	4,598	*4,230*
Employment costs	**180,487**	***153,945***
Staff expenses and other costs	10,167	*9,575*
	190,654	***163,520***

No employee earned £60,000 or more.

Staff numbers – year end head count

	2024	*2023*
Ministry	3	*3*
Support	6	*6*
Café	4	*3*
Total	**13**	***12***

Key Management Personnel

The key management personnel of Holy Trinity Church are the Vicar, Associate Vicar and Curate. The Vicar and Associate Vicar are employed and paid by the Diocese, and a proportion of the parish share payment relates to their ministry and housing costs. The Curate is paid by the PCC.

8. RELATED PARTY TRANSACTIONS

4 PCC members are staff members employed by the PCC (2023: 5) and received remuneration totalling £75,423 (2023: £73,718). The 4 staff members who also sit on the PCC are:

Chris Sacre, Curate
Jane Montgomery, Operations Manager
Jackie Pestell, Café Manager
Peter Green, Facilities Manager

10 PCC members and related parties (2023: 13), were reimbursed for expenses incurred during the year totalling £20,000 (2023: £29,098).

The following trustees or staff members were directors or members of related entities or were connected to people or organisations in receipt of payments from Holy Trinity, Hazlemere:

Trustee / Staff Member	Related Entities	Related Party Transactions
Steve Whitmore, PCC Member	Trustee for Wycombe Youth for Christ	Holy Trinity Church, Hazlemere paid a grant of £400 (2023: £400) to Wycombe Youth for Christ
Suzanne Reeves, PCC Member	Trustee for Lighthouse, Hazlemere	Holy Trinity Church gave Lighthouse the use of our facilities free for a week to run a holiday club, and donated £500 (2023: £0)
Suzanne Reeves, PCC Member	Dave Reeves Landscaping Ltd	Suzanne is the wife of Dave. Dave's company received remuneration of £2,082 for the provision of gardening services to the church in 2024 (2023: £2,753)
Ali Hazelton, wife of James Hazelton, PCC Member and Warden	Trustee for Lighthouse, Hazlemere	Holy Trinity Church gave Lighthouse the use of our facilities free for a week to run a holiday club, and donated £500 (2023: £0)
Sue Butler, Staff member	Welcome Churches	Sue was, for a period, the joint CEO of Welcome Churches, to which the church donated £1,500 (2023: £1,500). Sue was not a staff member at the time the gift was decided upon by the PCC

PCC members are reminded to declare any conflicts of interest during PCC discussions and abstain from voting.

9. ANALYSIS OF FUNDS: Current Year

		Movement Of Funds During The Year (2024) /£			
	Opening Balance	Income	Expenditure	Transfers	Closing Balance
UNRESTRICTED FUNDS					
General Funds	388,159	576,341	(554,806)	(77,451)	332,243
Designated Funds:					
Fixed Assets	75,938	-	(25,821)	73,079	123,196
Total Unrestricted Funds	***464,097***	***576,341***	***(580,627)***	***(4,372)***	***455,439***
RESTRICTED FUNDS					
Buildings Fund	-	-	(3,868)	3,868	-
External Grants	-	2,414	(1,620)	4	798
Special Offerings	-	4,146	(4,146)	-	-
Love Fund	-	-	-	-	-
Personal Gifts	-	-	(500)	500	-
Total Restricted Funds	***-***	***6,560***	***(10,134)***	***4,372***	***798***
TOTAL	**464,097**	**582,901**	**(590,761)**	**-**	**456,237**

Please see Note 1c) for a description of the funds.

Transfers between funds totalled £4,372. Some final costs relating to the Trinity Centre construction were paid out of the Buildings Fund, so a transfer of £3,868 was made from the General Funds to clear that fund to zero. During the year, the PCC approved a gift of £500 to support a Youth member of the fellowship on a mission trip to Africa. Thus a transfer of £500 was made to clear the Personal Gifts fund to zero. There were 2 External Grants. The first was £414 from the Diocese relating to "Continuing Ministerial Development" to enable some staff members to attend a training conference; after payment, a small deficit balance of £4 remained so was cleared from the General Funds. The second External Grant was again from the Diocese for £2,000 relating to the Youth Drop-In sessions. £1,202 has been spent in 2024 with the remaining balance carried over into 2025. A transfer of £73,079 was made from the General Funds to the Fixed Assets fund so that the final balance matches the Net Book Value of the Fixed Assets (Note 4)

10. ANALYSIS OF FUNDS: Prior Year

		Movement Of Funds During The Year (2023) /£			
	Opening Balance	Income	Expenditure	Transfers	Closing Balance
UNRESTRICTED FUNDS					
General Funds	304,272	613,389	(527,262)	(2,240)	388,159
Designated Funds:					
Fixed Assets	101,758	-	(25,820)	-	75,938
Total Unrestricted Funds	***406,030***	***613,389***	***(553,082)***	***(2,240)***	***464,097***
RESTRICTED FUNDS					
Buildings Fund	-	-	(3,540)	3,540	-
External Grants	-	1,500	-	(1,500)	-
Special Offerings	-	1,372	(5,047)	-	-
Love Fund	-	450	(1,200)	200	-
Personal Gifts	-	762	(1,783)	-	-
Total Restricted Funds	***-***	***2,584***	***(11,570)***	***2,240***	***-***
TOTAL	**406,030**	**498,008**	**(564,652)**	**-**	**464,097**

Transfers between funds totalled £2,240. Some final costs relating to the Trinity Centre construction are being paid out of the Buildings Fund, so a transfer of £3,540 was made from the General Funds to clear that fund to zero. Love Fund gifts of £1,200 were made; donations specifically for this fund were £1,000 so a top-up of £200 was made from General Funds to reduce that balance to zero. Finally, a restricted grant of £1,500 was received from the Benefact Trust as a contribution to our Bell repairs. The Bell work totalling £33,004 was recorded against facility costs in the General Funds, so a transfer of £1,500 to General funds has been actioned to clear the External Grants fund to zero.

11. ANALYSIS OF NET ASSETS BY FUND

	Unrestricted	Restricted	**2024 Total**	*2023 Total*
	£	£	**£**	*£*
Fixed Assets	123,196	-	**123,196**	*149,017*
Cash and Deposits	329,806	3,754	**333,560**	*366,725*
Debtors	7,219	796	**8,015**	*8,259*
Creditors due within 1 year	(4,782)	(3,752)	**(8,534)**	*(59,904)*
Net Assets	**455,439**	**798**	**456,237**	***464,097***

12. PREVIOUS YEAR'S STATEMENT OF FINANCIAL ACTIVITIES

STATEMENT OF FINANCIAL ACTIVITIES

For Year Ended 31st December 2023

	Unrestricted Funds £	Restricted Funds £	2023 Total £	*2022 Total £*
INCOME				
Donations	**479,078**	**9,330**	**488,408**	***433,006***
Income from Charitable Activities	**1,050**		**1,050**	-
Income from Investments	**7,997**	-	**7,997**	***863***
Income from Trading Activities	**62,734**	-	**62,734**	***52,661***
Other Income	**62,530**	-	**62,530**	***11,478***
TOTAL INCOME	**613,389**	**9,330**	**622,719**	***498,008***
EXPENDITURE				
Expenditure on Charitable Activities	**470,594**	**6,247**	**476,841**	***419,209***
Other Activities	**80,268**	**5,323**	**85,591**	***77,915***
Governance Costs	**2,220**	-	**2,220**	***2,070***
TOTAL EXPENDITURE	**532,373**	**11,570**	**564,652**	***499,194***
NET INCOME/(EXPENDITURE) BEFORE TRANSFERS	**60,307**	**(2,240)**	**58,067**	***(1,186)***
Transfers between funds	**(2,240)**	**2,240**	-	-
Net movement in funds after transfers	**58,067**	-	**58,067**	***(1,186)***
TOTAL FUNDS BROUGHT FORWARD	**406,030**	-	**406,030**	***407,216***
TOTAL FUNDS CARRIED FORWARD	**464,097**	-	**464,097**	***406,030***

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF HOLY TRINITY HAZLEMER

England & Wales - Charity number 1128994

Accounts

PARISH OF HAZLEMERE

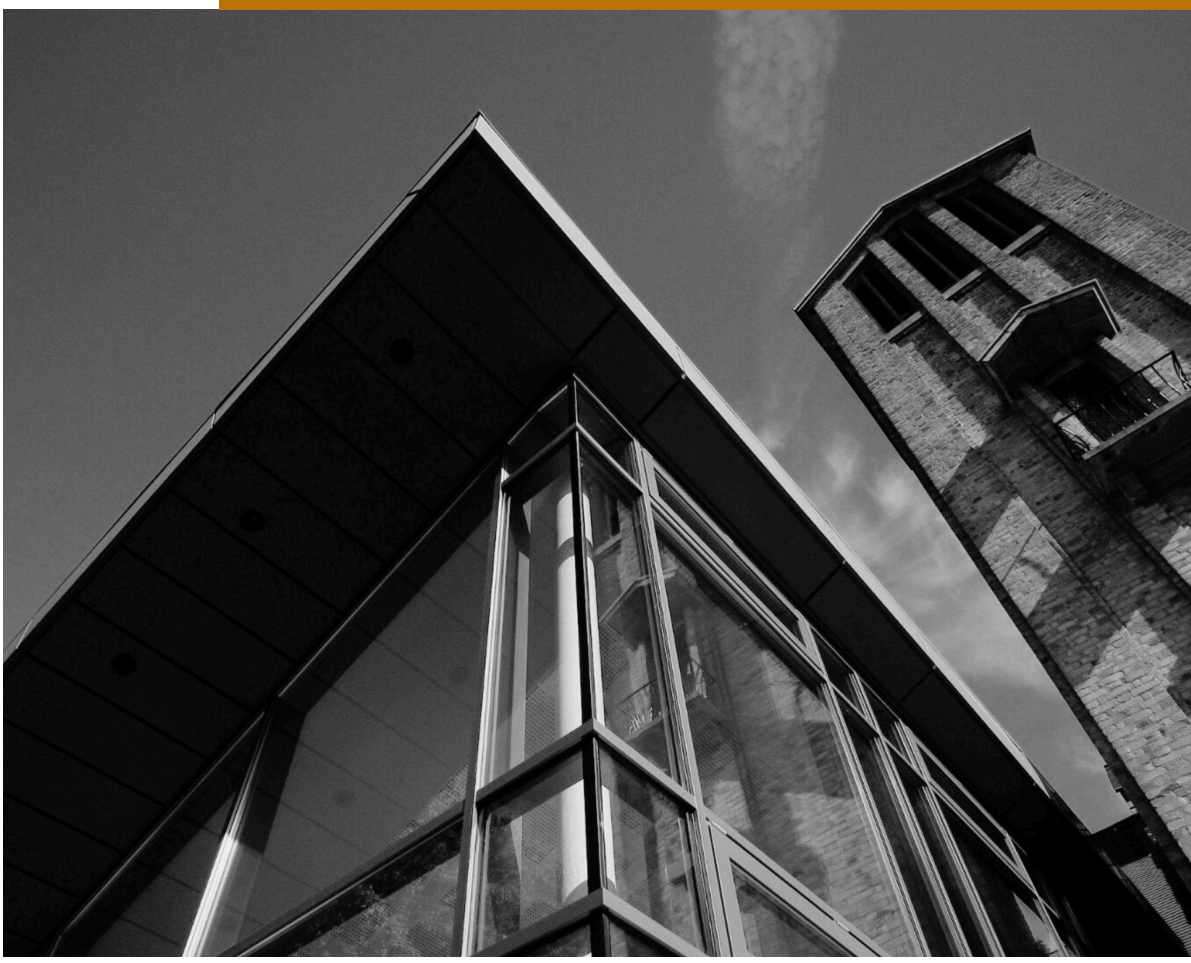
ANNUAL REPORT & FINANCIAL STATEMENTS

OF THE HOLY TRINITY

PAROCHIAL CHURCH COUNCIL

FOR THE YEAR ENDED

31 DECEMBER 2023



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SECTION 1

Report from the Vicar for 2023

"From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work". Eph 4:16

A SEASON TO SOW

As we look back over the last year of the life, mission and ministry of Hazlemere Church there is a sense of momentum as we are seeing an encouraging growth in community engagement, commitment and a desire to serve.

At the beginning of the year there was a concern that our finances were not keeping in pace with the growth of the church and would potentially hinder future ministry opportunities. As a response we launched an emphasis on stewardship and generosity called, 'A Season to Sow'.

Here is a little of what I wrote:

"God is moving, and we are having to play catch up with what He is doing.
Nearly four hundred people come through the cafe each week; new ministries have emerged; we have experimented with different expressions of church and more and more people are finding a place of belonging.

The changing environment has meant that we have had to lean into what the Holy Spirit is doing among us, looking out for those new shoots and nurturing them, trying new things and seeing what new life God is bringing. Looking around the church and seeing what God is doing among us, it is as if the blessings of God are overtaking us, and we can't quite keep up! The speed of growth and mission and ministry that God is bringing is outpacing our resources - and this presents us with a new and exciting challenge.

This means that for us as a church we need to sow: to sow into what God is doing now and to sow into what He could do in the future. In order to catch up, we all need to play our part; to bring our tithes and offerings to God; to establish obedient, faithful generosity as a central characteristic of our worship and the way we live our lives. This is a season to sow."

The response from this season was significant and our financial position dramatically improved (as seen in the Statement of Financial Accounts). This has given us confidence as we look to the future. As well as our improved financial position the following have been some key highlights:

MINISTRY:

Our congregations over the last year have continued to welcome new people (with over 50 new people stepping into the life of the church). We have seen new leaders emerge and our volunteer team grow. Currently we have over 150 people involved in serving regularly in whole variety of ways.

We have continued to see growth in our youth ministry this year, with the relaunch of Excite (for School years 5-7) and an increase in the number of young people inviting their friends along to our Wednesday night Roots programme. We have also seen an increase in our volunteer base which has been very encouraging.

As we invest in building relationships with our young people, we've loved seeing some of them using their skills to serve on a Wednesday night either on tech or in the music team and one of our older young people has joined us for a year as an intern. Several of the young people who will be leaving full-time education in the next couple of years are considering internships with us going forward. This is an area we will continue to invest in.

Running Youth Alpha was a particular highlight this year, as was welcoming a local Christian footballer to share his story with the young people.

Looking ahead, we are excited to be working with Wycombe Youth for Christ on a new weekly after-school drop-in for ages 11-18. We have, in early 2024, received a grant from the Wycombe Deanery to help support this work and some of that money will go towards training three staff in youth mental health first aid.

We have seen significant growth in our Wednesday congregation, Prime Time. This serves seniors within our community, and the work we do in and through the Atrium Cafe has contributed to this growth. Those who have joined this congregation recently have spoken about the warm welcome, the sense of community and friendships that have formed.

We began our monthly 'Lighthouse Sunday' ministry as a response to the growing number of young families joining our church. It begins with breakfast and moves into a fun, lively and interactive (and short!) service, with input from different members of our congregation - from children, through youth to adults! We have looked at Bible stories such as The Prodigal Son and The Precious Pearl, always thinking creatively about how to engage people of all ages and stages of faith (including those not yet Christians). Our hope is to grow this as an 'outreach ministry' - inviting families from Hazlemere Church of England School, with whom we already have strong ties, to come and try a different kind of church service that uses singing, dancing, multimedia, drama, and other ways to communicate the gospel.

MISSION:

One of our key values as Hazlemere Church is pursuing how we can be a blessing to the wider community and around the world. We continue to support many international and local mission organisations (see Note 3 in the Financial Accounts for the full list), this includes financial support, sending teams to deliver practical work, and encouraging individuals to find ways they can get involved. Last year we gave around £60k to support wider mission.

To serve those who are experiencing a season of loss we ran The Bereavement Journey. This is a course designed by the charity Loss and Hope, offering support for anyone who has been bereaved, at any time, and this is our second year of running the course. We meet for refreshments, watch video input, which is at once factual, practical, and sensitive, and then spend time in small groups discussing the content and our experience of bereavement. The course has been greatly appreciated by those navigating grief around the death of a loved one, and several continue to attend our church,

although this is not the primary reason for running it. We hope to continue running the course once a year.

In addition, we ran an Alpha course. This offers a safe place for people explore some of life's bigger questions, build friendships and see how the Christian faith is relevant to our life experiences today.

As Hazlemere Church, both Christmas and Easter are opportunities for us to engage with our local community. This year we ran multiple events for all ages, worked with community groups and local schools, to present the hope of the Christmas story and the joy of Easter.

We continued our engagement with local Schools, running assemblies, occasional lessons, and services. Over the year we were involved with 8 schools.

STAFF TEAM:

Over this year we have seen changes to our staff team. Our Associate Vicar, Dom Meering took up a new post, as incumbent within Salisbury Diocese. We were delighted that Claire Gerard (who had been serving as our curate) was appointed as our new Associate Vicar, with a long-standing member of our congregation, and recently ordained, Chris Sacre, taking over as curate. This enabled continuity in vision and leadership. Helen Carmody retired after over 15 years of being on team, and she remains an active member of our church community.

We welcomed 4 interns to the team (including the older youth member previously mentioned). Two of whom are theological graduates from Germany. The process was relatively complicated, but now Hazlemere PCC is a licensed sponsor organisation under the charity worker immigration route. This opens up the possibility to receive future international interns.

ATRIUM CAFE:

The goal of the Trinity Centre including the Atrium Cafe was to be a hub for the local community where people could find a place of welcome, safety and belonging. This year we have continued to see this happening week by week. It has been a joy seeing God move in the Atrium Cafe this year. We have welcomed so many of our local community who have now become regulars and we are building on relationships as we have weekly contact with them. We have a spectrum of ages, mums and babies or toddlers (or both), seniors, workers with laptops and friends meeting up.

The Atrium team of volunteers work incredibly hard serving our customers and always have a smile on their faces. We have had quite a few days where we have run out of tables and had to be creative in finding extra space to host everyone.

The groups using the cafe have been growing. The Atrium supports our established user groups namely Great & Small, Stroke Club & Prime Time. These are the groups using the building regularly - Parkinson's group, Multiple Sclerosis Society, a social prescribing group and various local walking groups. What is exciting is that these groups are now crossing into church activities. With the cafe screens showing our weekly activities and volunteers able to talk to people about the groups and even show them around, it's an easy, comfortable and non-threatening entry into church life.

We still have new customers visiting us every day. They may have driven past and seen our lights in the darkness or know of a friend who has come or even attended the church as a child and are curious to re-visit. Every day is different, and our aim is that every person feels welcome when they come through our doors.

FUTURE PLANS FOR HAZLEMERE CHURCH:

Over the last 4 years as a church, we have successfully completed a significant building project, navigated the pandemic, launched and relaunched our ministries. The last year has been a time of continued consolation and building strong foundations (financial security, staff team and a culture of serving). This gives us confidence as we look to our future.

Our key priorities for the future will be as follows:

1. Youth and Family outreach.

When we look at the Church of England as a whole there has been a decline in the number of children and youth within local churches. Currently we have 150 under 18's within Hazlemere Church, so we are in a relatively strong position. Building on the initial success of Lighthouse Sunday, and the Lighthouse children's summer club based at Holy Trinity, our desire is to increase our level of youth and family outreach. This will include greater engagement with schools through lunchtime clubs and after-school drop-ins based in the Atrium Café; mental health training of staff and volunteers; family specific groups; Alpha Courses and explore other opportunities as they arise. Our hope is that these new outreach initiatives will be part-funded by successful grant applications.

In a smaller capacity, we have and will continue to support family outreach that is happening in another neighbouring parish.

2. Widmer End Mission

Currently our church based in Widmer End - Church of the Good Shepherd - has become our smallest numerical congregation. Over many years, we have developed strong relationships with the local community through the primary school and community groups. Over the next year, we will look at how we can shape the expression of the church, based in Widmer End to better serve the local community in which it is embedded. This may include refurbishment of the site, and additional creative leadership.

3. Wider Church Involvement

Over the past year, we have been involved in supporting other neighbouring churches. There is a possibility that this support may be more formalised and become a collaboration with the Diocese.

It is with a sense of excitement and faith that we look to the future. As God continues to build his church here, in and through us, and as we seek to be a blessing to others.

SAFEGUARDING UPDATE

At Hazlemere Church we are committed to:

- The safeguarding, care and nurture of the children and people of all ages within our church community
- Promoting a safer environment and culture for all who wish to be a part of our community.
- Safely recruiting, training, and supporting our employees and all those with any responsibility related to children and vulnerable adults.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse or other affected persons.
- Caring pastorally for those who are the subject of concerns/allegations of abuse and other affected persons.
- Responding robustly to those who may pose a present risk to children or vulnerable adults within the church.

What we have done in 2023 to promote a safer church:

- Safeguarding and safer recruitment trained staff were an integral part of the recruitment and interview process for new employees and volunteers in 2023.
- Guidelines for helping homeless and vulnerable people visiting the Atrium Cafe and/or church have been created and training given to all church staff and café volunteers.
- A list of emergency contacts for various agencies and organisations was created for signposting purposes when working with the homeless and those with addictions.
- The clergy team and Parish Safeguarding Officer continue to meet monthly to review all safeguarding concerns within the church, to ensure continuity in our response, and care for the individuals and families concerned. Specialist advice is sought from relevant professionals where appropriate.

Training:

- 132 people working with children and vulnerable adults are currently safeguarding trained.
- 2 staff members and 1 lay leader have completed the Leadership level safeguarding training.
- 79 people working with children and vulnerable adults have a current DBS check.

We have successfully increased the number of volunteers and staff undertaking safeguarding training and, along with safeguarding becoming a standing item on the agenda of every PCC meeting, we are seeing a general improvement in culture within the church. There is an increased awareness of risk and the need for everyone in the church to be vigilant in keeping children and vulnerable adults safe from harm.

FINANCIAL REVIEW

As our church continued to step out of the pandemic and building project, we, as a PCC, were unsure about the income and cost profile of our general funds. Our budget for 2023 was a deficit position, as we knew that certain costs, especially utilities, had increased, but were unsure whether our income profile would similarly increase, especially during a cost-of-living crisis. We were fortunate to be able to set a deficit budget, confident in light of the cash reserves we held, but we also recognised that it wasn't a profile that we could continue on a longer-term trajectory. Hence the clergy initiated the "Season to Sow" teaching series. We have always aimed to be open and transparent with our congregation – recognising that there have been periods when we have stored our surpluses to subsequently use at other times.

We were grateful when God, and our obedient congregation, responded. Our regular giving increased by c. 15% and our Gift Day exceeded £80k, significantly higher than our original expectations and our 2022 Gift Day total of £52k. Together with cost control throughout the year, we were delighted to end the year with surplus income, compared to our budgeted deficit. This gives us a great foundation from which to plan future initiatives and growth – knowing that we have sufficient funds to support future growth.

In this financial year, we exceeded the threshold for Large Charities, and, forseeing that this might be the case, have been working throughout the year to ensure we meet the additional requirements for Large Charities. Consequently we have embedded stronger controls on related party transactions and possible conflicts of interest; we have also reviewed and increased our required level of reserves.

Our income was boosted by £50k Insurance monies. This related to storm damage impacting the roof and structure of Church House, Widmer End. The subsequent building work has been capitalised.

Our end of year cash position is strong at £367k. This figure includes both the final Trinity Centre retention payment of £44k and our Reserves allocation of £80k, leaving £243k. We are mindful not to hold excessive monies, and also to be careful stewards of the resources entrusted to us. There are a number of potential fabric items that we are currently reviewing including the possible rebuilding of a structural wall and roof work, both at Church of the Good Shepherd. The cash balance has also allowed us to confidently invest in the mission and ministry of the church.

The Atrium Café made a surplus of £5k in the year. Café costs include all direct costs and paid café staff but excludes any allocation of utility and building costs. The café continues to be run as a not-for-profit venture – we hope for the Café to cover its costs, but there is no specific financial objective for it to make a profit.

Other relevant financial notes include an external grant of £1.5k from the Benefact Trust, towards urgent Bell structural repairs which cost over £30k (recorded as General Fund expenditure\Fabric & Facilities). During the year, we also refitted our Brooks Lounge kitchen. This cost £26k and we are grateful to the Laing Trust who gave an unrestricted gift of £20k in Nov 21, which we used for this purpose.

As Treasurer, I am, as always, indebted to my colleagues on the Finance Sub-Committee who provide perspective, challenge and support to all financial decisions. During the year, one of our FSC members, Jasper Barnes, sadly passed away after a short battle with cancer. We miss his constructive and insightful contributions.

