

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF HIGH WYCOMBE ALL SAINTS

England & Wales · Charity number 1129065

Details

Other names	All Saints' PCC High Wycombe, HIGH WYCOMBE ALL SAINTS PCC
Status	Registered
Legal form	Previously excepted
Registered	2009-04-08
Register	View on the Charity Commission register

Contact

Address	All Saints Parish Office Oakley Hall 8 Castle Street High Wycombe HP13 6RF
Phone	01494527526
Email	office@allsaintshighwycombe.org
Website	www.allsaintshighwycombe.org

Activities

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

Activities: Regular public worship open to all. The provision of sacred space for personal prayer and contemplation. Pastoral work including visiting the sick and bereaved. Teaching of Christianity through sermons, courses and small groups. Taking of religious assemblies in schools. The provisions of youth groups with a Christian ethos. Promotion of Christianity through the staging of events and meetings.

Classification

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

Geography

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

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£279,616	£266,867	-	-
2023-12-31	£279,655	£239,193	-	-
2022-12-31	£245,782	£240,829	-	-
2021-12-31	£220,333	£237,887	-	-
2020-12-31	£239,611	£228,331	-	-

Trustees

Name	Role	Appointed
Andrew Buchanan		2025-04-27
Barry Titchen		2017-04-30
Derek Lancaster		2017-01-01
EDGAR PHILMORE KENTIGUN SAMUEL		
Elaine Dagnall		2025-04-27
Fr. Anthony Searle		2023-11-03
Jacqui Brearley		2024-04-28
John Lord		
Kath Dunn		2024-04-28
Lynda Moorcroft		2019-04-07
Michelle Neudecker		2024-04-28
Mike Salem		2025-04-27
Rev Azita Jabbari		2025-05-21
Rev JACKIE LOCK		
Rev Joshua Harris		2025-07-05
Robyn Connelly		2019-01-01
SHEILA DOIG		2018-04-29
Susan Lord		2024-04-28

Accounts

REGISTERED CHARITY NUMBER: 1129065

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 DECEMBER 2024
FOR**

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**CONTENTS OF THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2024**

	Page
Report of the Trustees	1 to 9
Independent Examiner's Report	10
Statement of Financial Activities	11
Balance Sheet	12
Notes to the Financial Statements	13 to 21

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2024**

The Trustees present their report with the financial statements of the charity for the year ended 31 December 2024. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard, applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

The PCC is committed to enabling all people to worship at the church and to become part of the parish community at All Saints'. The PCC maintains an overview of worship throughout the parish and makes suggestions on how services can involve the many diverse groups that live within the parish. The services and worship express and nurture faith through prayer, scripture, music and sacramental worship – a place for our whole community to encounter God. That faith is put into practice through missional, pastoral, evangelistic, social and ecumenical engagement, with the parish, town and wider world.

When planning activities during the year, the Rector, PCC, Shared Leadership Team and Ministry Team consider the Charity Commission guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. In particular, emphasis is given to enable ordinary people to live out their faith as part of our parish community through:

- Worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus;
- Providing pastoral care for all people living in the parish;
- Missionary and outreach work;
- Making the church available for greater community use within Christian and secular groups; and,
- Encouraging greater fellowship, cooperation and understanding within the local community.

In support of these objectives, there has been an increased emphasis on extending hospitality, together with improved access and availability. We seek to enable the wider community to feel welcome and share in the use of the building.

To facilitate this work, it is important that the fabric of the Church of All Saints' is maintained to the highest possible standard commensurate with the resources that are provided for this task. In the past this task has fallen to rich benefactors and the congregation; however, for the future, as a Grade I listed Building at the heart of the town, with a history dating back to the 11th century, it is appropriate that the wider High Wycombe community is aware of the historical and architectural importance of the building. As a spiritual and activity hub at the heart of activity in the town, we hope that more will see the value of contributing towards the upkeep of All Saints.

Fund-raising activities and appeals this year have supported local, national and international relief agencies, as well as community focused nursing, mental health, Christian youth & refugee services. We provide a warm space, donation-based café, lunchtime concerts and regular community meals for fellowship and support. There has also been a very generous response to the urgent need for repair and replacement of many of the tower steps, as well as raising funds for the major work to restore the South Porch, within the wider Sound Light Space project. This will require significant additional fundraising activity. These projects will safeguard the heritage, but also improve the functionality and amenities within the building, thereby increasing its use and appeal for the wider community.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2024**

ACHIEVEMENT AND PERFORMANCE

All Saints - Review of the Year 2024

It is a beautiful thing to be part of such a vibrant community, a church with a heart for love and mission in the heart of our community of High Wycombe. This report will only touch on some of the highlights from the year, and those who read it will no doubt have many ideas of what I have forgotten – my apologies, but there is so much!

Weekly events.

Every week is begun with encountering God in the presence of Jesus at the Eucharist, with a few dedicated meeting for the Book of Common Prayer communion before the larger gathering of the church community at the Parish Eucharist service. Every Sunday evening is held in prayer, most in Evensong, choral at the start of each month, with the occasional *Led by the Spirit* Eucharist drawing a different community together in contemporary worship. Each day of the week, the Mustard Seed Café is open to welcome visitors and regulars alike through our doors, run by a diverse and dedicated group of volunteers. On Mondays a glorious Lunchtime Concert draws in a full church to hear together the gift of music and Monday evenings see the Bell ringers practising their talents and the majestic sound is heard throughout the valley. A *Connections* Support Drop-in and NHS advice service regularly meet clients in the church and every Tuesday evening those on the edge of our community come together to share a meal at the Mustard Club. On Thursday evenings, the choir practices under the auspices of our Music Director and our Organist. The week is almost closed by Small Saints meeting together on Fridays for play and worship. And, barring Lent, the flower ladies decorate the church with some amazing arrangements while our excellent cleaner keeps the place sparkling.

Monthly and irregular events

2024 saw the slow beginnings of our Youth Group that we hope and pray will grow in purpose and regularity. The Repair Café meets monthly on the 2nd Saturday in church to reuse and recycle that which might otherwise be thrown away. A Men's Group meets on occasion to draw together and talk over some food and drink. And a Craft Group comes into church on either the 2nd or 4th Sundays to create individual or group projects, and hold friendship together.

Events through the year

2024 saw 11 baptisms, 5 confirmations, 2 weddings, and 22 funerals celebrated at or through All Saints. We also held 14 differing services, from memorials to Harvest Festivals and Carol Services, and 6 concerts from some very talented groups. And 9 schools and other organisations arranged to visit and tour the church building.

January-February

As the year began and we celebrated together Epiphany with the *blessing of the chalk*, sending everyone home to mark their lintels with 20+C+M+B+24 to bless the year in the darkest of months. January also saw significant 'steps' in the tower steps long repair.

February began with the Churchwardens' thank you to all the many volunteers who serve the parish enable the mission of the church. Ash Wednesday came fast on the heels of Candlemas and Lent Groups started watching together and talking about *The Chosen*, the TV series on the life of Jesus, with questions prepared by Rev. Ant Dixon of St Andrews. Chiltern Rangers and volunteers from the church worked once more on the churchyard to cut out some more of the non-native shrubs and clear the site.

March-April

March began with a Spring clean of the church, brushing out the nooks and crannies, clearing the debris of a year (or so). The end of the month had the close of the Lenten fast and the great feast of Easter. At Passiontide, the reredos and statues were covered as we faded the church further in Lent; Palm Sunday began traditionally outside with the waving of the palms under the Guild Hall; and Holy Week had a series of meditations leading us into the foot (and hand) washing of Maundy Thursday. Rev. Jackie Lock took charge of the Triduum and led us through a meditative Good Friday with appropriate musical intervals before the choir sang the Passion from John's gospel in the Last Hour. Easter awoke to the fire outside the West door and Derek sang the *Exsultet* before we settled down to breakfast.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2024**

ACHIEVEMENT AND PERFORMANCE

All Saints – Review of the year 2024 – continued

20th April saw a large group gather for an ‘Away Day’ at Holy Trinity, Hazlemere, to listen and discuss the Living in Love and Faith course.

May-June

May was quieter, but we celebrated some more of our young people being admitted to communion. June’s highlights included the D-Day Anniversary Service on 6th June, the Festival of Wellbeing on 15th June despite the atrocious weather, and the Hustings for the General Election 21st June with all the parties represented and a hundred gathered to hear their options. The Archdeacon’s Visitation Service on 26th June gathered together the Churchwarden’s from across South Bucks, with a few from across the border.

July-August

A quiz night on 5th July drew us together in some social laughter. During July, a group met together to study together the various Biblical texts relating to Living in Love and Faith on a few Saturday mornings.

A Pride Service was celebrated on 17th August with members of the LGBTQIA+ community gathering in the church to hear again that they are loved by God; after, the church had a stall at Pride and gave out cakes.

September-October

At the start of September, the Mayor’s Chair taken away for much needed repair. Wycombe Celebrates, a new festival, was held on 8th September with some wonderful craft groups in church, Ukrainian dancing, and a combined choir to sing together and close the celebration. A Creation Care group met for the first time to discuss how the church could move forward with environmental issues.

Heather Johnstone from CMS came and preached on 27th October. In late October, the *Unseen Echoes* exhibition of photographs on domestic abuse was displayed around the building, a set of images that draw attention to the issue by looking at the objects that tell the stories of the people affected from different perspectives. The month closed with the launch of Buckinghamshire’s Poppy Appeal on 26th October at All Saints.

November-December

On the 16th November, the town’s Christmas Lights were switched on and we had a stall outside the church inviting people to write their Christmas prayers. The Civic Remembrance was held at All Saints on 10th November with a packed church, and Remembrance Services also held at BNU and Royal Star and Garter on 11th November.

November is also a month of remembering those closer to us and was framed by the two services, on 2nd November our All Souls service and on 30th November the Light up a Life Service were held to bring to heart and mind, and hold before God in prayer, those who have gone before us.

December began with the glorious Advent Carols on the 1st, and a Carol Service at BNU on 2nd December. Christmas wove inextricably into Advent with the fun of Christmas Craft Fayre, complete with handbells and carolling alongside all the splendid creations. The Christmas Tree Festival trees came into church on 16th December and were decorated within an inch of their foliage, and we celebrated with a marvellous Sparkle Evening on 20th December. Christmas Eve saw the now traditional ‘Cribtangle’, a lovely mash-up of the Crib and Christingle services, with some amazing performances from unsuspecting uncles and grandads – as the children entered the church, they were told they could dress-up in the Nativity characters, or dress-up their relatives... they did not disappoint.

Thanks

A huge thank you goes out to all the wonderful staff and volunteers who make all this possible. Particular thanks must go to Jen and Lis who were our churchwardens for the first quarter, and to Steve who left us in February, Mark who took up those reigns, and to Thistle who has worked so hard throughout. All this is, as always, only possible by the dedication of the church who look to the mission of Jesus to share the love of God in our world. Well done to all and thank you.

Fr Anthony

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2024**

FINANCIAL REVIEW

Results for the Year

The results for the year and financial position of the Parish are as shown in the annexed financial statements.

Summary

Total income for the year was £279,616 with total expenditure amounting to £266,867 – Giving a headline surplus of £12,749. Although fundraising was lower than 2023 (when we had the Tower Steps appeal), church activities, property rental and interest were up. Expenditure was up, mainly due to utilities, stonework investigations and public protection around the South Porch. There were net revaluation gains, making an accounts surplus of £19,964.

Focussing on normal budgeted items, (excluding £10,172 of unbudgeted 1-off legacies), regular income was £269,444 against a budget of £259,226. Planned giving was 2% up and there were many generous responses to our All Saints Gift Day. There were single donations totalling £11,225, with a projected net annual increase of £7,220 in Planned Giving. There was great community engagement with our Christmas Craft Fayre and Tree Festival.

Total expenditure, at £266,867, resulted in a budget item surplus of £2,577. However, planned expenditure also included an additional £14,737 for the Mission and Ministry fund, in preparation for new ministries starting in 2025. Initial funds have been allocated, but this left a shortfall of £12,160 against the plan. This will need to be addressed over the next two years, as the Mission and Ministry target rises (£18,000 in 2025).

There is a growing sense of community and commitment to financing the work of the church, being led by Fr Anthony. The financial challenges continue to be the stonework and South Porch restoration, within the Sound Light and Space programme. However, the new ministries will enhance our mission and engagement with the wider community.

Funds

Income and expenditure for nominated activities such as the Café, Organ, Community Meals, Church Fabric etc. are allocated to their own individual funds. This allows for direct payments or transfers to be made from the general fund, designated in accordance with approved by the PCC. During 2024 the main transfers were from designated and general funds to the 'Youth, Children & Families Minister' fund (£11,238), to cover salary and pension costs. There was also a transfer of £900 from a School Carol Service collection towards the Organ Restoration quotes. A transfer to the Mission and Ministry fund was made after the year end. In overall value, all funds are in credit.

The Sound, Light & Space project (including the South Porch restoration) will require significant fundraising and grants.

Money Received from Government

Normally, the only monies received from Government sources are the Gift Aid refunds from HMRC, made on donations received from UK taxpayers and the Gift Aid Small Donations Scheme. In 2024 these amounted to £33,184. Additionally in 2024, £3,871 VAT was refunded on the stone surveys and tower steps. This was under the Listed Places of Worship (LPW) Grant Scheme. For 2025/26, there will be a cap on such claims of £25k, limiting the funding of major projects.

Reserves policy

The PCC holds reserves in a number of funds, most of which are designated as per the name of the fund, pending the expected expenditure as outlined in the paragraphs above. The CBF General Deposit, Lloyds and CAF Bank accounts hold the working reserve for the charity - ideally to cover 3 months' salaries and fees. In previous years, it has been difficult to maintain a consistent level of reserve. As of 31 December 2024, the charity has achieved this target. (This was without the balance of a property sale, which will be used for urgent works and the South Porch, when the way forward is agreed). The General Deposit and CAF Bank higher interest accounts are used to hold restricted and designated funds. Given the continued uncertainty of the financial position, a conservative approach to investment has been taken.

Value of the Church

It is impossible to give an accurate figure for the value of the Church and its contents, in terms of the Statement of Recommended Practice. The Church is a Grade I Listed Building of great beauty. The contents are accurately recorded in the Terrier and Inventory, last presented at the Annual Meeting of Parishioner on 28th April 2024. A valuation for insurance purposed was completed by the Ecclesiastical in March 2022.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2024**

FINANCIAL REVIEW – continued

Legacies Policy

The PCC, through the Stewardship and Finance Group, periodically remind members of the congregation as to the benefits of leaving a legacy to the Church in their wills. The policy towards expenditure is that any unrestricted money received should be earmarked to capital projects where recognition of the donor can be made rather than just deemed to be an additional source of revenue. Unrestricted legacies, of which there was one in 2024 and memorial donations, are placed in the Legacies Fund until the PCC designates where such monies are to be allocated or spent. Restricted legacies, of which there were none in 2024, are allocated in accordance with the terms of the donation, or agreement with the family.

EVENTS SINCE THE END OF THE YEAR

Quarter one of 2025 is running with a rolling balanced budget. In readiness for the new ministries, which start in quarter two, the budgeted funds from 2024 have been transferred to the Mission & Ministry fund, to cover the future increase in Parish Share. Also, preparation is underway to transfer a church property from rental to accommodation for the new curate.

These changes will lead to deficit budgets in 2025 and 2026, drawing from the Mission & Ministry fund, whilst we hope for further increases in planned giving, to sustain these ministries from 2027.

There will also need to be increased focus in 2025 on stonework maintenance and gaining agreement to develop detailed proposals for the South Porch and wider Sound, Light & Space project, incorporating audio-visual development and renovation of the organ. These will need significant additional fundraising.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Background

The Parish of High Wycombe All Saints' is the Parish Church of the High Wycombe Team Ministry. The Parochial Church Council (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council (Powers) Measure 1956. The PCC co-operates with the Rector in promoting the whole Mission and Vision of the Church: pastoral, evangelistic, social and ecumenical.

Governing Document

The PCC registered as a charity with the Charity Commission with effect from 8th April 2009. The PCC is governed under the PCC Powers Measure (1956), as amended and the Church Representation Rules.

PCC Organisational Structure

Membership

Members of the PCC are either ex officio or elected at the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules. The day-to-day management of the PCC is delegated to the Rector and Church Wardens.

All Saints' High Wycombe is also part of the High Wycombe Team Ministry, a town-wide benefice of six parishes over which the Father Anthony Searle is Team Rector. There are individual parish PCCs and a separate Team Benefice Council.

The PCC is also the Managing Trustee of a charity known as "the Oakley Memorial Church Lads Brigade Drill Hall in the Borough of High Wycombe in the County of Buckingham comprised in a conveyance dated 24th December 1906" ("the Oakley Hall Trust") under which the premises comprised in that conveyance (now represented by the premises comprised in a lease dated 6th November 1975) were to be held as a church hall, mission room, parish room, classroom, meeting room or lecture room etc., with power to let etc. The accounts of the Oakley Hall Trust are not consolidated in these accounts.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2024**

**STRUCTURE, GOVERNANCE AND MANAGEMENT
PCC Organisational Structure – continued**

During the year the following served as Trustees and members of the PCC:

Clergy:		
Rector:	Father Anthony Searle **	
Associate Priest:	Reverend Jackie Lock **	
Licensed Lay Ministers:		
	Miss Maureen Lampard #	(Not Trustee)
	Mr Derek Lancaster **	
Children & Families Minister:		
(Formally Roger Vere Youth Worker)	Mrs Robyn Connelly **	
Church Wardens:		
	Mrs Elisabeth Burns *	(to April 2024)
	Mrs Jennifer Cartledge *	(to April 2024)
Honorary Deputy Church Warden:		
	Mr Edgar Samuel *	
Deanery Synod Members:		
	Mr Barry Titchen	(to 2026)
	Mr Raymond Levy	(to 2026)
	Mrs Susan Lord	(to 2027)
PCC Members:		
	Mrs Lynda Moorcroft *	(to 2025)
	Miss Lauren Harvey	(to April 2024)
	Mr Philip Hynard	(to April 2024)
	Miss Elizabeth Martin	(to April 2024)
	Mr John Lord	(to 2027)
	Mrs Sheila Doig	(to 2027)
	Mr Edgar Samuel	(to 2027)
	Mrs Dawn Segrue *	(to April 2024)
	Mr Mark Johnson	(to 2025)
	Mrs Barbara Bowman *	(to 2025)
	Mrs Jean Johnson	(to 2026)
	Mrs Jacqui Brearley	(to 2026)
	Mrs Kath Dunn	(from April 2024)
	Mrs Michelle Neudecker *	(from April 2024)
	Mr Mike Salem	(Co-opted from April 2024, Not Trustee)
	Mrs Jocelyn Lucas	(Co-opted from April 2024, Not Trustee)
Honorary Treasurer:		
	Mr John Lord *	
PCC Secretary:		
	Mr Philip Hynard *	(to April 2024)
	Mrs Jacqui Brearley *	(from April 2024)
Director of Music:		
	Mr Philip Wayne	(Not Trustee)
Electoral Roll Officer:		
	Mr Errol Baker	(to April 2024, Not Trustee)
	Mrs Susan Lord	(from April 2024)
Parish Administrator:		
	Miss Elizabeth Martin	(Not Trustee)

* Denotes membership of the PCC Standing Committee / Shared Leadership Team

Denotes membership of the Ministry Team

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2024**

**STRUCTURE, GOVERNANCE AND MANAGEMENT
PCC Organisational Structure - continued**

Other Officers (not Trustees, unless otherwise stated)

Activities and Hospitality:	Mr Stephen Linger Mr Mark Johnson	(to March 2024) (from May 2024)
Arts and Spirituality:	Miss Elizabeth Martin (Trustee)	
Safeguarding Officer:	Mrs Jo Norman Mrs Robyn Connelly	(to July 2024) (from July 2024)

Management Organisation

The PCC operates through a number of delegated groups, headed by members of the Shared Leadership Team (SLT):

Shared Leadership Team & Standing Committee:	Key members of the PCC (as indicated by *) responsible for formulating strategic parish policy and co-ordinating management.
Ministry Team:	Clergy, Licensed Lay Ministers and the Children & Families Minister (as indicated by #) responsible for all staff, Ministry and pastoral matters.
Children & Families:	Responsible for the organising of activities and the pastoral care of children, young people and families. Also for All Age Worship, preparation for Communion, Confirmation and work with schools.
Mission & Evangelism:	Responsible for the missional use of the building(s), hospitality, engagement with the wider community, faith in action and communication of the Gospel.
Worship & Liturgy:	Responsible for the planning and delivery of worship; Liturgy, Music, Choir, Servers, Sidespeople and visiting speakers.
Stewardship & Finance Group:	Responsible for financial planning and management of the church accounts, together with, risk management, planned and tax efficient giving.
Buildings & Fabric Group:	Responsible for the planned inspections, maintenance and repair of the church building and houses owned or managed by the PCC.
Education & Discipleship:	Responsible for enabling and co-ordinating study and education groups; vocational development, projects and courses.
Communications:	Responsible for interfacing with the wider public, through use of the website, social media, publicity, design and displays.
Art & Spirituality:	Expanding the community use and experience of the church through art and creativity; developing non-liturgical spiritual connections and the Quiet Space.
Oakley Hall Management Group:	This group is responsible for the day-to-day management and running of the Oakley Hall.
Project Development:	Managing re-ordering projects; developing longer-term plans for the church building; and organising fund raising for these projects.
Fund Raising:	Oversees major fund raising across all aspects of church life, mission and vision.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT – continued

Risk management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Shared Leadership Team (SLT), on behalf of the PCC, maintains overall supervision of the key areas of finance, buildings and staff through direct line management or through nominated groups responsible to the PCC:

Finance

The Hon Treasurer is responsible for the day-to-day financial management of the charity and providing specialist advice to the PCC, SLT and task groups. With the exception of internal transfers of money between accounts, all expenditure requires the authorisation of two nominated members of the Church. Additionally, all members of the PCC and congregation who are required to handle church money are certified as 'fit and proper persons' and required to sign the associated declaration.

The PCC is very aware that its income, while drawn from a large number of parishioners, is substantially dependent on the significant donations of a comparatively small number of people, or in the case of the Children and Families Minister, mainly a single donor. The withdrawal of support from those individuals could result in immediate financial embarrassment and it would be necessary to curtail the activities of the PCC or to undertake fundraising or both.

The key financial risks are that day-to-day planned expenditure is not covered by regular income, or that urgent maintenance requires funds greater than those available in reserves. It is essential that a balanced budget is maintained to ensure long term financial stability.