We continue to be grateful to God for continuing to resource the church in our mission and ministry activities, and thankful for all those who support us in that work.

OUR CHURCH - A SUMMARY

OUR OBJECTIVES AND ACTIVITIES

The primary objective 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. In accordance with the PCC (Powers) Measure 1956, the PCC is to co-operate with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

As a church we have adopted a Mission Statement of "Being the People of God, fulfilling the Purposes of God". This is seen as a dual emphasis between building up and encouraging the Christian community and being effective in our role as the Christian witness in this local community and beyond.

OUR FOUNDATIONAL VALUES

We have a series of key foundational values which determine how we act and relate to one another. These values underlie what we hope to see as a local church.

- The Bible is our foundation
- The lost matter to God
- We seek to be led by the Holy Spirit
- Prayer is a priority
- We build relationally
- Worship is an encounter with God
- Generous in attitude and action

OUR PURPOSE

As part of the Church of England, the PCC's aims are to support the spread of the Christian religion. Primarily the PCC aims to support the Christian religion in the Parish of Hazlemere but also as a net financial contributor to the Anglican Church, to support the purpose of the spread of the Christian religion across the world to all. We are a mission-based church and believe that Jesus Christ is the Saviour of the world and that everyone would benefit from belief in Him and receipt of the Holy Spirit. In acting out our beliefs, we work as one church, usually meeting as multiple congregations in different places around Hazlemere and Widmer End on Sundays and some weekdays, and as smaller LIFEgroups during the week.

STATEMENT OF PUBLIC BENEFIT

The following is stated to meet the requirement to provide a statement on our public benefit.

The PCC confirms that we have referred to the Charity Commission's guidance on public benefit, in particular the specific guidance on charities for the advancement of religion, when reviewing the PCC's aims and objectives and in planning future activities. The PCC also confirms that the trustees (i.e. the PCC members) have had due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

The PCC provides benefit to the public in the following ways:

The provision of sacred spaces, churches and worship services:
- maintain the church buildings at Hazlemere and Widmer End
- hold regular meetings that are advertised and open to all

The provision of public rituals and ceremonies:
- conduct regular church services at three locations
- celebrate weddings
- conduct burials
- conduct baptisms and blessings

Contributing to the spiritual and moral education of children:
- have a vibrant children and youth group where they learn about Christ
- support the work and activities of local schools
- run school assemblies
- provide governors who represent the PCC on the adjacent C of E school
- financially and physically support the Lighthouse holiday club initiative in Hazlemere each year

Carrying out, as a practical expression of religious beliefs, other activities (such as advancing education or conflict resolution, or relieving poverty), which may also be charitable:
- support a number of overseas missionaries through financial and spiritual support
- undertake outreach to the elderly
- support financially and spiritually those in need in the parish
- provide a community centre resource that enables charitable and community groups to operate their activities
- financially support local hospice work
- are involved in prison visitor work
- support aid work in Africa
- support the Wycombe Homeless Connection for those needing accommodation locally
- enable our premises to be used by others in our community
- provide comfort and support to the bereaved and those who mourn
- pray for those who are sick and in need

STRUCTURE, GOVERNANCE AND MANAGEMENT

The PCC is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure 1956 as amended. The PCC is registered with the Charity Commission: Charity Number 1128994.

The appointment of members of the PCC is set out in the Church representation rules. The PCC members are appointed annually by vote at the Annual Parochial Church Meeting (APCM).

The PCC has ultimate responsibility for a wide range of matters affecting the parish, including such matters as compliance with health and safety, discrimination legislation and child protection. Therefore, the PCC appoints representatives who are responsible for the compliance to such legislation, maintaining knowledge regarding the ever-changing nature and degree of application of such legislation, advising the PCC regarding its duties in these areas and for training parishioners as required. New PCC members are given an overview of their responsibilities and accountabilities when appointed.

The PCC meets on a planned basis several times a year to discuss and ratify key decisions such as the setting of the Annual Financial Plan and adoption of the Annual Accounts. Between these meetings it operates through the following committees/teams:

• The Standing Committee is a sub-group of the PCC that meets both physically and virtually to discuss and agree matters in detail before proposals are placed before the PCC. It also has delegated powers to approve certain decisions between PCC meetings. The Standing Committee comprises the Incumbent, Clergy, Churchwardens, Treasurer and Secretary.

• The Finance Subcommittee meets as required either physically and/or virtually to review financial management of the PCC's funds. It comprises the Vicar, a Churchwarden, Treasurer, Finance Manager and other persons co-opted as required by the PCC for their knowledge of financial matters. This subcommittee prepares and presents the Annual Financial Plan for approval by the Standing Committee and full PCC and then monitors actual performance against the Plan throughout the year, as well as agreeing financial policy.

• The Mission Subcommittee meets through the year to consider prayerfully the PCC's support for Home and Missionary work. It meets both together and with the missionaries to consider their work and requirements for prayer and financial support. It recommends appropriate persons and levels of support to the PCC. The subcommittee members comprise members of the PCC and church members with a heart to ensure the Parish adequately supports missionary work.

REMUNERATION

The PCC delegates the oversight of remuneration of its staff to the Standing Committee who themselves take recommendations from the Finance Sub-Committee. External information relating to Living Wage, inflation and Diocesan pay increases are taken into consideration when determining pay-rates.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The members of the PCC are responsible for ensuring that the Trustees' Annual Report and the financial statements are prepared in accordance with applicable law and the UK GAAP Financial Reporting Standards (FRS) for the United Kingdom and Republic of Ireland. The PCC seeks the advice from the Independent Reviewers that it meets these obligations.

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts Reports) Regulations 2008 and any trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

RISK MANAGEMENT

The PCC maintains a Risk Register as part of its Risk Management Plan. This identifies the key risks to spiritual life, financial health, meeting statutory and legal requirements, our operations and our reputation. Owners have been allocated for each risk and mitigation actions defined which have brought the risks within the PCC's risk tolerance. The Risk Management Plan is reviewed triennially (last undertaken in 2021). Key elements of the plan consider the following areas:

Income

As with many charitable organisations, the majority of the PCC's income is the result of voluntary giving and in the PCC's case, the vast majority of this comes from the generous, sacrificial and committed giving of the membership of Holy Trinity Church, Hazlemere. The PCC recognises that church membership fluctuates year-by-year and that any period of change can heighten the risk of this fluctuation. The PCC, supported by detailed reviews by the FSC, continues to monitor the trends of giving, and managing our expenditure levels accordingly.

Operations

Essential and routine maintenance and repair work across our church estate is overseen by our Facilities Manager. Records of our assets are maintained and checked regularly by the local Deanery.

The Facilities Manager is also the Health and Safety (H&S) representative. H&S information is obtained directly from HSE monthly updates and Lawpack publication "Health & Safety at Work Essentials" and applied to our situation as required. The major H&S risks identified by the PCC have been reviewed and systems or procedures have been established to mitigate these risks. All Food Hygiene and First Aid at Work requirements are up-to-date.

Safeguarding

Given the wide ranging and innovative programme of ministry with children and young people and vulnerable adults provided at Holy Trinity, Hazlemere, the health, safety and protection of these individuals is regarded as being of paramount importance. We operate a formal policy for the safeguarding of children and vulnerable adults, in line with Diocesan guidelines. Continual review of Safeguarding policies, procedures and practice is ongoing and overseen by the PCC's Safeguarding representatives who regularly report to the PCC.

Reserves Policy

As part of our contingency planning and risk management the PCC operates a reserves policy whereby we seek to ensure that our unrestricted general fund reserve does not fall below an appropriate level for the ongoing ministry. The PCC recently voted to increase the minimum value of reserves from £40,000 to £80,000. This represents about 3 months cover of ongoing costs (excluding Mission Gifts) and assuming no income for that period. The Reserves level will be measured by free cash available within Unrestricted and Designated funds (i.e. excluding the Fixed Asset fund). The level of Reserves as at December 2023 was £388,159. About a third of this balance is being ringfenced for potential building works, whilst professional advice is sought.

Investment Policy

Investments are restricted to bank deposits or money market fund purchases. The maximum investment in any one reputable bank or building society is to be £200k. The maturity date is to be no more than 2 years from the investment date; when assessing the timing of any investment, due notice is to be given to any major project being considered.

REFERENCE AND ADMINISTRATIVE INFORMATION

The Church Office is based at:

Holy Trinity Church
262 Amersham Road
Hazlemere
High Wycombe
Bucks HP15 7PZ

Tel: 01494 523191

The church is a registered charity under statute, registration number 1128994

There are 3 main bankers:

Barclays Bank PLC
PO Box 41
High Wycombe
Bucks HP11 2PG

HSBC PLC
1 Corn Market
High Wycombe
HP11 2AY

Lloyds Bank PLC
25 Gresham Street
London EC2V 7HN

Independent Examiner:

Nigel Wyatt BSC FCA
Independent Examiner
125 Main Street
Garforth
Leeds
LS25 1AF

The PCC comprises the following current members (as at 31st Dec 2023):

Chair:

Rev Mark Meardon (Ex-officio, Vicar)

Members:

Jill Castle (appointed Apr 23)
Mike Cross
Brian Eckheart
Rev Claire Gerard (Ex-officio, Associate Vicar)
Anna Greathead
Peter Green
Trish Harding (Treasurer)
James Hazelton (Churchwarden)
Richard Jones
Jane Montgomery (Secretary)
Mark Moorcraft (Deanery Synod Rep)
Suzannah Reeves
Mark Olsen
Jackie Pestell
Rev Chris Sacre (Ex-officio, Curate)
Roger Simmons
Sacha Tomkins (Deanery Synod Rep; appointed Apr 23)
Robert Waldron
Steve Walters (Churchwarden from Apr 23)
Rev Steve Whitmore
Charlotte Wood (appointed Apr 23)

The following ceased PCC membership during the year:

Elizabeth Reuter (finished Mar 23)
Rev Dominic Meering (Ex-officio; finished Jul 23)
Charlotte Morris (Churchwarden; finished Apr 23)

Day-to-day management is delegated to the Incumbent/Vicar, Rev Mark Meardon, who also served as Chair of the Parochial Church Council throughout the reporting period.



Signed on behalf of the PCC on 15th April 2024.

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES ON THE UNAUDITED FINANCIAL STATEMENTS OF THE TRUSTEES OF THE PCC OF THE ECCLESIASTICAL PARISH OF HOLY TRINITY HAZLEMERE

I report on the financial statements for the year ended 31 December 2023.

RESPONSIBILITIES AND BASIS OF REPORT

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

INDEPENDENT EXAMINER'S STATEMENT

I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.
I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Nigel Wyatt

Nigel Wyatt BSC FCA
Independent Examiner
125 Main Street
Garforth
Leeds
LS25 1AF

Date: 16/04/2024

SECTION 2

PARISH OF HAZLEMERE

FINANCIAL STATEMENTS
OF THE
HOLY TRINITY
PAROCHIAL CHURCH COUNCIL

For Year Ended 31st December 2023

Charity Registration no. 1128994

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

STATEMENT OF FINANCIAL ACTIVITIES

For Year Ended 31st December 2023

	Note	Unrestricted Funds £	Restricted Funds £	2023 Total £	*2022 Total Note 10 £*
INCOME					
Donations	2(a)	479,078	9,330	488,408	*433,006*
Income from Charitable Activities	2(b)	1,050		1,050	-
Income from Investments	2(c)	7,997	-	7,997	*863*
Income from Trading Activities	2(d)	62,734	-	62,734	*52,661*
Other Income	2(e)	62.530	-	62,530	*11,478*
TOTAL INCOME		**613,389**	**9,330**	**622,719**	***498,008***
EXPENDITURE					
Expenditure on Charitable Activities	3(a)	470,594	6,247	476,841	*419,209*
Other Activities	3(b)	80,268	5,323	85,591	*77,915*
Governance Costs	3(c)	2,220	-	2,220	*2,070*
TOTAL EXPENDITURE		**553,082**	**11,570**	**564,652**	***499,194***
NET INCOME/(EXPENDITURE) BEFORE TRANSFERS		**60,307**	**(2,240)**	**58,067**	***(1,186)***
Transfers between funds	9	(2,240)	2,240	-	-
Net movement in funds after transfers		**58,067**	**-**	**58,067**	***(1,186)***
TOTAL FUNDS BROUGHT FORWARD		406,030	-	406,030	*407,216*
TOTAL FUNDS CARRIED FORWARD		**464,097**	**-**	**464,097**	***406,030***

The notes numbered 1 to 12 form part of these financial statements.

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

STATEMENT OF FINANCIAL POSITION

As At 31st December 2023

	Note	2023 £	2023 £	*2022 £*	*2022 £*
FIXED ASSETS					
Tangible fixed assets	4		149,017		*109,234*
CURRENT ASSETS					
Cash at bank and in hand		83,051		*84,223*	
Deposits < 3 months' notice		193,999		*153,016*	
Deposits > 3 months' notice		89,675		*87,682*	
Total Cash and Deposits			366,725		*324,921*
Debtors	5		8,259		*17,715*
			374,984		*342,636*
CREDITORS due within 1 year	6		(59,904)		*(45,840)*
NET CURRENT ASSETS			315,080		*296,796*
NET ASSETS			**464,097**		***406,030***
FUNDS					
Restricted	10		-		-
Unrestricted – Designated			75,937		*101,758*
Unrestricted – General Fund			388,160		*304,272*
TOTAL FUNDS			**464,097**		***406,030***

Approved by the PCC on 15th April 2024 and signed on their behalf by:

Rev Mark Meardon
Chairman

Trish Harding
Treasurer

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

CASH FLOW STATEMENT

For Year Ended 31st December 2023

	2023 £		*2022 £*	
Cash Flow from Operating Activities				
Net cash from operating activities	58,067		*(1,186)*	
Adjustments for:				
Depreciation charges	25,822		*21,711*	
Decrease/(Increase) in Debtors	9,456		*(3,731)*	
Increase/(Decrease) in Creditors	14,064		*(3,544)*	
Less: Interest received	(7,997)		*(863)*	
Net cash from operating activities		99,412		*12,389*
Cash Flow from Investing Activities				
Purchase of assets	(65,605)		*(7,476)*	
Interest received	7,997		*863*	
Net cash from investing activities		(57,608)		*(6,613)*
Cash Flow for reporting period ended 31st Dec		41,804		*5,776*
Cash Balance at beginning of reporting period		324,921		*319,145*
Cash Balance at end of reporting period		**366,725**		***324,921***
Classified on the balance sheet as:				
Cash at bank and in hand		83,051		*84,223*
Deposits < 3 months' notice		193,999		*153,016*
Deposits > 3 months' notice		89,675		*87,682*
Total Cash and Deposit Balances		**366,725**		***324,921***

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

NOTES TO THE FINANCIAL STATEMENTS

For Year Ended 31st December 2023

1. ACCOUNTING POLICIES

a) Charitable Status

The Parochial Church Council of the Holy Trinity Hazlemere is a registered charity in England and Wales, number 1128994. The Trustees are the members of the PCC names on page 14. The registered office is Holy Trinity Church, 262 Amersham Road, High Wycombe, Buckinghamshire HP15 7PZ.

b) Basis of preparation of financial statements

The financial statements are prepared under the historical cost convention in accordance with the Church Accounting Regulations 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing their accounts in accordance with FRS 102 (effective 1 January 2019) – (Charities SORP (FRS 102)) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and 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 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 issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The primary objective of the charity is to promote the gospel of our Lord Jesus Christ according to the doctrine and practice of the Church of England. The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). There are no material uncertainties about the charity's ability to continue as a going concern.

The accounts include transactions, assets and liabilities for which the PCC can be held responsible. They do not include the accounts of church groups that owe an affiliation to another body, nor those that are informal gatherings of church members.

c) **Fund Accounting**

General Fund represents the "free" funds of the PCC that are not subject to any restriction regarding their use and are available for application on the general purposes of the PCC.

Designated Funds are earmarked by the PCC for particular purposes, but are nevertheless still unrestricted, as the PCC can re-designate the funds if it wishes. The PCC currently has one designated fund:

- **Fixed Assets Fund** – The value of the land, buildings and equipment owned by the PCC are held in this fund.

Restricted Funds are funds collected or donated for a particular purpose and cannot be used by the PCC for any other purpose except by agreement with the donor. The PCC has five restricted funds:

- **Buildings Fund** - This fund has been established to support enhancements and alterations to church buildings and their surroundings in the parish and other purposes as approved by the PCC. This fund is now zero, having been used on the Trinity Centre.
- **Special Offerings** - Offerings collected (and distributed) to specific causes.
- **External Grants** - Grants given to the church from external parties for specific purposes, and used in the required manner.
- **Personal Gifts** – Monies given to the church for specific individuals connected with the church.
- **Love Fund** – Donations to the church specifically to be given to individuals in financial need. Gifts are made from the Love Fund, and also the General Fund.

d) Income

Donations - Collections and planned giving are include in the SOFA when the funds are received. Income tax recoverable on gift aid donations is recognised when claimable. Any grants or legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement and the amount due.

Grants – Grants from external organisations are accounted for when received, or when awarded, if the conditions of the award have been fully met.

Investments – Income earned on deposits with the banks and Central Board of Finance is accounted for when received.

Other Income –Rental income is recognised when due; donations for use of the premises are recognised when received. Parochial fees for weddings, funerals etc are accounted for when due.

e) Expenditure

Expenditure is accounted for when payable. Grants to external organisations are accounted for when paid, or when awarded, if that award creates a binding obligation on the PCC

f) Fixed Assets

i) Consecrated land and buildings and moveable church furnishings

Consecrated and beneficed property is excluded from the financial statements by S10(2)(a) and (c) of the Charities Act 2011. All costs related to the Trinity Centre will follow this treatment (as the centre will be an integral extension to the existing church) and be expensed in the year in which they are incurred.

No value is attributed to moveable church furnishings held by the Churchwardens on special trust for the PCC and which require a faculty for disposal since the PCC considers this to be inalienable property. They are listed in the church's inventory that can be inspected at any reasonable time. For inalienable property acquired prior to 2000 there is insufficient cost information available and

therefore such assets are not valued in the financial statements. Items acquired since January 2000 have been capitalised and depreciated in the financial statements over their anticipated useful life on a straight-line basis.

All expenditure incurred in the year on consecrated or beneficed buildings, on individual items under £2,000, or on repair of movable church furnishings acquired before January 2000, is expensed when incurred.

ii) Tangible fixed assets for use by the charity

These are capitalised if they can be used for more than one year, and cost at least £2,000. Depreciation is calculated to write off the capitalised cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows:

Land	Nil
Buildings	50 years (except the Prayer Studio which is depreciated over 10 years, given its anticipated shorter economic life)
Fixtures, Fittings and Equipment	7 years

g) Current Assets

Amounts owing to the PCC at the year-end in respect of tax reclaims and other income are shown as debts less any provision for amounts which may prove to be uncollectable. Short-term deposits include cash held on deposit either with the Church of England Deposit Fund or at a bank.

h) Pension Policy

The PCC participates and auto enrols its employed staff into the Legal and General Stakeholder Pension scheme, a defined contribution scheme. Contributions are accounted for on an accruals basis.

i) Charitable Commitments

The PCC has supported many local charities and overseas mission partners for many years. The PCC reviews all commitments to other charitable bodies and missionaries it supports on a year-by-year basis. It does not commit to long-term support although it may, however, provide long term support for its mission partners.

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

NOTES TO THE FINANCIAL STATEMENTS

For Year Ended 31st December 2023

2. INCOME

	Unrestricted Funds	Restricted Funds	Total Funds 2023	*2022*
	£	£	£	*£*
2a Donations				
Gift Aided Donations	336,226	-	336,226	*314,491*
Gift Aid	84,535	-	84,535	*76,497*
Other Planned Giving	51,469	-	51,469	*31,120*
Other Gifts & Cash Offerings	6,848	7,830	14,678	*10,898*
Grants	-	1,500	1,500	-
TOTAL INCOME	**479,078**	**9,330**	**488,408**	***433,006***
2b Charitable Activities				
Rental Income	**1,050**	**-**	**1,050**	**-**
2c Income from Investments				
Interest from Investments	**7,997**	**-**	**7,997**	***863***
2d Income from Trading Activities				
Parochial Fees	3,907	-	3,907	*2,811*
Café Income	58,827	-	58,827	*49,850*
TOTAL TRADING INCOME	**62,734**	**-**	**62,734**	**52,661**
2e Other Income				
Building Usage, Toddlers etc	12,112	-	12,112	*11,478*
Insurance Monies	50,418	-	50,418	-
TOTAL OTHER INCOME	**62,530**	**-**	**62,530**	**11,478**
TOTAL INCOME	**613,389**	**9,330**	**622,719**	***498,008***

3. EXPENDITURE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	*2022* £
a) Expenditure on Charitable Activities				
Mission Support:				
Overseas Mission Partners *(see below)*	**51,765**	**-**	**51,765**	***50,247***
Overseas Mission Projects:				
- Amani	2,000	2,343	4,343	*2,606*
- Global Recordings	350	-	350	*350*
- Steet Kids Direct	1,500	-	1,500	*375*
- Keep a Girl in School	100	-	100	-
Sub-Total: Overseas Mission Projects	**3,950**	**2,343**	**6,293**	***3,331***
Home Mission:				
- Seniors Events/Keep-Fit	1,071	-	1,071	*366*
- Lighthouse	-	-	-	*1,000*
- Wycombe Homeless Connection	1,500	1,352	2,852	*2,106*
- WYFC	400	-	400	*400*
- Schools Ministry	-	-	-	*129*
- HM Prison Service	500	-	500	-
- Rennie Grove Peace Hospice Care	-	1,352	1,352	*606*
- Love Fund	-	1,200	1,200	*1,207*
- Love Wycombe	-	-	-	*400*
- Welcome Churches	1,500	-	1,500	*1,500*
Sub-Total: Home Mission	**4,971**	**3,904**	**8,875**	**7,714**

Ministry Costs:				
- Staff Pay	124,347	-	124,347	*125,526*
- Parish Share	138,344	-	138,344	*136,723*
- Staff Expenses	9,575	-	9,575	*7,633*
- Children, Youth & Family	4,305	-	4,305	*3,342*
- Events	9,173	-	9,173	*10,713*
- Music & Worship	4,762	-	4,762	*3,524*
- Printing & Publicity	1,028	-	1,028	*699*
- Diocesan Costs	3,383	-	3,383	*2,422*
Sub-Total: Ministry Costs	**294,917**	**-**	**294,917**	***290,582***
Church Management				
- Office Management & Admin	12,030	-	12,030	*12,473*
- Fabric & Maintenance	70,642	-	70,642	*25,826*
- Utility Costs & Insurance	32,319	-	32,319	*29,036*
Sub-Total: Church Management	**114,991**	**-**	**114,991**	***67,335***
Charitable Activities Total	**470,594**	**6,247**	**476,841**	***419,209***

Overseas Mission Partners supported were: J&K Hughes (Wycliffe Bible translation in Indonesia), I&L Hollman (Wycliffe Bible translation in Africa), K&D Mercado (Outreach in Krygyzstan), R Gracey (Wycliffe), P&S Hopkins (Outreach), K&J McKee (Global Recordings Network in E Europe).

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	*2022* £
b) Other Activities				
Depreciation	25,822	-	25,822	*21,711*
Café Costs	54,446	-	54,446	*42,884*
Staff Leaving: personal gifts	-	1,783	1,783	-
Costs relating to the construction of the Trinity Centre	-	3,540	3,540	*13,320*
Total Other Activities	**80,268**	**5,323**	**85,591**	**77,915**
c) Support				
Independent Examination Fee	**2,220**	**-**	**2,220**	***2,070***
Total Expenditure	**553,082**	**11,570**	**564,652**	***499,194***

4. FIXED ASSETS

	Freehold Land & Buildings	Equipment	**Total**
Cost			
Balance as at 1st Jan 2023	79,675	130,983	**210,658**
Additions	-	65,605	**65,605**
Balance as at 31 Dec 2023	79,675	196,588	**276,263**
Depreciation			
Balance as at 1st Jan 2023	60,434	40,990	**101,424**
Charge for the year	3,523	22,299	**25,822**
Balance as at 31 Dec 2023	63,957	63,289	**127,246**
Net Book Value			
As at 31st Dec 2023	15,718	133,299	**149,017**
As at 31st Dec 2022	19,241	89,993	**109,234**

Insurance values of the relevant buildings and contents:

Holy Trinity building	£9,980,000
Church of the Good Shepherd	£3,330,000
Church House (building only)	£312,468

The freehold land and buildings controlled, but not necessarily owned by, the PCC compromise:

Holy Trinity Church & Prayer Studio
The Church of the Good Shepherd, Widmer End
Church House, Widmer End

(The Oxford Diocese owns all but the Prayer Studio, although they are all maintained by the PCC)

5. DEBTORS

	2023	**2022**
	£	**£**
Gift Aid claim	6,029	4,829
Prepayments	-	1,995
Other debtors	2,230	10,891
	8,259	**17,715**

6. CREDITORS due within one year

	2023	2022
	£	£
Independent Examination fee	2,220	2,040
Retention for Trinity Centre	43,800	43,800
Other creditors	13,884	-
	59,904	**45,840**

Note: The retention payment relating to Trinity Centre (payable to Edgar Taylor) was expected to be paid in 2023 but was invoiced and paid in early 2024.

7. STAFF COSTS

	2023	2022
	£	£
Salaries and wages	147,326	*144,866*
Employers' NIC	2,479	*1,859*
Pension contributions	4,230	*3,982*
Employment costs	**153,945**	***150,707***
Staff expenses and other costs	9,575	*7,633*
	163,520	***158,340***

No employee earned £60,000 or more.

Staff numbers – year end head count

	2023	*2022*
Ministry	3	*6*
Support	6	*4*
Café	3	*3*
Total	**12**	***13***

Key Management Personnel

The key management personnel of Holy Trinity Church are the Vicar, Associate Vicar and Curate. The Vicar and Associate Vicar are employed and paid by the Diocese, and a proportion of the parish share payment relates to their ministry and housing costs. The Curate is paid by the PCC.

8. RELATED PARTY TRANSACTIONS

5 PCC members are staff members employed by the PCC (2022: 5) and received remuneration totalling £73,718 (2022: £57,850). The 5 staff members who also sit on the PCC are:

Chris Sacre, Curate
Jane Montgomery, Operations Manager
Jackie Pestell, Café Manager
Peter Green, Facilities Manager
Suzannah Reeves, Temporary Finance Manager

13 PCC members and related parties (2022: 10), were reimbursed for expenses incurred during the year totalling £29,098 (2022: £19,602).

The following trustees or staff members were directors or members of related entities or were connected to people or organisations in receipt of payments from Holy Trinity, Hazlemere:

Trustee	Related Entities	Related Party Transactions
Steve Whitmore, PCC Member	Trustee for Wycombe Youth for Christ	Holy Trinity Church, Hazlemere paid a grant of £400 to Wycombe Youth for Christ
Suzanne Reeves, PCC Member	Trustee for Lighthouse, Hazlemere	Holy Trinity Church gave Lighthouse the use of our facilities free for a week to run a holiday club
	Dave Reeves Landscaping Ltd	Suzanne is the wife of Dave. Dave's company received remuneration of £2,753 for gardening services to the church in 2023.
Ali Hazelton, wife of James Hazelton, PCC Member and Warden	Trustee for Lighthouse, Hazlemere	Holy Trinity Church gave Lighthouse the use of our facilities free for a week to run a holiday club

PCC members are reminded to declare any conflicts of interest during PCC discussions and abstain from voting.

9. ANALYSIS OF FUNDS: Current Year

		Movement Of Funds During The Year (2023) /£			
	Opening Balance	Income	Expenditure	Transfers	Closing Balance
UNRESTRICTED FUNDS					
General Funds	304,272	613,389	(527,262)	(2,240)	388,159
Designated Funds:					
Fixed Assets	101,758	-	(25,820)	-	75,938
Total Unrestricted Funds	***406,030***	***613,389***	***(553,082)***	***(2,240)***	***464,097***
RESTRICTED FUNDS					
Buildings Fund	-	-	(3,540)	3,540	-
External Grants	-	1,500	-	(1,500)	-
Special Offerings	-	5,047	(5,047)	-	-
Love Fund	-	1,000	(1,200)	200	-
Personal Gifts	-	1,783	(1,783)	-	-
Total Restricted Funds	***-***	***9,330***	***(11,570)***	***2,240***	***-***
TOTAL	**406,030**	**622,719**	**(564,652)**	**-**	**464,097**

Please see Note 1c) for a description of the funds.

Transfers between funds totalled £2,240. Some final costs relating to the Trinity Centre construction are being paid out of the Buildings Fund, so a transfer of £3,540 was made from the General Funds to clear that fund to zero. Love Fund gifts of £1,200 were made; donations specifically for this fund were £1,000 so a top-up of £200 was made from General Funds to reduce that balance to zero. Finally, a restricted grant of £1,500 was received from the Benefact Trust as a contribution to our Bell repairs. The Bell work totalling £33,004 was recorded against facility costs in the General Funds, so a transfer of £1,500 to General funds has been actioned to clear the External Grants fund to zero.

10. ANALYSIS OF FUNDS: Prior Year

		Movement Of Funds During The Year (2022) /£			
	Opening Balance	Income	Expenditure	Transfers	Closing Balance
UNRESTRICTED FUNDS					
General Funds	283,747	495,424	(460,443)	(14,456)	304,272
Designated Funds:					
Fixed Assets	123,469	-	(21,711)	-	101,758
Total Unrestricted Funds	***407,216***	***495,424***	***(482,154)***	***(14,456)***	***406,030***
RESTRICTED FUNDS					
Buildings Fund	-	-	(13,320)	13,320	-
Special Offerings	-	1,372	(1,817)	445	-
Love Fund	-	450	(703)	253	-
Personal Gifts	-	762	(1,200)	438	-
Total Restricted Funds	***-***	***2,584***	***(17,040)***	***14,456***	***-***
TOTAL	**407,216**	**498,008**	**(499,194)**	**-**	**406,030**

In 2022 transfers between funds totalled £14,456, of which £13,320 was made from General Funds to the Buildings Fund to offset some remaining costs of the Trinity Centre work. Three other transfers were made from General Funds: 1) to offset a deficit balance in Special Offerings caused by an inadvertent overcalculation of Gift Aid relating to Special Offerings from 2021; 2) to Personal Gifts representing the church's contribution to a Christian minister from India studying in America (in addition to personal gifts given by church members); 3) a transfer to the Love Fund representing an additional church contribution in addition to specific gifts given to the Love Fund.

11. ANALYSIS OF NET ASSETS BY FUND

	Unrestricted	Restricted	**2023 Total**	*2022 Total*
	£	£	**£**	*£*
Fixed Assets	149,017	-	**149,017**	*109,234*
Cash and Deposits	316,732	49,993	**366,725**	*324,923*
Debtors	6,856	1,403	**8,259**	*17,714*
Creditors due within 1 year	(8,508)	(51,396)	**(59,904)**	*(45,840)*
Net Assets	**464,097**	**-**	**464,097**	***406,031***

12. PREVIOUS YEAR'S STATEMENT OF FINANCIAL ACTIVITIES

STATEMENT OF FINANCIAL ACTIVITIES

For Year Ended 31st December 2022

	Unrestricted Funds £	Restricted Funds £	2022 Total £	*2021 Total £*
INCOME				
Donations	430,422	2,584	433,006	*685,195*
Income from Investments	863	-	863	*18,805*
Income from Trading Activities	52,661	-	52,661	*16,276*
Other Income	11,478	-	11,478	*22,539*
TOTAL INCOME	**495,424**	**2,584**	**498,008**	***742,815***
EXPENDITURE				
Expenditure on Charitable Activities	415,489	3,720	419,209	*392,460*
Other Activities	64,595	13,320	77,915	*1,020,034*
Governance Costs	2,070	-	2,070	*2,367*
TOTAL EXPENDITURE	**482,154**	**17,040**	**499,194**	***1,414,861***
NET INCOME/(EXPENDITURE) BEFORE TRANSFERS	**13,270**	**(14,456)**	**(1,186)**	***(672,046)***
Transfers between funds	(14,456)	14,456	-	-
Net movement in funds after transfers	**(1,186)**	**-**	**(1,186)**	***(672,046)***
TOTAL FUNDS BROUGHT FORWARD	407,216	-	407,216	*1,079,262*
TOTAL FUNDS CARRIED FORWARD	**406,030**	**-**	**406,030**	***407,216***

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF HOLY TRINITY HAZLEMER

England & Wales - Charity number 1128994

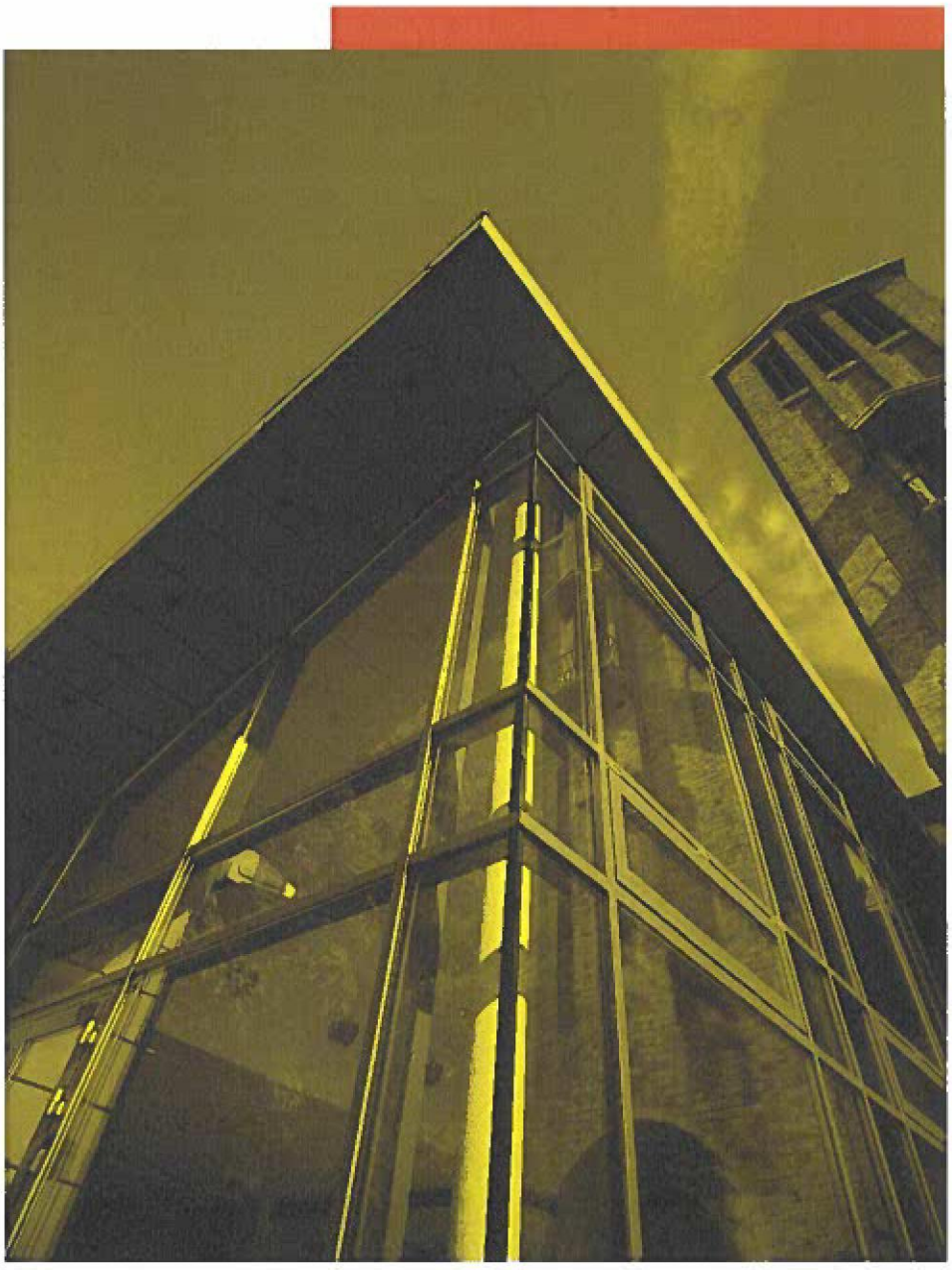
Accounts

PARISH OF HAZLEMERE

ANNUAL REPORT & FINANCIAL STATEMENTS

OF THE HOLY TRINITY PAROCHIAL CHURCH COUNCIL

FOR THE YEAR ENDED
31 DECEMBER 2022



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REPORT FROM THE VICAR FOR 2022

See, I am doing a new thing!
Now it springs up; do you not perceive it?
I am making a way in the wilderness
and streams in the wasteland.
Isaiah 43:19 (NIVUK)

Creativity and New Growth

This has been the first full year since all the lock down restrictions have been lifted. At the beginning of the year, we recognised that this was going to be a season of creativity and discerning the new shoots of growth that God was going to bring within our church community, and the parish which we serve. As part of this season of discernment, I had the privilege of taking a sabbatical.

During that four-month period there was a sense of three significant elements that would shape our church life. Firstly, how as a community can we find ways to have unhurried conversations with God, to listen and share our heart. Secondly, how can we encourage one another in discipleship and becoming more Christlike. And finally, how can we be led by the Holy Spirit to see where God is leading his church?

Over this year, we have continued to see the faithfulness of God in providing the resources that we need to serve the community of both the church and the society we live in. Of particular note:

MINISTRY:
Across the whole age range we have seen new people being drawn into our community. It has been particularly encouraging seeing the growth of our Prime Time mid-week congregation with many new seniors joining and forming new relationships. At the other end of the age spectrum, seeing growth of our youth ministry, both on Wednesday evenings and Sunday mornings. It's been particularly exciting to see the diversity of young people that are finding a place of safety, where they can connect with others and find a place of belonging.

We have continued to run many newcomers' events and specific events for women and men. Furthermore we have built fellowship and community through our numerous LIFEgroups as well as offering focused pastoral care through a Keys to Freedom course.

It has been great that during the year, our new Trinity Centre has been host to a number of Diocese and Deanery events, as well as running a retreat for an international mission organisation. It has been a real privilege to offer this hospitality to these groups as well as numerous charities that use the beautiful space on a regular basis.

Over the winter months we have opened the Atrium Café to be a warm space to those struggling with the cost of living crisis. We have also hosted groups that serve refugees with communal meals, conversation classes and spaces to simply chat and be with others.

MISSION:

Christmas this year, was hugely significant, with greater community engagement than we have ever seen in the past. Our social media presence ensures that we are able to connect with those who are unable to attend church in person, and also be embedded in our local community, acting as a hub for the community we serve.

In January we ran our first Alpha course in the Atrium Café as well as exploring creative arts though six sessions of an Art Café. We also ran a special music evening with more of these to follow!

STAFF TEAM:

This year we have seen two members of our church officially licensed for public ministry. Firstly Chris Sacre who was ordained as Deacon and is now serving as a Curate here at Hazlemere. And secondly Caragh Barnes, as a Licensed Lay Minister. We have welcomed a new facilities manager and additional administrative support.

ATRIUM CAFE:

It has been a joy seeing God move in the Atrium Cafe this year. We have welcomed so many of our local community who have now become regulars and we are building on relationships as we have weekly contact with them. We have a spectrum of ages, mums and babies or toddlers (or both), seniors, workers with laptops, friends meeting up, the list could go on. We continue the same menu of fresh cakes and savouries as it works well, and we get a lot of compliments on the food and drink provision.

The Atrium team of volunteers work incredibly hard serving our customers and always have a smile on their faces. We have had quite a few days where we have run out of tables and had to be creative in finding extra space to host everyone. We've even overcome the equipment issues that have challenged us and still everyone is smiling.

The groups using the cafe have been growing. The Atrium crosses over with our established user groups namely Great & Small, Stroke Club & Prime Time. Over the past year a few other groups are now using the building regularly - Parkinson's group, Read Easy, Multiple Sclerosis Society (starting in 2023), a social prescribing group and various local walking groups. What is exciting is that these groups are now crossing into church activities. With the cafe screens showing our weekly activities and volunteers able to talk to people about the groups and even show them around, it's an easy, comfortable and non-threatening entry into church life.

We still have new customers visiting us every day. They may have driven past and seen our lights in the darkness or know of a friend who has come or even attended the church as a child and are curious to re-visit. Every day is different, and our aim is that every person feels welcome when they come through our doors.

SAFEGUARDING UPDATE

At Hazlemere Church we are committed to:

- The safeguarding, care and nurture of the children and people of all ages within our church community
- Promoting a safer environment and culture for all who wish to be a part of our community.
- Safely recruiting, training, and supporting our employees and all those with any responsibility related to children and vulnerable adults.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse or other affected persons.
- Caring pastorally for those who are the subject of concerns/allegations of abuse and other affected persons.
- Responding well to those who may pose a present risk to children or vulnerable adults within the church.

What we have done in 2022 to promote a safer church:

- Brian Eckheart was recruited as the safeguarding representative on the PCC. He works alongside the Parish Safeguarding Officers to ensure that the PCC comply with their duty to have "due regard" to the House of Bishops' guidance in relation to safeguarding.
- The Parish safeguarding policy was reviewed and updated.
- Safeguarding and safer recruitment trained staff were an integral part the recruitment and interview process of all four new employees.
- Role descriptions were created for those working as part of the Great & Small, Ocean Kids and Roots teams, plus volunteer pastoral visitors, resulting in a greater understanding of the expectations of the role volunteers are undertaking.
- Risk assessments completed for activities involving children and young people.
- Fire drills completed at each worship centre.
- First Aid kits were replenished.

Training:

- 120 people have completed safeguarding training.
- 25 people have completed Domestic Abuse Awareness training.
- 10 staff members have trained in Safer Recruitment and People Management
- 8 people, including all 4 of our clergy, have completed the Leadership level safeguarding training.
- 70 people have completed a DBS check.

We have successfully increased the number of volunteers and staff undertaking safeguarding training and, along with safeguarding becoming a standing item on the agenda of every PCC meeting, we are seeing a general change in culture within the church. This year the Parish Safeguarding Officers have noted a growing awareness and understanding of the need for safeguarding, a willingness to complete training and an increased vigilance around the safeguarding of children and vulnerable adults within our church.

FINANCIAL REVIEW

It has been a real blessing to have had a full year with no Covid-interruptions. Even more so as this has been the first full year with the Trinity Centre open, and all our worship centres. It is so exciting to be at the start of this new season for our church, and to be part of God's unfolding plan for our local wider community.

At the onset of the year, we weren't fully aware of the financial profile of the church. There had been some changes in the congregational members post-pandemic and the cost base of the Trinity Centre was yet to be fully established. We were delighted and grateful that income levels reached pre-Covid levels. Careful monitoring of costs during the year also resulted in a £12k surplus in Unrestricted Funds at the end of the year.

Income for the year was £497k (2021: £743k). 2021 had included some one-off payments such as grants and specific donations towards the construction of the Trinity Centre, and income from the Government furlough scheme. In 2022, our income generally returned to pre-pandemic levels and levels before Trinity Centre fundraising levels. The Atrium Café, providing a low-cost warm and welcoming space, contributed £50k of revenue (£7k of surplus after direct costs) in its first full year of trading. We benefited from building usage income of £11k, generated from local charities and organisations using our facilities on a low-cost basis when not required for church activities. We were also grateful to receive a £4k energy grant from the Diocese of Oxford to help offset the higher energy costs.

We held a Gift Day during the year which raised £52k (including Gift Aid) which has allowed us to continue to support our mission partners and organisations. We were also able to start financially supporting an additional charity with links to our church, Street Kids Direct. Total gifts to Mission Partners and Projects were £61k (2021: £57k).

Activities within the church were able to fully resume in the year which led underlying costs (excluding Trinity Centre capital expenditure) to be higher than in 2021. Broadly, costs returned to pre-pandemic levels, with exceptions of pay increases on staff wages and mission partners, and increased energy costs reflective of the country's current economic position. Overall staff costs did reduce from 2021, due to some staff members leaving, and their work being covered by existing staff and volunteers. Café costs and increased ongoing maintenance from the Trinity Centre also contributed to the cost increase from 2021.

Whilst the Trinity Centre main build was completed in 2021, a few small purchases were required to complete the final fit-out, totalling £13k for the year. The church is still holding the retention monies of £44k pending final resolution of some snagging issues and this is due to be paid in 2023 when all work has been completed.

Cash and deposits at the end of 2022 were £324k. This figure includes money set aside to pay the Trinity Centre retention and for other capital projects - such as the refurbishment of the Brooks Lounge kitchen, for which a £20k grant from the Laing Trust was received at the end of 2021. Structural work is also required to reinforce the Bell frame in the Tower - a £10k deposit was paid at the end of 2022 ahead of the work being completed in Spring 2023.

We continue to be grateful to God for continuing to resource the church in our mission and ministry activities, and thankful for all those who support us in that work.

OUR CHURCH – A SUMMARY

Our Objectives and Activities

The primary objective 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. In accordance with the PCC (Powers) Measure 1956, the PCC is to co-operate with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

As a church we have adopted a Mission Statement of "Being the People of God, fulfilling the Purposes of God". This is seen as a dual emphasis between building up and encouraging the Christian community and being effective in our role as the Christian witness in this local community and beyond.

Our Foundational Values

We have a series of key foundational values which determine how we act and relate to one another. These values underlie what we hope to see as a local church.

- The Bible is our foundation
- The lost matter to God
- We seek to be led by the Holy Spirit
- Prayer is a priority
- We build relationally
- Worship is an encounter with God
- Generous in attitude and action

Our Purpose

As part of the Church of England, the PCC's aims are to support the spread of the Christian religion. Primarily the PCC aims to support the Christian religion in the Parish of Hazlemere but also as a net financial contributor to the Anglican Church, to support the purpose of the spread of the Christian religion across the world to all. We are a mission-based church and believe that Jesus Christ is the Saviour of the world and that everyone would benefit from belief in Him and receipt of the Holy Spirit. In acting out our beliefs, we work as one church, usually meeting as multiple congregations in different places around Hazlemere and Widmer End on Sundays and some weekdays, and as smaller LIFEgroups during the week.

Statement of Public Benefit

The following is stated to meet the requirement to provide a statement on our public benefit.

The PCC confirms that we have referred to the Charity Commission's guidance on public benefit, in particular the specific guidance on charities for the advancement of religion, when reviewing the PCC's aims and objectives and in planning future activities. The PCC also confirms that the trustees (i.e. the PCC members) have had due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

The PCC provides benefit to the public in the following ways:

The provision of sacred spaces, churches and worship services:

- maintain the church buildings at Hazlemere and Widmer End
- hold regular meetings that are advertised and open to all

The provision of public rituals and ceremonies:

- conduct regular church services at three locations,
- celebrate weddings,
- conduct burials,
- conduct baptisms and blessings;

Contributing to the spiritual and moral education of children:

- have a vibrant children and youth group where they learn about Christ
- support the work and activities of local schools
- run school assemblies
- provide governors who represent the PCC on the adjacent C of E school
- financially and physically support the Lighthouse holiday club initiative in Hazlemere
- each year

Carrying out, as a practical expression of religious beliefs, other activities (such as advancing education or conflict resolution, or relieving poverty), which may also be charitable:

- support a number of overseas missionaries through financial and spiritual support
- undertake outreach to the elderly
- support financially and spiritually those in need in the parish
- provide a community centre resource that enables charitable and community groups to operate their activities
- financially support local hospice work
- are involved in prison visitor work
- support aid work in Africa
- support the Wycombe Homeless Connection for those needing accommodation locally
- enable our premises to be used by others in our community
- provide comfort and support to the bereaved and those who mourn
- pray for those who are sick and in need.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The PCC is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure 1956 as amended. The PCC is registered with the Charity Commission: Charity Number 1128994.

The appointment of members of the PCC is set out in the Church representation rules. The PCC members are appointed annually by vote at the Annual Parochial Church Meeting (APCM).

The PCC has ultimate responsibility for a wide range of matters affecting the parish, including such matters as compliance with health and safety, discrimination legislation and child protection. Therefore, the PCC appoints representatives who are responsible for the compliance to such legislation, maintaining knowledge regarding the ever-changing nature and degree of application of such legislation, advising the PCC regarding its duties in these areas and for training parishioners as required.

The PCC meets on a planned basis several times a year to discuss and ratify key decisions such as the setting of the Annual Financial Plan and adoption of the Annual Accounts. Between these meetings it operates through the following committees/teams:

• The Standing Committee is a sub-group of the PCC that meets both physically and virtually to discuss and agree matters in detail before proposals are placed before the PCC. It comprises the Incumbent, Clergy, Churchwardens, Treasurer and Secretary.