Building

The PCC recognises that there are many risks to the building and contents; however, all practical and affordable measures are taken to minimise this risk. When open, the building is always manned by a minimum of 2 people and the 3/4 usable entrances all have double locks. A number of additional precautions are taken to protect valuable items. Fire and emergency evacuation plans are in place and are maintained by the Church Activities Team. The PCC maintains appropriate insurance cover where possible to do so and a full insurance valuation/inspection was last undertaken by the Ecclesiastical Insurance Company in 2022. The church is highly dependent on the willingness of volunteers to assist the clergy and paid staff in maintaining the Church's role and mission with the local community and its availability, on a daily basis, to that community. We are all grateful to them.

In addition to implementing the recommendations from Quinquennial inspections, the Fabric committee - a sub-group of the PCC - carries out timely inspections of the church building and all the Church properties and, in the course of such inspections, draws attention to any hazards within the properties and makes recommendations for the reduction or elimination of any risks. Only Gas Safe (formerly Corgi) registered fitters are used to repair the gas installations, and appropriately qualified electricians for any electrical work (other than changing light bulbs or replacing fuses). The solicitors to the Diocese approve tenancy agreements. Where it is considered appropriate, legal advice is sought in relation to other tenancy and potential liability matters.

Staff

Prior to employment or the provision of specialist services, all permanent members of staff and fee-receiving individuals undergo standard pre-employment vetting to minimise the risk of fraud or other failings to the PCC. Employer's Liability and Personal Accident insurance are maintained. Where it is considered appropriate, legal advice is sought in relation to formal dealings with staff.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2024**

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Registration Number: 1129065

Principal address: The Church Office, Oakley Hall
8 Castle Street
High Wycombe
Buckinghamshire
HP13 6RF

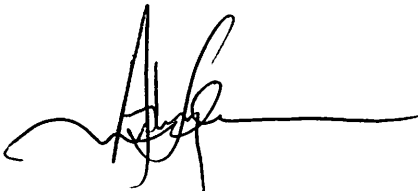
Trustees: Fr A Searle
Mr E Samuel

Independent Examiner: Mr T Fulker BSC (Econ) FCA
Seymour Taylor Limited
First Floor North
40 Oxford Road
High Wycombe
Buckinghamshire
HP11 2EE

EVENTS SINCE THE END OF THE YEAR

Information relating to events since the end of the year is given in the notes to the financial statements.

Approved by order of the board of trustees on 16 April 2025 And signed on its behalf by:



Fr Anthony Searle
(Rector)



Edgar Samuel
(Deputy Church Warden)

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2024 which are set out on pages eleven to twenty one.

Respective responsibilities of trustees and examiner

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

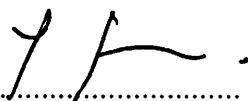
I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act..

Independent examiner's statement

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

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



.....
Tim Fulker BSC (Econ) FCA

Seymour Taylor Limited
First Floor North
40 Oxford Road
High Wycombe
Buckinghamshire
HP11 2EE

Date: 23 APRIL 2025.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 December 2024**

		Unrestricted funds £	Restricted funds £	Endowment fund £	2024 Total funds £	2023 Total funds £
Notes						
INCOMING RESOURCES						
Incoming resources from generated funds						
Voluntary income	2	202,962	28,765	-	231,727	244,443
Investment income	3	5,130	3,359	-	8,489	6,104
Activities for generating funds	4	14,231	400	-	14,631	9,694
Other incoming resources	5	<u>24,769</u>	<u>-</u>	<u>-</u>	<u>24,769</u>	<u>19,414</u>
Total incoming resources		247,092	32,524	-	279,616	279,655
RESOURCES EXPENDED						
Costs of generating funds						
Fundraising	6	11,145	5,115	-	16,260	13,607
Charitable activities						
Work of the church	7	150,706	32,159	-	182,865	161,369
Grants	8	4,102	1,065	-	5,167	6,815
Governance & Administration	9	<u>62,575</u>	<u>-</u>	<u>-</u>	<u>62,575</u>	<u>57,402</u>
Total resources expended		228,528	38,339	-	266,867	239,193
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS						
		18,564	(5,815)	-	12,749	40,462
Gross transfers between funds	15	<u>(11,560)</u>	<u>11,560</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net incoming/(outgoing) resources before other recognised gains and losses						
		7,004	5,745	-	12,749	40,462
Other recognised gains/losses						
Gains/losses on investment assets	12	7,095	-	120	7,215	5,468
Gains/losses on revaluation		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in funds		14,099	5,745	120	19,964	45,930
RECONCILIATION OF FUNDS						
Total funds brought forward		731,085	82,130	5,244	818,459	772,529
TOTAL FUNDS CARRIED FORWARD		<u>745,184</u>	<u>87,875</u>	<u>5,364</u>	<u>838,423</u>	<u>818,459</u>

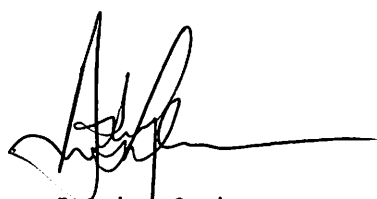
The notes form part of these financial statements

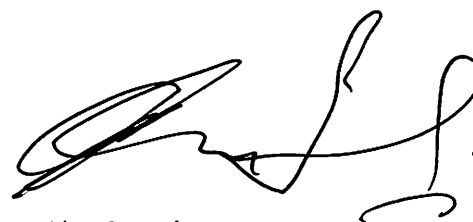
**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**BALANCE SHEET
At 31 December 2024**

		Unrestricted funds £	Restricted funds £	Endowment fund £	2024 Total funds £	2023 Total funds £
	Notes					
FIXED ASSETS						
Tangible assets	12	513,770	-	-	513,770	506,675
Endowments	12	-	-	5,364	5,364	5,244
		513,770	-	5,364	519,134	511,919
CURRENT ASSETS						
Debtors	13	8,312	90	-	8,402	4,880
Cash at bank and in hand		234,598	101,397	-	335,995	326,409
		242,910	101,487	-	344,397	331,289
CREDITORS						
Amounts falling due within one year	14	(11,496)	(13,612)	-	(25,108)	(24,749)
NET CURRENT ASSETS		<u>231,414</u>	<u>87,875</u>	<u>-</u>	<u>319,289</u>	<u>306,540</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		745,184	87,875	5,364	838,423	818,459
NET ASSETS		<u>745,184</u>	<u>87,875</u>	<u>5,364</u>	<u>838,423</u>	<u>818,459</u>
FUNDS	15					
Unrestricted funds					482,714	475,710
Restricted funds					87,875	82,130
Endowment funds					5,364	5,244
Revaluation reserve					262,470	255,375
TOTAL FUNDS					<u>838,423</u>	<u>818,459</u>

The financial statements were approved by the Board of Trustees on 16 April '25 and were signed on its behalf by:


Fr Anthony Searle
(Rector)


Edgar Samuel
(Deputy Church Warden)

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Incoming resources

Voluntary income and capital sources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Collections are recognised when received by or on behalf of the PCC.

Planned giving receivable under covenants or gift aid is recognised only when received.

Income tax recoverable on covenants or gift aid donations is recognised when income is recognised.

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

Wherever possible income generated by fêtes and similar events are accounted for gross.

Other ordinary income

Rental income from the letting of the church or PCC premises is recognised when the rental is due.

Investments

Investments including properties and shares, are recognised initially at fair value which is normally transaction price excluding transaction costs. Subsequently, they are measured at fair value through the profit and loss if the shares are publicly traded or their fair value can otherwise be measured reliably.

Income from investments

Dividends and interest are accounted for when receivable. Tax recoverable on such income is recognised in the same accounting year.

Gains and losses on investments

Realised gains or losses are recognised when investments are sold.

Unrealised gains or losses are accounted for on revaluation of investments at 31 December.

Resources expended

Allocation and apportionment of costs

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources. Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Grants

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

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2024**

1. ACCOUNTING POLICIES – continued

Activities directly relating to the work of the church

The diocesan parish share is accounted for when payable. Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Consecrated land and buildings and movable church furnishings

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

No value is placed on movable church furnishings held by the church wardens on special trust for the PCC and which require a faculty for disposal since the PCC considers this to be inalienable property. All expenditure incurred during the year on consecrated or beneficed buildings and movable church furnishings, whether maintenance or improvement, is written off as expenditure in the Statement of Financial Activities and separately disclosed.

Other fixtures, fittings and office equipment

Equipment used within the church premises is depreciated on a straight line basis over 4 years. Individual items of equipment with a purchase price of £3,000 or less are written off when the asset is acquired.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for application for the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the PCC for a particular purpose. The cost of raising and administering such funds is charged against the unrestricted reserve.

The accounts include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of any church groups that owe their main affiliation to another body nor those that are informal gatherings of Church members.

Pension costs and other post-retirement benefits

All Saints' PCC participates in the Pension Builder Scheme section of the Church Workers Pension Fund (CWPF) for lay staff. CWPF is administered by the Church of England Pensions Board (CEPB), which holds the CWPF assets separately from those of the employer and other participating employers. The CWPF has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014. Both sections of the Pension Builder Scheme are classed as defined benefit schemes. PB Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the CEPB from time to time. Discretionary increases may also be added, depending upon the investment returns and other factors. PB 2014 is a cash balance scheme that provides a lump that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared, is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme. The scheme is a multi-employer scheme as described in Section 28 of FRS 102, as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the employer contributions payable: £4,487 (2023: £4,314).

A valuation of the PB scheme is carried out once every three years. The most recent was carried out as at 31 December 2022. For PB the Classic section, this revealed a surplus of £34.8m on the ongoing assumptions used. At the most recent annual review, the Board chose to grant a discretionary bonus of 6.7% to pensions not yet in payment and those in payment in respect of service prior to April 1997; and a bonus on those in payment in respect of post April 2006 service so that the increase was 2.7% (where usually it would be calculated based on inflation up to 2.5%). This followed improvements in the funding position over 2024.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2024**

1. ACCOUNTING POLICIES – continued

There is no requirement for deficit payments at the current time. The next valuation is due as at 31 December 2025.
For the PB 2014 section, the valuation revealed a surplus of £8.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.
The legal structure of the scheme is such that if another employer fails, All Saints' PCC could become responsible for paying a share of that employer's pension liabilities.

The PCC had 3 active members and 10 deferred members in the Pension scheme at 31 December 2024.

2. VOLUNTARY INCOME

	2024	2023
	£	£
Planned Giving	101,186	99,143
Donations other than planned giving	81,603	93,546
Gift Aid	33,184	34,661
* Legacies	10,673	7,311
* VAT recoverable	3,871	3,782
* Grants	1,210	6,000
	<u>231,727</u>	<u>244,443</u>

* Includes £10,172 of unbudgeted 1-off legacies, so the Budgeted Voluntary Income was £221,555.

Donations included in the above are as follows:

Gift Aid and covenants	88,221	86,598
Taxation recoverable	37,056	38,443
Other planned giving	12,964	12,544
Collections	4,534	5,127
*Other donations	74,312	83,291
Fundraising	8,568	11,352
Unplanned gift aid	6,072	7,088
	<u>231,727</u>	<u>244,443</u>

* 2023 included £10,752 donations & fundraising for repairing the tower steps.

3. INVESTMENT INCOME

	2024	2023
	£	£
Interest and dividends	4,821	1,846
Deposit account interest	3,668	4,258
	<u>8,489</u>	<u>6,104</u>

4. ACTIVITIES FOR GENERATING FUNDS

	2024	2023
	£	£
Fees payable to the PCC	2,930	1,497
Non-statutory fees	5,698	2,273
Trading income	84	8
Vergers' fees	1,930	1,540
Concert fees and Church hire	3,989	4,376
	<u>14,631</u>	<u>9,694</u>

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2024**

5. OTHER INCOMING RESOURCES

	2024	2023
	£	£
House lettings	24,769	19,414
	<u>24,769</u>	<u>19,414</u>

6. COST OF GENERATING FUNDS - FUNDRAISING

	2024	2023
	£	£
Tree Festival, Craft Fayre, Stewardship & other costs	5,882	4,853
Community survey costs	-	-
Mustard Seed Café costs	6,613	5,569
Weekly Concerts – Performer fees	3,765	3,185
	<u>16,260</u>	<u>13,607</u>

7. CHARITABLE ACTIVITIES – WORK OF THE CHURCH

	2024	2023
	£	£
Parish Share	68,693	60,897
Worship, mission & pastoral care	10,688	10,978
Housing letting fees & maintenance	6,625	7,069
Music, fees & organ maintenance	16,399	14,834
Church insurance & maintenance	45,196	34,632
(Includes tower work, stone survey and Porch scaffolding)		
Sound Light Space project	2,977	2,759
Children, families & youth	31,135	29,094
Mustard Club, Community Meals	1,152	1,106
	<u>182,865</u>	<u>161,369</u>

8. GRANTS PAYABLE

	2024	2023
	£	£
Missionary societies	885	699
Relief & development agencies	280	1,243
Home Church societies	2,605	2,480
Secular Charities	1,397	2,393
Wycombe Homeless Connection	-	-
	<u>5,167</u>	<u>6,815</u>

Note: An additional £2,131 was raised directly as Agency collections for other charities

9. SUPPORT COSTS

	2024	2023
	£	£
Utilities & running costs	20,536	16,511
Church activities & event management	15,502	16,911
Administration, printing & stationery	20,521	18,828
Governance	6,016	5,152
	<u>62,575</u>	<u>57,402</u>

Note: Governance includes £3,180 for the Independent Examination of the 2024 Accounts, which was accrued.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2024**

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2024 or for the year ended 31 December 2023.

11. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	56,864	56,259
Social security costs	-	-
Other pension costs	4,487	4,314
	<u>61,351</u>	<u>60,573</u>

The average monthly number of employees during the year was as follows:

	2024	2023
Pastoral staff	1.0	1.0
Administrative staff	1.0	1.0
Management staff	1.0	1.0
	<u>3.0</u>	<u>3.0</u>

No employees received emoluments in excess of £60,000.

During the current year, the PCC employed a Children and Families Minister, Church Operations Coordinator, and Parish Administrator. These costs are included in Work Of The Church and Support Costs.

12. TANGIBLE FIXED ASSETS

FIXED ASSET INVESTMENTS

	Fixed Asset Investments	Freehold property Investments
COST OR VALUATION		
At 1 January 2024	5,244	506,675
Revaluations	<u>120</u>	<u>7,095</u>
At 31 December 2024	<u>5,364</u>	<u>513,770</u>
NET BOOK VALUE		
At 31 December 2024	<u>5,364</u>	<u>513,770</u>
At 31 December 2023	<u>5,244</u>	<u>506,675</u>

The PCC owns the freehold land and building of the former Children & Families Minister's house at 3 Castle Place (value £257,987) and a new leasehold property at 46 Great Ground, Aylesbury (value £255,783). These have been let on the general property market. The gross book values are based on the value estimated by the PCC as at 31 December 2024 and are considered to be a fair estimate of the current value of the properties, based on the Government figures available. Although there was a larger movement in terraced house prices nationally (+4.6%), this recovered the 2023 losses, that were not experienced locally. During 2024, the Buckinghamshire rises were more modest (+1.5% for terraced houses and +1.3% for flats)¹. The PCC considers that, given the size and condition of the properties, an overall increase of 1.4% in value is representative for such properties in the year to 31 December 2024.

Buildings insurance (3 Castle Place), service charges (46 Great Ground) and maintenance costs are borne by the PCC for these properties. The historical cost of these properties is £251,300.

¹ Land Registry UK House Price Index.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2024**

12. TANGIBLE FIXED ASSETS – continued

No depreciation is charged on either of these properties. Council tax and utility costs are borne by the tenants, or the PCC when vacant.

The movable church furnishings are recorded in the Inventory maintained by the PCC. These assets cannot be disposed of without a faculty and no value has been placed on them in the accounts.

The functional equipment used for the ongoing work of the PCC includes office equipment which individually cost less than £3,000 each. The cost of these assets was written off in the year of acquisition and the PCC consider that their valuation in use, less depreciation, would be negligible.

There were no investment assets outside the UK.

The PCC own 232 shares in CBF Investment Fund. These had an estimated market value at 31 December 2024 of £5,364. The historical cost of these shares is £1,600.

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Accrued income	8,402	4,880
Prepayments and Other debtors	<u>-</u>	<u>-</u>
	<u>8,402</u>	<u>4,880</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Other creditors – Agency Collections	1,546	587
Accruals and accounts payable	23,562	24,162
Deferred income	<u>-</u>	<u>-</u>
	<u>25,108</u>	<u>24,749</u>

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2024**

15. MOVEMENT IN FUNDS

Transfers between funds

As in previous years a number of inter-fund transfers have occurred to reflect budget allocations and ensure an accurate position at the end of the financial year. For reasons of cash flow, the PCC authorised the movement of designated funds from time to time as deemed necessary by the Hon Treasurer to maintain credit balances in bank holding accounts.

	At 1.1.24 £	Net movement in funds £	Transfers between funds £	At 31.12.24 £
Endowment funds				
Chancel Repair Fund	5,244	120	-	5,364
	5,244	120	-	5,364
Unrestricted funds				
General fund	351,008	(1,708)	(2,867)	346,433
Revaluation Reserve	255,375	7,095	-	262,470
Churchyard Project	6,901	(3,545)	-	3,356
Mission & Ministry	43,109	1,138	-	44,247
Organ Maintenance	2,399	(1,525)	-	874
Small Saints Activities	79	12	(25)	66
ARK & children	53	19	-	72
Music at All Saints'	2,792	1,366	(110)	4,048
Fabric 1 – Church Maintenance	2,193	28	-	2,221
Stations of the Cross	110	(55)	-	55
Tower & Bells Appeal	2,081	(205)	-	1,876
Chancel Repair Fund	100	-	-	100
Choir Robes	166	1	-	167
Choir account	1,266	142	-	1,408
Tea & coffee fund	1,559	786	-	2,345
Church flowers	438	(90)	-	348
PCC Reserve	20,198	293	-	20,491
Special collections	100	(100)	-	-
Sound Light Space Project	801	23	-	824
Youth, Children & Families Minister	-	9,729	(9,311)	418
Legacies	24,227	11,039	-	35,266
Lighthouse	-	136	(136)	-
South Porch	2,504	(2,374)	-	130
Mustard Seed Café	6,219	3,171	-	9,390
Organ Restoration	6,471	421	889	7,781
Community meals	936	(138)	-	798
	731,085	25,659	(11,560)	745,184
Restricted funds				
Agency	-	-	-	-
ARK & children	99	(77)	-	22
Bellringers fund	12,860	706	65	13,631
Fabric 1– Church Maintenance	562	1	-	563
Church Flowers	184	6	-	190
John Clement Parker Trust	1,932	72	-	2,004
Organ Maintenance	-	-	-	-
Special collections	22	(22)	-	-

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2024**

15. MOVEMENT IN FUNDS – continued

Youth, Children & Families Minister	12	(11,228)	11,238	22
Choir robes	14	-	-	14
PCC Reserve	7,976	263	-	8,239
Tower & Bells Appeal	22	(22)	-	-
West End Redevelopment Project	187	-	-	187
Chancel repair fund	3,419	217	-	3,636
Music at All Saints'	2,265	1,674	110	4,049
Small Saints Activities	591	(34)	-	557
Lighthouse	62	(198)	136	-
South Porch	9,724	267	-	9,991
Mustard Seed Café	-	-	-	-
Legacies	1,627	637	-	2,264
Organ Restoration	40,562	1,877	11	42,450
Community meals	10	46	-	56
	82,130	(5,815)	11,560	87,875
TOTAL FUNDS	818,459	19,964	-	838,423

16.

POST BALANCE SHEET EVENTS

The work on the tower steps was finally completed and paid for in February 2025, so the balance of £11,565 has been accrued in these accounts.

Since 2018, we have been building the Mission & Ministry fund, initially from savings in Parish Share and in 2024 from an increased budget, committed to by the PCC. The £14,737 balance of this budget has been transferred in 2025 quarter one, to support the new ministries starting in quarter two.

The medium to long term vision for the church building is to make enhancements which honour its heritage and enable it to better serve the community. This is the “Sound, Light & Space” project, to repair, restore and develop the facilities for improved accessibility, inclusion and celebration – in worship and community activities. Whilst priority must go to any emergency maintenance, the main focus remains the South Porch, which can currently only be used as an emergency exit, due to the damaged and corroded stonework. The detailed programme of work requires agreement with the Diocese, but is expected to cost in the region of £200,000. As significant funds have already been spent on investigations, correction and safety, there was only £10,121 in this fund at the turn of the year. Further funds may be available (from previous property down-sizing), but external fundraising will be required, both for the South Porch and the larger elements of the wider project.

Financial pressures and uncertainty are affecting the whole community, but it is hoped that increases in planned giving can be achieved over the next two years, to sustain the new ministries. In the meantime, reserves will be used to cover the expected deficits in 2025 and 2026, due to both ministry and project costs. These priorities are the next steps, as we continue to open ourselves to explore our mission and service for the wider community.

17. ULTIMATE CONTROLLING PARTY

The parish is controlled by the members of the Parochial Church Council operating under the Parochial Church Council Powers Measure.

18. CONNECTED CHARITIES AND RELATED PARTY TRANSACTIONS

The PCC did not enter into any material transaction, contract or other arrangement with a member or employee of the PCC nor with any connected person.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2024**

18. CONNECTED CHARITIES AND RELATED PARTY TRANSACTIONS - continued

Travelling, subsistence and out of pocket expenses were reimbursed to members of the clergy and staff, in carrying out their ministry activities. A balance of £Nil owed at the year-end (2023: £Nil).

Apart from the above, no other members of the PCC received any reimbursement of expenses or remuneration.

The Oakley Hall Trust has not been included in the financial statements of The Parish of High Wycombe All Saints' as it is regarded as a separate ecclesiastical charity. The PCC had free use of the Oakley Hall during the year.

Accounts

REGISTERED CHARITY NUMBER: 1129065

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 DECEMBER 2023
FOR**

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**CONTENTS OF THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2023**

	Page
Report of the Trustees	1 to 10
Independent Examiner's Report	11
Statement of Financial Activities	12
Balance Sheet	13
Notes to the Financial Statements	14 to 22

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2023**

The Trustees present their report with the financial statements of the charity for the year ended 31 December 2023. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard, applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

The PCC is committed to enabling all people to worship at the church and to become part of the parish community at All Saints'. The PCC maintains an overview of worship throughout the parish and makes suggestions on how services can involve the many diverse groups that live within the parish. The services and worship express and nurture faith through prayer, scripture, music and sacramental worship – a place for our whole community to encounter God. That faith is put into practice through missional, pastoral, evangelistic, social and ecumenical engagement, with the parish, town and wider world.

When planning activities during the year, the Rector, PCC, Shared Leadership Team and Ministry Team consider the Charity Commission guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. In particular, emphasis is given to enable ordinary people to live out their faith as part of our parish community through:

- Worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus;
- Providing pastoral care for all people living in the parish;
- Missionary and outreach work;
- Making the church available for greater community use within Christian and secular groups; and,
- Encouraging greater fellowship, cooperation and understanding within the local community.

In support of these objectives, there has been an increased emphasis on extending hospitality, together with improved access and availability. We seek to enable the wider community to feel welcome and share in the use of the building.

To facilitate this work, it is important that the fabric of the Church of All Saints' is maintained to the highest possible standard commensurate with the resources that are provided for this task. In the past this task has fallen to rich benefactors and the congregation; however, for the future, as a Grade I listed Building at the heart of the town, with a history dating back to the 11th century, it is appropriate that the wider High Wycombe community is aware of the historical and architectural importance of the building. As a spiritual and activity hub at the heart of activity in the town, we hope that more will see the value of contributing towards the upkeep of All Saints.

Fund-raising activities and appeals this year have supported local, national and international relief agencies, as well as community focused nursing, mental health, Christian youth & refugee services. We provide a warm space, donation-based café, lunchtime concerts and regular community meals for fellowship and support. There has also been a very generous response to the urgent need for repair and replacement of many of the tower steps, as well as raising funds for the major work to restore the South Porch, within the wider Sound Light Space project. This will require significant additional fundraising activity. These projects will safeguard the heritage, but also improve the functionality and amenities within the building, thereby increasing its use and appeal for the wider community.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2023**

ACHIEVEMENT AND PERFORMANCE

All Saints - Review of the Year 2023

The first part of this report (January to October) has been prepared by Lis Burns, Churchwarden & Vice Chair of the PCC. The second part has been prepared by Fr Anthony Searle, Team Rector.

January

We began 2023 in vacancy but determined to move forward in a positive way. Hosting a come and sing performance of excerpts from Mendelssohn's *Elijah* was a great start as were new floors in the church toilets!

February and March

Sunday soup lunches offered an opportunity for us to meet socially and reading recommendations from the ministry team helped our learning during Lent.

With guidance from the Diocese and Deanery teams, a small group worked on our parish profile to assist with the appointment of a new Team Rector. This incorporated feedback from parishioners and visitors to All Saints during Summer 2022 and input from the PCC who met to discern a developing vision for All Saints in terms of our church community, within High Wycombe and beyond, along with the qualities we hoped to see in our new Team Rector.

We also saw the return of our resident pair of peregrine falcons who successfully bred a couple of chicks.

Holy Week and Easter

Holy week began with the anticipation of Palm Sunday with the rousing anthem Lift up your Heads by Matthias before an evening service of readings and music led us into the solemnity of Holy week. Following moving services on Maundy Thursday and Good Friday, we saw a temporary change to the service pattern of recent years, with our First Eucharist of Easter held on the Saturday evening. This was a spirit-led occasion with the confirmation of four of our regular congregational members by the late Bishop Alan and a good test of our smoke detection system thanks to a very enthusiastic Easter fire. The festivities continued with another uplifting baptism service on Easter Day.

May and June

On Sunday 7 May, we celebrated the Coronation of King Charles III and Queen Camilla by hosting the town's civic celebration at our Parish Eucharist. With bunting made by our craft group and congregation, our new flagpole installed and successful Ring and Sing for the King campaigns, our bells rang out and the church was filled with the truly glorious sound of Parry's anthem *I was Glad* sung by All Saints choir and members from other local music making organisations.

It was great to be able to support the town centre FrogFest event at the end of May and in June, we saw the return of the All Saints Quiz – a big thank you to Dawn, quiz master Mark and other PCC members for organising a fun evening. We were also delighted help Jackie, Thistle and Robyn from the All Saints team celebrate their significant birthdays with a "180" ceilidh with music and barn dancing in the church.

Interviews were held for the Team Rector position which was no small undertaking with a large panel representing All Saints, churches from the Wycombe Team Benefice, Deanery and Diocese and we were subsequently delighted to announce that Father Anthony had accepted the post.

July and August

In early July we said thank you and farewell to our curate Rev'd Gareth Morley as he left All Saints to take up the post of Rector of the Benefice of Easthampstead, Bracknell Deanery. It was lovely to gather as a church community to express our gratitude for Gareth's ministry and send him, Jenna, and the children on their way with a few gifts to show our appreciation.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2023**

ACHIEVEMENT AND PERFORMANCE

All Saints – Review of the year 2023 – continued

Mid July saw the redecoration of the church toilets – thank you to the painting crew who took on this messy task.

During the school holiday, members of our congregation participated in Wycombe Lighthouse a non-residential holiday club for children run by local churches before the All Saints team led “Light at the end of the Summer” with games, arts and crafts and activities for all ages. We hope to offer a similar event in 2024.

On Saturday 19 August, we handed out hundreds of rainbow cupcakes at Wycombe Pride (thank you to all our bakers), offered support and encouragement, joined in the march through the town and offered a place of sanctuary for those who wanted a moment of peace away from the noisy celebrations.

September and October

The Autumn term started with an afternoon tea fundraiser in support of the South Porch appeal with homemade sandwiches, scones and cakes in a refreshingly cool building accompanied by our talented Director of Music Philip Wayne on the piano.

The following weekend we held our Big Autumn clean tackling high level dusting, sweeping and a deep clean of various areas within the building. As always despite the hard work involved, it was very enjoyable to spend time with fellow volunteers and reward ourselves with lunch together. We usually hold a summer big clean but delayed the event this year to enable wood worm treatment of chairs and other items – thank you to Philip Hynard for his efficient organisation of this programme.

In October we celebrated Harvest with a beautiful floral display and food donations to support our local food banks. We also danced the night away with a 60/70s disco in the church – thank you to Lynda Titchen-Moorcroft and Barry Titchen and their team for organising such a fun filled evening and successful fundraiser.

Final planning for Father Anthony’s institution, installation, induction service on 3 November took place and the church community pulled together once again to help paint rooms at the vicarage at the last minute. Thank you to all those involved in the appointment process, the preparations for Father Anthony’s arrival and to everyone for offering him such a warm welcome.

November and December

Fr Anthony Searle

We began November with my Institution, Induction and Installation as Team Rector for High Wycombe. It was a joyous occasion, presided over by the late Bishop Alan, and I was met by such a wonderful welcome in my new home of All Saints. The joy continued as we celebrated our Patronal Festival on All Saints Sunday. For both, and many services since, my thanks go to the ministry team, to Rev. Jackie Lock, Derek Lancaster, and Robyn Connelly; to the churchwardens, Lis Burns and Jenny Cartledge, and their sidespeople; to Pat Lea and Janet Pearson for the flowers; and to Philip Wayne, Ollie Roberts, and the choir; for all their hard work and dedication to All Saints. Thanks also go to Tricia Newton and her team of able Ringers who rang in these occasions.

A week later, we hosted the civic service of Remembrance and welcomed a packed church of uniformed organisations, at which The Rev. Sqn Ldr Andrew Chapman preached a well-balanced sermon of peace in a time when we are seeing much strife and war in our world.

At the end of the month and as we edged into Advent, we served those who had lost loved ones with the service of Light up a Life, organised by those affiliated to the Rennie Grove Peace Hospice Care.

December was a joyfully busy time with six schools and the Mayor holding their carol services at All Saints, and a number of All Saints’ people taking carols to BNU, alongside our own Advent Carols and service of Nine Lessons and Carols: at all, we witnessed to the birth of Jesus, our incarnate God, and invited all to share our joy. Thanks go to Robyn Connelly for all her work with the numerous schools and to Steve Linger for his organisation.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2023**

ACHIEVEMENT AND PERFORMANCE

All Saints – Review of the year 2023 – continued

December was also a time of community and fundraising. The Christmas Craft Fayre, complete with string quartet, carols and hand bells, started the month, and thanks go to Helen Cousins and her team for organising this successful event; and in the centre of December, the church welcomed 31 superbly decorated pines and spruces for the Christmas Tree Festival, won by Hamilton School and our own Bell Ringers, and encouraged 100s of visitors into the church. The Sparkle event that set the Festival in motion celebrated our church within our community. Thanks to Thistle Martin, Lis Burns and Jenny Cartledge for their exhaustive work in making these spectacular occasions, and to all the volunteers who welcomed visitors.

We closed the month with the height of Christmas, the final Sunday of Advent flowing through a beautiful Crib and Christingle Service, and into Midnight Mass and a joyous Christmas morning.

2024

It has been a joy to join such a vibrant church with such opportunity for mission and growth at the centre of High Wycombe. There have been, in these first months of my service here, many occasions that have confirmed the work of the Holy Spirit in placing me here, in this place at this time.

The church is the people who gather together in prayer, study and worship. The development plans of Sound, Light and Space are to better enable the work and worship of our community. The efforts of the Operations and Ministry Team, the SLT and PCC, and the Churchwardens, are all to support the church in our mission in this place. In all this, I thank those who have committed time and talents over the years, and particularly those who are setting aside their roles: thanks to Lis Burns and Jenny Cartledge for their tenures as Churchwardens; to Jo Norman and Philip Hynard who have served as Parish Safeguarding Officer and PCC secretary respectively; and to Dawn Segrue and Thistle Martin, who have served on the PCC.

Church is blessed by those who are part of its community. Each of us give as we are able, of time, talents and money, and we give from what we are given. There is a role for each of us in the mission of the church, in the work and worship of All Saints, and it is through prayer and the study of scripture that we might each discover what is our role. Our thanks go to those who have felt called to take up positions alongside those who continue to serve. Particular thanks must also go to John Lord and his team for their work in finance.

In the year ahead, we will continue to explore our mission, in how we might grow in numbers, in discipleship, and in service. We can only do this together, and in the power of the Holy Spirit. In all this, I give thanks that God has gifted All Saints with a heart to follow and a community who love.

Fr Anthony

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2023**

FINANCIAL REVIEW

Results for the Year

The results for the year and financial position of the Parish are as shown in the annexed financial statements.

Summary

Total income for the year was £279,655 with total expenditure amounting to £239,193 – Giving a headline surplus of £40,462. Generous donations and fundraising raised £13,158 (including Gift Aid), for the urgent work on the tower steps. Increased church activities, property rental and higher interest also raised extra funds, helping to lessen the impact of inflation on Utilities, fundraising and other support costs. Expenditure was reduced by vacancy savings, low mission spend and delays to maintenance. There were net revaluation gains, making an accounts surplus of £45,930.

Focussing on normal budgeted items, (excluding £15,093 of 1-off grants and legacies), regular income was £264,562 against a budget of £248,680. The recovery of concerts and other activities continued and although planned giving was 2% down, this was offset by general collections. There were several generous responses from the congregation to our Parish Gift Day appeal, both in 1-off donations and particularly increases in planned giving. There was also a good community response to our Christmas Craft Fayre and Tree Festival.

Planned expenditure includes the outstanding work on the tower steps, which was committed to, but not fully completed by the end of the year. Lower staff costs were budgeted, whilst the below budget mission funds will be put towards future missional spend. Total expenditure, at £239,193, resulted in a budget item surplus of £25,369 (reversing a deficit in 2022). The arrival of our new Rector is already encouraging greater community engagement. The financial challenges are most clearly for the South Porch restoration, within the Sound Light and Space programme. However, we are also called to fund mission-led service for the wider community in the years ahead.

Funds

Income and expenditure for nominated activities such as the Café, Organ, Community Meals, Church Fabric etc. are allocated to their own individual funds. This allows for direct payments or transfers to be made from the general fund, designated in accordance with approved by the PCC. During 2023 the main transfers were from general funds: £4,000 to Organ Maintenance, £2,000 to Church Fabric, £4,000 to Children & Families and £12,645 to the Mission and Ministry fund, for future use. In overall value, all funds are in credit.

The Sound, Light & Space project (including the South Porch restoration) will require significant fundraising and grants.

Money Received from Government

Normally, the only monies received from Government sources are the Gift Aid refunds from HMRC, made on donations received from UK taxpayers and the Gift Aid Small Donations Scheme. In 2023 these amounted to £34,661. Additionally in 2023, £3,782 VAT was refunded on the repair/replacement of tower steps, flagpole, bell ropes and bell muffles. This was under the Listed Places of Worship (LPW) Grant Scheme.

Reserves policy

The PCC holds reserves in a number of funds, most of which are designated as per the name of the fund, pending the expected expenditure as outlined in the paragraphs above. The CBF General Deposit, Lloyds and CAF Bank accounts hold the working reserve for the charity - ideally to cover 3 months' salaries and fees. However, in previous years, it has always been difficult to maintain a consistent level of reserve. As of 31 December 2023, the charity has only achieved this target from the balance of a property sale. This will be used for urgent works and the South Porch, when the way forward is agreed. The General Deposit and CAF Bank higher interest accounts are used to hold restricted and designated funds. Given the continued uncertainty of the financial position, a conservative approach to investment has been taken.

Value of the Church

It is impossible to give an accurate figure for the value of the Church and its contents, in terms of the Statement of Recommended Practice. The Church is a Grade I Listed Building of great beauty. The contents are accurately recorded in the Terrier and Inventory, last presented at the Annual Meeting of Parishioner on 23rd April 2023. A valuation for insurance purposed was completed by the Ecclesiastical in March 2022.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2023**

FINANCIAL REVIEW – continued

Legacies Policy

The PCC, through the Finance and Stewardship Group, periodically remind members of the congregation as to the benefits of leaving a legacy to the Church in their wills. The policy towards expenditure is that any unrestricted money received should be earmarked to capital projects where recognition of the donor can be made rather than just deemed to be an additional source of revenue. Unrestricted legacies and memorial donations, of which there were three in 2023, are placed in the Legacies Fund until the PCC designates where such monies are to be allocated or spent. Restricted legacies, of which there was one in 2023, are allocated in accordance with the terms of the donation, or agreement with the family.

EVENTS SINCE THE END OF THE YEAR

The work to repair and replace most of the tower steps has continued and we are running with a rolling balanced budget. The Immediate focus is on the pressing maintenance needs and gaining the expert proposals required. The wider Sound, Light & Space project, incorporating audio-visual development and repair of the organ, will need significant fundraising. With the arrival of Fr Anthony, we are also coming together in various ways, partly to reflect on the way ahead. From this strategy, the next steps will guide the budget for the rest of the year and beyond.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Background

The Parish of High Wycombe All Saints' is the Parish Church of the High Wycombe Team Ministry. The Parochial Church Council (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council (Powers) Measure 1956. The PCC co-operates with the Rector in promoting the whole Mission and Vision of the Church: pastoral, evangelistic, social and ecumenical.

Governing Document

The PCC registered as a charity with the Charity Commission with effect from 8th April 2009. The PCC is governed under the PCC Powers Measure (1956), as amended and the Church Representation Rules.

PCC Organisational Structure

Membership

Members of the PCC are either ex officio or elected at the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules. The day-to-day management of the PCC is delegated to the Rector and Church Wardens.

All Saints' High Wycombe is also part of the High Wycombe Team Ministry, a town-wide benefice of six parishes over which the Reverend Hugh Ellis was Team Rector. There are individual parish PCCs and a separate Team Benefice Council.

The PCC is also the Managing Trustee of a charity known as "the Oakley Memorial Church Lads Brigade Drill Hall in the Borough of High Wycombe in the County of Buckingham comprised in a conveyance dated 24th December 1906" ("the Oakley Hall Trust") under which the premises comprised in that conveyance (now represented by the premises comprised in a lease dated 6th November 1975) were to be held as a church hall, mission room, parish room, classroom, meeting room or lecture room etc., with power to let etc. The accounts of the Oakley Hall Trust are not consolidated in these accounts.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2023**

**STRUCTURE, GOVERNANCE AND MANAGEMENT
PCC Organisational Structure – continued**

During the year the following served as Trustees and members of the PCC:

Clergy:		
Rector:	Father Anthony Searle *#	(from November 2023)
Associate Priest:	Reverend Jackie Lock *#	
Curate:	Reverend Gareth Morley *#	(to July 2023)
 Licensed Lay Ministers:		
	Miss Maureen Lampard #	(Not Trustee)
	Mr Derek Lancaster *#	
 Children & Families Minister:		
(Formally Roger Vere Youth Worker)	Mrs Robyn Connelly *#	
 Church Wardens:		
	Mrs Elisabeth Burns *	
	Mrs Jennifer Cartledge *	
 Honorary Deputy Church Warden:		
	Mr Edgar Samuel *	
 Deanery Synod Members:		
	Mr Barry Titchen	(to 2026)
	Mr Raymond Levy	(to 2026)
	Mr David Knights	(to April 2023)
	Mrs Susan Lord	Co-opted May 2023
 PCC Members:		
	Mrs Lynda Moorcroft *	(to 2025)
	Miss Lauren Harvey	(to 2024)
	Mr Philip Hynard	(to 2024)
	Miss Elizabeth Martin	(to 2024)
	Mr John Lord	(to 2024)
	Mrs Sheila Doig	(to 2024)
	Mr Edgar Samuel	(to 2024)
	Mrs Dawn Segrue *	(to 2024)
	Mr Mark Johnson	(to 2025)
	Mrs Barbara Bowman	(to 2025)
	Mrs Jean Johnson	(to 2026)
	Mrs Jacqui Brearley	(to 2026)
 Honorary Treasurer:		
	Mr John Lord *	
 PCC Secretary:		
	Mr Philip Hynard *	
 Acting Director of Music:		
	Mr Philip Wayne	(Not Trustee)
 Electoral Roll Officer:		
	Mr Errol Baker	(Not Trustee)
 Parish Administrator:		
	Miss Elizabeth Martin	

* Denotes membership of the PCC Standing Committee / Shared Leadership Team

Denotes membership of the Ministry Team

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2023**

**STRUCTURE, GOVERNANCE AND MANAGEMENT
PCC Organisational Structure - continued**

Other Officers (not Trustees, unless otherwise stated)

Activities and Hospitality:	Mr Stephen Linger
Arts and Spirituality:	Miss Elizabeth Martin (Trustee)
Safeguarding Officer:	Mrs Jo Norman

Management Organisation

The PCC operates through a number of delegated groups, headed by members of the Shared Leadership Team (SLT):

Shared Leadership Team & Standing Committee:	Key members of the PCC (as indicated by *) responsible for formulating strategic parish policy and co-ordinating management.
Ministry Team:	Clergy, Licensed Lay Ministers and the Children & Families Minister (as indicated by #) responsible for all staff, Ministry and pastoral matters.
Children & Families:	Responsible for the organising of activities and the pastoral care of children, young people and families. Also for All Age Worship, preparation for Communion, Confirmation and work with schools.
Mission & Evangelism:	Responsible for the missional use of the building(s), hospitality, engagement with the wider community, faith in action and communication of the Gospel.
Worship & Liturgy:	Responsible for the planning and delivery of worship; Liturgy, Music, Choir, Servers, Sidespeople and visiting speakers.
Stewardship & Finance Group:	Responsible for financial planning and management of the church accounts, together with, risk management, planned and tax efficient giving.
Buildings & Fabric Group:	Responsible for the planned inspections, maintenance and repair of the church building and houses owned or managed by the PCC.
Education & Discipleship:	Responsible for enabling and co-ordinating study and education groups; vocational development, projects and courses.
Communications:	Responsible for interfacing with the wider public, through use of the website, social media, publicity, design and displays.
Art & Spirituality:	Expanding the community use and experience of the church through art and creativity; developing non-liturgical spiritual connections and the Quiet Space.
Oakley Hall Management Group:	This group is responsible for the day-to-day management and running of the Oakley Hall.
Project Development:	Managing re-ordering projects; developing longer-term plans for the church building; and organising fund raising for these projects.
Fund Raising:	Oversees major fund raising across all aspects of church life, mission and vision.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT – continued

Risk management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Shared Leadership Team (SLT), on behalf of the PCC, maintains overall supervision of the key areas of finance, buildings and staff through direct line management or through nominated groups responsible to the PCC:

Finance

The Hon Treasurer is responsible for the day-to-day financial management of the charity and providing specialist advice to the PCC, SLT and task groups. With the exception of internal transfers of money between accounts, all expenditure requires the authorisation of two nominated members of the Church. Additionally, all members of the PCC and congregation who are required to handle church money are certified as 'fit and proper persons' and required to sign the associated declaration.

The PCC is very aware that its income, while drawn from a large number of parishioners, is substantially dependent on the significant donations of a comparatively small number of people, or in the case of the Children and Families Minister, mainly a single donor. The withdrawal of support from those individuals could result in immediate financial embarrassment and it would be necessary to curtail the activities of the PCC or to undertake fundraising or both.

The key financial risks are that day-to-day planned expenditure is not covered by regular income, or that urgent maintenance requires funds greater than those available in reserves. It is essential that a balanced budget is maintained to ensure long term financial stability.

Building

The PCC recognises that there are many risks to the building and contents; however, all practical and affordable measures are taken to minimise this risk. When open, the building is always manned by a minimum of 2 people and the 3/4 usable entrances all have double locks. A number of additional precautions are taken to protect valuable items. Fire and emergency evacuation plans are in place and are maintained by the Church Activities Team. The PCC maintains appropriate insurance cover where possible to do so and a full insurance valuation/inspection was last undertaken by the Ecclesiastical Insurance Company in 2022. The church is highly dependent on the willingness of volunteers to assist the clergy and paid staff in maintaining the Church's role and mission with the local community and its availability, on a daily basis, to that community. We are all grateful to them.

In addition to implementing the recommendations from Quinquennial inspections, the Fabric committee - a sub-group of the PCC - carries out timely inspections of the church building and all the Church properties and, in the course of such inspections, draws attention to any hazards within the properties and makes recommendations for the reduction or elimination of any risks. Only Gas Safe (formerly Corgi) registered fitters are used to repair the gas installations, and appropriately qualified electricians for any electrical work (other than changing light bulbs or replacing fuses). The solicitors to the Diocese approve tenancy agreements. Where it is considered appropriate, legal advice is sought in relation to other tenancy and potential liability matters.

Staff

Prior to employment or the provision of specialist services, all permanent members of staff and fee-receiving individuals undergo standard pre-employment vetting to minimise the risk of fraud or other failings to the PCC. Employer's Liability and Personal Accident insurance are maintained. Where it is considered appropriate, legal advice is sought in relation to formal dealings with staff.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2023**

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Registration Number: 1129065

Principal address: The Church Office, Oakley Hall
8 Castle Street
High Wycombe
Buckinghamshire
HP13 6RF

Trustees: E Burns
J Cartledge

Independent Examiner: Mr T Fulker BSC (Econ) FCA
Seymour Taylor Limited
First Floor North
40 Oxford Road
High Wycombe
Buckinghamshire
HP11 2EE

EVENTS SINCE THE END OF THE YEAR

Information relating to events since the end of the year is given in the notes to the financial statements.