• The Finance Subcommittee meets as required either physically and/or virtually to review financial management of the PCC's funds. It comprises the Vicar, a Churchwarden, Treasurer, Finance Manager and other persons co-opted as required by the PCC for their knowledge of financial matters. This subcommittee prepares and presents the Annual Financial Plan for approval by the Standing Committee and full PCC and then monitors actual performance against the Plan throughout the year, as well as agreeing financial policy.

• The Mission Subcommittee meets through the year to consider prayerfully the PCC's support for Home and Missionary work. It meets both together and with the missionaries to consider their work and requirements for prayer and financial support. It recommends appropriate persons and levels of support to the PCC. The subcommittee members comprise members of the PCC and church members with a heart to ensure the Parish adequately supports missionary work.

• Trinity Centre Project Board met monthly whilst progressing the project and regularly throughout 2022. The board has been formally disbanded for 2023 but relevant members of the project team remain involved in any relevant remaining discussions.

Remuneration

The PCC delegates the oversight of remuneration of its staff to the Standing Committee who themselves take recommendations from the Finance Sub-Committee. External information relating to Living Wage and Diocesan pay increases are taken into consideration when determining pay-rates.

STATEMENT OF TRUSTEE'S RESPONSIBILITIES

The members of the PCC are responsible for ensuring that the Trustees' Annual Report and the financial statements are prepared in accordance with applicable law and the UK GAAP Financial Reporting Standards (FRS) for the United Kingdom and Republic of Ireland.

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts Reports) Regulations 2008 and any trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

RISK MANAGEMENT

The PCC maintains a Risk Register as part of its Risk Management Plan. This identifies the key risks to spiritual life, financial health, meeting statutory and legal requirements, our operations and our reputation. Owners have been allocated for each risk and mitigation actions defined which have brought the risks within the PCC's risk tolerance. The Risk Management Plan is reviewed triennially. Key elements of the plan consider the following areas:

Income

As with many charitable organisations, the majority of the PCC's income is the result of voluntary giving and in the PCC's case, the vast majority of this comes from the generous, sacrificial and committed giving of the membership of Holy Trinity Church, Hazlemere. The PCC recognises that church membership fluctuates year-by-year and that any period of change can heighten the risk of this fluctuation. The PCC, supported by detailed reviews by the FSC, continues to monitor the trends of giving, and managing our expenditure levels accordingly.

Between 2019 and 2021, income for the church was significantly enhanced by donations to the Trinity Centre, following pledges and gifts given at Step Up Sunday (2019) and Step Up Sunday 2 (2021). Additional adhoc congregational donations and £417k of external grants augmented the total. Income reflected in the accounts is the actual cash received in the year.

Operations

Essential and routine maintenance and repair work across our church estate is overseen by our Facilities Manager. Records of our assets are maintained and checked triennially by the local Deanery. The Facility Manager is an integral part of the Trinity Centre project team, so that there is clarity regarding the timing and prioritisation of work.

The Facilities Manager is also the Health and Safety (H&S) representative. H&S information is obtained directly from HSE monthly updates and Lawpack publication "Health & Safety at Work Essentials" and applied to our situation as required. The major H&S risks identified by the PCC have been reviewed and systems or procedures have been established to mitigate these risks. All Food Hygiene and First Aid at Work requirements are up-to-date.

Safeguarding

Given the wide ranging and innovative programme of ministry with children and young people and vulnerable adults provided at Holy Trinity, Hazlemere, the health, safety and protection of these individuals is regarded as being of paramount importance. We operate a formal policy for the safeguarding of children and vulnerable adults, in line with Diocesan guidelines. Continual review of Safeguarding policies, procedures and practice is ongoing and overseen by the PCC's Safeguarding representatives who regularly report to the PCC.

Reserves Policy

As part of our contingency planning and risk management the PCC operates a reserves policy whereby we seek to ensure that our unrestricted general fund reserve does not fall below an appropriate level for the ongoing ministry. From a review taken in 2019, it was agreed that our target reserves level should be equivalent to three months of staff and missionary partner costs, net of three months of regular standing order income. In accordance with this policy, the minimum value of reserves agreed to be in place is £40,000. The Reserves level will be measured by free cash available within Unrestricted and Designated funds (i.e. excluding the Fixed Asset fund). The PCC has determined that there is no need to set a minimum Reserves level in respect of the Restricted

Buildings Fund (i.e. for Trinity Centre), as the cashflow requirements for that project will be considered independently.

Trinity Centre

The Trinity Centre project was directed by a multi-disciplinary team that oversaw all areas of construction planning, financial reviews and communication processes. All costs were pre-approved by the PCC, and updates on all areas of the project were regularly given to the PCC. The project team disbanded from their monthly meetings at the end of 2022.

REFERENCE AND ADMINISTRATIVE INFORMATION

The Church Office is based at:

Holy Trinity Church
262 Amersham Road
Hazlemere
High Wycombe
Bucks HP15 7PZ

Tel: 01494 523191

The church is a registered charity under statute, registration number 1128994

There are 3 main bankers:

Barclays Bank PLC
PO Box 41
High Wycombe
Bucks HP11 2PG

HSBC PLC
1 Corn Market
High Wycombe
HP11 2AY

Lloyds Bank PLC
25 Gresham Street
London EC2V 7HN

Independent Examiner:

Nigel Wyatt BSC FCA
Independent Examiner
125 Main Street
Garforth
Leeds
LS25 1AF

The PCC comprises the following current members (as at 31st Dec 2022):

Chair:

Rev Mark Meardon (Ex-officio)

Members:

Mike Cross
Brian Eckheart
Rev Claire Gerard (Ex-officio)
Anna Greathead
Peter Green (appointed Apr 22)
Trish Harding (Treasurer)
James Hazelton (Churchwarden)
Richard Jones
Rev Dominic Meering (Ex-officio)
Jane Montgomery (Secretary)
Mark Moorcraft (Deanery Synod Rep)
Charlotte Morris (Churchwarden)
Suzanne Reeves
Elizabeth Reuter
Mark Olsen
Jackie Pestell
Rev Chris Sacre (Ex-officio; appointed Sep 22)
Roger Simmons
Robert Waldron
Steve Walters (appointed Apr 22)
Rev Steve Whitmore

The following ceased PCC membership during the year:

Steve Barnett (finished Apr 22)
Malcolm Corden (finished Apr 22)

Day-to-day management is delegated to the Incumbent/Vicar, Rev Mark Meardon, who also served as Chair of the Parochial Church Council throughout the reporting period.

Mark Meardon

Signed on behalf of the PCC on 27th MARCH, 2023.

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES ON THE UNAUDITED FINANCIAL STATEMENTS OF THE TRUSTEES OF THE PCC OF THE ECCLESIASTICAL PARISH OF HOLY TRINITY HAZLEMERE

We report on the financial statements for the year to 31 December 2021 which comprise the Statement of Financial Activities, the Balance Sheet and related policies and notes.

This report is made solely to the charity trustees. Our work has been undertaken so that we might review the financial statements that we have been engaged to review, report to the trustees that we have done so, and state those matters that we are required to state to them in an independent examiners report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the trustees for our work or for this report. The trustees consider that an audit is not required for the year under section 152 of the Charities Act 2011 and that an independent examination is needed.

RESPECTIVE RESPONSIBILITIES OF THE TRUSTEES AND EXAMINER

The trustees of the charity are responsible for the preparation of the financial statements and ensuring that the accounting records of all group undertakings are kept in accordance with the Charities Act section 137.
It is the responsibility of the Examiner to follow the procedures laid down in the general Directions given by the Charity Commission under section 152 of the 2011 Act when examining the Financial Statements and to state whether any particular matters have come their attention.

INDEPENDENT EXAMINER'S REPORT

I can confirm that no material matters have come to our attention in connection with the examination giving us cause to believe that:
a) Accounting records were not kept in accordance with section 137 Charities Act 2011.
b) The Financial Statements do not accord with those records.
c) The Financial Statements have not been prepared in accordance with the Charities Statement of Recommended Accounting Practise.
d) There are matters that should be drawn to your attention to enable a proper understanding of the Financial Statements to be reached.

Nigel Wyatt BSC FCA
Independent Examiner
125 Main Street
Garforth
Leeds
LS25 1AF

Date: 29-3-23

SECTION 2

PARISH OF HAZLEMERE

FINANCIAL STATEMENTS

OF THE

HOLY TRINITY

PAROCHIAL CHURCH COUNCIL

For Year Ended 31st December 2022

Charity Registration no. 1128994

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

STATEMENT OF FINANCIAL ACTIVITIES

For Year Ended 31st December 2022

	Note	Unrestricted Funds £	Restricted Funds £	2022 Total £	*2021 Total Note 10* £
INCOME					
Donations	2(a)	430,422	2,584	433,006	*685,195*
Income from Investments	2(b)	863	-	863	*18,805*
Income from Trading Activities	2(c)	52,661	-	52,661	*16,276*
Other Income	2(d)	11,478	-	11,478	*22,539*
TOTAL INCOME		**495,424**	**2,584**	**498,008**	***742,815***
EXPENDITURE					
Expenditure on Charitable Activities	3(a)	415,489	3,720	419,209	*392,460*
Other Activities	3(b)	64,595	13,320	77,915	*1,020,034*
Governance Costs	3(c)	2,070	-	2,070	*2,367*
TOTAL EXPENDITURE		**482,154**	**17,040**	**499,194**	***1,414,861***
NET INCOME/(EXPENDITURE) BEFORE TRANSFERS		**13,270**	**(14,456)**	**(1,186)**	***(672,046)***
Transfers between funds	9	(14,456)	14,456	-	-
Net movement in funds after transfers		**(1,186)**	-	**(1,186)**	***(672,046)***
TOTAL FUNDS BROUGHT FORWARD		407,216	-	407,216	*1,079,262*
TOTAL FUNDS CARRIED FORWARD		**406,030**	-	**406,030**	***407,216***

The notes numbered 1 to 12 form part of these financial statements.

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

BALANCE SHEET

As At 31st December 2022

	Note	2022 £	2022 £	2021 £	2021 £
FIXED ASSETS					
Tangible fixed assets	4		109,234		*123,469*
CURRENT ASSETS					
Cash at bank and in hand		84,223		*229,294*	
Deposits < 3 months' notice		153,016		*2,463*	
Deposits > 3 months' notice		87,682		*87,390*	
Total Cash and Deposits			324,921		*319,147*
Debtors	5		17,715		*13,984*
			342,636		*333,131*
CREDITORS due within 1 year	6		(45,840)		*(49,384)*
NET CURRENT ASSETS			296,796		*283,747*
NET ASSETS			**406,030**		***407,216***
FUNDS					
Restricted	10		-		-
Unrestricted – Designated			101,758		*123,469*
Unrestricted – General Fund			304,272		*283,747*
TOTAL FUNDS			**406,030**		***407,216***

Approved by the PCC on 27TH MARCH 2023 and signed on their behalf by:

Rev Mark Meardon

Chairman

Trish Harding

Treasurer

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

Cash Flow Statement

For Year Ended 31st December 2022

	2022 £		2021 £	
Cash Flow from Operating Activities				
Net cash from operating activities	(1,186)		*(672,046)*	
Adjustments for:				
Depreciation charges	21,711		*21,226*	
Increase in Debtors	(3,731)		*(2,360)*	
Decrease in Creditors	(3,544)		*(172,624)*	
Net cash from operating activities		13,250		*(825,804)*
Cash Flow from Investing Activities				
Purchase of assets	(7,476)		*(111,739)*	
Movement on >3 months cash deposits	(292)		*(86,511)*	
Net cash from investing activities		(7,768)		*(198,250)*
Cash Flow for reporting period ended 31st Dec		5,482		*(1,024,054)*
Cash Balance at beginning of reporting period		231,757		*1,255,811*
Cash Balance at end of reporting period		**237,239**		***231,757***
Classified on the balance sheet as:				
Cash at bank		84,223		*229,294*
Short term deposits (<3 months)		153,016		*2,463*
Cash balances		**237,239**		***231,757***
Deposits >3 months' notice		87,682		*87,390*
Total Cash and Deposit Balances		**324,921**		***319,147***

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

Notes to the Financial Statements

For Year Ended 31st December 2022

1. ACCOUNTING POLICIES

a) Charitable Status

The Parochial Church Council of the Holy Trinity Hazlemere is a registered charity in England and Wales, number 1128994. The Trustees are the members of the PCC names on page 14. The registered office is Holy Trinity Church, 262 Amersham Road, High Wycombe, Buckinghamshire HP15 7PZ.

b) Basis of preparation of financial statements

The financial statements are prepared under the historical cost convention in accordance with the Church Accounting Regulations 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing their accounts in accordance with FRS 102 (effective 1 January 2019) – (Charities SORP (FRS 102)) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and 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 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 issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The primary objective of the charity is to promote the gospel of our Lord Jesus Christ according to the doctrine and practice of the Church of England. The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). There are no material uncertainties about the charity's ability to continue as a going concern.

The accounts include transactions, assets and liabilities for which the PCC can be held responsible. They do not include the accounts of church groups that owe an affiliation to another body, nor those that are informal gatherings of church members.

c) Fund Accounting

General Fund represents the "free" funds of the PCC that are not subject to any restriction regarding their use and are available for application on the general purposes of the PCC.

Designated Funds are earmarked by the PCC for particular purposes, but are nevertheless still unrestricted, as the PCC can re-designate the funds if it wishes. The PCC currently has one designated fund:

- **Fixed Assets Fund** – The value of the land, buildings and equipment owned by the PCC are held in this fund.

Restricted Funds are funds collected or donated for a particular purpose and cannot be used by the PCC for any other purpose except by agreement with the donor. The PCC has five restricted funds:

- **Buildings Fund** - This fund has been established to support enhancements and alterations to church buildings and their surroundings in the parish and other purposes as approved by the PCC. This fund is now zero, having been used on the Trinity Centre.
- **Special Offerings** - Offerings collected (and distributed) to specific causes
- **External Grants** - Grants given to the church from external parties for specific purposes, and used in the required manner
- **Personal Gifts** – Monies given to the church for specific individuals connected with the church
- **Love Fund** – Donations to the church specifically to be given to individuals in financial need. Gifts are made from the Love Fund, and also the General Fund.

d) Income

Donations - Collections and planned giving are include in the SOFA when the funds are received. Income tax recoverable on gift aid donations is recognised when claimable. Any grants or legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement and the amount due.

Grants – Grants from external organisations are accounted for when received, or when awarded, if the conditions of the award have been fully met.

Investments – Income earned on deposits with the banks and Central Board of Finance is accounted for when received.

Other Income –Rental income is recognised when due; donations for use of the premises are recognised when received. Parochial fees for weddings, funerals etc are accounted for when due.

e) Expenditure

Expenditure is accounted for when payable. Grants to external organisations are accounted for when paid, or when awarded, if that award creates a binding obligation on the PCC

f) Fixed Assets

i) Consecrated land and buildings and moveable church furnishings

Consecrated and beneficed property is excluded from the financial statements by S10(2)(a) and (c) of the Charities Act 2011. All costs related to the Trinity Centre will follow this treatment (as the centre will be an integral extension to the existing church) and be expensed in the year in which they are incurred.

No value is attributed to moveable church furnishings held by the Churchwardens on special trust for the PCC and which require a faculty for disposal since the PCC considers this to be inalienable property. They are listed in the church's inventory that can be inspected at any reasonable time. For inalienable property acquired prior to 2000 there is insufficient cost information available and therefore such assets are not valued in the financial statements. Items acquired since January 2000 have been capitalised and depreciated in the financial statements over their anticipated useful life on a straight-line basis.

All expenditure incurred in the year on consecrated or beneficed buildings, on individual items under £2,000, or on repair of movable church furnishings acquired before January 2000, is expensed when incurred.

ii) Tangible fixed assets for use by the charity

These are capitalised if they can be used for more than one year, and cost at least £2,000. Depreciation is calculated to write off the capitalised cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows:

Land	Nil
Buildings	50 years (except the Prayer Studio which is depreciated over 10 years, given its anticipated shorter economic life)
Fixtures, Fittings and Equipment	7 years

g) Current Assets

Amounts owing to the PCC at the year-end in respect of tax reclaims and other income are shown as debts less any provision for amounts which may prove to be uncollectable. Short-term deposits include cash held on deposit either with the Church of England Deposit Fund or at a bank.

h) Pension Policy

The PCC participates and auto enrols its employed staff into the Legal and General Stakeholder Pension scheme, a defined contribution scheme. Contributions are accounted for on an accruals basis.

i) Charitable Commitments

The PCC has supported many local charities and overseas mission partners for many years. The PCC reviews all commitments to other charitable bodies and missionaries it supports on a year-by-year basis. It does not commit to long-term support although it may however, provide long term support for its mission partners.

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

Notes to the Financial Statements

For Year Ended 31st December 2022

2. INCOME

	Unrestricted Funds	Restricted Funds	Total Funds 2022	*2021*
	£	£	£	£
2a Donations				
Gift Aided Donations	314,491	-	314,491	*387,898*
Gift Aid	76,497	-	76,497	*91,885*
Other Planned Giving	30,670	450	31,120	*55,512*
Other Gifts & Cash Offerings	8,764	2,134	10,898	*54,900*
Grants	-	-	-	*95,000*
TOTAL INCOME	**430,422**	**2,584**	**433,006**	***685,195***
2b Income from Investments				
Interest from Investments	**863**	-	**863**	***18,805***
2c Income from Trading Activities				
Parochial Fees	2,811	-	2,811	*1,807*
Café Income	49,850	-	49,850	*14,469*
TOTAL TRADING INCOME	**52,661**	-	**52,661**	**16,276**
2d Other Income				
Building Usage, Toddlers etc	11,478	-	11,478	*1,428*
Government Grant (furlough scheme)	-	-	-	*21,111*
TOTAL OTHER INCOME	**11,478**	-	**11,478**	**22,539**
TOTAL INCOME	**495,424**	**2,584**	**498,008**	***742,815***

3. EXPENDITURE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	*2021* £
a) Expenditure on Charitable Activities				
Mission Support:				
Overseas Mission Partners *(see below)*	**49,047**	**1,200**	**50,247**	***47,111***
Overseas Mission Projects:				
- Amani	2,000	606	2,606	*2,344*
- Global Recordings	350	-	350	*350*
- Steet Kids Direct	375	-	375	-
Sub-Total: Overseas Mission Projects	**2,725**	**606**	**3,331**	***2,694***
Home Mission:				
- Seniors Events/Keep-Fit	366	-	366	*204*
- Lighthouse	1,000	-	1,000	*500*
- Wycombe Homeless Connection	1,500	606	2,106	*1,844*
- Football Club	-	-	-	*250*
- Alpha	-	-	-	*61*
- WYFC	400	-	400	*400*
- Schools Ministry	129	-	129	*14*
- Iain Rennie Hospice at Home	-	606	606	*344*
- High Wycombe Mutual Aid	-	-	-	*206*
- Love Fund	505	702	1,207	*1,912*
- Love Wycombe	400	-	400	-
- Welcome Churches	1,500	-	1,500	*1,500*
Sub-Total: Home Mission	**5,800**	**1,914**	**7,714**	**7,235**
Ministry Costs:				
- Staff Pay	125,526	-	125,526	*151,228*
- Parish Share	136,723	-	136,723	*130,757*
- Staff Expenses	7,633	-	7,633	*12,914*
- Children, Youth & Family	3,342	-	3,342	*1,487*
- Events	10,713	-	10,713	*3,082*
- Music & Worship	3,524	-	3,524	*1,476*
- Printing & Publicity	699	-	699	*1,030*
- Diocesan Costs	2,422	-	2,422	*1,504*
Sub-Total: Ministry Costs	**290,582**	**-**	**290,582**	***303,478***

Church Management				
- Office Management & Admin	12,473	-	12,473	*9,817*
- Fabric & Maintenance	25,826	-	25,826	*10,599*
- Utility Costs & Insurance	29,036	-	29,036	*11,526*
Sub-Total: Church Management	**67,335**	**-**	**67,335**	***31,942***
Charitable Activities Total	**415,489**	**3,720**	**419,209**	***392,460***

Overseas Mission partners supported were: J&K Hughes (Wycliffe Bible translation in Indonesia), I&L Hollman (Wycliffe Bible translation in Africa), K&D Mercado (Outreach in Krygyzstan), R Gracey (Wycliffe), P&S Hopkins (Outreach), K&J McKee (Global Recordings Network in E Europe).

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	*2021 £*
b) Other Activities				
Depreciation	21,711	-	21,711	*21,226*
Café Costs	42,884	-	42,884	*6,744*
Staff Leaving: personal gifts	-	-	-	*2,288*
Costs relating to the construction of the Trinity Centre	-	13,320	13,320	*989,776*
Total Other Activities	**64,595**	**13,320**	**77,915**	**1,020,034**
c) Support				
Independent Examination/ Audit Fee	**2,070**	**-**	**2,070**	***2,367***
Total Expenditure	**482,145**	**17,041**	**499,186**	***1,414,861***

A total cost of £13,320 (2021: £989,776) was spent on the Trinity Centre and, in accordance with the Fixed Assets policy (Note 1f) has been expensed in the year.

4. FIXED ASSETS

	Freehold Land & Buildings	Equipment	**Total**
Cost			
Balance as at 1st Jan 2022	79,676	123,507	**203,183**
Additions	-	7,476	**7,476**
Balance as at 31 Dec 2022	79,676	130,983	**210,659**
Depreciation			
Balance as at 1st Jan 2022	56,912	22,802	**79,714**
Charge for the year	3,524	18,187	**21,711**
Balance as at 31 Dec 2022	60,436	40,989	**101,425**
Net Book Value			
As at 31st Dec 2022	19,240	89,994	**109,234**
As at 31st Dec 2021	22,764	100,705	**123,469**

Insurance values of the relevant buildings and contents:

Holy Trinity building	£8,870,000
Church of the Good Shepherd	£2,960,000
Church House (building only)	£283,800

The freehold land and buildings controlled, but not necessarily owned by, the PCC compromise:

Holy Trinity Church & Prayer Studio
The Church of the Good Shepherd, Widmer End
Church House, Widmer End

(The Oxford Diocese owns all but the Prayer Studio, although they are all maintained by the PCC)

5. DEBTORS

	2022	**2021**
	£	**£**
Gift Aid claim	4,829	5,042
Prepayments	1,995	3,604
Other debtors	10,891	5,338
	17,715	**13,984**

6. CREDITORS due within one year

	2022	**2021**
	£	**£**
Independent Examination fee	2,040	2,340
Trinity Centre	43,800	43,800
Other creditors	-	3,244
	45,840	**49,384**

7. STAFF COSTS

	2022	2021
	£	£
Salaries and wages	144,866	*142,348*
Employers' NIC	1,859	*4,411*
Pension contributions	3,982	*4,469*
Employment costs	**150,707**	***151,228***
Staff expenses and other costs	7,633	*12,915*
	158,340	***164,143***

No employee earned £60,000 or more.

Staff numbers – year end head count

	2022	*2021*
Ministry	6	*5*
Support	4	*4*
Café	3	*2*
Total	**13**	***11***

Key Management Personnel

The key management personnel of Holy Trinity Church are the Vicar, Associate Vicar and Curate. These individuals are employed and paid by the Diocese, and a proportion of the parish share payment relates to their ministry and housing costs.

8. RELATED PARTY TRANSACTIONS

5 PCC members are staff members employed by the PCC (2021: 2) and received remuneration totalling £57,850 (2021: £27,655). The 5 staff members who also sit on the PCC are:

Chris Sacre, Assistant Curate
Jane Montgomery, Operations Manager
Jackie Pestell, Café Manager
Peter Green, Facilities Manager
Suzannah Reeves, Temporary Finance Manager

10 PCC members and related parties (2021: 8), were reimbursed for expenses incurred during the year totalling £19,602 (2021: £20,583).