Approved by order of the board of trustees on 28 April 2024 And signed on its behalf by:



Elisabeth Burns
(Church Warden)



Jennifer Cartledge
(Church Warden)

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2023 which are set out on pages twelve to twenty two.

Respective responsibilities of trustees and examiner

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

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

Independent examiner's statement

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

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



.....
Tim Fulker BSC (Econ) FCA

Seymour Taylor Limited
First Floor North
40 Oxford Road
High Wycombe
Buckinghamshire
HP11 2EE

Date: 23 May 2024

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 December 2023**

					2023	2022
		Unrestricted	Restricted	Endowment	Total funds	Total funds
	Notes	funds	funds	fund		
		£	£	£	£	£
INCOMING RESOURCES						
Incoming resources from generated funds						
Voluntary income	2	203,445	40,998	-	244,443	228,470
Investment income	3	2,445	3,659	-	6,104	2,401
Activities for generating funds	4	9,494	200	-	9,694	4,911
Other incoming resources	5	<u>19,214</u>	<u>200</u>	<u>-</u>	<u>19,414</u>	<u>10,000</u>
Total incoming resources		234,598	45,057	-	279,655	245,782
RESOURCES EXPENDED						
Costs of generating funds						
Fundraising	6	9,943	3,664	-	13,607	10,657
Charitable activities						
Work of the church	7	114,323	47,046	-	161,369	169,797
Grants	8	5,499	1,316	-	6,815	9,787
Governance & Administration	9	<u>57,402</u>	<u>-</u>	<u>-</u>	<u>57,402</u>	<u>50,588</u>
Total resources expended		187,167	52,026	-	239,193	240,829
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS						
		47,431	(6,969)	-	40,462	4,953
Gross transfers between funds	15	<u>(9,538)</u>	<u>9,538</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net incoming/(outgoing) resources before other recognised gains and losses						
		37,893	2,569	-	40,462	4,953
Other recognised gains/losses						
Gains/losses on investment assets	12	5,017	-	451	5,468	24,707
Gains/losses on revaluation		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in funds		42,910	2,569	451	45,930	29,660
RECONCILIATION OF FUNDS						
Total funds brought forward		688,175	79,561	4,793	772,529	742,869
TOTAL FUNDS CARRIED FORWARD		<u>731,085</u>	<u>82,130</u>	<u>5,244</u>	<u>818,459</u>	<u>772,529</u>

The notes form part of these financial statements

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**BALANCE SHEET
At 31 December 2023**

		Unrestricted funds	Restricted funds	Endowment fund	2023 Total funds	2022 Total funds
	Notes	£	£	£	£	£
FIXED ASSETS						
Tangible assets	12	506,675	-	-	506,675	501,658
Endowments	12	-	-	5,244	5,244	4,793
		506,675	-	5,244	511,919	506,451
CURRENT ASSETS						
Debtors	13	4,776	104	-	4,880	5,203
Cash at bank and in hand		231,648	94,761	-	326,409	280,091
		236,424	94,865	-	331,289	285,294
CREDITORS						
Amounts falling due within one year	14	(12,014)	(12,735)	-	(24,749)	(19,216)
NET CURRENT ASSETS		<u>224,410</u>	<u>82,130</u>	<u>-</u>	<u>306,540</u>	<u>266,078</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		731,085	82,130	5,244	818,459	772,529
NET ASSETS		<u>731,085</u>	<u>82,130</u>	<u>5,244</u>	<u>818,459</u>	<u>772,529</u>
FUNDS	15					
Unrestricted funds					475,710	437,817
Restricted funds					82,130	79,561
Endowment funds					5,244	4,793
Revaluation reserve					255,375	250,358
TOTAL FUNDS					<u>818,459</u>	<u>772,529</u>

The financial statements were approved by the Board of Trustees on 28/4/24 and were signed on its behalf by:



Elisabeth Burns
(Church Warden)



Jennifer Cartledge
(Church Warden)

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2023**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Incoming resources

Voluntary income and capital sources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Collections are recognised when received by or on behalf of the PCC.

Planned giving receivable under covenants or gift aid is recognised only when received.

Income tax recoverable on covenants or gift aid donations is recognised when income is recognised.

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

Wherever possible income generated by fêtes and similar events are accounted for gross.

Other ordinary income

Rental income from the letting of the church or PCC premises is recognised when the rental is due.

Investments

Investments including properties and shares, are recognised initially at fair value which is normally transaction price excluding transaction costs. Subsequently, they are measured at fair value through the profit and loss if the shares are publicly traded or their fair value can otherwise be measured reliably.

Income from investments

Dividends and interest are accounted for when receivable. Tax recoverable on such income is recognised in the same accounting year.

Gains and losses on investments

Realised gains or losses are recognised when investments are sold.

Unrealised gains or losses are accounted for on revaluation of investments at 31 December.

Resources expended

Allocation and apportionment of costs

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources. Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Grants

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

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2023**

1. ACCOUNTING POLICIES – continued

Activities directly relating to the work of the church

The diocesan parish share is accounted for when payable. Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Consecrated land and buildings and movable church furnishings

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

No value is placed on movable church furnishings held by the church wardens on special trust for the PCC and which require a faculty for disposal since the PCC considers this to be inalienable property. All expenditure incurred during the year on consecrated or beneficed buildings and movable church furnishings, whether maintenance or improvement, is written off as expenditure in the Statement of Financial Activities and separately disclosed.

Other fixtures, fittings and office equipment

Equipment used within the church premises is depreciated on a straight line basis over 4 years. Individual items of equipment with a purchase price of £3,000 or less are written off when the asset is acquired.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for application for the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the PCC for a particular purpose. The cost of raising and administering such funds is charged against the unrestricted reserve.

The accounts include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of any church groups that owe their main affiliation to another body nor those that are informal gatherings of Church members.

Pension costs and other post-retirement benefits

All Saints' PCC participates in the Pension Builder Scheme section of the Church Workers Pension Fund (CWPF) for lay staff. CWPF is administered by the Church of England Pensions Board (CEPB), which holds the CWPF assets separately from those of the employer and other participating employers. The CWPF has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014. Both sections of the Pension Builder Scheme are classed as defined benefit schemes. PB Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the CEPB from time to time. Discretionary increases may also be added, depending upon the investment returns and other factors. PB 2014 is a cash balance scheme that provides a lump that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared, is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme. The scheme is a multi-employer scheme as described in Section 28 of FRS 102, as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the employer contributions payable: £4,314 (2022: £4,372).

A valuation of the PB scheme is carried out once every three years. The most recent was carried out as at 31 December 2019. For PB the Classic section, this revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review, the Board chose to grant a discretionary bonus of 6.7% to pensions not yet in payment and those in payment in respect of service prior to April 1997; and a bonus on those in payment in respect of post April 2006 service so that the increase was 5% (where usually it would be calculated based on inflation up to 2.5%).

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2023**

1. ACCOUNTING POLICIES – continued

This followed improvements in the funding position over 2023. There is no requirement for deficit payments at the current time. For the PB 2014 section, the valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The next valuation is due as at 31 December 2022. Calculations for this are currently underway, but indicate that all sections are now in surplus.

The legal structure of the scheme is such that if another employer fails, All Saints' PCC could become responsible for paying a share of that employer's pension liabilities.

The PCC had 3 active members and 9 deferred members in the Pension scheme at 31 December 2023.

2. VOLUNTARY INCOME

	2023	2022
	£	£
Planned Giving	99,143	101,100
Donations other than planned giving	93,546	81,784
Gift Aid	34,661	34,388
* Legacies	7,311	6,452
* VAT recoverable	3,782	-
* Grants	6,000	4,746
	<u>244,443</u>	<u>228,470</u>

* Includes £15,093 of 1-off grants, VAT and legacies, so the Budgeted Voluntary Income was £229,350.

Donations included in the above are as follows:

Gift Aid and covenants	86,598	88,493
Taxation recoverable	38,443	34,388
Other planned giving	12,544	12,607
Collections	5,127	5,141
* Other donations	83,291	71,178
Fundraising	11,352	11,480
Unplanned gift aid	7,088	5,183
	<u>244,443</u>	<u>228,470</u>

* Includes £7,440 of donations as part of the All Saints' Gift Day and £10,752 raised for repairing the tower steps.

3. INVESTMENT INCOME

	2023	2022
	£	£
Interest and dividends	1,846	1,029
Deposit account interest	4,258	1,372
	<u>6,104</u>	<u>2,401</u>

4. ACTIVITIES FOR GENERATING FUNDS

	2023	2022
	£	£
Fees payable to the PCC	1,497	1,140
Non-statutory fees	2,273	1,266
Trading income	8	49
Vergers' fees	1,540	770
Concert fees and Church hire	4,376	1,686
	<u>9,694</u>	<u>4,911</u>

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2023**

5. OTHER INCOMING RESOURCES

	2023	2022
	£	£
House lettings	19,414	10,000
	<u>19,414</u>	<u>10,000</u>

6. COST OF GENERATING FUNDS - FUNDRAISING

	2023	2022
	£	£
Tree Festival, Craft Fayre, Stewardship & other costs	4,853	2,677
Community survey costs	-	99
Mustard Seed Café costs	5,569	4,991
Weekly Concerts – Performer fees	3,185	2,890
	<u>13,607</u>	<u>10,657</u>

7. CHARITABLE ACTIVITIES – WORK OF THE CHURCH

	2023	2022
	£	£
Parish Share	60,897	66,988
Worship, mission & pastoral care	10,978	8,532
Housing letting fees & maintenance	7,069	10,715
Music, fees & organ maintenance	14,834	17,356
Church insurance & maintenance (Includes work on the tower and the toilet block)	34,632	36,217
Sound Light Space project	2,759	628
Children, families & youth	29,094	27,729
Mustard Club, Community Meals	1,106	1,632
	<u>161,369</u>	<u>169,797</u>

8. GRANTS PAYABLE

	2023	2022
	£	£
Missionary societies	699	911
Relief & development agencies	1,243	5,823
Home Church societies	2,480	1,560
Secular Charities	2,393	1,483
Wycombe Homeless Connection	-	10
	<u>6,815</u>	<u>9,787</u>

Note: An additional £3,006 was raised directly as Agency collections for other charities

9. SUPPORT COSTS

	2023	2022
	£	£
Utilities & running costs	16,511	14,602
Church activities & event management	16,911	14,408
Administration, printing & stationery	18,828	17,910
Governance	5,152	3,668
	<u>57,402</u>	<u>50,588</u>

Note: Governance includes £3,090 for the Independent Examination of the 2023 Accounts, which was accrued.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2023**

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2023 nor for the year ended 31 December 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2023 or for the year ended 31 December 2022.

11. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	56,259	56,908
Social security costs	-	-
Other pension costs	4,314	4,372
	<u>60,573</u>	<u>61,280</u>

The average monthly number of employees during the year was as follows:

	2023	2022
Pastoral staff	1.0	1.0
Administrative staff	1.0	1.0
Management staff	1.0	1.0
	<u>3.0</u>	<u>3.0</u>

No employees received emoluments in excess of £60,000.

During the current year, the PCC employed a Children and Families Minister, Activities/Hospitality Assistant, and Parish Administrator. These costs are included in Work Of The Church and Support Costs.

12. TANGIBLE FIXED ASSETS

FIXED ASSET INVESTMENTS

	Fixed Asset Investments	Freehold property Investments
COST OR VALUATION		
At 1 January 2023	4,793	501,658
Revaluations	<u>451</u>	<u>5,017</u>
At 31 December 2023	<u>5,244</u>	<u>506,675</u>
NET BOOK VALUE		
At 31 December 2023	<u>5,244</u>	<u>506,675</u>
At 31 December 2022	<u>4,793</u>	<u>501,658</u>

The PCC owns the freehold land and building of the former Children & Families Minister's house at 3 Castle Place (value £254,175) and a new leasehold property at 46 Great Ground, Aylesbury (value £252,500). These have been let on the general property market. The gross book values are based on the value estimated by the PCC as at 31 December 2023 and are considered to be a fair estimate of the current value of the properties, based on the Government figures available. During 2023, although there has been a downward movement nationally (-2.4%)¹, there has been an upward movement in similar property values in Buckinghamshire (+1.0%)¹. Specific figures are no longer available for High Wycombe. The PCC considers that, given the size and condition of the properties, an overall increase of 1.0% in value is representative for such properties in the year to 31 December 2023. Buildings insurance (3 Castle Place), service charges (46 Great Ground) and maintenance costs are borne by the PCC for these properties. The historical cost of these properties is £251,300.

¹ Land Registry UK House Price Index.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2023**

12. TANGIBLE FIXED ASSETS – continued

No depreciation is charged on either of these properties. Council tax and utility costs are borne by the tenants, or the PCC when vacant.

The movable church furnishings are recorded in the Inventory maintained by the PCC. These assets cannot be disposed of without a faculty and no value has been placed on them in the accounts.

The functional equipment used for the ongoing work of the PCC includes office equipment which individually cost less than £3,000 each. The cost of these assets was written off in the year of acquisition and the PCC consider that their valuation in use, less depreciation, would be negligible.

There were no investment assets outside the UK.

The PCC own 232 shares in CBF Investment Fund. These had an estimated market value at 31 December 2023 of £5,244. The historical cost of these shares is £1,600.

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Accrued income	4,880	1,996
Prepayments and Other debtors	<u>-</u>	<u>3,207</u>
	<u>4,880</u>	<u>5,203</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Other creditors – Agency Collections	587	512
Accruals and accounts payable	24,162	18,704
Deferred income	<u>-</u>	<u>-</u>
	<u>24,749</u>	<u>19,216</u>

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2023**

15. MOVEMENT IN FUNDS

Transfers between funds

As in previous years a number of inter-fund transfers have occurred to reflect budget allocations and ensure an accurate position at the end of the financial year. For reasons of cash flow, the PCC authorised the movement of designated funds from time to time as deemed necessary by the Hon Treasurer to maintain credit balances in bank holding accounts.

	At 1.1.23 £	Net movement in funds £	Transfers between funds £	At 31.12.23 £
Endowment funds				
Chancel Repair Fund	4,793	451	-	5,244
	4,793	451	-	5,244
Unrestricted funds				
General fund	343,590	30,050	(22,632)	351,008
Revaluation Reserve	250,358	5,017	-	255,375
Churchyard Project	1,568	5,333	-	6,901
Mission & Ministry	33,073	(2,609)	12,645	43,109
Organ Maintenance	793	(2,394)	4,000	2,399
Small Saints Activities	32	72	(25)	79
ARK & children	5	48	-	53
Music at All Saints'	1,730	1,062	-	2,792
Fabric 1 – Church Maintenance	1,207	(1,014)	2000	2,193
Stations of the Cross	108	2	-	110
Tower & Bells Appeal	-	2,081	-	2,081
Chancel Repair Fund	100	-	-	100
Choir Robes	165	1	-	166
Choir account	1,383	(117)	-	1,266
Tea & coffee fund	1,113	446	-	1,559
Church flowers	388	46	4	438
PCC Reserve	20,012	186	-	20,198
Special collections	-	181	(81)	100
West End Redevelopment Project	-	801	-	801
Youth expenditure	-	-	-	-
Youth, Children & Families Minister	1,079	4378	(5,457)	-
Legacies	20,217	4,010	-	24,227
Lighthouse	-	-	-	-
South Porch	1,659	845	-	2,504
Mustard Seed Café	2,861	3,358	-	6,219
Organ Restoration	6,104	359	8	6,471
Community meals	630	306	-	936
	688,175	52,448	(9,538)	731,085
Restricted funds				
Agency	-	-	-	-
ARK & children	172	(73)	-	99
Bellringers fund	14,747	(887)	(1,000)	12,860
Fabric 1– Church Maintenance	562	-	-	562
Church Flowers	193	(9)	-	184
John Clement Parker Trust	1,908	24	-	1,932
Organ Maintenance	-	-	-	-
Special collections	22	(81)	81	22

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2023**

15. MOVEMENT IN FUNDS – continued

Youth, Children & Families Minister	106	(9,551)	9,457	12
Choir robes	14	-	-	14
PCC Reserve	7,189	787	-	7,976
Tower & Bells Appeal	1,251	(2,229)	1,000	22
West End Redevelopment Project	-	187	-	187
Chancel repair fund	3,098	321	-	3,419
Music at All Saints'	1,188	1,077	-	2,265
Small Saints Activities	591	-	-	591
Lighthouse	1	61	-	62
South Porch	9,002	722	-	9,724
Mustard Seed Café	-	-	-	-
Legacies	848	779	-	1,627
Organ Restoration	38,573	1,989	-	40,562
Community meals	96	(86)	-	10
	<u>79,561</u>	<u>(6,969)</u>	<u>9,538</u>	<u>82,130</u>
TOTAL FUNDS	<u>772,529</u>	<u>45,930</u>	<u>-</u>	<u>818,459</u>

16. POST BALANCE SHEET EVENTS

The tower steps were an urgent safety issue for 2023, requiring some £15,958 for their repair. The funds were raised through a truly generous response to the appeal and the most urgent work completed. The remaining was agreed to in September, but could not be scheduled until January 2024, so has been accrued in these accounts.

The medium to long term vision for the church building is to make enhancements which honour and share its heritage, whilst enabling it to better serve the community. This is the "Sound, Light & Space" project, which will repair, restore and develop the facilities for improved accessibility, inclusion and celebration – in gatherings for worship and community activities. The Quinquennial report and emergency maintenance have set recent priorities, but our main focus is the South Porch, which can currently only be used as an emergency exit, due to the damaged and corroded stonework. The programme of work requires a new environmental survey to enable a plan to be agreed with the Diocese. This is underway and the full works are expected to cost in the region of £200,000. As significant funds have already been spent on investigations, correction and safety, there is currently only £12,357 in this fund. Further funds may now be available, following the property down-sizing, but external fundraising will be required, both for the South Porch and the larger elements of the wider project.

Financial pressures continue to affect the whole community, but a balanced budget for regular activities should be achievable for 2024. However, reserves may need to be used for the most urgent fabric and maintenance projects.

This is the starting point, as we open ourselves to explore the next steps in our mission and service for the wider community. The budget will be amended as we are led into more detailed plans for years ahead.

17. ULTIMATE CONTROLLING PARTY

The parish is controlled by the members of the Parochial Church Council operating under the Parochial Church Council Powers Measure.

18. CONNECTED CHARITIES AND RELATED PARTY TRANSACTIONS

The PCC did not enter into any material transaction, contract or other arrangement with a member or employee of the PCC nor with any connected person.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2023**

18. CONNECTED CHARITIES AND RELATED PARTY TRANSACTIONS - continued

Travelling, subsistence and out of pocket expenses were reimbursed to members of the clergy and staff, which amounted to a balance of £Nil owed at the year-end (2022: £Nil).

Apart from the above, no other members of the PCC received any reimbursement of expenses or remuneration.

The Oakley Hall Trust has not been included in the financial statements of The Parish of High Wycombe All Saints' as it is regarded as a separate ecclesiastical charity. The PCC had free use of the Oakley Hall during the year.

Accounts

REGISTERED CHARITY NUMBER: 1129065

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 DECEMBER 2022
FOR**

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**CONTENTS OF THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

	Page
Report of the Trustees	1 to 9
Independent Examiner's Report	10
Statement of Financial Activities	11
Balance Sheet	12
Notes to the Financial Statements	13 to 21

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

The Trustees present their report with the financial statements of the charity for the year ended 31 December 2022. The Trustees have adopted the provisions of *Accounting and Reporting by Charities: Statement of Recommended Practice* applicable to charities preparing their accounts in accordance with the Financial Reporting Standard, applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

The PCC is committed to enabling all people to worship at the church and to become part of the parish community at All Saints'. The PCC maintains an overview of worship throughout the parish and makes suggestions on how services can involve the many diverse groups that live within the parish. The services and worship express and nurture faith through prayer, scripture, music and sacramental worship – a place for our whole community to encounter God. That faith is put into practice through missional, pastoral, evangelistic, social and ecumenical engagement, with the parish, town and wider world.

When planning activities for the year, the Rector, PCC, Shared Leadership Team and Ministry Team consider the Charity Commission guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. In particular, emphasis is given to enable ordinary people to live out their faith as part of our parish community through:

- Worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus;
- Providing pastoral care for all people living in the parish;
- Missionary and outreach work;
- Making the church available for greater community use within Christian and secular groups; and,
- Encouraging greater fellowship, cooperation and understanding within the local community.

To facilitate this work, it is important that the fabric of the Church of All Saints' is maintained to the highest possible standard commensurate with the resources that are provided for this task. In the past this task has fallen to rich benefactors and the congregation; however, for the future, as a Grade I listed Building at the heart of the town, with a history dating back to the 11th century, it is appropriate that the wider community within High Wycombe is aware of the historical and architectural importance of the building. In support of this objective, extended hospitality, together with improved access and availability has been achieved, to enable the local community to share in the use and contribute towards the upkeep of the building.

Fund-raising activities this year have ranged from humanitarian aid for those affected by the war in Ukraine, to supporting the ongoing work and maintenance of the Church. Planning has also continued on the major projects, which will require significant additional fundraising activity. These projects will safeguard the heritage, but also improve the functionality and amenities within the building, thereby increasing its use and appeal for the wider community.

Although the impact of Coronavirus has continued to affect activities and the cost of living pressures are squeezing finances, we have seen a continued recovery during 2022. This is centred on communal gathering and worship. Inclusiveness, a warm welcome and encouragement are at the heart of our community engagement and support, with services, hospitality, concerts and a variety of activities thriving again.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

ACHIEVEMENT AND PERFORMANCE

All Saints - Review of the Year 2022

Spring & Covid recovery

The early part of 2022 saw the establishment of a “new normal” following Covid pandemic Plan B measures at the end of 2021. A small number remained on zoom for Sunday worship before we fully returned to onsite worship at Easter with the continuation of a live stream via Facebook. Other social activities were gradually restarted and it was great to meet in person for our Lent book club. The chalice was reintroduced from Maundy Thursday.

Easter

After a lively Palm Sunday morning service with outside procession, we entered the solemnity of Holy week with a liturgical performance of Gabriel Faure’s requiem in support of the people of Ukraine. The sorrow of the Overnight watch and Three Hours Devotion on Good Friday was followed by the joy of Easter morning with the First Mass of Easter dawn service, then a Festival Eucharist with Holy Baptism, Admission to Communion and the rousing Hallelujah chorus sung by our choir.

May & June

May and June saw Platinum Jubilee celebrations up and down the country. At All Saints we were pleased to host Her Majesty’s Lord Lieutenant of Buckinghamshire, Countess Howe, for a Service of Thanksgiving on Sunday 29 May. This was a great opportunity to celebrate with the civic community and showcase local art with a fantastic exhibition of work by Women’s Cultural arena, schools, local artists, and congregation members.