The following trustees or staff members were directors or members of related entities or were connected to people or organisations in receipt of payments from Holy Trinity, Hazlemere:

Trustee	Related Trusteeships	Related Party Transactions
Steve Whitmore, PCC Member	Trustee for Wycombe Youth for Christ	Holy Trinity Church, Hazlemere paid a grant of £400 to Wycombe Youth for Christ
Carole O'Brien (Catering Manager at Holy Trinity; sadly passed away in 2022)	(was) Trustee for Lighthouse, Hazlemere	Holy Trinity Church, Hazlemere paid a grant of £1,000 to Lighthouse, Hazlemere
Alison Tuddenham (Childrens & Youth Worker at Holy Trinity)	Trustee for Lighthouse, Hazlemere	Holy Trinity Church, Hazlemere paid a grant of £1,000 to Lighthouse, Hazlemere

9. ANALYSIS OF FUNDS: Current Year

		Movement Of Funds During The Year (2022) /£			
	Opening Balance	Income	Expenditure	Transfers	Closing Balance
UNRESTRICTED FUNDS					
General Funds	283,747	495,424	(460,443)	(14,456)	304,272
Designated Funds:					
Fixed Assets	123,469	-	(21,711)	-	101,758
Total Unrestricted Funds	***407,216***	***495,424***	***(482,154)***	***(14,456)***	***406,030***
RESTRICTED FUNDS					
Buildings Fund	-	-	(13,320)	13,320	-
Special Offerings	-	1,372	(1,817)	445	-
Love Fund	-	450	(703)	253	-
Personal Gifts	-	762	(1,200)	438	-
Total Restricted Funds	-	***2,584***	***(17,040)***	***14,456***	-
TOTAL	**407,216**	**498,008**	**(499,194)**	-	**406,030**

Please see Note 1c) for a description of the funds.

Transfers between funds totalled £14,456, of which £13,320 was made from General Funds to the Buildings Fund to offset some remaining costs of the Trinity Centre work. Three other transfers were made from General Funds: 1) to offset a deficit balance in Special Offerings caused by an inadvertent overcalculation of Gift Aid relating to Special Offerings from 2021; 2) to Personal Gifts representing the church's contribution to a Christian minister from India studying in America (in addition to personal gifts given by church members); 3) a transfer to the Love Fund representing an additional church contribution in addition to specific gifts given to the Love Fund.

10. ANALYSIS OF FUNDS: Prior Year

		Movement Of Funds During The Year (2021) /£			
	Opening Balance	Income	Expenditure	Transfers	Closing Balance
UNRESTRICTED FUNDS					
General Funds	226,783	540,182	(399,934)	(83,284)	283,747
Designated Funds:					
Fixed Assets	32,956	-	(21,226)	111,739	123,469
Southcote Fund	401,234	-	-	(401,234)	-
Total Unrestricted Funds	***660,973***	***540,182***	***(421,160)***	***(372,779)***	***407,216***
RESTRICTED FUNDS					
Buildings Fund	95,738	103,955	(989,776)	790,083	-
Special Offerings	-	975	(1,032)	57	-
External Grants	322,361	95,000	-	(417,361)	-
High Wycombe Mutual Aid	191	15	(206)	-	-
Personal Gifts	-	2,688	(2,688)	-	-
Total Restricted Funds	***418,290***	***202,633***	***(993,702)***	***372,779***	-
TOTAL	**1,079,263**	**742,815**	**(1,414,862)**	-	**407,216**

In 2021, a transfer of £417,361, representing the total of Trinity Centre grants received, was made from the External Grants Fund to the Buildings Fund. An additional transfer of £372,722 was made from the Southcote Fund to the Buildings Fund to cover the remaining costs incurred in the Buildings Fund during the year. Transfers, equating to assets purchased in the year, were made from both the Southcote and General Funds to the Fixed Assets fund. A small transfer was made from the General Funds to Special Offerings to compensate for an over-accrual of Gift Aid from the prior year.

11. ANALYSIS OF NET ASSETS BY FUND

	Unrestricted	Restricted	**2022 Total**	*2021 Total*
	£	£	**£**	*£*
Fixed Assets	109,234	-	**109,234**	*123,469*
Cash and Deposits	281,723	43,649	**324,923**	*319,147*
Debtors	17,563	151	**17,714**	*13,984*
Creditors due within 1 year	2,040	43,800	**45,840**	*49,384*
Net Assets	**406,031**	-	**406,031**	***407,216***

12. PREVIOUS YEAR'S STATEMENT OF FINANCIAL ACTIVITIES

STATEMENT OF FINANCIAL ACTIVITIES

For Year Ended 31st December 2021

	Note	Unrestricted Funds £	Restricted Funds £	2021 Total £	*2020 Total £*
INCOME					
Donations	2(a)	482,562	202,509	685,072	*903,366*
Income from Investments	2(b)	18,805	-	18,805	*8,027*
Income from Trading Activities	2(c)	16,276	-	16,276	*3,038*
Other Income	2(d)	22,539	-	22,539	*22,611*
TOTAL INCOME		**540,182**	**202,509**	**742,691**	***937,042***
EXPENDITURE					
Expenditure on Charitable Activities	3(a)	390,822	1,637	392,460	*382,583*
Raising Funds	3(b)	-	-	-	*2,358*
Other Activities	3(c)	27,970	992,064	1,020,034	*946,496*
Governance Costs	3(d)	2,367	-	2,367	*4,277*
TOTAL EXPENDITURE		**421,160**	**993,701**	**1,414,861**	***1,335,714***
NET INCOME/(EXPENDITURE) BEFORE TRANSFERS		**119,022**	**(791,069)**	**(672,046)**	***(398,673)***
Transfers between funds	9	(372,779)	372,779	-	-
Net movement in funds after transfers		**(253,757)**	**(418,290)**	**(672,046)**	***(398,673)***
TOTAL FUNDS BROUGHT FORWARD		660,972	418,290	1,079,262	*1,477,935*
TOTAL FUNDS CARRIED FORWARD		**407,216**	**-**	**407,216**	***1,079,262***

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF HOLY TRINITY HAZLEMER

England & Wales - Charity number 1128994

Accounts

PARISH OF HAZLEMERE

ANNUAL REPORT & FINANCIAL STATEMENTS

OF THE HOLY TRINITY PAROCHIAL CHURCH COUNCIL

FOR THE YEAR ENDED
31 DECEMBER 2021



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REPORT FROM THE VICAR FOR 2021

"'For I know the plans I have for you', declares the LORD, 'plans to prosper you and not harm you, plans to give you hope and a future'"
Jeremiah 29:11

ADAPTATION AND NEW LIFE

This year has been characterised by responding in faith to an ever-changing landscape of COVID restrictions, adapting quickly as things change, and launching our new building and relaunching our congregations. Through it all we have seen the faithfulness of God and the generosity of God's people, as they have given of their time, energy, creativity, skills and finances to see our church thrive even in the midst of the toughest times of the pandemic and see new life emerge.

The beginning of the year brought with it the height of the pandemic - which meant as church we had to continue to seek new ways of being church and serving our community.

NEW WAYS OF BEING CHURCH

For 7 months we led worship services from the studio at Church of the Good Shepherd. These were very special times, as so many people of all ages contributed to these online gatherings. Not only did these serve our church fellowship but also the wider community locally and offered a way of connecting for people all over the UK and abroad. The lessons learned during this season have been carried over into the in-person services that we are now having, as well as continued streaming of our Holy Trinity services.

Our highlight of the online season were our Easter events, that included an incredibly creative Good Friday service and two Instagram Easter trails in Widmer End and Rose Avenue. Yet again these were a blessing for the wider community of our Parish and offered a sense of hope and life.

As the restrictions eased in the summer months, we continued with the livestream services and held a number of outside gatherings to meet together in person. These included prayer walks, family picnics and outside services.

During this season we saw new people join the church and we have held newcomers lunches and started a newcomers LIFEgroup.

TRINITY CENTRE OPENING

Two years on from the first Step Up Sunday, in June we held Step Up Sunday 2. Our hope was to be able to open Trinity Centre debt free and have finances to kick start new mission and ministry initiatives as fresh opportunities arose. Our challenge was that this was going to be an online gift day - but the outcome was fantastic as our goals were met.

So in September we opened the Trinity Centre debt free - and were able to celebrate together as a church family and the wider community. In this first term of resuming our Sunday gatherings there has been new hope, fresh vision and an excitement about seeing how God will continue to shape His church. We have already held 3 baptism services (babies and adults), a wedding, a funeral - and all those who have stepped inside the building have been hugely impressed with the sense of space, welcome, family friendly and accessibility to all. The renovated Holy Trinity has certainly enabled a sense of newness, expectation and hospitality to our wider community. This has not just been Sundays, but every day of the week, especially on the opening of the Atrium Cafe.

ATRIUM CAFE

The Atrium Café opened at the end of September and we have seen a steady flow of our local community visiting the cafe. We serve a range of home baked cakes, slices & coffees from local suppliers with established businesses. A team of 20+ volunteers cover the opening hours alongside a Café Supervisor & 2 Café Assistants.

Many have said how delighted they are to see us finally open having followed our construction work. Our customers have commented on how safe & welcome they feel in the space that has been created. Children are well catered for and there is plenty of space for all to feel comfortable. This has led to easy and open conversations about the life of the church, what activities and groups we offer and how they can be part of it. From these conversations, we have seen our customers start to attend our Christmas events and toddler group. We're now having enquiries about the Alpha sessions that are about to take place.

MINISTRY RE-STARTING

It still feels like early days, as we re-establish our church rhythms, ministry and mission. It's been exciting to see our user groups return, and our ministry to all ages (mothers and toddlers, youth and seniors) begin to flourish again. Key outreach events have been launched through our Men's breakfast, and we have welcomed the bishop, clergy and church wardens for training events from around the Diocese.

It has been the most challenging year of ministry that we have ever had. Through it all it has deepened our conviction that it is God who builds His church, and as His church our call is to step out in faith and in doing so be a blessing to the communities we are part of.

SAFEGUARDING UPDATE 2021

Hazlemere Church is committed to:

- The safeguarding, care and nurture of the children and people of all ages in our church community
- Promoting a safer environment and culture
- Safely recruiting and supporting all those with any responsibility related to children and vulnerable adults
- Responding promptly to every safeguarding concern or allegation
- Caring pastorally for victims/survivors of abuse or other affected persons
- Caring pastorally for those who are the subject of concerns/allegations of abuse and other affected persons
- Responding to those who may pose a present risk

What we have done in 2021 to promote a safer church:

- Kept up to date with new Diocesan safeguarding initiatives and ensuring that these are successfully implemented within Hazlemere Church
  This includes working through the new Parish Safeguarding Dashboard which brings a change to the way safeguarding is audited within our church. The dashboard takes the form of a safeguarding action plan, to be worked through in the following categories:
  Policies and Action Plan; Safeguarding Procedures; Safeguarding Roles; Reviews and Reports; Displayed Safeguarding Information; Safer Recruitment and People Management.
- This year the area of safer recruitment has been looked at in close detail by the safeguarding subcommittee, including:
  - ✓ developing the safer recruitment policy and guidelines,
  - ✓ safer recruitment training for the DBS administrator,
  - ✓ creating an ex-offenders recruitment policy,
  - ✓ formulating an internship recruitment procedure
- Policies, procedures, and guidelines have been updated or created for the use of social media, lone workers, transportation of vulnerable adults, Zoom meetings and livestream services and events
- The frequency of DBS checking for those working with children and vulnerable adults, or for those with oversight for these workers, has been increased from every 5 years to every 3 years
- Increased visibility of Safeguarding information in all church buildings and congregations, i.e., posters and notice boards

- Working to increase awareness of the importance of safeguarding across the church by ensuring that safeguarding is a regular item at every meeting from the PCC to staff, and planning meetings

Training:

- Safeguarding training has been undertaken by leaders of children and youth, staff members and those for whom their role brings them into contact with vulnerable adults
- Raising Awareness of Domestic Violence and Abuse training has been undertaken by almost all PCC members
- Safer Recruitment and People Management training has been undertaken by staff members who are involved in recruitment or have oversight for volunteers or employed staff
- Emergency First Aid course completed by 5 church members/staff members
- In house safeguarding training provided by the PSO's for online pastors and Atrium Café staff
- In conjunction with the Diocese, our Safeguarding Team has dealt with two new safeguarding incidents this year. Additionally, individuals and families within the church continue to receive support and help from the clergy, church leaders and life group members, plus outside agency support in certain cases, in response to historic safeguarding concerns.

FINANCIAL REVIEW

We are thankful to God for all that he has enabled us to do throughout 2021, financially providing for us throughout the year, through being blessed by our own congregations' generosity, and that of external organisations who have captured the heart of God's mission that we strive towards in our community.

Construction work for Trinity Centre continued apace throughout the first half of 2021, and we were delighted to fully re-open the church buildings in September, debt-free. During 2020 and 2021 we have spent a total of £1.94m on the construction of Trinity Centre (see Note 3(c)) and £112k on related equipment (mainly audio-visual equipment and equipment for the Atrium café which will be depreciated over 7 years). In the early part of the year, our forecasting projections indicated that we may have needed to call-in some of the congregational loans committed to us in 2020, to ensure the completion of Trinity Centre. However, a combination of factors meant that this was not needed - a fantastic response to Step Up Sunday 2, when over £135k was given, careful cost control of expenditure, and the continued faithfulness and generosity of individuals who have continued to regularly give to the Trinity Centre project since the original Step-Up Sunday in 2019. Given all the impacts from the pandemic, we were delighted to complete the Trinity Centre to time, and within budget! Many thanks to the Trinity Centre project team, and our external suppliers for working hard to ensure this happened.

We again thank the following external bodies who awarded us grants for the project - during 2021 the Laing Trust awarded us a further £20k (in addition to the £10k given the previous year), and we received the £75k from HS2 that had been promised to us in 2020; these gifts were in addition to monies received in 2020 from All Churches Trust and Wycombe District/Buckinghamshire Council. External grants received for Trinity Centre over the last two years totalled £417k, all of which has been applied to the Building Fund.

The focus since Sep 2021, for the Trinity Centre, and all parts of our church's life, is to rebuild ministry in-person groups that had been paused during the pandemic, and establish new initiatives. We remain agile in our financial resource allocations, to resource these activities. The opening of the Atrium Café has proved popular to church members and people from the community alike, and it is exceeding its initial financial projections as well as fulfilling its vision to provide a warm and welcoming location for people to meet.

General Fund net income of £121k, would have been a deficit of £14k without the £135k given at Step Up Sunday 2. The lack of in-person meetings and community group meetings for a large part of the year resulted in some reduced operational costs. Some of our staff could not perform their typical work and were therefore put on the government's furlough scheme, with the church topping up their salary to ensure no personal financial loss. We continue to actively support wider Mission projects, both locally and abroad. In addition to the people and projects we usually support, we also gave a gift to Welcome Churches, providing practical support to refugees in our local community and throughout the UK. We gave a total of £57k (2020: £67k) to Mission projects - the amount was down on the previous year due to some local charities (such as Lighthouse) not requiring the same contributions as prior year, and our Christmas collections (from which we give donations to nominated charities) being lower.

We continue to be grateful to God for continuing to resource the church in our mission and ministry activities, and thankful for all those who support us in that work.

OUR CHURCH – A SUMMARY

OUR OBJECTIVES AND ACTIVITIES

The primary objective 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. In accordance with the PCC (Powers) Measure 1956, the PCC is to co-operate with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

As a church we have adopted a Mission Statement of "Being the People of God, fulfilling the Purposes of God". This is seen as a dual emphasis between building up and encouraging the Christian community and being effective in our role as the Christian witness in this local community and beyond.

OUR FOUNDATIONAL VALUES

We have a series of key foundational values which determine how we act and relate to one another. These values underlie what we hope to see as a local church.

- The Bible is our foundation
- The lost matter to God
- We seek to be led by the Holy Spirit
- Prayer is a priority
- We build relationally
- Worship is an encounter with God
- Generous in attitude and action

OUR PURPOSE

As part of the Church of England, the PCC's aims are to support the spread of the Christian religion. Primarily the PCC aims to support the Christian religion in the Parish of Hazlemere but also as a net financial contributor to the Anglican Church it supports the purposes of the spread of the Christian religion across the world to all. We are a mission-based church and believe that Jesus Christ is the Saviour of the world and that everyone would benefit from belief in Him and receipt of the Holy Spirit. In acting out our beliefs, we work as one church, (usually) meeting as multiple congregations in different places around Hazlemere and Widmer End on Sundays and some weekdays, and as smaller LIFEgroups during the week.

STATEMENT OF PUBLIC BENEFIT

The following is stated to meet the requirement to provide a statement on our public benefit.

The PCC confirms that we have referred to the Charity Commission's guidance on public benefit, in particular the specific guidance on charities for the advancement of religion, when reviewing the PCC's aims and objectives and in planning future activities. The PCC also confirms that the trustees (i.e. the PCC members) have had due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

The PCC provides benefit to the public in the following ways (note that these represent our usual offerings; not all are possible during Covid-19/lockdown times):

the provision of sacred spaces, churches and worship services – we:

- maintain the church buildings at Hazlemere and Widmer End
- hold regular meetings that are advertised and open to all

the provision of public rituals and ceremonies – we:

- conduct regular church services at three locations,
- celebrate weddings,
- conduct burials,
- conduct baptisms and blessings;

contributing to the spiritual and moral education of children – we:

- have a vibrant children and youth group where they learn about Christ
- support the work and activities of local schools
- run school assemblies
- provide governors who represent the PCC on the adjacent C of E school
- financially and physically support the Lighthouse holiday club initiative in Hazlemere each year

carrying out, as a practical expression of religious beliefs, other activities (such as advancing education or conflict resolution, or relieving poverty), which may also be charitable – we:

- support a number of overseas missionaries through financial and spiritual support
- undertake outreach to the elderly
- support financially and spiritually those in need in the parish
- provide a community centre resource that enables charitable and community groups to operate their activities
- financially support local hospice work
- are involved in prison visitor work
- support aid work in Africa
- support the Wycombe Homeless Connection for those needing accommodation locally
- enable our premises to be used by others in our community
- provide comfort and support to the bereaved and those who mourn
- pray for those who are sick and in need.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The PCC is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure 1956 as amended. The PCC is registered with the Charity Commission: Charity Number 1128994.

The appointment of members of the PCC is set out in the Church representation rules. The PCC members are appointed annually by vote at the Annual Parochial Church Meeting (APCM).

The PCC has ultimate responsibility for a wide range of matters affecting the parish, including such matters as compliance with health and safety, discrimination legislation and child protection. Therefore, the PCC appoints representatives who are responsible for the compliance to such legislation, maintaining knowledge regarding the ever-changing nature and degree of application of such legislation, advising the PCC regarding its duties in these areas and for training parishioners as required.

The PCC meets on a planned basis several times a year to discuss and ratify key decisions such as the setting of the Annual Financial Plan and adoption of the Annual Accounts. Between these meetings it operates through the following committees/teams:

- The Standing Committee is a sub-group of the PCC that meets both physically and virtually to discuss and agree matters in detail before proposals are placed before the PCC. It comprises the Incumbent, Clergy, Churchwardens, Treasurer and Secretary.

- The Finance Subcommittee meets as required either physically and/or virtually to review financial management of the PCC's funds. It comprises the Vicar, a Churchwarden, Treasurer, Finance Manager and other persons co-opted as required by the PCC for their knowledge of financial matters. This team prepares and presents the Annual Financial Plan for approval by the Standing Committee and full PCC and then monitors actual performance against the Plan throughout the year, as well as agreeing financial policy.

- The Mission Subcommittee meets through the year to consider prayerfully the PCC's support for Home and Missionary work. It meets both together and with the missionaries to consider their work and requirements for prayer and financial support. It recommends appropriate persons and levels of support to the PCC. The team members comprise members of the PCC and church members with a heart to ensure the Parish adequately supports missionary work.

- Trinity Centre Project Board meets monthly as the main forum for progressing the project. This board is itself supported by a number of subgroups.

Remuneration

The PCC delegates the oversight of remuneration of its staff to the Standing Committee who themselves take recommendations from the Finance Sub-Committee. External information relating to Living Wage and Diocesan pay increases are taken into consideration when determining pay-rates.

STATEMENT OF TRUSTEE'S RESPONSIBILITIES

The members of the PCC are responsible for ensuring that the Trustees' Annual Report and the financial statements are prepared in accordance with applicable law and the UK GAAP Financial Reporting Standards (FRS) for the United Kingdom and Republic of Ireland.

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts Reports) Regulations 2008 and any trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

RISK MANAGEMENT

The PCC maintains a Risk Register as part of its Risk Management Plan. This identifies the key risks to spiritual life, financial health, meeting statutory and legal requirements, our operations and our reputation. Owners have been allocated for each risk and mitigation actions defined which have brought the risks within the PCC's risk tolerance. The Risk Management Plan is reviewed triennially. Key elements of the plan consider the following areas:

INCOME

As with many charitable organisations, the majority of the PCC's income is the result of voluntary giving and in the PCC's case, the vast majority of this comes from the generous, sacrificial and committed giving of the membership of Holy Trinity Church, Hazlemere. The PCC recognises that church membership fluctuates year-by-year and that any period of change can heighten the risk of this fluctuation. The PCC, supported by detailed reviews by the FSC, continues to monitor the trends of giving, and managing our expenditure levels accordingly.

In 2020, income for the church was significantly enhanced by donations to the Trinity Centre, following pledges given at Step Up Sunday in 2019, and adhoc congregational donations, enhanced by two external grants from the Laing Trust and Wycombe District Council. Income reflected in the accounts is the actual cash received in the year.

OPERATIONS

Essential and routine maintenance and repair work across our church estate is overseen by our Facilities Manager. Records of our assets are maintained and checked triennially by the local Deanery. The Facility Manager is an integral part of the Trinity Centre project team, so that there is clarity regarding the timing and prioritisation of work.

The Facilities Manager is also the Health and Safety (H&S) representative. H&S information is obtained directly from HSE monthly updates and Lawpack publication "Health & Safety at Work Essentials" and applied to our situation as required. The major H&S risks identified by the PCC have been reviewed and systems or procedures have been established to mitigate these risks. All Food Hygiene and First Aid at Work requirements are up-to-date.

SAFEGUARDING

Given the wide ranging and innovative programme of ministry with children and young people and vulnerable adults provided at Holy Trinity, Hazlemere, the health, safety and protection of these individuals is regarded as being of paramount importance. We operate a formal policy for the safeguarding of children and vulnerable adults, in line with Diocesan guidelines. Continual review of Safeguarding policies, procedures and practice is ongoing and overseen by the PCC's Safeguarding representatives who regularly report to the PCC.

RESERVES POLICY

As part of our contingency planning and risk management the PCC operates a reserves policy whereby we seek to ensure that our unrestricted general fund reserve does not fall below an appropriate level for the ongoing ministry. From a review taken in 2019, it was agreed that our target reserves level should be equivalent to three months of staff and missionary partner costs, net of three

months of regular standing order income. In accordance with this policy, the minimum value of reserves agreed to be in place is £40,000. The Reserves level will be measured by free cash available within Unrestricted and Designated funds (i.e. excluding the Fixed Asset fund). The PCC has determined that there is no need to set a minimum Reserves level in respect of the Restricted Buildings Fund (i.e. for Trinity Centre), as the cashflow requirements for that project will be considered independently.

TRINITY CENTRE

The Trinity Centre project is directed by a multi-disciplinary team that oversees all areas of construction planning, financial reviews and communication processes. All costs are pre-approved by the PCC, and updates on all areas of the project are regularly given to the PCC.

REFERENCE AND ADMINISTRATIVE INFORMATION

The Church Office is based at:

Holy Trinity Church
262 Amersham Road
Hazlemere
High Wycombe
Bucks HP15 7PZ

Tel: 01494 523191

The church is a registered charity under statute, registration number 1128994

There are 3 main bankers:

Barclays Bank PLC
PO Box 41
High Wycombe
Bucks HP11 2PG

HSBC PLC
1 Corn Market
High Wycombe
HP11 2AY

Lloyds Bank PLC
25 Gresham Street
London EC2V 7HN

Independent Examiner:

James Foskett Bsc (Hons), FCA, DChA
Cansdales Business Advisers Limited
Chartered Accountants & Business Advisers
Bourbon Court
Nightingales Corner
Little Chalfont
Bucks, HP7 9QS

The PCC comprises the following current members (as at 31st Dec 2021):

Chair:

Rev Mark Meardon (Ex-officio)

Members:

Steve Barnett (appointed Jul 21; Deanery Synod Rep)
Malcolm Corden
Mike Cross
Brian Eckheart
Rev Claire Gerard (Ex-officio)
Anna Greathead
Trish Harding (Treasurer)
James Hazelton (Churchwarden)
Richard Jones
Rev Dominic Meering (Ex-officio)
Jane Montgomery (Secretary)
Mark Moorcraft (Deanery Synod Rep)
Charlotte Morris
Suzannah Reeves (appointed Nov 21)
Elizabeth Reuter (appointed Jun 21)
Mark Olsen
Jackie Pestell (appointed Nov 20)
Roger Simmons (Churchwarden)
Bob Waldron

The following ceased PCC membership during the year:

Hannah Wuermli (finished May 21)

Day-to-day management is delegated to the Incumbent/Vicar, Rev Mark Meardon, who also served as Chair of the Parochial Church Council throughout the reporting period.