At the start of June, we said a big thank you and farewell to Liam Cartwright, our Director of Music as he left All Saints after 10 years to be ordained deacon and begin a curacy in the Cowley Team Ministry. The following week we were delighted to hold the postponed 2021 Christmas Sparkle fundraising event. Although we didn’t have 30 Christmas trees in the building, we did still manage plenty of twinkling lights.

July & August

On 9 July, we held the first All Saints community day and offered visitors the chance to find out more about what we offer throughout the week. There were activities for families, art and crafts, a hymn jukebox from the choir and heritage tours and of course hospitality.

This was also a great opportunity to celebrate the life of All Saints as we said goodbye to our Vicar & Team Rector Revd Hugh Ellis on 10 July, ahead of his official retirement at the end of September. It was lovely to be able to gather across the weekend to express our appreciation and gratitude for Hugh’s ministry and to say a fond farewell to him, his wife Jenny and their family.

During the school holiday, Robyn our Children and Families minister and members of our congregation supported Wycombe Lighthouse, a non-residential holiday club for children run by local churches.

Saturday 20 August was another busy day in All Saints as we undertook the Summer big clean and tackled high level cobwebs, sweeping, dusting, wax removal and cleaning under the grates, to name just a few of the tasks. Although hard work, it was enjoyable to spend time with fellow volunteers and enjoy a rewarding lunch together.

On the same day, we had a stall for Wycombe Pride, handing out rainbow cupcakes and a reassuring message that all are welcome at All Saints. We plan to become more involved in this event in the future.

September & October

Following the sad death of Her Majesty Queen Elizabeth II on 8 September, All Saints was open daily for our local community to light candles, sign the book of condolence or just simply sit quietly. Approximately 1000 people visited the church during the week following the late Queen’s death and we are extremely grateful to the staff and volunteer team who enabled us to open for extended hours. We also hosted a civic memorial service on 18 September welcoming leaders from different faith communities in the town.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

ACHIEVEMENT AND PERFORMANCE

All Saints – Review of the year 2022 – continued

In October we celebrated Harvest with a glorious floral display and food donations to support the work of both One Can trust and Wycombe Food Hub. We also saw the return of the All Saints quiz organised by the PCC and enjoyed an evening of fun with questions for all while raising vital funds for the church. The month ended with our patronal festival and a special Choral Evensong with Bishop Alan to celebrate the 10th anniversary of the installation of the new church bells and All Saints Gift Day – thank you to everyone who responded so generously.

November & December

We were honoured to host the civic service of Remembrance on 13 November and the Rennie Grove Light up a life service towards the end of the month.

This year at the Christmas Lights switch on, we had a trail in the church where visitors could learn about and build their own Christingle. The contrast of the buzz in the church with the awe on the faces of those who had their Christingle individually lit and blessed was fantastic.

December is always a very busy month at All Saints with multiple school carol services, the mayor's festival of carols and our own services. It is also the time of year for major fundraising events such as the Christmas Craft Fayre, Tree festival and Sparkle which were all incredibly well supported. Thank you to everyone who gives their time and energy to make these such a success.

2023

The formal process to appoint a new Team Rector is underway and the churchwardens are working with the Wycombe team and deanery, Bishop Alan and the PCC to discern the way forward before the position is advertised.

It is vital that All Saints continues to move forward during the vacancy, and various opportunities for gathering, learning and activities have been planned for Lent including a series of congregational lunches. Development of our music programme is also underway and background work on the Sound, Light & Space project continues.

We are extremely grateful to everyone who has enabled services and activities at All Saints to continue as normal following the departure of both our Rector and Director of Music in 2022.

We are incredibly blessed to have such a faithful ministry staff and leadership team along with an inspirational and talent acting director of music and assistant Organist and thank them all for their dedication and enthusiasm.

Finally, an enormous thank you to all the volunteers who enable our whole community to encounter God and ensure All Saints continues to offer an inviting, inclusive welcome in the heart of High Wycombe.

Lis Burns
Churchwarden & PCC Vice-Chair

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

FINANCIAL REVIEW

Results for the Year

The results for the year and financial position of the Parish are as shown in the annexed financial statements.

Summary

Total income for the year was £245,782 with total expenditure amounting to £240,829 – Giving a headline surplus of £4,953. Although planned giving has fallen and additional expenditure on Church maintenance was budgeted, there were also savings from staff vacancies and utilities. There were net revaluation gains, making an accounts surplus of £29,660. Focussing on normal budgeted items, (excluding £11,198 of 1-off grants and legacies), regular income was £234,584 against a budget of £233,565. Although the impact of COVID-19 continued, particularly in the first third of the year, collections and event income recovered later on. Planned giving was more affected than had been expected, due to the cost of living pressures. However, there were several very generous responses from the congregation to our Parish Gift Day appeal. It was also good to see the community response to our fundraising for Ukraine aid and our main Christmas fundraisers: the Craft Fayre and the Tree Festival.

As planned, expenditure was higher on fabric projects, but utilities and mission spend were below budget. Together with lower staff costs, this reduced total expenditure to £240,829, restricting the budget item deficit to £6,245.

Following the previous year's property sale, a replacement property was purchased, completing in December.

The start of 2023 is seeing an increase in planned activities, as well as maintenance. The financial situation will continue to bring challenges, particularly for increasing planned giving, but we hope that greater community engagement, together with a new Rector (and rental income) will make for a positive year.

Funds

Income and expenditure for nominated activities such as the Café, Organ, Children & Families, Community Meals, Church Fabric etc. are allocated to their own individual funds. This allows for direct payments or transfers to be made from the general fund to the designated fund in accordance with the budget approved by the PCC. During 2022 the main transfers were from general funds: £3,000 to cover the cost of Organ Maintenance and £7,540 to the Mission and Ministry fund, for anticipated future spend. In overall value, all funds are in credit.

The future costs of the Sound, Light & Space project (including the South Porch restoration, audio/visual and organ restoration works) will significantly exceed the current fund holdings, so fundraising and grants will be required.

Money Received from Government

Normally, the only monies received from Government sources are the Gift Aid refunds from HMRC, made on donations received from UK taxpayers and the Gift Aid Small Donations Scheme. In 2022 these amounted to £34,388. (In 2020 and 2021, some staff salaries were partly supported by Government Coronavirus Job Retention Scheme grants).

Reserves policy

The PCC holds reserves in a number of funds, most of which are designated as per the name of the fund, pending the expected expenditure as outlined in the paragraphs above. The CBF General Deposit, Lloyds and CAF Bank accounts hold the working reserve for the charity - ideally to cover 3 months' salaries and fees. However, in previous years, it has always been difficult to maintain a consistent level of reserve. As of 31 December 2022, the charity has only achieved this target through the balance of the property sale. This will mainly be used for urgent works and the Sound, Light & Space project. The General Deposit and CAF Bank higher interest accounts are used to hold restricted and designated funds, but the interest rates still remain relatively low. Given the continued uncertainty of the financial sector, a conservative approach to investment has been taken. Although low risk, the gains continue to be very modest.

Value of the Church

It is impossible to give an accurate figure for the value of the Church and its contents, in terms of the Statement of Recommended Practice. The Church is a Grade I Listed Building of great beauty. The contents are accurately recorded in the Terrier and Inventory, last presented at the Annual Meeting of Parishioner on 8th May 2022. A valuation for insurance purposed was completed by the Ecclesiastical in March 2022.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

FINANCIAL REVIEW – continued

Legacies Policy

The PCC, through the Finance and Stewardship Group, periodically remind members of the congregation as to the benefits of leaving a legacy to the Church in their wills. The policy towards expenditure is that any unrestricted money received should be earmarked to capital projects where recognition of the donor can be made rather than just deemed to be an additional source of revenue. Unrestricted legacies and memorial donations, of which there were two in 2022, are placed in the Legacies Fund until the PCC designates where such monies are to be allocated or spent. Restricted legacies, of which there were none in 2022, are allocated in accordance with the terms of the donation, or agreement with the family.

EVENTS SINCE THE END OF THE YEAR

Following the sale of the former minister's house, the new property has been rented out.

The urgent need to repair and replace some of the tower steps has turned out to be a much larger project than originally expected. However, the "Stairway to Heaven?" appeal has had a very generous response, with much of the funding already raised. Other work on the tower and the toilet block was committed and started in 2022, but not completed until 2023.

We continue to be grateful for all of the volunteers and staff who have enabled the services and so many other activities to continue during the vacancy, as we look forward to the appointment of our new Team Rector. Prayer, preparation and patience are required, as this process progresses.

Whilst we focus on the most pressing maintenance needs, preparation also continues for the Sound, Light & Space project, which will need significant fundraising.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Background

The Parish of High Wycombe All Saints' is the Parish Church of the High Wycombe Team Ministry. The Parochial Church Council (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council (Powers) Measure 1956. The PCC co-operates with the Rector in promoting the whole Mission and Vision of the Church: pastoral, evangelistic, social and ecumenical.

Governing Document

The PCC registered as a charity with the Charity Commission with effect from 8th April 2009. The PCC is governed under the PCC Powers Measure (1956), as amended and the Church Representation Rules.

PCC Organisational Structure

Membership

Members of the PCC are either ex officio or elected at the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules. The day-to-day management of the PCC is delegated to the Rector and Church Wardens.

All Saints' High Wycombe is also part of the High Wycombe Team Ministry, a town-wide benefice of six parishes over which the Reverend Hugh Ellis was Team Rector. There are individual parish PCCs and a separate Team Benefice Council.

The PCC is also the Managing Trustee of a charity known as "the Oakley Memorial Church Lads Brigade Drill Hall in the Borough of High Wycombe in the County of Buckingham comprised in a conveyance dated 24th December 1906" ("the Oakley Hall Trust") under which the premises comprised in that conveyance (now represented by the premises comprised in a lease dated 6th November 1975) were to be held as a church hall, mission room, parish room, classroom, meeting room or lecture room etc., with power to let etc. The accounts of the Oakley Hall Trust are not consolidated in these accounts.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT

PCC Organisational Structure – continued

During the year the following served as Trustees and members of the PCC:

Clergy:

Rector:	Reverend Hugh Ellis *#	(to September 2022)
Associate Priest:	Reverend Jackie Lock *#	
Curate:	Reverend Gareth Morley *#	

Licensed Lay Ministers:	Miss Maureen Lampard #	(Not Trustee)
	Mr Derek Lancaster *#	

Children & Families Minister: (Formally Roger Vere Youth Worker)	Mrs Robyn Connelly *#	
---	-----------------------	--

Church Wardens:	Mrs Elisabeth Burns *	
	Mrs Jennifer Cartledge *	

Honorary Deputy Church Warden:	Mr Edgar Samuel *	
--------------------------------	-------------------	--

Deanery Synod Members:	Mr Nick Cousins	(to June 2022)
	Mr Barry Titchen	(to 2023)
	Mr David Knights	(to 2023)
	Mr Raymond Levy	(to 2023)

PCC Members:	Mrs Estelle Williams	(to February 2022)
	Mrs Lynda Moorcroft *	(to 2025)
	Miss Lauren Harvey	(to 2024)
	Mr Philip Hynard	(to 2024)
	Mrs Megan Vockins *	(to May 2022)
	Miss Elizabeth Martin	(to 2024)
	Mrs Michelle Neudecker	(to May 2022)
	Mr John Lord	(to 2024)
	Mrs Sheila Doig	(to 2024)
	Mr Edgar Samuel	(to 2024)
	Mrs Dawn Segrue *	(to 2024)
	Mr M Johnson	(From May 2022)
	Mrs B Bowman	(From May 2022)
	Mrs J Johnson	Co-opted May 2022

Honorary Treasurer:	Mr John Lord *	
---------------------	----------------	--

PCC Secretary:	Mr Philip Hynard *	
----------------	--------------------	--

Director of Music:	Mr Liam Cartwright	(to June 2022. Not Trustee)
--------------------	--------------------	-----------------------------

Electoral Roll Officer:	Mr Errol Baker	(Not Trustee)
-------------------------	----------------	---------------

Parish Administrator:	Miss Elizabeth Martin	
-----------------------	-----------------------	--

* Denotes membership of the PCC Standing Committee / Shared Leadership Team

Denotes membership of the Ministry Team

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT
PCC Organisational Structure - continued

Other Officers (not Trustees, unless otherwise stated)

Activities and Hospitality:	Mr Stephen Linger
Arts and Spirituality:	Miss Elizabeth Martin (Trustee)
Safeguarding Officer:	Mrs Jo Norman

Management Organisation

The PCC operates through a number of delegated groups, headed by members of the Shared Leadership Team (SLT):

Shared Leadership Team & Standing Committee:	Key members of the PCC (as indicated by *) responsible for formulating strategic parish policy and co-ordinating management.
Ministry Team:	Clergy, Licensed Lay Ministers and the Children & Families Minister (as indicated by #) responsible for all staff, Ministry and pastoral matters.
Children & Families:	Responsible for the organising of activities and the pastoral care of children, young people and families. Also for All Age Worship, preparation for Communion, Confirmation and work with schools.
Mission & Evangelism:	Responsible for the missional use of the building(s), hospitality, engagement with the wider community, faith in action and communication of the Gospel.
Worship & Liturgy:	Responsible for the planning and delivery of worship; Liturgy, Music, Choir, Servers, Sidespeople and visiting speakers.
Stewardship & Finance Group:	Responsible for financial planning and management of the church accounts, together with, risk management, planned and tax efficient giving.
Buildings & Fabric Group:	Responsible for the planned inspections, maintenance and repair of the church building and houses owned or managed by the PCC.
Education & Discipleship:	Responsible for enabling and co-ordinating study and education groups; vocational development, projects and courses.
Communications:	Responsible for interfacing with the wider public, through use of the website, social media, publicity, design and displays.
Art & Spirituality:	Expanding the community use and experience of the church through art and creativity; developing non-liturgical spiritual connections and the Quiet Garden.
Oakley Hall Management Group:	This group is responsible for the day-to-day management and running of the Oakley Hall.
Project Development:	Managing re-ordering projects; developing longer-term plans for the church building; and organising fund raising for these projects.
Fund Raising:	Oversees major fund raising across all aspects of church life, mission and vision.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT – continued

Risk management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Shared Leadership Team (SLT), on behalf of the PCC, maintains overall supervision of the key areas of finance, buildings and staff through direct line management or through nominated groups responsible to the PCC:

Finance

The Hon Treasurer is responsible for the day-to-day financial management of the charity and providing specialist advice to the PCC, SLT and task groups. With the exception of internal transfers of money between accounts, all expenditure requires the authorisation of two nominated members of the Church. Additionally, all members of the PCC and congregation who are required to handle church money are certified as 'fit and proper persons' and required to sign the associated declaration.

The PCC is very aware that its income, while drawn from a large number of parishioners, is substantially dependent on the significant donations of a comparatively small number of people, or in the case of the Children and Families Minister, mainly a single donor. The withdrawal of support from those individuals or that Charity would result in immediate financial embarrassment and it would be necessary to curtail the activities of the PCC or to undertake fundraising or both.

The key financial risk is that day-to-day planned expenditure is not covered by regular income. It is essential that a balanced budget is maintained to ensure long term financial stability.

Building

The PCC recognises that there are many risks to the building and contents; however, all practical and affordable measures are taken to minimise this risk. When open, the building is always manned by a minimum of 2 people and the 3/4 usable entrances all have double locks. A number of additional precautions are taken to protect valuable items. Fire and emergency evacuation plans are in place and are maintained by the Church Activities Team. The PCC maintains appropriate insurance cover where possible to do so and a full insurance valuation/inspection was last undertaken by the Ecclesiastical Insurance Company in 2022. The church is highly dependent on the willingness of volunteers to assist the clergy and paid staff in maintaining the Church's role and mission with the local community and its availability, on a daily basis, to that community. We are all grateful to them.

In addition to implementing the recommendations from Quinquennial inspections, the Fabric committee - a sub-group of the PCC - carries out timely inspections of the church building and all the Church properties and, in the course of such inspections, draws attention to any hazards within the properties and makes recommendations for the reduction or elimination of any risks. Only Gas Safe (formerly Corgi) registered fitters are used to repair the gas installations, and appropriately qualified electricians for any electrical work (other than changing light bulbs or replacing fuses). The solicitors to the Diocese approve tenancy agreements. Where it is considered appropriate, legal advice is sought in relation to other tenancy and potential liability matters.

Staff

Prior to employment or the provision of specialist services, all permanent members of staff and fee-receiving individuals undergo standard pre-employment vetting to minimise the risk of fraud or other failings to the PCC. Employer's Liability and Personal Accident insurance are maintained. Where it is considered appropriate, legal advice is sought in relation to formal dealings with staff.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Registration Number: 1129065

Principal address: The Church Office, Oakley Hall
8 Castle Street
High Wycombe
Buckinghamshire
HP13 6RF

Trustees: E Burns
J Cartledge

Independent Examiner: Mr T Fulker BSC (Econ) FCA
Seymour Taylor Limited
57 London Road
High Wycombe
Buckinghamshire
HP11 1BS

EVENTS SINCE THE END OF THE YEAR

Information relating to events since the end of the year is given in the notes to the financial statements.

Approved by order of the board of trustees on *16 April 2023* And signed on its behalf by:



Elisabeth Burns
(Church Warden)



Jennifer Cartledge
(Church Warden)

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2022 which are set out on pages eleven to twenty one.

Respective responsibilities of trustees and examiner

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

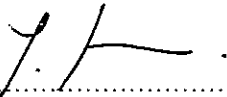
I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act..

Independent examiner's statement

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

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



.....
Tim Fulker BSC (Econ) FCA

Seymour Taylor Limited
57 London Road
High Wycombe
Buckinghamshire
HP11 1BS

Date: 20 APRIL 2023

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 December 2022**

		Unrestricted funds	Restricted funds	Endowment fund	2022 Total funds	2021 Total funds
	Notes	£	£	£	£	£
INCOMING RESOURCES						
Incoming resources from generated funds						
Voluntary income	2	199,338	29,132	-	228,470	201,053
Investment income	3	1,256	1,145	-	2,401	734
Activities for generating funds	4	4,911	-	-	4,911	5,305
Other incoming resources	5	<u>10,000</u>	<u>-</u>	<u>-</u>	<u>10,000</u>	<u>13,241</u>
Total incoming resources		215,505	30,277	-	245,782	220,333
RESOURCES EXPENDED						
Costs of generating funds						
Fundraising	6	7,767	2,890	-	10,657	5,043
Charitable activities						
Work of the church	7	136,393	33,404	-	169,797	161,381
Grants	8	7,121	2,666	-	9,787	7,847
Governance & Administration	9	<u>50,588</u>	<u>-</u>	<u>-</u>	<u>50,588</u>	<u>63,616</u>
Total resources expended		201,869	38,960	-	240,829	237,887
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS						
		13,636	(8,683)	-	4,953	(17,554)
Gross transfers between funds	15	<u>(3,173)</u>	<u>3,173</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net incoming/(outgoing) resources before other recognised gains and losses		10,463	(5,510)	-	4,953	(17,554)
Other recognised gains/losses	12					
Gains/losses on investment assets		25,347	-	(640)	24,707	93,490
Gains/losses on revaluation		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in funds		35,810	(5,510)	(640)	29,660	75,936
RECONCILIATION OF FUNDS						
Total funds brought forward		652,365	85,071	5,433	742,869	666,933
TOTAL FUNDS CARRIED FORWARD		<u>688,175</u>	<u>79,561</u>	<u>4,793</u>	<u>772,529</u>	<u>742,869</u>

The notes form part of these financial statements

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**BALANCE SHEET
At 31 December 2022**

					2022	2021
	Notes	Unrestricted funds	Restricted funds	Endowment fund	Total funds	Total funds
		£	£	£	£	£
FIXED ASSETS						
Tangible assets	12	501,658	-	-	501,658	226,311
Endowments	12	-	-	4,793	4,793	5,433
		501,658	-	4,793	506,451	231,744
CURRENT ASSETS						
Debtors	13	5,143	60	-	5,203	2,738
Cash at bank and in hand		198,935	81,156	-	280,091	521,741
		204,078	81,216	-	285,294	524,479
CREDITORS						
Amounts falling due within one year	14	(17,562)	(1,654)	-	(19,216)	(13,354)
NET CURRENT ASSETS		186,517	79,561	-	266,078	511,125
TOTAL ASSETS LESS CURRENT LIABILITIES		688,175	79,561	4,793	772,529	742,869
NET ASSETS		688,175	79,561	4,793	772,529	742,869
FUNDS	15					
Unrestricted funds					437,817	427,354
Restricted funds					79,561	85,071
Endowment funds					4,793	5,433
Revaluation reserve					250,358	225,011
TOTAL FUNDS					772,529	742,869

The financial statements were approved by the Board of Trustees on 16 April 2023 and were signed on its behalf by:



Elisabeth Burns
(Church Warden)



Jennifer Cartledge
(Church Warden)

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Incoming resources

Voluntary income and capital sources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Collections are recognised when received by or on behalf of the PCC.

Planned giving receivable under covenants or gift aid is recognised only when received.

Income tax recoverable on covenants or gift aid donations is recognised when income is recognised.

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

Wherever possible income generated by fêtes and similar events are accounted for gross.

Other ordinary income

Rental income from the letting of the church or PCC premises is recognised when the rental is due.

Investments

Investments including properties and shares, are recognised initially at fair value which is normally transaction price excluding transaction costs. Subsequently, they are measured at fair value through the profit and loss if the shares are publicly traded or their fair value can otherwise be measured reliably.

Income from investments

Dividends and interest are accounted for when receivable. Tax recoverable on such income is recognised in the same accounting year.

Gains and losses on investments

Realised gains or losses are recognised when investments are sold.

Unrealised gains or losses are accounted for on revaluation of investments at 31 December.

Resources expended

Allocation and apportionment of costs

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources. Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Grants

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

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

1. ACCOUNTING POLICIES – continued

Activities directly relating to the work of the church

The diocesan parish share is accounted for when payable. Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Consecrated land and buildings and movable church furnishings

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

No value is placed on movable church furnishings held by the church wardens on special trust for the PCC and which require a faculty for disposal since the PCC considers this to be inalienable property. All expenditure incurred during the year on consecrated or beneficed buildings and movable church furnishings, whether maintenance or improvement, is written off as expenditure in the Statement of Financial Activities and separately disclosed.

Other fixtures, fittings and office equipment

Equipment used within the church premises is depreciated on a straight line basis over 4 years. Individual items of equipment with a purchase price of £3,000 or less are written off when the asset is acquired.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for application for the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the PCC for a particular purpose. The cost of raising and administering such funds is charged against the unrestricted reserve.

The accounts include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of any church groups that owe their main affiliation to another body nor those that are informal gatherings of Church members.

Pension costs and other post-retirement benefits

All Saints' PCC participates in the Pension Builder Scheme section of the Church Workers Pension Fund (CWPF) for lay staff. CWPF is administered by the Church of England Pensions Board (CEPB), which holds the CWPF assets separately from those of the employer and other participating employers. The CWPF has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014. Both sections of the Pension Builder Scheme are classed as defined benefit schemes. PB Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the CEPB from time to time. Discretionary increases may also be added, depending upon the investment returns and other factors. PB 2014 is a cash balance scheme that provides a lump that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared, is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme. The scheme is a multi-employer scheme as described in Section 28 of FRS 102, as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the employer contributions payable: £4,372 (2021: £5,307).

A valuation of the PB scheme is carried out once every three years. The most recent was carried out as at 31 December 2019. The next valuation is due as at 31 December 2022. For PB the Classic section, this revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review, the Board chose to grant a discretionary bonus of 10.1%, following improvements in the funding position over 2022. There is no requirement for deficit payments at the current time.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

1. ACCOUNTING POLICIES – continued

For the PB 2014 section, the valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, All Saints' PCC could become responsible for paying a share of that employer's pension liabilities.

The PCC had 3 active members and 9 deferred members in the Pension scheme at 31 December 2022.

2. VOLUNTARY INCOME

	2022 £	2021 £
Planned Giving	101,100	103,678
Donations other than planned giving	81,784	58,204
Gift Aid	34,388	34,901
* Legacies	6,452	940
VAT recoverable	-	-
* Grants	4,746	3,330
	<u>228,470</u>	<u>201,053</u>

* Includes £11,198 of 1-off grants and legacies, so the Budgeted Voluntary Income was £217,272.

Donations included in the above are as follows:

Gift Aid and covenants	88,493	92,241
Taxation recoverable	34,388	34,901
Other planned giving	12,607	11,437
Collections	5,141	1,102
*Other donations	71,178	51,877
*Fundraising	11,480	7,007
Unplanned gift aid	5,183	2,488
	<u>228,470</u>	<u>201,053</u>

* Includes £12,115 of donations as part of the All Saints' Gift Day and £5,193 raised for Ukraine aid.

3. INVESTMENT INCOME

	2022 £	2021 £
Interest and dividends	1,029	542
Deposit account interest	1,372	192
	<u>2,401</u>	<u>734</u>

4. ACTIVITIES FOR GENERATING FUNDS

	2022 £	2021 £
Fees payable to the PCC	1,140	1,623
Non-statutory fees	1,266	2,338
Trading income	49	-
Vergers' fees	770	700
Concert fees and Church hire	1,686	644
	<u>4,911</u>	<u>5,305</u>

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

5. OTHER INCOMING RESOURCES

	2022	2021
	£	£
House lettings	10,000	13,241
	<u>10,000</u>	<u>13,241</u>

6. COST OF GENERATING FUNDS - FUNDRAISING

	2022	2021
	£	£
Tree Festival, Craft Fayre, Stewardship & other costs	2,677	1,284
Community survey costs	99	-
Mustard Seed Café costs	4,991	2,004
Weekly Concerts – Performer fees	2,890	1,755
	<u>10,657</u>	<u>5,043</u>

7. CHARITABLE ACTIVITIES – WORK OF THE CHURCH

	2022	2021
	£	£
Parish Share	66,988	68,326
Worship, mission & pastoral care	8,532	11,338
Housing letting fees & maintenance	10,715	4,694
Music, fees & organ maintenance	17,356	17,959
Church insurance & maintenance (Includes work on the tower and the toilet block)	36,217	32,186
Sound System project	628	-
Children, families & youth	27,729	26,694
Mustard Club, Community Meals	1,632	184
	<u>169,797</u>	<u>161,381</u>

8. GRANTS PAYABLE

	2022	2021
	£	£
Missionary societies	911	1,217
Relief & development agencies	5,823	1,615
Home Church societies	1,560	1,857
Secular Charities	1,483	2,789
Wycombe Homeless Connection	10	369
	<u>9,787</u>	<u>7,847</u>

9. SUPPORT COSTS

	2022	2021
	£	£
Utilities & running costs	14,602	18,268
Church activities & event management	14,408	23,269
Administration, printing & stationery	17,910	17,960
Governance	3,668	4,119
	<u>50,588</u>	<u>63,616</u>

Note: Governance includes £2,940 for the Independent Examination of the 2022 Accounts, which was accrued.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2022 nor for the year ended 31 December 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2022 or for the year ended 31 December 2021.

11. STAFF COSTS

	2022 £	2021 £
Wages and salaries	56,908	70,384
Social security costs	-	-
Other pension costs	4,372	5,307
	<u>61,280</u>	<u>75,691</u>

The average monthly number of employees during the year was as follows:

	2022	2021
Pastoral staff	1.0	1
Administrative staff	1.0	1
Management staff	1.0	2
Director of Music	.5	1
	<u>3.5</u>	<u>5</u>

No employees received emoluments in excess of £60,000.

During the current year, the PCC employed a Children and Families Minister, Activities/Hospitality Assistant, Parish Administrator and Director of Music.

12. TANGIBLE FIXED ASSETS

FIXED ASSET INVESTMENTS

	Fixed Asset Investments	Freehold property Investments
COST OR VALUATION		
At 1 January 2022	5,433	226,311
Revaluations	(640)	25,347
Purchase of 46 Great Ground, Aylesbury	-	250,000
	<u>4,793</u>	<u>501,658</u>
At 31 December 2022	<u>4,793</u>	<u>501,658</u>
NET BOOK VALUE		
At 31 December 2022	<u>4,793</u>	<u>501,658</u>
At 31 December 2021	<u>5,433</u>	<u>226,311</u>

Following the sale of the former Verger's house in 2021, a new leasehold property (Purchase of 46 Great Ground, Aylesbury) was purchased at the end of 2022 for £250,000. This is to let on the general property market. The other freehold land and building owned by the PCC is the former Children & Families Minister's house at 3 Castle Place (value £251,658). This has been let on the general property market. The gross book value is based on the value estimated by the PCC as at 31 December 2022 and is considered to be a fair estimate of the current value of the property, based on the Government figures available. During 2022 there has been an upward movement in property values, across the UK (+10.3%) and Buckinghamshire (+11.2%)¹. Specific figures are no longer available for High Wycombe. The PCC considers that, given the size and condition of the property, an overall increase of 11.2% in value is representative for such properties in the year to 31 December 2022. Buildings insurance and maintenance costs are borne by the PCC for this property. The historical cost of this property is £1,300.

¹ Land Registry UK House Price Index.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

12. TANGIBLE FIXED ASSETS – continued

No depreciation is charged on either of these properties. Council tax and utility costs are borne by the tenants, or the PCC when vacant.

The movable church furnishings are recorded in the Inventory maintained by the PCC. These assets cannot be disposed of without a faculty and no value has been placed on them in the accounts.

The functional equipment used for the ongoing work of the PCC includes office equipment which individually cost less than £3,000 each. The cost of these assets was written off in the year of acquisition and the PCC consider that their valuation in use, less depreciation, would be negligible.

There were no investment assets outside the UK.

The PCC own 232 shares in CBF Investment Fund. These had an estimated market value at 31 December 2022 of £4,793. The historical cost of these shares is £1,600.

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Accrued income	1,996	2,310
Prepayments and Other debtors	<u>3,207</u>	<u>428</u>
	<u>5,203</u>	<u>2,738</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Other creditors – Agency Collections	512	448
Accruals and accounts payable	18,704	11,856
Deferred income	-	1,050
	<u>19,216</u>	<u>13,354</u>

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

15. MOVEMENT IN FUNDS

Transfers between funds

As in previous years a number of inter-fund transfers have occurred to reflect budget allocations and ensure an accurate position at the end of the financial year. For reasons of cash flow, the PCC authorised the movement of designated funds from time to time as deemed necessary by the Hon Treasurer to maintain credit balances in bank holding accounts.

	At 1.1.22 £	Net movement in funds £	Transfers between funds £	At 31.12.22 £
Endowment funds				
Chancel Repair Fund	5,433	(640)	-	4,793
	5,433	(640)	-	4,793
 Unrestricted funds				
General fund	345,966	8,201	(10,577)	343,590
Revaluation Reserve	225,011	25,347	-	250,358
Churchyard Project	-	1,568	-	1,568
Mission & Ministry	26,206	(673)	7,540	33,073
Organ Maintenance	28	(2,235)	3,000	793
Small Saints Activities	32	-	-	32
ARK & children	55	(50)	-	5
Music at All Saints'	103	1,523	104	1,730
Fabric 1 – Church Maintenance	2,614	(1,407)	-	1,207
Stations of the Cross	107	1	-	108
Chancel Repair Fund	100	-	-	100
Choir Robes	165	-	-	165
Choir account	133	1,250	-	1,383
Tea & coffee fund	390	723	-	1,113
Church flowers	451	(38)	(25)	388
PCC Reserve	19,977	35	-	20,012
Special collections	-	-	-	-
West End Redevelopment Project	1,797	(1,797)	-	-
Youth expenditure	-	-	-	-
Youth, Children & Families Minister	4,461	(167)	(3,215)	1,079
Legacies	14,762	5,455	-	20,217
Lighthouse	-	-	-	-
South Porch	1,643	16	-	1,659
Mustard Seed Café	1,007	1,854	-	2,861
Organ Restoration	5,939	165	-	6,104
Community meals	1,418	(788)	-	630
	652,365	38,983	(3,173)	688,175
 Restricted funds				
Agency	-	-	-	-
ARK & children	172	-	-	172
Bellringers fund	14,164	521	62	14,747
Fabric 1– Church Maintenance	5,209	(4,647)	-	562
Church Flowers	-	168	25	193
John Clement Parker Trust	1,908	-	-	1,908
Organ Maintenance	-	-	-	-
Special collections	-	22	-	22

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS
NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

15. MOVEMENT IN FUNDS – continued

Youth, Children & Families Minister	5,636	(8,745)	3,215	106
Choir robes	14	-	-	14
PCC Reserve	6,608	581	-	7,189
Tower & Bells Appeal	-	1,251	-	1,251
West End Redevelopment Project	-	-	-	-
Chancel repair fund	2,907	191	-	3,098
Music at All Saints'	290	1,002	(104)	1,188
Small Saints Activities	613	3	(25)	591
Lighthouse	-	1	-	1
South Porch	8,291	711	-	9,002
Mustard Seed Café	-	-	-	-
Legacies	620	228	-	848
Organ Restoration	38,080	493	-	38,573
Community meals	559	(463)	-	96
	85,071	(8,683)	3,173	79,561
TOTAL FUNDS	<u>742,869</u>	<u>29,660</u>	<u>-</u>	<u>772,529</u>

16. POST BALANCE SHEET EVENTS

The medium to long term vision for the church building is to make enhancements which honour and share its heritage, whilst enabling it to better serve the community. This is the "Sound, Light & Space" project, which will repair, restore and develop the facilities for improved accessibility, inclusion and celebration – in gatherings for worship and community activities. The Quinquennial report and emergency maintenance have set recent priorities, but our main focus is the South Porch, which can currently only be used as an emergency exit, due to the damaged and corroded stonework. The programme of work requires further consultation and is expected to cost in the region of £200,000. As significant funds have already been spent on investigations, correction and safety, there is currently only £10,661 in this fund. Further funds may now be available, following the property down-sizing, but external fundraising will be required, both for the South Porch and the larger elements of this project.

The tower steps became an urgent safety issue at the end of 2022, so £15,000 has had to be budgeted for their repair. There has been a generous response to the appeal for help, which has already gone some way towards paying for this work.

The ongoing financial squeeze is affecting the whole community, so a balanced budget with reduced income has been set for 2023. We hope for more rental income, but reserves may need to be used for the most urgent fabric and maintenance projects. We will keep these plans under review, as the year unfolds.

17. ULTIMATE CONTROLLING PARTY

The parish is controlled by the members of the Parochial Church Council operating under the Parochial Church Council Powers Measure.

18. CONNECTED CHARITIES AND RELATED PARTY TRANSACTIONS

The PCC did not enter into any material transaction, contract or other arrangement with a member or employee of the PCC nor with any connected person.

Travelling, subsistence and out of pocket expenses were reimbursed to members of the clergy and staff, which amounted to a balance of £Nil owed at the year-end (2021: £Nil).

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS
NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

18. CONNECTED CHARITIES AND RELATED PARTY TRANSACTIONS - continued

Apart from the above, no other members of the PCC received any reimbursement of expenses or remuneration.

The Oakley Hall Trust has not been included in the financial statements of The Parish of High Wycombe All Saints' as it is regarded as a separate ecclesiastical charity. The PCC had free use of the Oakley Hall during the year.

Accounts

REGISTERED CHARITY NUMBER: 1129065

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 DECEMBER 2021
FOR**

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**CONTENTS OF THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2021**

	Page
Report of the Trustees	1 to 10
Independent Examiner's Report	11
Statement of Financial Activities	12
Balance Sheet	13
Notes to the Financial Statements	14 to 22

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2021**

The Trustees present their report with the financial statements of the charity for the year ended 31 December 2021. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard, applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

The PCC is committed to enabling all people to worship at the church and to become part of the parish community at All Saints'. The PCC maintains an overview of worship throughout the parish and makes suggestions on how services can involve the many diverse groups that live within the parish. The services and worship express and nurture faith through prayer, scripture, music and sacramental worship – a place for our whole community to encounter God. That faith is put into practice through missional, pastoral, evangelistic, social and ecumenical engagement, with the parish, town and wider world.

When planning activities for the year, the Rector, PCC, Shared Leadership Team and Ministry Team consider the Charity Commission guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. In particular, emphasis is given to enable ordinary people to live out their faith as part of our parish community through:

- Worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus;
- Providing pastoral care for all people living in the parish;
- Missionary and outreach work;
- Making the church available for greater community use within Christian and secular groups; and,
- Encouraging greater fellowship, cooperation and understanding within the local community.

To facilitate this work, it is important that the fabric of the Church of All Saints' is maintained to the highest possible standard commensurate with the resources that are provided for this task. In the past this task has fallen to rich benefactors and the congregation; however, for the future, as a Grade I listed Building at the heart of the town, with a history dating back to the 11th century, it is appropriate that the wider community within High Wycombe is aware of the historical and architectural importance of the building. In support of this objective, extended hospitality, together with improved access and availability has been achieved, to enable the local community to share in the use and contribute towards the upkeep of the building.

The impact of the Coronavirus has continued to be significant, affecting activities and financial resources. However, we have returned to communal gathering and worship, whilst maintaining suitable precautions. The creative response to supporting the community and protecting health, with Covid-secure services, private prayer, outside activities and particularly online services.

Most fund-raising activities this year have been to provide for the ongoing work, running and maintenance of the Church. However, planning has continued on the major projects, which will require significant additional fundraising activity. These projects will safeguard the heritage, but also improve the functionality and amenities within the building, thereby increasing its use and appeal for the wider community.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2021**

ACHIEVEMENT AND PERFORMANCE

Annual Report for 2021 – Rector, All Saints, High Wycombe

On 6th January 2021 the 3rd national lockdown began and remained in place until 8th March when a phased 're-opening' commenced. This continued until 19th July when legal restrictions were lifted leaving recommended guidance in place, including social distancing, the use of hand sanitisers and the continued use of face masks indoors as well as in crowded contexts. As Covid cases dropped to a local low of less than 40 per 100,000, confidence began to return and increasing numbers of people re-accessed hospitality venues.

At All Saints, services were only online until in person congregational worship recommenced from 28th March, on a 'book your seat' basis. Hymn singing remained online, but led by a few choristers in Church, unmasked but socially distanced. From 25th July, hymns were sung with masks on and only the South Aisle seats were socially distanced, with Communion (in one kind) brought to those seated there. Throughout, seats were sanitised after each service and a carefulness remained, ensuring that the church was seen to be a safe place to attend.

On 27th June our curate led his first mass as president, his having been ordained priest the day before. Celebration cake and drinks were enjoyed by the congregation after that service, for the first time since the onset of the Covid pandemic. The following week, once again we enjoyed cake and drinks to celebrate my 30th anniversary of being ordained priest and my wife Jenny's 10th anniversary of her ordination to the diaconate. This marked the beginning of the transition towards a new 'normal' with a stress on continuing to take regular small steps to a more typical community and worshipping life as a church. Planning social and fundraising events became a priority in order to encourage confidence and to lower anxiety, whilst continually reviewing our safety measures and procedures.

In partnership with the churchwardens, we have managed to continue that trajectory, with a return of the majority of the congregation to in-person worship; just a few remaining on Zoom until Easter and a number engaging with the service at their leisure via Facebook Live.

By the end of the year, most of the choir had returned, along with the Harvest Thanksgiving, Remembrance Sunday, Advent Carols, Mayor's Carols, Crib, Christingle and other Christmas services. In addition, the Light up a Life service, in aid of a local hospice, came to All Saints, with the hope that it will remain as a part of our pre-Christmas season worship in the future. Furthermore, school Christmas services returned to the church along with all the challenges of matching their local Covid safety practices with ours. All these events were well attended (though not quite as many as in pre-pandemic times) and of high quality.

After very many years Chris Cunningham has handed over the Head Server role to David Adamson who has now re-established the Server ministry following the pandemic. Nevertheless, Chris continues with Sacristy duties, for which we're most grateful. He has been hugely faithful over the years and meticulous in his practice. We thank God for him and pray for God's special blessing on him as he moves to lighter duties.

As our Director of Music, Liam, looks towards ordination this summer so we have prepared an exciting job specification for his successor with the hope of the new person being in place for September. We thank God for the special gifts which Liam has brought to the worship at All Saints along with his unifying of the traditional and contemporary aspects of music in worship. He will have completed 9 years and 9 months in role and has had, as a result, a very significant impact on the development of the worshipping life of All Saints. We shall miss him and are most grateful for his contribution to the ministry of this church.

Another encouraging sign was the return of the younger families and their children to All Age services, with their numbers back to what they were pre-pandemic. Integration into the liturgical aspects of our worship of the children and young people has been established as a priority as we evolve into a new normal of intergenerational worship together. Our Children & Families Minister has done an extraordinary job in maintaining the sense of belonging of the young families though the pandemic via online and outdoor activities. That (significant) aspect of this church community continues to impact and shape the worshipping life of this church. A particularly encouraging fact.

Sadly, Penny, our Activities Team Leader felt that she needed to return to her previous full-time profession as her daughter was now of school age, so she resigned from her post in September. She had brought exceptional pastoral gifts to the role and is very much missed. However, she remains a committed member of the congregation and volunteers from time to time

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2021**

ACHIEVEMENT AND PERFORMANCE

Annual Report for 2021 – Rector, All Saints, High Wycombe – continued

Louise, our Activities Team Assistant was promoted into the Team Leader role. And Stephen Linger, with previous experience in the hospitality industry, became the Hospitality Assistant, to ensure the continuation and development of the café with a particular focus on the hospitality aspect of the Church's ministry. He has brought significant skills and input to this role. We're particularly grateful to him.

Sadly, Louise felt that it would be right, from her family's perspective, to resign from her new Team Leader role. She has worked enormously hard and has achieved a great deal in her two years with us, which has mainly been during the pandemic. Similarly, she will be very much missed.

Throughout the pandemic stress increased, caused by more and more cars using the churchyard for parking (despite the signs saying 'Private Parking') along with aggressive responses from some drivers when challenged. As a temporary measure, a moveable 'No Parking' notice board has been placed at the Castle Street entrance. This appears to have been partially effective in reducing the numbers of unauthorised cars being parked in the grounds. A more permanent solution is being considered as part of a comprehensive churchyard development project which our Curate has pioneered.

Our Sound and Light project, which hopes to raise some £1.2m to effect repairs on the building, organ repairs and an upgrading of the church's audio-visual and lighting systems, has recommenced with a Case Study being written and a Community Consultation survey has been conducted. I'm especially grateful to Lynda Moorcroft for her help in that process.

As ever, behind the scenes, John Lord, our Treasurer and Barry his Assistant Treasurer, along with the Stewardship and Finance Team have continued to do an exceptional job adapting to the ongoing evolving situation. With a new collection plate and the increased use of the associated card readers some of the casual giving and donations has returned. The result of the Annual Gift day at our Patronal festival was encouraging with a more optimistic projection for the end of the year finances.

Of particular note is the exceptional work the church wardens have done in working and implementing the risk assessments in the regularly changing context and ordering the church seating etc to enable appropriate social distancing, in addition to their hard work in many other areas. Their commitment has been exemplary. I'm extremely grateful to them.

Also, I would be remiss in omitting Derek Lancaster along with his tech team who has done so much to enable our online services. Furthermore, our Zoom hosts have, most efficiently, enabled a level of participation in worship and fellowship which would otherwise have been impossible throughout the pandemic, to date. This has been a critical aspect of enabling this church community to remain in touch. I'm most grateful to them all.

In addition, I'm personally most grateful to the Ministry Team who have been so supportive and helpful to me, through regular consultation, to ensure that the public and private ministry of the church continued despite the changing and challenging weeks of the year.

Furthermore, I'm especially grateful to Thistle (Elizabeth) Martin who has worked over and above the call of duty on administrative matters throughout this challenging year.

I am so proud of the teams and individuals I've mentioned along with the many others who have served tirelessly in the background to enable, so effectively, the work of this church in the very tricky circumstances we have been experiencing.

Conclusion: As I look back over the last year it is evident that God has continued to faithfully guide us through the complexities of transitioning sensitively, yet positively, to a new 'normal'.

Looking forward, the prospect feels more positive, with a steady course to the new normal along with plenty of encouragements for which we are particularly grateful. We thank God and can proceed with assurance and hope.

On a personal note, I will be retiring this summer after almost 10 years in this role (My last Sunday will be 10th July 2022). It has been a most fulfilling time and a great privilege to serve with such a hard-working and able team at All Saints. I thank God for you all and pray his special blessing as you move into Vacancy and appoint a successor.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2021**

ACHIEVEMENT AND PERFORMANCE

Annual Report for 2021 – Rector, All Saints, High Wycombe – continued

I have a clear sense of our having fulfilled God's purposes through this church together for this season in its history. For me it feels like the crown of my journey in parish ministry and I will leave content and enormously grateful. Thank you so much for your partnership in this significant town centre-based ministry. To God be the glory!

Hugh

**The Rev Hugh Ellis
Team Rector based at All Saints, High Wycombe**

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2021**

FINANCIAL REVIEW

Results for the Year

The results for the year and financial position of the Parish are as shown in the annexed financial statements.