Signed on behalf of the PCC on 24/03/2022 2022.

Mark Meardon.

Rev Mark Meardon
Vicar and Chair of PCC

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES ON THE UNAUDITED FINANCIAL STATEMENTS OF THE TRUSTEES OF THE PCC OF THE ECCLESIASTICAL PARISH OF HOLY TRINITY HAZLEMERE

We report on the financial statements for the year to 31 December 2021 which comprise the Statement of Financial Activities, the Balance Sheet and related policies and notes.

This report is made solely to the charity trustees. Our work has been undertaken so that we might review the financial statements that we have been engaged to review, report to the trustees that we have done so, and state those matters that we are required to state to them in an independent examiners report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the trustees for our work or for this report. The trustees consider that an audit is not required for the year under section 152 of the Charities Act 2011 and that an independent examination is needed.

RESPECTIVE RESPONSIBILITIES OF THE TRUSTEES AND EXAMINER

The trustees of the charity are responsible for the preparation of the financial statements and ensuring that the accounting records of all group undertakings are kept in accordance with the Charities Act section 137.
It is the responsibility of the Examiner to follow the procedures laid down in the general Directions given by the Charity Commission under section 152 of the 2011 Act when examining the Financial Statements and to state whether any particular matters have come their attention.

INDEPENDENT EXAMINER'S REPORT

I can confirm that no material matters have come to our attention in connection with the examination giving us cause to believe that:
a) Accounting records were not kept in accordance with section 137 Charities Act 2011.
b) The Financial Statements do not accord with those records.
c) The Financial Statements have not been prepared in accordance with the charities Statement of Recommended Accounting Practise.
d) There are matters that should be drawn to your attention to enable a proper understanding of the Financial Statements to be reached.

James Foskett Bsc (Hons), FCA, DChA
Cansdales Business Advisers Limited
Chartered Accountants & Business Advisers
Bourbon Court
Nightingales Corner
Little Chalfont
Bucks, HP7 9QS

Date: 29 March 2022

SECTION 2

PARISH OF HAZLEMERE

FINANCIAL STATEMENTS

OF THE

HOLY TRINITY

PAROCHIAL CHURCH COUNCIL

For Year Ended 31st December 2021

Charity Registration no. 1128994

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

STATEMENT OF FINANCIAL ACTIVITIES

For Year Ended 31st December 2021

	Note	Unrestricted Funds £	Restricted Funds £	2021 Total £	*2020 Total Note 11 £*
INCOME					
Donations	2(a)	482,562	202,509	685,072	*903,366*
Income from Investments	2(b)	18,805	-	18,805	*8,027*
Income from Trading Activities	2(c)	16,276	-	16,276	*3,038*
Other Income	2(d)	22,539	-	22,539	*22,611*
TOTAL INCOME		**540,182**	**202,509**	**742,691**	***937,042***
EXPENDITURE					
Expenditure on Charitable Activities	3(a)	390,822	1,637	392,460	*382,583*
Raising Funds	3(b)	-	-	-	*2,358*
Other Activities	3(c)	27,970	992,064	1,020,034	*946,496*
Governance Costs	3(d)	2,367	-	2,367	*4,277*
TOTAL EXPENDITURE		**421,160**	**993,701**	**1,414,861**	***1,335,714***
NET INCOME/(EXPENDITURE) BEFORE TRANSFERS		**119,022**	**(791,069)**	**(672,046)**	***(398,673)***
Transfers between funds	9	(372,779)	372,779	-	-
Net movement in funds after transfers		**(253,757)**	**(418,290)**	**(672,046)**	***(398,673)***
TOTAL FUNDS BROUGHT FORWARD		660,972	418,290	1,079,262	*1,477,935*
TOTAL FUNDS CARRIED FORWARD		**407,215**	**-**	**407,215**	***1,079,262***

The notes numbered 1 to 10 form part of these financial statements.

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

BALANCE SHEET

As at 31st December 2021

	Note	2021 £	2021 £	2020 £	2020 £
FIXED ASSETS					
Tangible fixed assets	4		123,469		*32,955*
CURRENT ASSETS					
Cash at bank and in hand		229,294		*773,721*	
Deposits < 3 months' notice		2,463		*482,090*	
Deposits > 3 months' notice		87,390		*880*	
Total Cash and Deposits			319,147		*1,256,691*
Debtors	5		13,984		*11,624*
			333,131		*1,268,315*
CREDITORS due within 1 year	6		(49,384)		*(222,008)*
NET CURRENT ASSETS			283,747		*1,046,307*
NET ASSETS			**407,216**		***1,079,262***
FUNDS					
Restricted	10		-		*418,290*
Unrestricted – Designated			123,469		*434,189*
Unrestricted – General Fund			283,747		*226,783*
TOTAL FUNDS			**407,216**		***1,079,262***

Approved by the PCC on 24th March 2022 and signed on their behalf by:

Mark Meardon.

Rev Mark Meardon

Chairman

Trish Harding

Treasurer

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

Cash Flow Statement

For Year Ended 31st December 2021

	2021 £		*2020 £*	
Cash Flow from Operating Activities				
Net cash from operating activities	(672,046)		*(398,672)*	
Adjustments for:				
Depreciation charges	21,226		*5,263*	
(Inc)/Dec in Debtors	(2,359)		*7,965*	
(Dec)/Inc in Creditors	(172,624)		*193,368*	
Net cash from operating activities		(825,804)		*(192,076)*
Cash Flow from Investing Activities				
Purchase of assets	(111,739)		-	
Movement on >3 months cash deposits	(86,511)		*273,753*	
Net cash from investing activities		(198,250)		*273,753*
Cash Flow for reporting period ended 31st Dec		(1,024,054)		*81,677*
Cash Balance at beginning of reporting period		1,255,811		*1,174,135*
Cash Balance at end of reporting period		**231,757**		***1,255,811***
Classified on the balance sheet as:				
Cash at bank		229,294		*773,721*
Short term deposits (<3 months)		2,463		*482,090*
Cash balances		**231,757**		***1,255,811***
Deposits >3 months' notice		87,390		*880*
Total Cash and Deposit Balances		**319,147**		***1,256,691***

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

Notes to the Financial Statements

For Year Ended 31st December 2021

1. ACCOUNTING POLICIES

a) Charitable Status

The Parochial Church Council of the Holy Trinity Hazlemere is a registered charity in England and Wales, number 1128994. The Trustees are the members of the PCC names on page 14. The registered office is Holy Trinity Church, 262 Amersham Road, High Wycombe, Buckinghamshire HP15 7PZ.

b) Basis of preparation of financial statements

The financial statements are prepared under the historical cost convention in accordance with the Church Accounting Regulations 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing their accounts in accordance with FRS 102 (effective 1 January 2019) – (Charities SORP (FRS 102)) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and 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 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 issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The primary objective of the charity is to promote the gospel of our Lord Jesus Christ according to the doctrine and practice of the Church of England. The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). There are no material uncertainties about the charity's ability to continue as a going concern.

The accounts include transactions, assets and liabilities for which the PCC can be held responsible. They do not include the accounts of church groups that owe an affiliation to another body, nor those that are informal gatherings of church members.

c) Fund Accounting

General Fund represents the "free" funds of the PCC that are not subject to any restriction regarding their use and are available for application on the general purposes of the PCC.

Designated Funds are earmarked by the PCC for particular purposes, but are nevertheless still unrestricted, as the PCC can re-designate the funds if it wishes. The PCC's designated funds are:

- **Southcote Fund** – This fund was generated by proceeds from the sale of 17 Southcote Way, and was subsequently enhanced by the historic transfer of surpluses from the General Fund. It is designated to fund exceptional items of expenditure. During the year transfers have

been made from this fund to cover construction and fittings costs for Trinity Centre so the final balance on this fund is now zero.

- **Fixed Assets Fund** – The value of the land, buildings and equipment owned by the PCC are held in this fund.

Restricted Funds are funds collected or donated for a particular purpose and cannot be used by the PCC for any other purpose except by agreement with the donor. The PCC has five restricted funds:

Buildings Fund - This fund has been established to support enhancements and alterations to church buildings and their surroundings in the parish and other purposes as approved by the PCC. This fund is now zero, having been used on the Trinity Centre.

Special Offerings - Offerings collected (and distributed) to specific causes

External Grants - Grants given to the church from external parties for specific purposes, and used in the required manner

High Wycombe Mutual Aid – In response to the Covid-19 situation, a group of individuals came together in the local area to help provide help and practical support to those that needed it. Holy Trinity Church agreed to accept Mutual Aid donations and use these to repay costs incurred by individuals for items such as leaflet production, DBS checks and emergency food shops. This fund closed during 2021 as the impact of the pandemic eased.

Personal Gifts – Monies given to the church for specific individuals connected with the church

d) Income

Donations - Collections and planned giving are include in the SOFA when the funds are received. Income tax recoverable on gift aid donations is recognised when claimable. Any grants or legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement and the amount due.

Grants – Grants from external organisations are accounted for when received, or when awarded, if the conditions of the award have been fully met.

Investments – Income earned on deposits with the banks and Central Board of Finance is accounted for when received.

Other Income –Rental income is recognised when due; donations for use of the premises are recognised when received. Parochial fees for weddings, funerals etc are accounted for when due.

e) Expenditure

Expenditure is accounted for when payable. Grants to external organisations are accounted for when paid, or when awarded, if that award creates a binding obligation on the PCC

f) Fixed Assets

i) Consecrated land and buildings and moveable church furnishings

Consecrated and beneficed property is excluded from the financial statements by S10(2)(a) and (c) of the Charities Act 2011. All costs related to the Trinity Centre will follow this treatment (as the centre will be an integral extension to the existing church) and be expensed in the year in which they are incurred.

No value is attributed to moveable church furnishings held by the Churchwardens on special trust for the PCC and which require a faculty for disposal since the PCC considers this to be inalienable property. They are listed in the church's inventory that can be inspected at any reasonable time. For inalienable property acquired prior to 2000 there is insufficient cost information available and therefore such assets are not valued in the financial statements. Items acquired since January 2000 have been capitalised and depreciated in the financial statements over their anticipated useful life on a straight-line basis.

All expenditure incurred in the year on consecrated or beneficed buildings, on individual items under £2,000, or on repair of movable church furnishings acquired before January 2000, is expensed when incurred.

ii) Tangible fixed assets for use by the charity

These are capitalised if they can be used for more than one year, and cost at least £2,000. Depreciation is calculated to write off the capitalised cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows:

Land	Nil
Buildings	50 years (except the Prayer Studio which is depreciated over 10 years, given its anticipated shorter economic life)
Fixtures, Fittings and Equipment	7 years

g) Current Assets

Amounts owing to the PCC at the year-end in respect of tax reclaims and other income are shown as debts less any provision for amounts which may prove to be uncollectable. Short-term deposits include cash held on deposit either with the Church of England Deposit Fund or at a bank.

h) Pension Policy

The PCC participates and auto enrols its employed staff into the Legal and General Stakeholder Pension scheme, a defined contribution scheme. Contributions are accounted for on an accruals basis.

i) Charitable Commitments

The PCC has supported many local charities and overseas mission partners for many years. The PCC reviews all commitments to other charitable bodies and missionaries it supports on a year-by-year basis. It does not commit to long-term support although it may however, provide long term support for its mission partners.

Notes to the Financial Statements

For Year Ended 31st December 2021

2. INCOME

	Unrestricted Funds	Restricted Funds	Total Funds 2021	*2020*
	£	£	£	*£*
2a Donations				
Gift Aided Donations	328,323	59,575	387,898	*406,524*
Gift Aid	67,615	24,269	91,885	*98,345*
Other Planned Giving	37,368	18,143	55,512	*46,073*
Other Gifts & Cash Offerings	49,255	5,645	54,900	*30,062*
Grants	-	95,000	95,000	*322,361*
TOTAL INCOME	**482,562**	**202,633**	**685,195**	***903,365***
2b Income from Investments				
Interest from Investments	18,805	-	18,805	*8,027*
2c Income from Trading Activities				
Parochial Fees	1,807	-	1,807	*3,038*
Café Income	14,469	-	14,469	
TOTAL TRADING INCOME	**16,276**	**-**	**16,276**	**3,038**
2d Other Income				
Seniors, Toddlers etc	1,428	-	1,428	*1,354*
Government Grant (furlough scheme)	21,111	-	21,111	*21,257*
TOTAL OTHER INCOME	**22,539**	**-**	**22,539**	**22,611**
TOTAL INCOME	**540,182**	**202,633**	**742,815**	***937,042***

3. EXPENDITURE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	*2020* £
a) Expenditure on Charitable Activities				
Mission Support:				
Overseas Mission Partners *(see below)*	46,711	400	47,111	*45,795*
Overseas Mission Projects:				
- Amani	2,000	344	2,344	*7,721*
- Global Recordings	350	-	350	*350*
Sub-Total: Overseas Mission Projects	**2,350**	**344**	**2,694**	***8,071***
Home Mission:				
- Seniors Events/Keep-Fit	204	-	204	*682*
- Lighthouse	500	-	500	*2,300*
- Wycombe Homeless Connection	1,500	344	1,844	*5,370*
- Football Club	250	-	250	-
- Alpha	61	-	61	-
- WYFC	400	-	400	*400*
- Schools Ministry	14	-	14	*59*
- Iain Rennie Hospice at Home	-	344	344	*1,608*
- High Wycombe Mutual Aid	-	206	206	*1,325*
- Love Fund	1,912	-	1,912	*600*
- Love Wycombe	-	-	-	*500*
- Welcome Churches	1,500	-	1,500	-
- Wycombe One Can Trust	-	-	-	*2,056*
Sub-Total: Home Mission	**6,341**	**894**	**7,235**	**14,900**
Ministry Costs:				
- Staff Pay	151,228	-	151,228	*140,595*
- Parish Share	130,757	-	130,757	*128,604*
- Staff Expenses	12,914	-	12,914	*10,317*
- Children, Youth & Family	1,487	-	1,487	*1,403*
- Events	3,082	-	3,082	*1,781*
- Music & Worship	1,476	-	1,476	*4,125*
- Printing & Publicity	1,030	-	1,030	*196*
- Diocesan Costs	1,504	-	1,504	*1,934*
Sub-Total: Ministry Costs	**303,478**	**-**	**303,478**	***288,955***

Church Management				
- Office Management & Admin	9,817	-	9,817	*6,830*
- Fabric & Maintenance	10,599	-	10,599	*6,973*
- Utility Costs & Insurance	11,522	-	11,522	*11,059*
Sub-Total: Church Management	**31,942**	**-**	**31,942**	***24,862***
Charitable Activities Total	**390,822**	**1,637**	**392,460**	***382,583***

Overseas Mission partners supported were: J&K Hughes (Wycliffe Bible translation in Indonesia), I&L Hollman (Wycliffe Bible translation in Africa), K&D Mercado (Outreach in Krygyzstan), R Gracey (Wycliffe), P&S Hopkins (Outreach), K&J McKee (Global Recordings Network in E Europe).

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	*2020 £*
b) Raising Funds				
Costs related to fundraising for the Trinity Centre	-	-	-	*2,359*
c) Other Activities				
Depreciation	21,226	-	21,226	*5,263*
Café Costs	6,744	-	6,744	-
Staff Leaving: personal gifts	-	2,288	2,288	-
Costs relating to the construction of the Trinity Centre	-	989,776	982,476	*941,233*
Total Other Activities	**27,970**	**992,064**	**1,012,734**	**946,496**
d) Support				
Independent Examination/ Audit Fee	2,367	-	2,367	*4,277*
Total Expenditure	**419,539**	**993,701**	**1,405,940**	***1,335,714***

A total cost of £989,776 (2020: £943,592) was spent on the Trinity Centre and, in accordance with the Fixed Assets policy (Note 1f) has been expensed in the year.

4. FIXED ASSETS

	Freehold Land & Buildings	Equipment	Total
Cost			
Balance as at 1st Jan 2021	79,675	11,768	**91,443**
Additions	-	111,739	**111,739**
Balance as at 31 Dec 2021	79,675	123,507	**203,182**
Depreciation			
Balance as at 1st Jan 2021	53,044	5,443	**58,487**
Charge for the year	3,868	17,358	**21,226**
Balance as at 31 Dec 2021	56,912	22,802	**79,713**
Net Book Value			
As at 31st Dec 2020	26,631	6,325	**32,956**
As at 31st Dec 2021	22,764	100,705	**123,469**

Insurance values of the relevant buildings and contents:

Holy Trinity building	£8,400,000
Church of the Good Shepherd	£2,900,000
Church House (building only)	£227,040

The freehold land and buildings controlled, but not necessarily owned by, the PCC compromise:

Holy Trinity Church & Prayer Studio
The Church of the Good Shepherd, Widmer End
Church House, Widmer End

(The Oxford Diocese owns all but the Prayer Studio, although they are all maintained by the PCC)

5. DEBTORS

	2021	2020
	£	£
Gift Aid claim	5,042	6,590
Prepayments	3,604	1,479
Other debtors	5,338	3,556
	13,984	**11,625**

6. CREDITORS due within one year

	2021	2020
	£	£
Independent Examination/Audit fee	2,340	4,170
Trinity Centre	43,800	211,880
Other creditors	3,244	3,958
	49,384	**222,008**

7. STAFF COSTS

	2021	2020
	£	£
Salaries and wages	142,348	*130,910*
Employers' NIC	4,411	*5,148*
Pension contributions	4,469	*4,537*
Employment costs	**151,228**	***140,595***
Staff expenses and other costs	12,914	*10,317*
	164,143	***150,912***

£21,111 (2020: £21,257) of HMRC furlough grants relating to Staff Costs were received in the period and are shown under Other Income.

No employee earned £60,000 or more.

The vicar, associate vicar and the curate are employed and paid by the Diocese, and a proportion of the parish share payment relates to their ministry and housing costs.

Staff numbers – year end head count

	2021	*2020*
Ministry	5	*6*
Support	4	*5*
Café	2	*-*
Total	**11**	***11***

8. RELATED PARTY TRANSACTIONS

The aggregate value of donations made by PCC members, and related parties, was £70,858 (2020: £58,757). (2021 includes Step Up Sunday 2 donations)

2 PCC members are staff members (2020: 2) and received remuneration totalling £27,655 (2020: £19,959).

8 PCC members and related parties (2020: 8), were reimbursed for expenses incurred during the year totalling £20,583 (2020: £11,241). The increase is due to staff members being reimbursed for expenses relating to Trinity Centre.

9. ANALYSIS OF FUNDS

	Movement Of Funds During The Year /£				
	Balance b/f	Income	Expenditure	Transfers	Balance c/f
UNRESTRICTED FUNDS					
General Funds	226,783	540,182	(398,313)	(83,284)	292,545
Designated Funds:					
Fixed Assets	32,955	-	(21,226)	111,739	123,469
Southcote Fund	401,234	-	-	(401,234)	-
Total Unrestricted Funds	***660,973***	***540,182***	***(419,539)***	***(372,779)***	***416,014***
RESTRICTED FUNDS					
Buildings Fund	95,738	103,955	(982,476)	790,083	-
Special Offerings	-	852	(1,032)	57	-
External Grants	322,361	95,000	-	(417,361)	-
High Wycombe Mutual Aid	191	15	(206)	-	-
Personal Gifts	-	2,688	(2,688)	-	-
Total Restricted Funds	***418,290***	***202,509***	***(986,401)***	***372,779***	-
TOTAL	**1,079,263**	**742,691**	**(1,405,940)**	**-**	**416,014**

Please see Note 1c) for a description of the funds.

A transfer of £417,361, representing the total of Trinity Centre grants received, was made from the External Grants Fund to the Buildings Fund. An additional transfer of £365,422 was made from the Southcote Fund to the Buildings Fund to cover the remaining costs incurred in the Buildings Fund during the year. Transfers, equating to assets purchased in the year, were made from both the Southcote and General Funds to the Fixed Assets fund. A small transfer was made from the General Funds to Special Offerings to compensate for an over-accrual of Gift Aid from the prior year.

10. PREVIOUS YEAR'S STATEMENT OF FINANCIAL ACTIVITIES

For Year Ended 31st December 2020

	Note	Unrestricted Funds £	Restricted Funds £	2020 Total £	*2019 Total Note 11 £*
INCOME					
Donations	2(a)	363,905	539,461	903,366	*1,326,362*
Income from Investments	2(b)	8,027	-	8,027	*3,726*
Income from Trading Activities	2(c)	3,038	-	3,038	*3,741*
Other Income	2(d)	22,611	-	22,611	*8,610*
TOTAL INCOME		**397,581**	**539,461**	**937,042**	***1,342,439***
EXPENDITURE					
Expenditure on Charitable Activities	3(a)	368,003	14,580	382,583	*434,673*
Raising Funds	3(b)	-	2,359	2,358	*952*
Other Activities	3(c)	5,263	941,233	946,496	*162,602*
Governance Costs	3(d)	4,277	-	4,277	*3,993*
TOTAL EXPENDITURE		**377,543**	**958,172**	**1,335,714**	***602,220***
NET INCOME/(EXPENDITURE) BEFORE TRANSFERS		**20,038**	**(418,711)**	**(398,673)**	***740,219***
Transfers between funds	10	-	-	-	-
Net movement in funds after transfers		**20,038**	**(418,711)**	**(398,673)**	***740,219***
TOTAL FUNDS BROUGHT FORWARD		640,934	837,001	1,477,935	*737,716*
TOTAL FUNDS CARRIED FORWARD		**660,972**	**418,290**	**1,079,262**	***1,477,935***

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF HOLY TRINITY HAZLEMER

England & Wales - Charity number 1128994

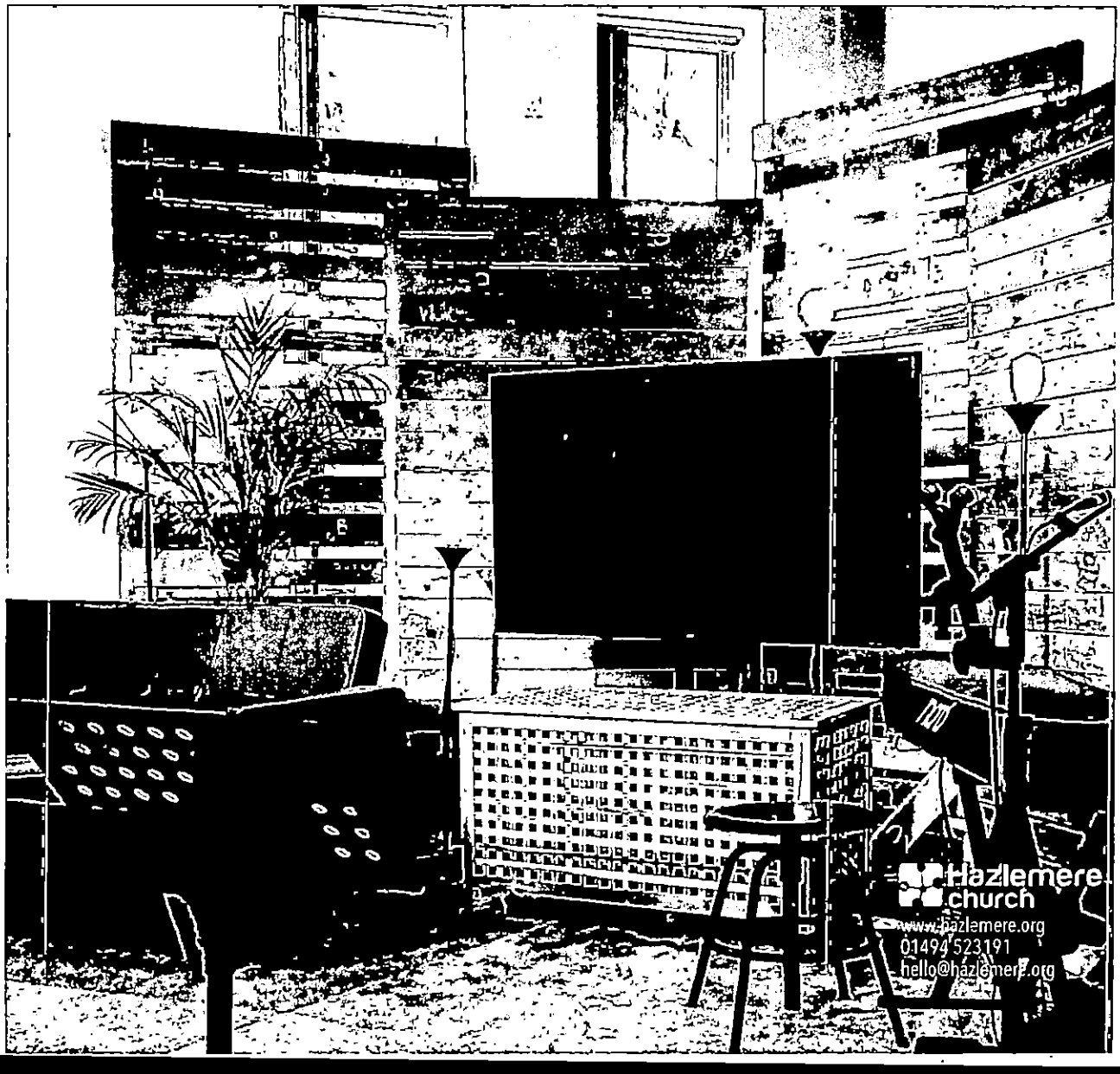
Accounts

PARISH OF HAZLEMERE

ANNUAL REPORT & FINANCIAL STATEMENTS

OF THE HOLY TRINITY PAROCHIAL CHURCH COUNCIL

FOR THE YEAR ENDED
31 DECEMBER 2020





See, I am doing a new thing!
Now it springs up; do you not perceive it?
I am making a way in the wilderness
and streams in the wasteland.

Isaiah 43:19

Hazlemere church

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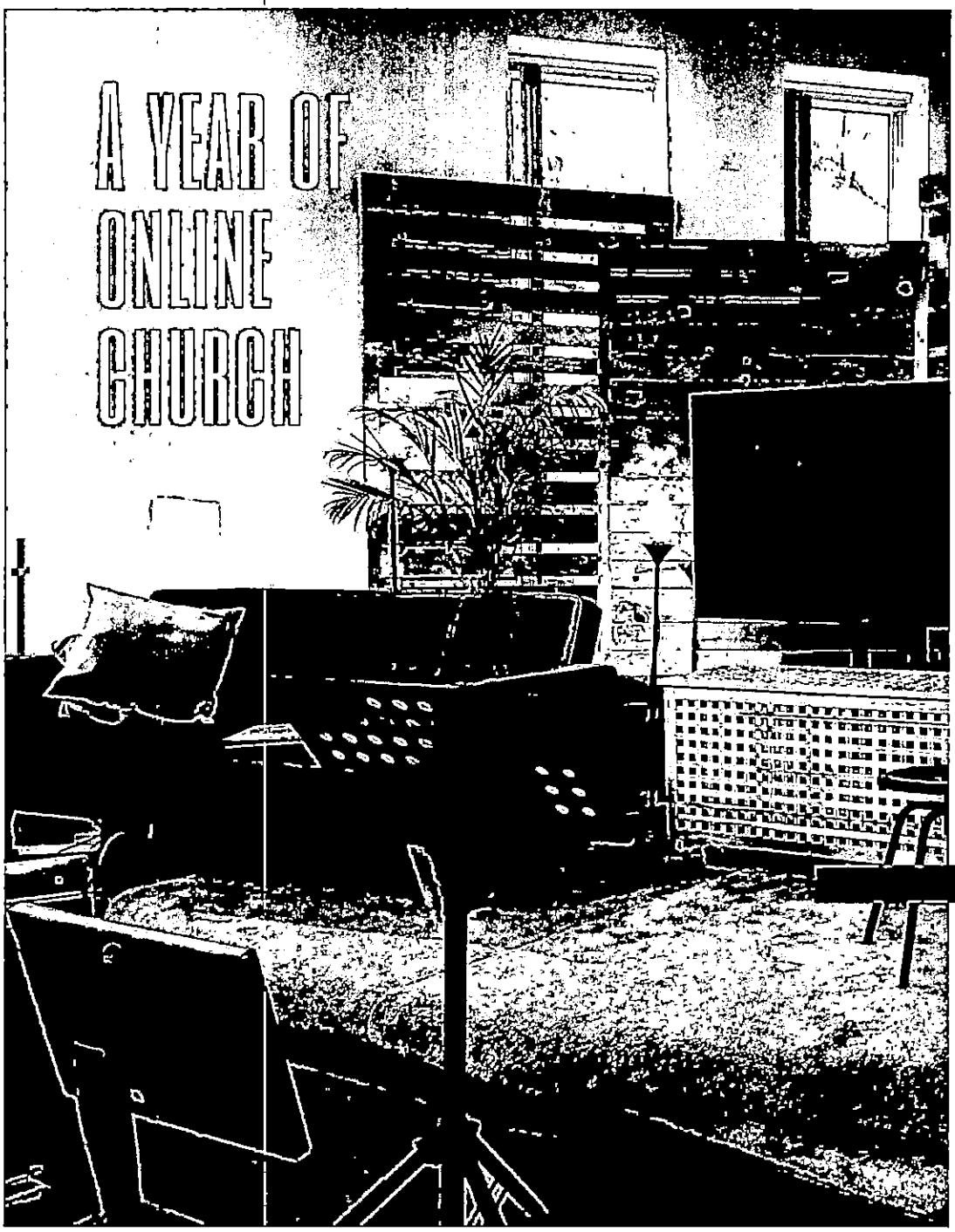
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TRUSTEES' ANNUAL REPORT

For the Year Ended
31 December 2020

See, I am doing a new thing!
Now it springs up; do you not perceive it?
I am making a way in the wilderness
and streams in the wasteland.

Isaiah 43:19

As the Trustees, the Parochial Church Council (PCC) of Holy Trinity Church, Hazlemere, High Wycombe, Buckinghamshire presents its annual report for the year ended 31st December 2020

REPORT FROM THE VICAR

CHALLENGE AND OPPORTUNITY

This year has been characterised by challenge and opportunity.

At the beginning of the year we saw the final preparations for the Trinity Centre construction phase. Plans were in place to relocate the Holy Trinity Congregation to Holmer Green Senior School and we developed strong links with churches and the youth group in Holmer Green. Our regular ministries and mission were continuing.

Then the pandemic hit. This introduced a high level of uncertainty and challenge about how we were to respond as a church both in serving our community and our church fellowship. But it also provided us with a once-in-a-lifetime opportunity. We were able to reshape how we bring church to others when we cannot meet in person.

LIVE STREAM SERVICES:

This led to a creative expression of church for all ages that could be accessed through live online services. Our Facebook page and YouTube channel were able to connect with people inside and visitors to our church and across the globe. On average our Facebook services were reaching over 1.5 thousand views, and were led in a highly creative way - by people of all ages. In addition our Families and Children's worker ran a family worship time prior to our morning live stream service. Many young people contributed to this worship.

As lockdown restrictions began to ease we turned our Church of the Good Shepherd site into a covid-secure, live-stream studio. This enabled live music, more interaction with those participating at home, and a greater variety of people to lead the services. We also introduced Zoom coffee time after the morning service so people could continue to connect in this way.

It's been particularly encouraging seeing new people join our church throughout the year and filling in our online connect form. For those unable to access online church, every week we sent out orders of service and sermon notes to over 30 homes.

We were also able to experiment with opening the church for personal prayer during September and for afternoon, in person services primarily aimed at those who struggled to connect online.

Due to the lack of in person services, we saw cash offerings reduce and responded quickly by introducing a new online giving platform. We were encouraged by the take up and by the way regular giving has remained predominantly constant throughout the pandemic. We have also been blessed by an increase in one off giving.

TRINITY CENTRE:

Despite the year beginning with high uncertainty as to whether the Trinity Centre would be built on schedule, the finances and the construction have gone ahead. The receipt of grants awarded to us, combined with the huge generosity of church members through donations and offering underwriting loans, enabled us to start the construction as soon as restrictions were lifted. The building of Trinity Centre is progressing very well and there has been very positive feedback from the local community with a sense of excitement and anticipation for the opportunities it will bring.

NEW PATTERNS OF PRAYER AND FELLOWSHIP

One of the positive outcomes of a national lockdown in March, was the opportunity to livestream regular times of prayer to our church Facebook page. Seeking to create a sense of community while we couldn't meet, to encourage corporate prayer for all the implications of the coronavirus pandemic and to introduce Common Worship Daily Prayer to the life of Hazlemere Church. The opportunity was well received. A core group still gathers twice a week, once for Morning and once for Night Prayer, and several have embraced what is a new style of prayer for them, even purchasing 'the red book' for personal use!

We also ran a weekly prayer meeting during the month of November, partnering with the national church, to specifically pray for our nation during the Covid-19 pandemic.

In response to the difficulties raised by providing children's gatherings during the pandemic, and from a growing desire to experiment with new styles of church for families, Wild Church was launched in October. The whole session is run outdoors, with a new theme for each session. Families are paired with older couples or singles, and the small bubbles of no more than 6 explore an outdoor location with questions to help them encounter God and develop in faith. Our first session explored Sound, and our second session explored Memories (sadly cancelled due to 2nd lockdown). All those who attended the first session enjoyed the experience, and particularly the opportunity to connect with people outside of their families.

PASTORAL CARE:

'In this world you will have trouble. But take heart! I have overcome the world' – John 16:33

This year has seen some significant personal trials and losses within the church membership for a few people, and we sympathise with those who have gone through trial.

Yet in the face of many challenges, we have clearly seen God's hand at work, with his comfort and provision even in the darkest of situations. The church has also shown love to each other, and to the wider community. In numerous ways, large and small, the church community has rallied to offer support and care to others going through times of trouble.

PASTORAL CARE STRUCTURE

There are three main ways in which pastoral care is organised in our church: Mutual care through LIFEgroups (our name for our small groups); support within congregations, coordinated by the Congregational Teams; and care from the Senior pastoral team.

LIFEGROUPS

In general, LIFEgroups have shown to be relatively resilient due to the pandemic and have found ways to continue to meet and support each other. Many groups have been meeting online via Zoom or other platforms. WhatsApp has also been a useful tool utilised by many groups. Some have organised socially distanced walks or other small gatherings, as and when lockdown restrictions have eased enough to allow them. However, there have also been a minority of groups which have seen their membership decrease or have not been able to meet virtually due to the challenges of technology. The LIFEGroup leaders met twice over Zoom to encourage and support one another and in the Autumn hoped to meet outside in groups 6, but those plans were curtailed due to the second lockdown.

CONGREGATIONS & 'CARE NET'

At a congregational level, key pastoral members within teams and congregations have been diligent in keeping telephone contact going with various church members.

At the beginning of the first lockdown in March we launched 'Care Net'. This was a network designed to help church members and also the wider community signal that they would appreciate additional telephone contact. This had a strong initial response from a significant number of people willing to offer support throughout lockdown but only a few who identified as wanting more contact with others. It soon became apparent that the existing strong network of relationships was able to sustain the majority of church members and in most cases superseded Care Net. (These networks were a combination of existing relationships within the church and other relationships beyond the church membership through extended families and wider networks of friends). As such, Care Net was closed in the summer, having done its job to connect those who needed additional contact and reassurance that support was available.

Nevertheless, the increased need for contact due to the lockdown restrictions still had an impact, and so the increased contact via the telephone across church members has, in general, continued.

Senior Pastoral Team

There have been a small but significant number of complex and traumatic challenges for various church members. These situations have required high levels of involvement from clergy and other pastoral workers. In some cases, support has been sought from professional agencies as well, with senior staff working to help refer and liaise with others.

Much work has been undertaken by the safeguarding team, and many processes have been improved. This work has been an enormous help in supporting the pastoral care across the church.

ENGAGEMENT WITH THE COMMUNITY

Time and again, this year we have seen church members looking to offer their time and energy to helping others in need, and to good effect. There has been a large amount of care offered by many church members, via telephone and visiting where possible.

Some church members have been instrumental in the organisation of community response groups to those in need due to Covid-19.

An initiative called 'Time Out' has been trialled and is now established. This is a regular meeting which facilitates mutual support for those who are wrestling with mental health issues. Time Out is organised by church staff members.

LOOKING FORWARD

As we look ahead to 2021, we anticipate a possible increase in those who may be struggling with their finances, an ongoing need to support those struggling with poor mental health, and the need to support marriages due to the ongoing increased pressures that Covid-19 has brought.

Above all, our greatest expectation and hope continues to be rooted in the ongoing provision, love and comfort that God lavishes upon us.

SAFEGUARDING UPDATE

Hazlemere Church is committed to the safeguarding, care and nurture of the children and people of all ages in our church community.

We are committed to:

- Promoting a safer environment and culture
- Safely recruiting and supporting all those with any responsibility related to children and vulnerable adults
- Responding promptly to every safeguarding concern or allegation
- Caring pastorally for victims/survivors of abuse or other affected persons
- Caring pastorally for those who are the subject of concerns/allegations of abuse and other affected persons
- Responding to those that may pose a present risk

What we have done in 2020 to promote a safer church:

- Instigated regular Safeguarding Subcommittee meetings and feeding back to PCC
- Analysed the role of the Safeguarding Subcommittee PCC Representative, making suggestions to enhance the profile of this role within the PCC. This will allow church safeguarding issues to be highlighted more effectively to the PCC and will hopefully improve the PCC's oversight in these matters
- Introduced a Pastoral Encounters record system and started to roll out training
- Produced guidelines and risk assessments in response to Covid-19 restrictions
- Identified the need for improved record keeping, effective communication and sharing of information between PSOs, staff and clergy. A monthly meeting between clergy & PSOs has now been scheduled for this purpose.
- Requested regular slots in Staff Meetings to raise current safeguarding issues and highlight actions that need to be taken
- Keeping up to date with new Diocesan safeguarding initiatives and ensuring that these are successfully implemented within Hazlemere Church

Training:

- Safeguarding training has been undertaken by leaders of children and youth, staff members and those for whom their role brings them into contact with vulnerable adults
- Raising Awareness of Domestic Violence and Abuse training has been undertaken by all clergy
- Leadership Safeguarding training has been undertaken by all clergy
- Safer Recruitment training has been undertaken by one of the PSOs
- Safeguarding incidents
- Clergy and PSOs have been involved with 11 safeguarding cases this year

FINANCIAL REVIEW

2020 has been a year in which we have taken a prudent approach in our planning. We recognised that God has led us through some potentially challenging situations, to keep us in a stable financial position.

TRINITY CENTRE

The start of the year began with scrutinising our financial position, and our projections, so that the Finance Sub-Committee (FSC), and subsequently the PCC, could decide that we had sufficient funds to proceed with the construction of Trinity Centre. We certainly didn't have all the "cash-in-the-bank" to make it an easy decision! In our evaluation, we took a prudent approach – we assumed no grant income for 2020 although we had a number of active applications in progress. The congregation had generously pledged c£300k over the next 3 years, and we secured over of £350k of congregational loans, that we would be able draw if needed. We also divided the Trinity Centre project into 2 phases – the initial construction phase (Phase 1), and the subsequent fit-out (Phase 2). After consideration of all the above, at the end of March 2020, the FSC and PCC unanimously agreed that the Construction Contract (for Phase 1) could be signed.

Of course, no sooner had the ink dried on our construction contract, Covid-19 hit the UK. A swift re-evaluation of our financial position ensued – but it was felt that whilst there were heightened risks, both to some of the pledges from the congregation and the costs of construction, we had a sufficient range of resource and income sources that we would be covered – so we continued to support our contractual obligation. From a practical perspective, construction work later had to be put on hold for 6 weeks due to Lockdown obligations, but we were relieved when a covid-safe system of work was implemented by the contractor and construction re-commenced.

Throughout the year, we have kept a close eye on income, and project costs. From an income perspective, we are grateful that almost all in our congregation have been able to continue to meet their initial pledges. A few families had to change their approach (due to changes in personal situations) but whilst some people had to reduce/stop their pledges, other people have added to theirs, or made adhoc donations which hadn't initially been pledged. We have been grateful to all those who have contributed in every way.

At this point, we must call out specific thanks to a couple of external bodies who gave us grants during the year. The Laing Trust gave us £10,000, despite not being able to visit our project in person due to Covid-19 restrictions. Wycombe District/Buckinghamshire Council allocated a sum of £312,361 from its Community Investment Levy funds, and our thanks are due to all involved in securing those grants for us. At the end of 2020, we also received confirmation that we are due to receive a grant of £75,000 from HS2, as a contribution to the new zinc walls and roof (not included in the 2020 accounts as evidence of spend is needed before we can claim the grant; Grant monies of over £64,000 has now been received in 2021). These funds are in addition to the £34,500 received in 2019 from All Churches Trust.

We are hugely grateful to all those that have put their faith and confidence in Trinity Centre. The financial contributions have also ensured that in early 2021 the PCC was able to commit to Phase 2 - the full fit-out of Trinity Centre, to be completed as the main building is being constructed. We look forward to restarting our church activities, welcoming back charitable and community groups, and establishing new avenues for faith and fellowship, later during 2021.

Costs for the Trinity Centre are monitored monthly by our Quantity Surveyor, as well as by our internal Trinity Centre Project team, and the FSC. All spending remains on track to our expectations. We are grateful to all our partners involved in the building work – notably Edgar Taylor our construction contractor, Allen Associates our architects, Synergy our quantity surveyors, AKSWard our structural engineer and Designbrook our building services consultant.

INCOME

Covid-19 has changed the nature of our income . Our in-person services had to stop from March, and consequently we stopped receiving cash offerings, which would typically have been c. £3k a month. As the services moved online, so we set-up a new online giving option – although our priority was fellowship over finances. We have been thankful that the majority of regular donors give through standing orders, and that, to the large extent, donations have largely been unaffected by the Covid-19 situation. We have also received a number of one-off gifts, including from people who have told us these are specifically to offset reductions in offering income.

COSTS

The lack of in-person meetings and community group meetings has resulted in some operational cost savings. Some of our staff could not perform their typical work and were therefore put on the government's furlough scheme, with the church topping up their salary to ensure no personal financial loss. We look forward to welcoming those staff members back to full service in early 2021. We incurred some unplanned costs in setting up facilities for the online services, but recognise this as a positive investment of our resources.

As our income held-up during the period, we met all our commitments, ensuring that our diocese parish share was paid in full, and all our missionary payments were made. We gave a total of £67,425 (2019: £62,000) to local and overseas mission projects.

Like many areas, members of the local communities in the High Wycombe area came together to provide practical support to residents during the pandemic. Many members of our congregation helped in practical ways, such as making scrubs for NHS workers, regularly communicating with vulnerable persons through phone calls and WhatsApp messages, and practically supporting local neighbours. Our church agreed to collaborate with the High Wycombe Coronavirus Mutual Aid response group, which consequentially allowed them to receive a £1,000 grant from the local council. Money received was mostly used to pay for the production of leaflets which various volunteers put through doors, and allowed partnerships to be established for food shopping, pharmacy collections and telephone befriending schemes.

We continue to be grateful to God for gently navigating us through the stormy waters of Covid-19, and the bumpy start of the Trinity Centre construction. We are also thankful for those who have donated to our church, either as congregational members or external bodies. We continue to seek to be wise stewards of our finances and ensure that our church is adequately equipped for its mission and ministry aims.

OUR CHURCH: A SUMMARY

OUR OBJECTIVES AND ACTIVITIES

The primary objective 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. In accordance with the PCC (Powers) Measure 1956, the PCC is to co-operate with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

As a church we have adopted a Mission Statement of "Being the People of God, fulfilling the Purposes of God". This is seen as a dual emphasis between building up and encouraging the Christian community and being effective in our role as the Christian witness in this local community and beyond.

OUR FOUNDATIONAL VALUES

We have a series of key foundational values which determine how we act and relate to one another. These values underlie what we hope to see as a local church.

- The Bible is our foundation
- The lost matter to God
- We seek to be led by the Holy Spirit
- Prayer is a priority
- We build relationally
- Worship is an encounter with God
- Generous in attitude and action

OUR PURPOSE

As part of the Church of England, the PCC's aims are to support the spread of the Christian religion. Primarily the PCC aims to support the Christian religion in the Parish of Hazlemere but also as a net financial contributor to the Anglican Church it supports the purposes of the spread of the Christian religion across the world to all. We are a mission-based church and believe that Jesus Christ is the Saviour of the world and that everyone would benefit from belief in Him and receipt of the Holy Spirit. In acting out our beliefs, we work as one church, (usually) meeting as multiple congregations in different places around Hazlemere and Widmer End on Sundays and some weekdays, and as smaller LIFEgroups during the week.

STATEMENT OF PUBLIC BENEFIT

The following is stated to meet the requirement to provide a statement on our public benefit.

The PCC confirms that we have referred to the Charity Commission's guidance on public benefit, in particular the specific guidance on charities for the advancement of religion, when reviewing the PCC's aims and objectives and in planning future activities. The PCC also confirms that the trustees (i.e. the PCC members) have had due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

The PCC provides benefit to the public in the following ways (note that these represent our usual offerings; not all are possible during Covid-19/lockdown times):

the provision of sacred spaces, churches and worship services – we:

- maintain the church buildings at Hazlemere and Widmer End
- hold regular meetings that are advertised and open to all

the provision of public rituals and ceremonies – we:

- conduct regular church services at three locations,
- celebrate weddings,
- conduct burials,
- conduct baptisms and blessings;

contributing to the spiritual and moral education of children – we:

- have a vibrant children and youth group where they learn about Christ
- support the work and activities of local schools
- run school assemblies
- provide governors who represent the PCC on the adjacent C of E school
- financially and physically support the Lighthouse holiday club initiative in Hazlemere each year

carrying out, as a practical expression of religious beliefs, other activities (such as advancing education or conflict resolution, or relieving poverty), which may also be charitable – we:

- support a number of overseas missionaries through financial and spiritual support
- undertake outreach to the elderly
- support financially and spiritually those in need in the parish
- provide a community centre resource that enables charitable and community groups to operate their activities
- financially support local hospice work
- are involved in prison visitor work
- support aid work in Africa
- support the Wycombe Homeless Connection for those needing accommodation locally
- enable our premises to be used by others in our community
- provide comfort and support to the bereaved and those who mourn
- pray for those who are sick and in need.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The PCC is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure 1956 as amended. The PCC is registered with the Charity Commission: Charity Number 1128994.

The appointment of members of the PCC is set out in the Church representation rules. The PCC members are appointed annually by vote at the Annual Parochial Church Meeting (APCM).

The PCC has ultimate responsibility for a wide range of matters affecting the parish, including such matters as compliance with health and safety, discrimination legislation and child protection. Therefore, the PCC appoints representatives who are responsible for the compliance to such legislation, maintaining knowledge regarding the ever-changing nature and degree of application of such legislation, advising the PCC regarding its duties in these areas and for training parishioners as required.

The PCC meets on a planned basis several times a year to discuss and ratify key decisions such as the setting of the Annual Financial Plan and adoption of the Annual Accounts. Between these meetings it operates through the following committees/teams:

- The Standing Committee is a sub-group of the PCC that meets both physically and virtually to discuss and agree matters in detail before proposals are placed before the PCC. It comprises the Incumbent, Clergy, Churchwardens, Treasurer and Secretary.

- The Finance Subcommittee meets as required either physically and/or virtually to review financial management of the PCC's funds. It comprises the Vicar, a Churchwarden, Treasurer, Finance Manager and other persons co-opted as required by the PCC for their knowledge of financial matters. This team prepares and presents the Annual Financial Plan for approval by the Standing Committee and full PCC and then monitors actual performance against the Plan throughout the year, as well as agreeing financial policy.

- The Mission Subcommittee meets through the year to consider prayerfully the PCC's support for Home and Missionary work. It meets both together and with the missionaries to consider their work and requirements for prayer and financial support. It recommends appropriate persons and levels of support to the PCC. The team members comprise members of the PCC and church members with a heart to ensure the Parish adequately supports missionary work.

- Trinity Centre Project Board meets monthly as the main forum for progressing the project. This board is itself supported by a number of subgroups.

Remuneration

The PCC delegates the oversight of remuneration of its staff to the Standing Committee who themselves take recommendations from the Finance Sub-Committee. External information relating to Living Wage and Diocesan pay increases are taken into consideration when determining pay-rates.

STATEMENT OF TRUSTEE'S RESPONSIBILITIES

The members of the PCC are responsible for ensuring that the Trustees' Annual Report and the financial statements are prepared in accordance with applicable law and the UK GAAP Financial Reporting Standards (FRS) for the United Kingdom and Republic of Ireland.

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts Reports) Regulations 2008 and any trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

RISK MANAGEMENT

The PCC maintains a Risk Register as part of its Risk Management Plan. This identifies the key risks to spiritual life, financial health, meeting statutory and legal requirements, our operations and our reputation. Owners have been allocated for each risk and mitigation actions defined which have brought the risks within the PCC's risk tolerance. The Risk Management Plan is reviewed triennially. Key elements of the plan consider the following areas:

Income

As with many charitable organisations, the majority of the PCC's income is the result of voluntary giving and in the PCC's case, the vast majority of this comes from the generous, sacrificial and committed giving of the membership of Holy Trinity Church, Hazlemere. The PCC recognises that church membership fluctuates year-by-year and that any period of change can heighten the risk of this fluctuation. The PCC, supported by detailed reviews by the FSC, continues to monitor the trends of giving, and managing our expenditure levels accordingly.

In 2020, income for the church was significantly enhanced by donations to the Trinity Centre, following pledges given at Step Up Sunday in 2019, and adhoc congregational donations, enhanced by two external grants from the Laing Trust and Wycombe District Council. Income reflected in the accounts is the actual cash received in the year.

Operations

Essential and routine maintenance and repair work across our church estate is overseen by our Facilities Manager. Records of our assets are maintained and checked triennially by the local Deanery. The Facility Manager is an integral part of the Trinity Centre project team, so that there is clarity regarding the timing and prioritisation of work.

The Facilities Manager is also the Health and Safety (H&S) representative. H&S information is obtained directly from HSE monthly updates and Lawpack publication "Health & Safety at Work Essentials" and applied to our situation as required. The major H&S risks identified by the PCC have been reviewed and systems or procedures have been established to mitigate these risks. All Food Hygiene and First Aid at Work requirements are up-to-date.

Safeguarding

Given the wide ranging and innovative programme of ministry with children and young people and vulnerable adults provided at Holy Trinity, Hazlemere, the health, safety and protection of these individuals is regarded as being of paramount importance. We operate a formal policy for the safeguarding of children and vulnerable adults, in line with Diocesan guidelines. Continual review of Safeguarding policies, procedures and practice is ongoing and overseen by the PCC's Safeguarding representatives who regularly report to the PCC.

Reserves Policy

As part of our contingency planning and risk management the PCC operates a reserves policy whereby we seek to ensure that our unrestricted general fund reserve does not fall below an appropriate level for the ongoing ministry. From a review taken in 2019, it was agreed that our target reserves level should be equivalent to three months of staff and missionary partner costs, net of three months of regular standing order income. In accordance with this policy, the minimum value of reserves agreed to be in place is £40,000. The Reserves level will be measured by free cash available within Unrestricted and Designated funds (i.e. excluding the Fixed Asset fund). The PCC has determined that there is no need to set a minimum Reserves level in respect of the Restricted Buildings Fund (i.e. for Trinity Centre), as the cashflow requirements for that project will be considered independently.

Trinity Centre

The Trinity Centre project is directed by a multi-disciplinary team that oversees all areas of construction planning, financial reviews and communication processes. All costs are pre-approved by the PCC, and updates on all areas of the project are regularly given to the PCC.

REFERENCE AND ADMINISTRATIVE

The Church Office is based at:

Holy Trinity Church
262 Amersham Road
Hazlemere
High Wycombe
Bucks HP15 7PZ

Tel: 01494 523191

The church is a registered charity under statute, registration number 1128994

There are 3 main bankers:

Barclays Bank PLC
PO Box 41
High Wycombe
Bucks HP11 2PG

HSBC PLC
1 Corn Market
High Wycombe
HP11 2AY

Lloyds Bank PLC
25 Gresham Street
London EC2V 7HN

Auditors:

Cansdales Audit LLP
Bourbon Court
Nightingales Corner
Little Chalfont
Bucks HP7 9QS

The PCC comprises the following current members (as at 31st Dec 2020):

Chair:

Rev Mark Meardon (Ex-officio)

Members:

Malcolm Corden
Mike Cross
Brian Eckheart
Rev Claire Gerrard (Ex-officio)
Anna Greathead
Trish Harding (Treasurer)
James Hazelton (Churchwarden)
Richard Jones
Rev Dominic Meering (Ex-officio)
Jane Montgomery (Secretary)
Mark Moorcraft (Deanery Synod Rep)
Charlotte Morris
Mark Olsen
Jackie Pestell (appointed Nov 20)
Roger Simmons (Churchwarden)
Bob Waldron
Hannah Wuermli

The following ceased PCC membership during the year:

EJ James

Day-to-day management is delegated to the Incumbent/Vicar, Rev Mark Meardon, who also served as Chair of the Parochial Church Council throughout the reporting period.

Signed on behalf of the PCC on 28TH MAY 2021.



Rev Mark Meardon
Vicar and Chair of PCC

SECTION 2

PARISH OF HAZLEMERE

FINANCIAL STATEMENTS

OF THE

HOLY TRINITY

PAROCHIAL CHURCH COUNCIL

For Year Ended 31st December 2020

Charity Registration no. 1128994

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

STATEMENT OF FINANCIAL ACTIVITIES

For Year Ended 31st December 2020

	Note	Unrestricted Funds £	Restricted Funds £	2020 Total £	*2019 Total Note 11 £*
INCOME					
Donations	2(a)	363,905	539,461	903,366	*1,326,362*
Income from Investments	2(b)	8,027	-	8,027	*3,726*
Income from Trading Activities	2(c)	3,038	-	3,038	*3,741*
Other Income	2(d)	22,611	-	22,611	*8,610*
TOTAL INCOME		**397,581**	**539,461**	**937,042**	***1,342,439***
EXPENDITURE					
Expenditure on Charitable Activities	3(a)	368,003	14,580	382,583	*434,673*
Raising Funds	3(b)	-	2,359	2,358	*952*
Other Activities	3(c)	5,263	941,233	946,496	*162,602*
Governance Costs	3(d)	4,277	-	4,277	*3,993*
TOTAL EXPENDITURE		**377,543**	**958,172**	**1,335,714**	***602,220***
NET INCOME/(EXPENDITURE) BEFORE TRANSFERS		**20,038**	**(418,711)**	**(398,673)**	***740,219***
Transfers between funds	10	-	-	-	-
Net movement in funds after transfers		**20,038**	**(418,711)**	**(398,673)**	***740,219***
TOTAL FUNDS BROUGHT FORWARD		640,934	837,001	1,477,935	*737,716*
TOTAL FUNDS CARRIED FORWARD		**660,972**	**418,290**	**1,079,262**	***1,477,935***

The notes numbered 1 to 11 form part of these financial statements.

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

BALANCE SHEET

As At 31st December 2020

	Note	2020 £	2020 £	*2019* £	*2019* £
FIXED ASSETS					
Tangible fixed assets	4		32,955		*38,219*
CURRENT ASSETS					
Cash at bank and in hand		773,721		*289,824*	
Deposits < 3 months' notice		482,090		*884,311*	
Deposits > 3 months' notice		880		*274,632*	
Total Cash and Deposits			1,256,691		*1,448,767*
Debtors	5		11,624		*19,589*
			1,268,315		*1,468,356*
CREDITORS due within 1 year	6		(222,008)		*(28,640)*
NET CURRENT ASSETS			1,046,307		*1,439,716*
NET ASSETS			**1,079,262**		***1,477,935***
FUNDS					
Restricted	10		418,290		*837,001*
Unrestricted – Designated			434,189		*439,453*
Unrestricted – General Fund			226,783		*201,481*
TOTAL FUNDS			**1,079,262**		***1,477,935***

Approved by the PCC on 24th May 2021 and signed on their behalf by:

Rev Mark Meardon
Chairman

Trish Harding
Treasurer

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

Cash Flow Statement

For Year Ended 31st December 2020

	2020 £		*2019 £*	
Cash Flow from Operating Activities				
Net cash from operating activities	(398,672)		*740,219*	
Adjustments for:				
Depreciation charges	5,263		*4,650*	
Dec/(Inc) in Debtors	7,965		*(12,547)*	
Inc in Creditors	193,368		*23,479*	
Net cash from operating activities		(192,076)		*755,801*
Cash Flow from Investing Activities				
Purchase of assets	-		*(7,368)*	
Movement on >3 months cash deposits	273,753		*(2,122)*	
Net cash from investing activities		273,753		*(9,490)*
Cash Flow for reporting period ended 31st Dec		81,677		*746,311*
Cash Balance at beginning of reporting period		1,174,135		*427,824*
Cash Balance at end of reporting period		**1,255,811**		***1,174,135***
Classified on the balance sheet as:				
Cash at bank		773,721		*289,824*
Short term deposits (<3 months)		482,090		*884,311*
Cash balances		**1,255,811**		***1,174,135***
Deposits >3 months' notice		880		*274,632*
Total Cash and Deposit Balances		**1,256,691**		***1,448,767***

PAROCHIAL CHURCH COUNCIL OF HAZLEMERE

Notes to the Financial Statements

For Year Ended 31st December 2020

1. ACCOUNTING POLICIES

a) Charitable Status

The Parochial Church Council of the Holy Trinity Hazlemere is a registered charity in England and Wales, number 1128994. The Trustees are the members of the PCC names on page 20. The registered office is Holy Trinity Church, 262 Amersham Road, High Wycombe, Buckinghamshire HP15 7PZ.

b) Basis of preparation of financial statements

The accounts are prepared under the historical cost convention in accordance with the Church Accounting Regulations 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing their accounts in accordance with FRS 102 (effective 1 January 2019) – (Charities SORP (FRS 102)) and the Charities Act 2011.

The primary objective of the charity is to promote the gospel of our Lord Jesus Christ according to the doctrine and practice of the Church of England. The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). There are no material uncertainties about the charity's ability to continue as a going concern.

The accounts include transactions, assets and liabilities for which the PCC can be held responsible. They do not include the accounts of church groups that owe an affiliation to another body, nor those that are informal gatherings of church members.

c) Fund Accounting

General Fund represents the "free" funds of the PCC that are not subject to any restriction regarding their use and are available for application on the general purposes of the PCC.

Designated Funds are earmarked by the PCC for particular purposes, but are nevertheless still unrestricted, as the PCC can re-designate the funds if it wishes. The PCC's designated funds are:

- **Southcote Fund** – This fund was generated by proceeds from the sale of 17 Southcote Way, and was subsequently enhanced by the historic transfer of surpluses from the General Fund. It is designated to fund exceptional items of expenditure.
- **PCC's Freehold Land and Buildings and Equipment Fund** – The value of the land, buildings and equipment owned by the PCC are held in this fund.

Restricted Funds are funds collected or donated for a particular purpose and cannot be used by the PCC for any other purpose except by agreement with the donor. The PCC has four restricted funds:

Buildings Fund - This fund has been established to support enhancements and alterations to church buildings and their surroundings in the parish and other purposes as approved by the PCC

Special Offerings - Offerings collected (and distributed) to specific causes

External Grants - Grants given to the church from external parties for specific purposes, and used in the required manner

High Wycombe Mutual Aid – In response to the Covid-19 situation, a group of individuals came together in the local area to help provide help and practical support to those that needed it. Holy Trinity Church agreed to accept Mutual Aid donations and use these to pay costs incurred for items such as leaflet production, DBS checks and emergency food shops.

d) Income

Donations - Collections and planned giving are include in the SOFA when the funds are received. Income tax recoverable on gift aid donations is recognised when claimable. Any grants or legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement and the amount due.

Grants – Grants from external organisations are accounted for when received, or when awarded, if the conditions of the award have been fully met.

Investments – Income earned on deposits with the banks and Central Board of Finance is accounted for when received.

Other Income – The PCC does not rent out its church buildings; Instead it welcomes donations from the users of the premises, which are recognised on receipt. Parochial fees for weddings, funerals etc are accounted for when due.

e) Expenditure

Expenditure is accounted for when payable. Grants to external organisations are accounted for when paid, or when awarded, if that award creates a binding obligation on the PCC

f) Fixed Assets

i) Consecrated land and buildings and moveable church furnishings

Consecrated and beneficed property is excluded from the financial statements by S10(2)(a) and (c) of the Charities Act 2011. All costs related to the Trinity Centre will follow this treatment (as the centre will be an integral extension to the existing church) and be expensed in the year in which they are incurred.

No value is attributed to moveable church furnishings held by the Churchwardens on special trust for the PCC and which require a faculty for disposal since the PCC considers this to be inalienable property. They are listed in the church's inventory that can be inspected at any reasonable time. For inalienable property acquired prior to 2000 there is insufficient cost information available and therefore such assets are not valued in the financial statements. Items acquired since January 2000 have been capitalised and depreciated in the financial statements over their anticipated useful life on a straight-line basis.

All expenditure incurred in the year on consecrated or beneficed buildings, on individual items under £2,000, or on repair of movable church furnishings acquired before January 2000, is expensed when incurred.

ii) Tangible fixed assets for use by the charity

These are capitalised if they can be used for more than one year, and cost at least £2,000. Depreciation is calculated to write off the capitalised cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows:

Land	Nil
Buildings	50 years (except the Prayer Studio which is depreciated over 10 years, given its anticipated shorter economic life)
Fixture, Fittings and Equipment	7 years

g) Current Assets

Amounts owing to the PCC at the year-end in respect of tax reclaims and other income are shown as debts less any provision for amounts which may prove to be uncollectable. Short-term deposits include cash held on deposit either with the Church of England Deposit Fund or at a bank.

h) Pension Policy

The PCC participates and auto enrols its employed staff into the Legal and General Stakeholder Pension scheme, a defined contribution scheme. Contributions are accounted for on an accruals basis.

i) Charitable Commitments

The PCC has supported many local charities and overseas mission partners for many years. The PCC reviews all commitments to other charitable bodies and missionaries it supports on a year-by-year basis. It does not commit to long-term support although it may however, provide long term support for its mission partners.

Notes to the Financial Statements

For Year Ended 31st December 2020

2. INCOME

	Unrestricted Funds	Restricted Funds	Total Funds 2020	*2019*
	£	£	£	£
2a Donations				
Gift Aided Donations	252,797	153,728	406,524	*773,549*
Gift Aid	65,046	33,299	98,345	*192,907*
Other Planned Giving	17,517	28,556	46,073	*293,160*
Other Gifts & Cash Offerings	28,546	1,516	30,062	*30,247*
Grants	-	322,361	322,361	*36,500*
TOTAL INCOME	**363,905**	**539,461**	**903,365**	***1,326,362***
2b Income from Investments				
Interest from Investments	8,027	-	8,027	*3,726*
2c Income from Trading Activities				
Parochial Fees	3,038	-	3,038	*3,741*
2d Other Income				
Seniors, Toddlers etc	1,354	-	1,354	*8,610*
Government Grant (furlough scheme)	21,257	-	21.257	-
TOTAL OTHER INCOME	**22,611**	**-**	**22,611**	**8,610**
TOTAL INCOME	**397,581**	**539,461**	**937,042**	***1,342,439***

3. EXPENDITURE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £	*2019* £
a) Expenditure on Charitable Activities				
Mission Support:				
Overseas Mission Partners *(see below)*	45,795	-	45,795	*46,268*
Overseas Mission Projects:				
- Amani	2,000	5,723	7,273	*1,993*
- Global Recordings	350	-	350	*350*
- JAMBO	-	-	-	*1,583*
- YWAM	-	-	-	*400*
- Tearfund	-	-	-	*929*
Sub-Total: Overseas Mission Projects	**2,350**	**5,723**	**8,071**	***5,256***
Home Mission:				
- Seniors Events/Keep-Fit	682	-	682	*3,368*
- Dorcas Project	-	-	-	*2,750*
- Lighthouse	2,300	-	2,300	*2,300*
- Wycombe Homeless Connection	1,500	3,870	5,270	*2,429*
- Football Club	-	-	-	*700*
- Alpha	-	-	-	*480*
- WYFC	400	-	-	*400*
- Schools Ministry	59	-	59	*250*
- Iain Rennie Hospice at Home	-	1,608	1,608	*929*
- Love Fund	600	-	600	*1,441*
- Love Wycombe	500	-	500	-
- Wellcome Trust	-	-	-	*2,000*
- Wycombe One Can Trust	-	2,057	2,057	-
Sub-Total: Home Mission	**6,041**	**8,859**	**14,900**	**17,047**
Ministry Costs:				
- Staff Pay	140,595	-	140,595	*163,090*
- Parish Share	128,604	-	128,604	*125,228*
- Staff Expenses	10,317	-	10,317	*12,393*
- Children, Youth & Family	1,403	-	1,403	*10,283*
- Events	1,781	-	1,781	*6,687*
- Music & Worship	4,125	-	4,125	*3,118*
- Printing & Publicity	196	-	196	*594*
- Diocesan Costs	1,933	-	1,933	*2,440*
Sub-Total: Ministry Costs	**288,955**	-	**288,955**	***323,832***

Church Management				
- Office Management & Admin	6,830	-	6,830	*10,390*
- Fabric & Maintenance	6,973	-	6,973	*16,660*
- Utility Costs & Insurance	11,059	-	11,059	*15,221*
Sub-Total: Church Management	**24,862**	**-**	**24,862**	***42,270***
Charitable Activities Total	**368,003**	**14,580**	**382,583**	***434,673***

Overseas Mission partners supported were: J&K Hughes (Wycliffe Bible translation in Indonesia), I&L Hollman (Wycliffe Bible translation in Africa), K&D Mercado (Outreach in Krygyzstan), R Gracey (Wycliffe), P&S Hopkins (Outreach), K&J McKee (Global Recordings Network in E Europe).

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £	*2019 £*
b) Raising Funds				
Costs related to fundraising for the Trinity Centre	-	2,359	-	*952*
c) Other Activities				
Depreciation	5,263	-	5,263	*4,650*
Costs relating to the construction of the Trinity Centre	-	941,233	953,591	*157,952*
Total Other Activities	**5,263**	**943,592**	**958,854**	***162,602***
d) Support				
Audit Fee	4,277	-	4,277	*3,993*
Total Expenditure	**356,286**	**958,172**	**1,314,458**	***602,220***

A total of £943,591 was spent on Trinity Centre in 2020 and, in accordance with the Fixed Assets policy (Note 1f) has been expensed in the year.

4. FIXED ASSETS

	Freehold Land & Buildings	Equipment	**Total**
Cost			
Balance as at 1st Jan 2020	79,675	11,768	**91,443**
Additions	-	-	**-**
Balance as at 31 Dec 2020	79,675	11,768	**91,443**
Depreciation			
Balance as at 1st Jan 2020	49,176	4,048	**53,224**
Charge for the year	3,868	1,395	**5,263**
Balance as at 31 Dec 2020	53,044	5,443	**58,487**
Net Book Value			
As at 31st Dec 2019	30,499	7,720	**38,219**
As at 31st Dec 2020	26,631	6,325	**32,956**

Insurance values of the relevant buildings and contents:

Holy Trinity building	£4,750,578
Church of the Good Shepherd	£1,205,000
Church House (building only)	£204,524

The freehold land and buildings controlled, but not necessarily owned by, the PCC compromise:

Holy Trinity Church & Prayer Studio
The Church of the Good Shepherd, Widmer End
Church House, Widmer End

(The Oxford Diocese owns all but the Prayer Studio, although they are all maintained by the PCC)

5. DEBTORS

	2020	**2019**
	£	**£**
Gift Aid claim	6,590	17,215
Prepayments	1,479	2,374
Other debtors	3,556	-
	11,625	**19,589**

6. CREDITORS due within one year

	2020	**2019**
	£	**£**
Audit fee	4,170	4,050
Trinity Centre	211,880	20,923
Other creditors	3,958	3,667
	222,008	**28,640**

7. STAFF COSTS

	2020	2019
	£	£
Salaries and wages	130,910	*151,384*
Employers' NIC	5,148	*6,553*
Pension contributions	4,537	*5,153*
Employment costs	**140,595**	***163,090***
Staff expenses and other costs	10,317	*12,393*
	150,912	***175,483***

£21,257 of HMRC furlough grants relating to Staff Costs were received in the period and are included within under Other Income.

No employee earned £60,000 or more.

The vicar, associate vicar and the curate are employed and paid by the Diocese, and a proportion of the parish share payment relates to their ministry costs.

Staff numbers – average head count

	2020	*2019*
Ministry	6	*5*
Support	5	*6*
Total	**11**	***11***

8. RELATED PARTY TRANSACTIONS

The aggregate value of donations made by PCC members, and related parties, was £58,757 (2019: £178,870). In 2019 this included one-off donations to the Buildings Fund for Trinity Centre

2 PCC members and related parties (2019: 3), received remuneration totalling £19,959 (2019: £28,232). These payments were a combination of salary, mission payments, work invoiced and Love Fund gifts.

8 PCC members and related parties (2019: 6), received expenses during the year totalling £11,241 (2019: £8,009)

9. COMMITMENTS AND POST BALANCE SHEET EVENTS

On 21st May 2020, the PCC entered into a construction contract with Edgar Taylor for a sum of £1,760,428. As at 31st December 2020, £878,324 had been incurred.

The PCC has entered into non-secured borrowing agreements with a number of congregational members, under which it may borrow up to £195,000 to be repaid within periods up to 9 years.

On 21st January 2021 the PCC approved expenditure of an additional £127,122 to complete the fit-out of the Trinity Centre.

In 2020 we received confirmation that we are due to receive a grant of £75,000 from HS2 as a contribution to the new roof. Over £64,000 of this has been received in 2021 and will be recorded as income in that year.

10. ANALYSIS OF FUNDS

		Movement Of Funds During The Year /£			
	Balance b/f	Income	Expenditure	Transfers	Balance c/f
UNRESTRICTED FUNDS					
General Funds	201,481	397,582	(372,280)	-	226,783
Designated Funds:					
Fixed Assets	38,219	-	(5,263)	-	32,955
Southcote Fund	401,234	-	-	-	401,234
Total Unrestricted Funds	***640,934***	***397,582***	***(377,543)***	**-**	***660,972***
RESTRICTED FUNDS					
Buildings Fund	837,001	202,329	(943,592)	-	95,738
Special Offerings	-	13,255	(13,255)	-	-
External Grants	-	322,361	-	-	322,361
High Wycombe Mutual Aid	-	1,516	(1,325)	-	191
Total Restricted Funds	***837,001***	***539,461***	***(958,172)***	**-**	***418,290***
TOTAL	**1,477,935**	**915,786**	**(1,335,715)**	**-**	**1,079,262**

Please see Note 1c) for a description of the funds.

11. PREVIOUS YEAR'S STATEMENT OF FINANCIAL ACTIVITIES

For Year Ended 31st December 2019

	Note	Unrestricted Funds £	Restricted Funds £	2019 Total £	*2018 Total Note 11 £*
INCOME					
Donations	2(a)	390,451	935,911	1,326,362	*602,662*
Income from Charitable Activities	2(b)	-	-	-	*10,507*
Income from Investments	2(c)	3,726	-	3,726	*4,564*
Income from Trading Activities	2(d)	3,741	-	3,741	*3,288*
Other Income	2(e)	8,610	-	8,610	*3,026*
TOTAL INCOME		**406,528**	**935,911**	**1,342,439**	***624,047***
EXPENDITURE					
Expenditure on Charitable Activities	3(a)	428,445	6,228	434,673	*469,723*
Raising Funds	3(b)	-	952	952	-
Other Activities	3(c)	4,650	157,952	162,602	-
Governance Costs	3(d)	3,993	-	3,993	*2,362*
TOTAL EXPENDITURE		**437,088**	**165,132**	**602,220**	***472,085***
NET INCOME/(EXPENDITURE) BEFORE TRANSFERS		**(30,560)**	**770,779**	**740,219**	***151,962***
Transfers between funds	10	(1,441)	1,441	-	-
Net movement in funds after transfers		**(32,000)**	**772,220**	**740,219**	***151,962***
TOTAL FUNDS BROUGHT FORWARD		672,935	64,781	737,716	*585,754*
TOTAL FUNDS CARRIED FORWARD		**640,934**	**837,001**	**1,477,935**	***737,716***

SECTION 3

Independent Auditor's Report to the Trustees of The PCC of the Ecclesiastical Parish of Holy Trinity Hazlemere

Opinion

We have audited the financial statements of The PCC of the Ecclesiastical Parish of Holy Trinity Hazlemere (the 'charity') for the year ended 31 December 2020 which comprise the statement of financial activities, the balance sheet, the cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2020, and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 6, the trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.][4]

Use of our report

In the previous accounting period, the trustees of the charity took advantage of audit exemption the Charities Act. Therefore, the prior period financial statements were not subject to audit.

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

Cansdales Audit LLP, Bourbon Court, Nightingales Corner, Little Chalfont, Buckinghamshire HP7 9QS
Statutory Auditor

Date 2 JUNE 2021