Summary

Total income for the year was £220,333 with total expenditure amounting to £237,887 – Giving a headline deficit of £17,554. £13,000 of this was budgeted, for additional expenditure on the fabric of the Church, but there was also a significant shortfall in planned giving and other donations. There were however revaluation gains, making an accounts surplus of £75,936. This mainly resulted from the property sale, increasing general funds, until a replacement property is purchased in 2022.

Focussing on normal budgeted items, (excluding the £3,156 of Coronavirus Job Retention grants), regular income was £217,177 against a budget of £235,565. As many of the COVID-19 restricted continued for most of the year, collections and event income were down. Planned giving was also more affected than had been expected. However, there were several very generous responses from the congregation to our Parish Gift Day appeal. It was also good to have the return of the main Christmas fundraising events: the Craft Fayre and the Tree Festival.

As planned, expenditure was higher on fabric projects, but house expenses and mission spend were below budget, reducing total expenditure to £237,887, restricting the budget item deficit to £20,710. The Government Coronavirus Job Retention Scheme again helped reduce this gap.

The turn of the year is seeing the return of many activities which were restricted, or on hold during the last two years. The financial situation will bring further challenges, particularly to increasing planned giving, but we hope that greater community engagement will also help with the finances.

Funds

Income and expenditure for nominated activities such as the Café, Organ, Children & Families, Community Meals, Fabric (church and property) and so on, are allocated to their own individual fund. This allows for direct payments or transfers to be made from the general fund to the designated fund in accordance with the budget approved by the PCC. During 2021 the main transfer was £271,613 from the Revaluation Reserve to General funds, resulting from the sale of 7 Totteridge Road. Other transfers were from the general fund to cover the expenditure on Organ Maintenance and the balance of the budget for Mission & Ministry, £6,036, which was transferred to the specific fund, for anticipated spend in 2022 and future years. In overall value, all funds are in credit.

The overall cost of the South Porch Restoration, Audio/Visual and Organ Restoration projects will significantly exceed the current fund holdings, so fundraising and grant applications will be required to make up the shortfall.

Money Received from Government

Normally, the only monies received from Government sources are the Gift Aid refunds from HMRC, made on donations received from UK taxpayers and the Gift Aid Small Donations Scheme. In 2021 these amounted to £34,901. However, as in 2020, due to the virus restrictions, several staff were furloughed early in the year, supported by Government Coronavirus Job Retention Scheme grants of £3,156.

Reserves policy

The PCC holds reserves in a number of funds, most of which are designated as per the name of the fund, pending the expected expenditure as outlined in the paragraphs above. The CBF General Deposit, Lloyds and CAF Bank accounts hold the working reserve for the charity - ideally to cover 3 months' salaries and fees. However, in previous years, it has always been difficult to maintain a consistent level of reserve. As of 31 December 2021, the charity has only achieved this target through the sale of property. This will mainly be reinvested, with some used for urgent fabric works. The General Deposit and CAF Bank higher interest accounts are used to hold restricted and designated funds, but the interest rates remain very low. Given the continued uncertainty of the financial sector, a conservative approach to investment has been taken. Although low risk, the gains continue to be disappointing.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2021**

FINANCIAL REVIEW – continued

Legacies Policy

The PCC, through the Finance and Stewardship Group, periodically remind members of the congregation as to the benefits of leaving a legacy to the Church in their wills. The policy towards expenditure is that any unrestricted money received should be earmarked to capital projects where recognition of the donor can be made rather than just deemed to be an additional source of revenue. Unrestricted legacies to the church and memorial donations, of which there were two in 2021, are placed in the Legacies Fund until the PCC designates where such monies are to be allocated or spent. Restricted legacies, of which there was one in 2021, are allocated in accordance with the terms of the donation.

Value of the Church

It is impossible to give an accurate figure for the value of the Church and its contents, in terms of the Statement of Recommended Practice. The Church is a Grade I Listed Building of great beauty. The contents are accurately recorded in the Terrier and Inventory last presented at the Annual Meeting of Parishioner on 25th April 2021. A valuation for insurance purposed was completed by the Ecclesiastical mid-2013, which is being reviewed in 2022.

EVENTS SINCE THE END OF THE YEAR

Following the sale of the former minister's house, a new property has been chosen, for rental income. Although caution remains, the easing of COVID-19 restrictions has enabled more activities to return, including the Mustard Club, concerts and extra opening of the Café. All services have returned, with a new pattern of times, setting and online streaming, to better serve the community. We promote contactless and online giving, to limit the loss of income from collections and events. Preparation continues for the capital projects, which will need significant fundraising. The mission of the church and our focus on the needs of the local community will be sustained by appeals and, where necessary, reserves.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Background

The Parish of High Wycombe All Saints' is the Parish Church of the High Wycombe Team Ministry. The Parochial Church Council (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council (Powers) Measure 1956. The PCC co-operates with the Rector in promoting the whole Mission and Vision of the Church: pastoral, evangelistic, social and ecumenical.

Governing Document

The PCC registered as a charity with the Charity Commission with effect from 8th April 2009. The PCC is governed under the PCC Powers Measure (1956), as amended and the Church Representation Rules.

PCC Organisational Structure

Membership

Members of the PCC are either ex officio or elected at the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules. The day-to-day management of the PCC is delegated to the Rector.

All Saints' High Wycombe is also part of the High Wycombe Team Ministry, a town-wide benefice of six parishes over which the Reverend Hugh Ellis is Team Rector. There are individual parish PCCs and a separate Team Benefice Council.

The PCC is also the Managing Trustee of a charity known as "the Oakley Memorial Church Lads Brigade Drill Hall in the Borough of High Wycombe in the County of Buckingham comprised in a conveyance dated 24th December 1906" ("the Oakley Hall Trust") under which the premises comprised in that conveyance (now represented by the premises comprised in a lease dated 6th November 1975) were to be held as a church hall, mission room, parish room, classroom, meeting room or lecture room etc., with power to let etc. The accounts of the Oakley Hall Trust are not consolidated in these accounts.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2021**

**STRUCTURE, GOVERNANCE AND MANAGEMENT
PCC Organisational Structure – continued**

During the year the following served as Trustees and members of the PCC:

Clergy:

Rector:	Reverend Hugh Ellis *#
Associate Priest:	Reverend Jackie Lock *#
Curate:	Reverend Gareth Morley *#

Licensed Lay Ministers:	Miss Maureen Lampard #	(Not Trustee)
	Mr Derek Lancaster *#	

Children & Families Minister: (Formally Roger Vere Youth Worker)	Mrs Robyn Connelly *#
---	-----------------------

Church Wardens:	Mrs Elisabeth Burns *
	Mrs Jennifer Cartledge *

Honorary Deputy Church Warden:	Mr Edgar Samuel *
--------------------------------	-------------------

Deanery Synod Members:	Mr Nick Cousins	(to 2023)
	Mr Barry Titchen	(to 2023)
	Mr David Knights	(to 2023)

PCC Members:	Mr Raymond Levy	(to 2023)
	Mrs Estelle Williams	(to 2022)
	Mrs Lynda Moorcroft *	(to 2022)
	Miss Lauren Harvey	(to 2024)
	Mr Philip Hynard	(to 2024)
	Mrs Megan Vockins *	(to 2022)
	Ms Elizabeth Martin	(to 2024)
	Mrs Michelle Neudecker	(to 2022)
	Mr John Lord	(to 2024)
	Mrs Sheila Doig	(to 2024)
	Mr Edgar Samuel	(to 2024)
	Mrs Dawn Segrue	(to 2024)

Honorary Treasurer:	Mr John Lord *
---------------------	----------------

PCC Secretary:	Mr Philip Hynard *
----------------	--------------------

Director of Music:	Mr Liam Cartwright	(Not Trustee)
--------------------	--------------------	---------------

Electoral Roll Officer:	Mr Errol Baker	(Not Trustee)
-------------------------	----------------	---------------

Parish Administrator:	Ms Elizabeth (Thistle) Martin
-----------------------	-------------------------------

* Denotes membership of the PCC Standing Committee / Shared Leadership Team

Denotes membership of the Ministry Team

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2021**

STRUCTURE, GOVERNANCE AND MANAGEMENT
PCC Organisational Structure - continued

Other Officers (not Trustees, unless otherwise stated)

Activities Team Leader:	Ms Penny Justice	(to September 2021)
	Mrs Louise Simmons	(September to December 2021)
Activities Assistant:	Mrs Louise Simmons	(to September 2021)
Hospitality Assistant:	Mr Stephen Linger	(from October 2021)
Arts and Spirituality:	Ms Elizabeth (Thistle) Martin (Trustee)	
Safeguarding Officer:	Mrs Jo Norman	

Management Organisation

The PCC operates through a number of delegated groups, headed by members of the Shared Leadership Team (SLT):

Shared Leadership Team & Standing Committee:	Key members of the PCC (as indicated by *) responsible for formulating strategic parish policy and co-ordinating management.
Ministry Team:	Clergy, Licensed Lay Ministers and the Children & Families Minister (as indicated by #) responsible for all staff, Ministry and pastoral matters.
Children & Families:	Responsible for the organising of activities and the pastoral care of children, young people and families. Also for All Age Worship, preparation for Communion, Confirmation and work with schools.
Mission & Evangelism:	Responsible for the missional use of the building(s), hospitality, engagement with the wider community, faith in action and communication of the Gospel.
Worship & Liturgy:	Responsible for the planning and delivery of worship; Liturgy, Music, Choir, Servers, Sidespeople and visiting speakers.
Stewardship & Finance Group:	Responsible for financial planning and management of the church accounts, together with, risk management, planned and tax efficient giving.
Buildings & Fabric Group:	Responsible for the planned inspections, maintenance and repair of the church building and houses owned or managed by the PCC.
Education & Discipleship:	Responsible for enabling and co-ordinating study and education groups; vocational development, projects and courses.
Communications:	Responsible for interfacing with the wider public, through use of the website, social media, publicity, design and displays.
Art & Spirituality:	Expanding the community use and experience of the church through art and creativity; developing non-liturgical spiritual connections and the Quiet Garden.
Oakley Hall Management Group:	This group is responsible for the day-to-day management and running of the Oakley Hall.
Project Development:	Managing re-ordering projects; developing longer-term plans for the church building; and organising fund raising for these projects.
Fund Raising:	Oversees major fund raising across all aspects of church life, mission and vision.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2021**

STRUCTURE, GOVERNANCE AND MANAGEMENT – continued

Risk management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Shared Leadership Team (SLT), on behalf of the PCC, maintains overall supervision of the key areas of finance, buildings and staff through direct line management or through nominated groups responsible to the PCC:

Finance

The Hon Treasurer is responsible for the day-to-day financial management of the charity and providing specialist advice to the PCC, SLT and task groups. With the exception of internal transfers of money between accounts, all expenditure requires the authorisation of two nominated members of the Church. Additionally, all members of the PCC and congregation who are required to handle church money are certified as 'fit and proper persons' and required to sign the associated declaration.

The PCC is very aware that its income, while drawn from a large number of parishioners, is substantially dependent on the significant donations of a comparatively small number of people, or in the case of the Children and Families Minister, mainly a single donor. The withdrawal of support from those individuals or that Charity would result in immediate financial embarrassment and it would be necessary to curtail the activities of the PCC or to undertake fundraising or both.

The key financial risk is that day-to-day planned expenditure is not covered by regular income. It is essential that a balanced budget is maintained to ensure long term financial stability.

Building

The PCC recognises that there are many risks to the building and contents; however, all practical and affordable measures are taken to minimise this risk. When open, the building is always manned by a minimum of 2 people and the 3/4 usable entrances all have double locks. A number of additional precautions are taken to protect valuable items. Fire and emergency evacuation plans are in place and are maintained by the Church Activities Team. The PCC maintains appropriate insurance cover where possible to do so and a full insurance valuation/inspection was last undertaken by the Ecclesiastical Insurance Company in 2013. The church is highly dependent on the willingness of volunteers to assist the clergy and paid staff in maintaining the Church's role and mission with the local community and its availability, on a daily basis, to that community. We are all grateful to them.

In addition to implementing the recommendations from Quinquennial inspections, the Fabric committee - a sub-group of the PCC - carries out timely inspections of the church building and all the Church properties and, in the course of such inspections, draws attention to any hazards within the properties and makes recommendations for the reduction or elimination of any risks. Only Gas Safe (formerly Corgi) registered fitters are used to repair the gas installations, and appropriately qualified electricians for any electrical work (other than changing light bulbs or replacing fuses). The solicitors to the Diocese approve tenancy agreements. Where it is considered appropriate, legal advice is sought in relation to other tenancy and potential liability matters.

Staff

Prior to employment or the provision of specialist services, all permanent members of staff and fee-receiving individuals undergo standard pre-employment vetting to minimise the risk of fraud or other failings to the PCC. Employer's Liability and Personal Accident insurance are maintained. Where it is considered appropriate, legal advice is sought in relation to formal dealings with staff.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2021**

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Registration Number: 1129065

Principal address: The Church Office, Oakley Hall
8 Castle Street
High Wycombe
Buckinghamshire
HP13 6RF

Trustees: E Burns
J Cartledge

Independent Examiner: Mr T Fulker BSC (Econ) FCA
Seymour Taylor Limited
57 London Road
High Wycombe
Buckinghamshire
HP11 1BS

EVENTS SINCE THE END OF THE YEAR

Information relating to events since the end of the year is given in the notes to the financial statements.

Approved by order of the board of trustees on 8 May 2022 And signed on its behalf by:



Elisabeth Burns
(Church Warden)



Jennifer Cartledge
(Church Warden)

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2021 which are set out on pages twelve to twenty two.

Respective responsibilities of trustees and examiner

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

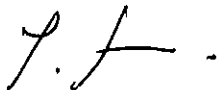
I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act..

Independent examiner's statement

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

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



.....
Tim Fulker BSC (Econ) FCA

Seymour Taylor Limited
57 London Road
High Wycombe
Buckinghamshire
HP11 1BS

Date: 25 May 2022

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 December 2021**

		Unrestricted funds £	Restricted funds £	Endowment fund £	2021 Total funds £	2020 Total funds £
	Notes					
INCOMING RESOURCES						
Incoming resources from generated funds						
Voluntary income	2	174,085	26,968	-	201,053	219,090
Investment income	3	548	186	-	734	489
Activities for generating funds	4	5,205	100	-	5,305	3,618
Other incoming resources	5	<u>13,241</u>	<u>-</u>	<u>-</u>	<u>13,241</u>	<u>16,414</u>
Total incoming resources		193,079	27,254	-	220,333	239,611
RESOURCES EXPENDED						
Costs of generating funds						
Fundraising	6	3,653	1,390	-	5,043	3,266
Charitable activities						
Work of the church	7	123,693	37,688	-	161,381	159,727
Grants	8	6,809	1,038	-	7,847	6,510
Governance & Administration	9	<u>63,596</u>	<u>20</u>	<u>-</u>	<u>63,616</u>	<u>58,828</u>
Total resources expended		197,751	40,136	-	237,887	228,331
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS						
		(4,672)	(12,882)	-	(17,554)	11,280
Gross transfers between funds	15	<u>(6,027)</u>	<u>6,027</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net incoming/(outgoing) resources before other recognised gains and losses		(10,699)	(6,855)	-	(17,554)	11,280
Other recognised gains/losses	12					
Gains/losses on investment assets		92,801	-	689	93,490	30,533
Gains/losses on revaluation		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in funds		82,102	(6,855)	689	75,936	41,813
RECONCILIATION OF FUNDS						
Total funds brought forward		570,263	91,926	4,744	666,933	625,120
TOTAL FUNDS CARRIED FORWARD		<u>652,365</u>	<u>85,071</u>	<u>5,433</u>	<u>742,869</u>	<u>666,933</u>

The notes form part of these financial statements

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**BALANCE SHEET
At 31 December 2021**

		Unrestricted funds £	Restricted funds £	Endowment fund £	2021 Total funds £	2020 Total funds £
	Notes					
FIXED ASSETS						
Tangible assets	12	226,311	-	-	226,311	453,123
Endowments	12	-	-	5,433	5,433	4,744
		226,311	-	5,433	231,744	457,867
CURRENT ASSETS						
Debtors	13	2,702	36	-	2,738	13,737
Cash at bank and in hand		<u>433,521</u>	<u>88,220</u>	<u>-</u>	<u>521,741</u>	<u>231,622</u>
		436,223	88,256	-	524,479	245,359
CREDITORS						
Amounts falling due within one year	14	(10,169)	(3,185)	-	(13,354)	(36,293)
		<u>426,054</u>	<u>85,071</u>	<u>-</u>	<u>511,125</u>	<u>209,066</u>
NET CURRENT ASSETS						
		426,054	85,071	-	511,125	209,066
TOTAL ASSETS LESS CURRENT LIABILITIES		652,365	85,071	5,433	742,869	666,933
NET ASSETS		<u>652,365</u>	<u>85,071</u>	<u>5,433</u>	<u>742,869</u>	<u>666,933</u>
FUNDS	15					
Unrestricted funds					427,354	166,440
Restricted funds					85,071	91,926
Endowment funds					5,433	4,744
Revaluation reserve					<u>225,011</u>	<u>403,823</u>
TOTAL FUNDS					<u>742,869</u>	<u>666,933</u>

The financial statements were approved by the Board of Trustees on 8 May 2022 and were signed on its behalf by:



Elisabeth Burns
(Church Warden)



Jennifer Cartledge
(Church Warden)

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2021**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Incoming resources

Voluntary income and capital sources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Collections are recognised when received by or on behalf of the PCC.

Planned giving receivable under covenants or gift aid is recognised only when received.

Income tax recoverable on covenants or gift aid donations is recognised when income is recognised.

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

Wherever possible income generated by fêtes and similar events are accounted for gross.

Other ordinary income

Rental income from the letting of the church or PCC premises is recognised when the rental is due.

Investments

Investments including properties and shares, are recognised initially at fair value which is normally transaction price excluding transaction costs. Subsequently, they are measured at fair value through the profit and loss if the shares are publicly traded or their fair value can otherwise be measured reliably.

Income from investments

Dividends and interest are accounted for when receivable. Tax recoverable on such income is recognised in the same accounting year.

Gains and losses on investments

Realised gains or losses are recognised when investments are sold.

Unrealised gains or losses are accounted for on revaluation of investments at 31 December.

Resources expended

Allocation and apportionment of costs

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources. Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Grants

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

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2021**

1. ACCOUNTING POLICIES – continued

Activities directly relating to the work of the church

The diocesan parish share is accounted for when payable. Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Consecrated land and buildings and movable church furnishings

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

No value is placed on movable church furnishings held by the church wardens on special trust for the PCC and which require a faculty for disposal since the PCC considers this to be inalienable property. All expenditure incurred during the year on consecrated or beneficed buildings and movable church furnishings, whether maintenance or improvement, is written off as expenditure in the Statement of Financial Activities and separately disclosed.

Other fixtures, fittings and office equipment

Equipment used within the church premises is depreciated on a straight line basis over 4 years. Individual items of equipment with a purchase price of £3,000 or less are written off when the asset is acquired.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for application for the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the PCC for a particular purpose. The cost of raising and administering such funds is charged against the unrestricted reserve.

The accounts include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of any church groups that owe their main affiliation to another body nor those that are informal gatherings of Church members.

Pension costs and other post-retirement benefits

All Saints' PCC participates in the Pension Builder Scheme section of the Church Workers Pension Fund (CWPF) for lay staff. CWPF is administered by the Church of England Pensions Board (CEPB), which holds the CWPF assets separately from those of the employer and other participating employers. The CWPF has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014. Both sections of the Pension Builder Scheme are classed as defined benefit schemes. PB Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the CEPB from time to time. Discretionary increases may also be added, depending upon the investment returns and other factors. PB 2014 is a cash balance scheme that provides a lump that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared, is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme. The scheme is a multi-employer scheme as described in Section 28 of FRS 102, as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable: £5,801 (2020: £5,829).

A valuation of the PB scheme is carried out once every three years. The most recent was carried out as at 31 December 2019. For PB the Classic section, this revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review, the Board chose to grant a discretionary bonus of 3%, following improvements in the funding position over 2021. There is no requirement for deficit payments at the current time. The next valuation is due as at 31 December 2022.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2021**

1. ACCOUNTING POLICIES – continued

For the PB 2014 section, the valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, All Saints' PCC could become responsible for paying a share of that employer's pension liabilities.

The PCC had 3 active members and 9 deferred members in the Pension scheme at 31 December 2021.

2. VOLUNTARY INCOME

	2021	2020
	£	£
Planned Giving	103,678	110,979
Donations other than planned giving	58,204	54,730
Gift Aid	34,901	34,796
Legacies	940	10,098
VAT recoverable	-	-
* Grants (£3,156 Government JRS)	3,330	8,487
	<u>201,053</u>	<u>219,090</u>

* Includes £3,156 of 1-off grants, so the Budgeted Voluntary Income was £217,177.

Donations included in the above are as follows:

Gift Aid and covenants	92,241	95,877
Taxation recoverable	34,901	34,796
Other planned giving	11,437	15,102
Collections	1,102	684
*Other donations	51,877	68,426
Fundraising	7,007	2,335
Unplanned gift aid	2,488	1,870
	<u>201,053</u>	<u>219,090</u>

* Includes £12,483 of 1-off donations as part of the All Saints' Gift Day.

3. INVESTMENT INCOME

	2021	2020
	£	£
Interest and dividends	542	69
Deposit account interest	192	420
	<u>734</u>	<u>489</u>

4. ACTIVITIES FOR GENERATING FUNDS

	2021	2020
	£	£
Fees payable to the PCC	1,623	1,236
Non-statutory fees	2,338	1,109
Trading income	-	53
Vergers' fees	700	490
Concert fees and Church hire	644	730
	<u>5,305</u>	<u>3,618</u>

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2021**

5. OTHER INCOMING RESOURCES

	2021	2020
	£	£
House lettings	13,241	16,414
	<u>13,241</u>	<u>16,414</u>

6. COST OF GENERATING FUNDS - FUNDRAISING

	2021	2020
	£	£
Tree Festival, Craft Fayre, Stewardship & other costs	1,284	787
Fundraiser review & training	-	-
Mustard Seed Café costs	2,004	1,836
Weekly Concerts – Performer fees	1,755	643
	<u>5,043</u>	<u>3,266</u>

7. CHARITABLE ACTIVITIES – WORK OF THE CHURCH

	2021	2020
	£	£
Parish Share	68,326	70,103
Worship, mission & pastoral care	11,338	8,983
Housing letting fees & maintenance	4,694	9,760
Music, fees & organ maintenance	17,959	15,231
Church insurance & maintenance	32,186	28,280
(Includes electrical report, plumbing & online equipment)		
South Porch & Sound System projects	-	-
Children, families & youth	26,694	27,167
Mustard Club, Community Meals	184	203
	<u>161,381</u>	<u>159,727</u>

8. GRANTS PAYABLE

	2021	2020
	£	£
Missionary societies	1,217	566
Relief & development agencies	1,615	545
Home Church societies	1,857	547
Secular Charities	2,789	1,747
Wycombe Homeless Connection	369	3,105
	<u>7,847</u>	<u>6,510</u>

9. SUPPORT COSTS

	2021	2020
	£	£
Utilities & running costs	18,268	15,409
Church activities & event management	23,269	21,952
Administration, printing & stationery	17,960	17,971
Governance	4,119	3,496
	<u>63,616</u>	<u>58,828</u>

Note: Governance includes £2,750 for the Independent Examination of the 2021 Accounts, which was accrued.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2021**

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2021 nor for the year ended 31 December 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2021 or for the year ended 31 December 2020.

11. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	70,384	69,280
Social security costs	-	560
Other pension costs	5,307	5,271
	<u>75,691</u>	<u>75,111</u>

The average monthly number of employees during the year was as follows:

	2021	2020
Pastoral staff	1	1
Administrative staff	1	1
Management staff	2	2
Director of Music	1	1
	<u>5</u>	<u>5</u>

No employees received emoluments in excess of £60,000.

During the current year, the PCC employed a Children and Families Minister, Activities Team Leader, Activities/Hospitality Assistant, Parish Administrator and Director of Music.

12. TANGIBLE FIXED ASSETS

FIXED ASSET INVESTMENTS

	Fixed Asset Investments	Freehold property Investments
COST OR VALUATION		
At 1 January 2021	4,744	453,123
Revaluations	689	19,823
Revaluation gain on sale of 7 Totteridge Road	-	72,978
Sale of 7 Totteridge Road	<u>-</u>	<u>-319,613</u>
At 31 December 2021	<u>5,433</u>	<u>226,311</u>
NET BOOK VALUE		
At 31 December 2021	<u>5,433</u>	<u>226,311</u>
At 31 December 2020	<u>4,744</u>	<u>453,123</u>

Following the sale of the former Verger's house at 7 Totteridge Road in February 2021, the remaining freehold land and building owned by the PCC is the former Children & Families Minister's house at 3 Castle Place (value £226,311). This has been let on the general property market. The gross book value is based on the value estimated by the PCC as at 31 December 2021 and is considered to be a fair estimate of the current value of the property, based on the Government figures available. During 2021 there has been an upward movement in similar property values, across the UK (+9.4%) and Buckinghamshire (+9.6%)¹. Specific figures are no longer available for High Wycombe. Although the house at 7 Totteridge Road was sold at a premium to a property developer, such a premium is considered unlikely for 3 Castle Place. The PCC considers that, given the size and condition of the property, an overall increase of 9.6% in value is representative for such properties in the year to 31 December 2021.

¹ Land Registry UK House Price Index.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2021**

12. TANGIBLE FIXED ASSETS – continued

No depreciation is charged on this property. Buildings insurance and maintenance costs are borne by the PCC for the property. Council tax and utility costs are borne by the tenants, or the PCC when vacant. The historical cost of this property is £1,300.

The movable church furnishings are recorded in the Inventory maintained by the PCC. These assets cannot be disposed of without a faculty and no value has been placed on them in the accounts.

The functional equipment used for the ongoing work of the PCC includes office equipment which individually cost less than £3,000 each. The cost of these assets was written off in the year of acquisition and the PCC consider that their valuation in use, less depreciation, would be negligible.

There were no investment assets outside the UK.

The PCC own 232 shares in CBF Investment Fund. These had an estimated market value at 31 December 2021 of £5,433. The historical cost of these shares is £1,600.

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Accrued income	2,310	3,219
Prepayments and Other debtors	<u>428</u>	<u>10,518</u>
	<u>2,738</u>	<u>13,737</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Other creditors – Agency Collections	448	475
Accruals and accounts payable	11,856	19,606
Deferred income	<u>1,050</u>	<u>16,212</u>
	<u>13,354</u>	<u>36,293</u>

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2021**

15. MOVEMENT IN FUNDS

Transfers between funds

As in previous years a number of inter-fund transfers have occurred to reflect budget allocations and ensure an accurate position at the end of the financial year. For reasons of cash flow, the PCC authorised the movement of designated funds from time to time as deemed necessary by the Hon Treasurer to maintain credit balances in bank holding accounts.

	At 1.1.21 £	Net movement in funds £	Transfers between funds £	At 31.12.21 £
Endowment funds				
Chancel Repair Fund	4,744	689	-	5,433
	4,744	689	-	5,433
Unrestricted funds				
General fund	81,474	(810)	265,302	345,966
Revaluation Reserve	403,823	92,801	(271,613)	225,011
Mission & Ministry	21,394	(1,224)	6,036	26,206
Organ Maintenance	8	(280)	300	28
Small Saints Activities	67	(10)	(25)	32
ARK & children	90	(35)	-	55
Music at All Saints'	-	103	-	103
Fabric 1 – Church Maintenance	3,005	(391)	-	2,614
Stations of the Cross	107	-	-	107
Chancel Repair Fund	100	-	-	100
Choir Robes	5	160	-	165
Choir account	133	-	-	133
Director of Music	-	-	-	-
Tea & coffee fund	179	211	-	390
Tower & Bells	1,000	(1,000)	-	-
Church flowers	727	(276)	-	451
PCC Reserve	20,214	(237)	-	19,977
Fabric 2 - Property Maintenance	-	-	-	-
Special collections	10	(10)	-	-
West End Redevelopment Project	3,846	(2,049)	-	1,797
Youth expenditure	-	-	-	-
Youth, Children & Families Minister	9,173	1,315	-6,027	4,461
Legacies	14,236	526	-	14,762
Lighthouse	-	-	-	-
South Porch	1,589	54	-	1,643
Mustard Seed Café	1,812	(805)	-	1,007
Organ Restoration	5,853	86	-	5,939
Community meals	1,418	-	-	1,418
	570,263	88,129	(6,027)	652,365
Restricted funds				
Agency	-	-	-	-
ARK & children	200	-28	-	172
Bellringers fund	15,173	(1,009)	-	14,164
Fabric 1– Church Maintenance	13,018	(7,809)	-	5,209
John Clement Parker Trust	1,907	1	-	1,908
Organ Maintenance	795	(795)	-	-
Special collections	38	(38)	-	-

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2021**

15. MOVEMENT IN FUNDS – continued

Youth, Children & Families Minister	6,858	(7,249)	6,027	5,636
Choir robes	14	-	-	14
PCC Reserve	5,954	654	-	6,608
West End Redevelopment Project	538	(538)	-	-
Chancel repair fund	2,767	140	-	2,907
Music at All Saints'	27	263	-	290
Small Saints Activities	613	-	-	613
Lighthouse	-	-	-	-
South Porch	5,939	2,352	-	8,291
Mustard Seed Café	-	-	-	-
Legacies	487	133	-	620
Organ Restoration	37,035	1,045	-	38,080
Community meals	563	(4)	-	559
	91,926	(12,882)	6,027	85,071
TOTAL FUNDS	666,933	75,936	-	742,869

17. POST BALANCE SHEET EVENTS

The impact of COVID-19 continues to be felt, even as the use of the church building and attendance for services and other community activities recovers. The developing financial squeeze will affect the whole community, so a budget deficit is anticipated for 2022, with reserves being used for the urgent fabric and maintenance projects. We will keep these plans under review, as the year unfolds.

Following the Quinquennial inspection, prioritised plans are being followed, but external fundraising will be required for the larger projects.

The funds from the sale of 7 Totteridge Road (£319,613) will be split between the new property purchase and capital projects.

Although the 2019 valuation for the Pension Builder Scheme of the Church Workers Pension Fund revealed a significant estimated shortfall, the position improved during 2021. However, if a Section 75 debt had become due at 31 December 2019, then the estimate of the debt to All Saints would have been £35,900 plus cessation expenses.

The South Porch can only be used as an emergency exit, as the damaged and corroded stonework prevents any general use. Plans will be developed that honour the heritage, but provide for future community use. A programme of repair, restoration and development will require wide consultation, but is expected to cost in the region of £150,000. As significant funds have been spent on investigations, correction and safety, there is currently only £9,934 in this fund.

The Willis organ was last refurbished in 1984 and continues to be subject to failures on a regular basis. It is in need of urgent restoration and repair. The estimated cost is £330,000, whilst the Organ Restoration fund was £44,019 at the end of 2021. In-house fund raising will continue, but additional support will be required for fund-raising and grant applications.

Work continued during 2021 to improve the audio/visual systems, supporting online access to services as well as other community activities and improve interaction within the Church. The next phase of the Sound, Light Space project will require some additional equipment, with longer term plans estimated to cost about £35,000. There is not a specific fund for this work, but further fundraising will be combined with the above projects in a wider sound and vision programme.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2021**

17. POST BALANCE SHEET EVENTS – continued

There is also a desire to improve the accessibility of the Chapels at the East end of the church. They are used for worship, prayer and contemplation and also contain significant monuments, but the current steps limit access for those with walking restrictions.

All of the above projects will improve inclusion and accessibility in a variety of ways, for the congregation and wider community. However, before commitments can be made to proceed, major fund-raising actions will be necessary.

In the meantime, we will continue to work to encourage engagement, manage expenditure and focus on serving the needs of the community.

18. ULTIMATE CONTROLLING PARTY

The parish is controlled by the members of the Parochial Church Council operating under the Parochial Church Council Powers Measure.

19. CONNECTED CHARITIES AND RELATED PARTY TRANSACTIONS

The PCC did not enter into any material transaction, contract or other arrangement with a member or employee of the PCC nor with any connected person.

Travelling, subsistence and out of pocket expenses were reimbursed to members of the clergy and staff, which amounted to a balance of £Nil owed at the year-end (2020: £Nil).

Apart from the above, no other members of the PCC received any reimbursement of expenses or remuneration.

The Oakley Hall Trust has not been included in the financial statements of The Parish of High Wycombe All Saints' as it is regarded as a separate ecclesiastical charity. The PCC had free use of the Oakley Hall during the year.

Accounts

REGISTERED CHARITY NUMBER: 1129065

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 DECEMBER 2020
FOR**

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**CONTENTS OF THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2020**

	Page
Report of the Trustees	1 to 9
Independent Examiner's Report	10
Statement of Financial Activities	11
Balance Sheet	12
Notes to the Financial Statements	13 to 21

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2020**

The Trustees present their report with the financial statements of the charity for the year ended 31 December 2020. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard, applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

OBJECTIVES AND ACTIVITIES

The PCC is committed to enabling all people to worship at the church and to become part of the parish community at All Saints'. The PCC maintains an overview of worship throughout the parish and makes suggestions on how services can involve the many diverse groups that live within the parish. The services and worship express and nurture faith through prayer, scripture, music and sacramental worship – a place for our whole community to encounter God. That faith is put into practice through missional, pastoral, evangelistic, social and ecumenical engagement, with the parish, town and wider world.

When planning activities for the year, the Rector, PCC, Shared Leadership Team and Ministry Team consider the Charity Commission guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. In particular, emphasis is given to enable ordinary people to live out their faith as part of our parish community through:

- Worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus;
- Providing pastoral care for all people living in the parish;
- Missionary and outreach work;
- Making the church available for greater community use within Christian and secular groups; and,
- Encouraging greater fellowship, cooperation and understanding within the local community.

To facilitate this work, it is important that the fabric of the Church of All Saints' is maintained to the highest possible standard commensurate with the resources that are provided for this task. In the past this task has fallen to rich benefactors and the congregation; however, for the future, as a Grade I listed Building at the heart of the town, with a history dating back to the 11th century, it is appropriate that the wider community within High Wycombe is aware of the historical and architectural importance of the building. In support of this objective, extended hospitality, together with improved access and availability has been achieved, to enable the local community to share in the use and contribute towards the upkeep of the building.

The impact of the Coronavirus has been significant, limiting communal gathering and worship, as well as financial resources. There has however been a creative response to supporting the community and protecting health, with Covid-secure services, private prayer, outside activities and particularly online services.

Most fund-raising activities this year have been to provide for the ongoing work, running and maintenance of the Church. However, planning has continued on the next major projects, which will require significant additional fundraising activity. These projects will safeguard the history, but also improve the functionality and amenities within the building, thereby increasing its use and appeal within the wider community.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2020**

ACHIEVEMENT AND PERFORMANCE

Vicar of All Saints, High Wycombe - Review of the Year 2020

2020:

From a personal perspective 2020 began with my suffering from osteoarthritis in my right hip, which was having a detrimental effect on my ability to fulfil all my usual activities as Vicar of All Saints. However, with some encouragement, grants from various archdeaconry and diocesan funds plus a generous gift, I was able to have an operation on 10th February. Being able to walk again without pain is something I appreciate so much now, for which I am hugely grateful. In addition, I am most grateful to our Associate Priest for holding the fort along with the Shared Leadership Team who did such an excellent job in my absence, during the post-operation recovery period. Of course, there was, in addition, a huge swathe of volunteers who did so much, so faithfully and without complaint. What an inspiration they all are!

And then came 'lockdown' on 23rd March! There was a great deal to adapt to with new rules and regulations ensuing from our Government as they sought to reduce the rate of infection from COVID-19. And with such change and loss of routines comes the psychological effects of grief.

At the on-set of 'lockdown', with the hard work of Thistle, our Administrator, and Penny our Activities Team Leader, more volunteers than ever were enabled to coordinate a partnership with other organisations to help the most vulnerable.

Regrettably, (with his agreement) we had to furlough Liam Cartwright, our Director of Music, as none of his contractual responsibilities were possible due to churches having to be closed until July. Also, Penny, our Activities Team Leader and Louise Simmons, her Assistant, had to be furloughed a little later due to child-care and home-schooling requirements respectively, made necessary due to Government restrictions.

Meanwhile, the Communications department, Lis Burns and Derek Lancaster in particular, did an exceptional job enabling Facebook live streaming for Evening Prayer 6 days each week, and with Derek's guidance, I was able to live-stream a 10am Thursday Eucharist from the Vicarage each week, followed by 'Zoom' coffee enabled by Sue Lord. In addition, Lis kept the website up to date, almost daily, in the rapidly changing context and enabled a virtual candle lighting link along with a confidential prayer-request service for my response.

Sue Lord, very generously, had stepped into the coordination gap following Penny being furloughed. And our two churchwardens worked tirelessly, along with Thistle and Sue doing risk assessments and adapting the church in preparation for it being opened for private prayer three times a week as the lifting of some restrictions made that possible. Of course, venue managers cum Welcomers were required and new volunteers stepped in to fill the gap left by those who were unable to fulfil that role due to being in the 'Vulnerable' category and having, therefore, to self-isolate. We urgently needed *more* volunteers to sustain and develop the hospitality and welcome ministry of the church.

At least once a week and sometimes twice, regulations were updated; so, this team responded extraordinarily quickly to keep pace and ensure that All Saints was probably the safest place in town.

We encouraged our congregation members to join the Sunday service from the Diocese, followed by zoom coffee via the All Saints link on our website, which really filled the gap, enabling local online fellowship to be an essential aspect of our church's community life. Breakout rooms enabled a broader mixing than would have been usual in pre-pandemic times. Later, we started our own zoom services. Our first All Saints zoom Eucharist was on Ascension Day 21st May, (followed by Pentecost).

By July, the Church was ready for some socially distanced Congregational worship to compliment the online (Zoom) congregation. The first combined Eucharist, with an in-church congregation & zoom was on 19th July, later also broadcasting on Facebook. Numbers engaging in these ways amounted to between 80 and 90 each week. In addition, Robyn, our Children and Families Minister, developed some excellent on-line activities for Ark, All Age service Zoom activities plus many other things (see her report). In addition to the church management team, much of this would not have been possible without the considerable technical experience and input from Derek; what a blessing he has been! We are all so grateful!

Due to our exceptionally dedicated team, All Saints became the first church in High Wycombe to be able to host a funeral service. By 3rd August, we had held two weddings and two funerals. (More funerals subsequently).

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2020**

ACHIEVEMENT AND PERFORMANCE

Vicar of All Saints, High Wycombe - Review of the Year 2020 – continued

Despite the heightened anxieties and stresses, our Leadership Team along with our Administrator, Activities Team and Tech team have done an exceptional job in navigating the complexities of a new and rapidly changing context. I am proud of them all. The drive and the exceptional levels of hard work of our wardens is especially notable; we are deeply grateful to them. The fact that there have been no Covid cases arising out of our gatherings and public openings at church throughout the whole period of this pandemic is a credit to the thoroughness of the health and safety aspect of the church-building management.

Behind the scenes, John Lord, our Treasurer and Barry his Assistant Treasurer, along with the Stewardship and Finance Team did an exceptional job in adapting to the potential crisis due to a weekly loss of some £1000 due to the required cancellation of church activities and to the changing furlough conditions. There were also concerns about the loss of income from the usual Christmas school services, the Christmas Fayre, Christmas Tree Festival, Concerts, and other seasonal activities, which would usually bring in a significant amount of money each year. However, due to generous donations and lower costs, along with Government furlough money, we sustained a sound financial position. As ever, our trust in God's provision has not been in vain.

At the annual meeting last year on 11th October, we were expecting to have a more relaxed period leading up to Christmas with associated celebrations and limited family/bubble gatherings. Little did we know that there would be a more virulent variant of COVID-19 that would lead to a third lockdown. This rather demoralised many and undermined hope for the new year, realizing that it would take another lengthy period before we could be back to some sort of normality. In addition to this more virulent variant, numbers of Covid cases soared to almost 500 per 100,000 in the Wycombe area in January. We quickly made the decision to cease all public events at Church. The mood changed and signs of depression and deep disappointment replaced the pre-Christmas sense of hope for things to begin to return to normal the following term: we had thought that this would be achieved by Easter.

The pattern of hope being replaced by disappointment has characterised the last year. This not only created anxiety and stress but also was amplified by the complete range of views on how to respond to the almost weekly changes, with their accompanying decisions that we had to make rapidly. Furthermore, communication was made more difficult through the loss of the casual conversations which naturally occurred during the routine meetings of our weekly pre-lockdown church life.

Adapting to a new and hitherto unknown reality in a rapidly changing scenario, whilst not forgetting our purpose as church, has been the main challenge of the last year.

New Assistant Curate: On 4th July, Gareth Morley was Licensed as a Lay Minister at All Saints to commence his Curacy, however, he had to wait until 26th September to be ordained deacon due to Covid restrictions.

He has not only been proactive in leading our thinking in Mission but also has been a great assistant to me in aspects of ministry development for which we have not had the capacity to address until now. Despite it being a unique experience for him this year he has settled in well and become a productive member of our Ministry Team. I hope he can experience much more of our life at All Saints this year once restrictions have been lifted. He brings a great deal of knowledge and skill to the table from his previous life and work experiences. We are delighted to have him on the Team.

Conclusion: As I look back over the last year it is evident that God has been faithfully guiding us through the complexities and through it, I believe, we have learned a great deal about ourselves and one another. I am confident that we are in a stronger place consequently, ready to face the coming year with hope and assurance.

Hugh

**The Rev Hugh Ellis
Team Rector & Vicar of All Saints, High Wycombe**

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2020**

FINANCIAL REVIEW

Results for the Year

The results for the year and financial position of the Parish are as shown in the annexed financial statements.

Summary

Total income for the year was £239,611 with total expenditure amounting to £228,331 – Giving a headline surplus of £11,280. There were also revaluation gains, making an accounts surplus of £41,813. This is mainly represented by an increase in the Revaluation Reserve and a £10,000 legacy to the (restricted) Organ Restoration Fund.

Focussing on normal budgeted items, (excluding the £10,000 legacy and £8,487 of Coronavirus Job Retention grants), regular income was £221,124 against a budget of £250,200. As the church building had to be closed or have restricted access for most of the year, collections and event income were significantly down. However, there were really generous responses from the congregation to appeals for support funds and our Parish Gift Day.

Expenditure, particularly on fabric projects and events, was reduced to £228,331, restricting the budget item deficit to £7,207. The Government Coronavirus Job Retention Scheme bridged this gap, enabling our work to continue in the local community and support those dependent on All Saints.

2021 will have many similar challenges, but will also require a greater spend on community access and Quinquennial projects.

We look forward to when we are able to hold full-sized events, such as memorial and Remembrance services, community activities and school carol services, as well as our Christmas Fayre and Tree Festival.

Funds

Income and expenditure for nominated activities such as the Café, Organ, Children & Families, Community Meals, Fabric (church and property) and so on, are allocated to their own individual fund. This allows for direct payments or transfers to be made from the general fund to the designated fund in accordance with the budget approved by the PCC. During 2020 the main transfers were from the general fund to cover the expenditure on House Fabric and Music. The balance of the budget for Mission & Ministry, £7,967 has been transferred to the specific fund, for anticipated spend 2021 and future years. In overall value, all funds are in credit.

The overall cost of the South Porch Restoration, Audio/Visual and Organ Restoration projects will significantly exceed the current fund holdings, so fundraising and grant applications will be required to make up the shortfall.

Money Received from Government

Normally, the only monies received from Government sources are the Gift Aid refunds from HMRC, made on donations received from UK taxpayers and the Gift Aid Small Donations Scheme. In 2020 these amounted to £34,796. However, due to the virus restrictions, several staff were furloughed for part of the year, supported by Government Coronavirus Job Retention Scheme grants of £8,487.

Reserves policy

The PCC holds reserves in a number of funds, most of which are designated as per the name of the fund, pending the expected expenditure as outlined in the paragraphs above. The CBF General Deposit, Lloyds and CAF Bank accounts hold the working reserve for the charity - ideally to cover 3 months' salaries and fees. However, in previous years, it has always been difficult to maintain a consistent level of reserve. As of 31 December 2020, the charity has achieved this target. We continue to place a small reserve aside during December and January to build up funds for paying the annual insurance premium in September. The General Deposit and CAF Bank higher interest accounts are used to hold restricted and designated funds, but the interest rates remain very low. Given the continued uncertainty of the financial sector, a conservative approach to investment has been taken. Although low risk, the gains continue to be disappointing.

Legacies Policy

The PCC, through the Finance and Stewardship Group, periodically remind members of the congregation as to the benefits of leaving a legacy to the Church in their wills. The policy towards expenditure is that any unrestricted money received should be earmarked to capital projects where recognition of the donor can be made rather than just deemed to be an

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2020**

FINANCIAL REVIEW – continued

additional source of revenue. Unrestricted legacies to the church, of which there were none in 2020, are placed in the Legacies Fund until the PCC designates where such monies are to be allocated or spent. Restricted legacies, of which there was one in 2020, are allocated in accordance with the terms of the donation.

Value of the Church

It is impossible to give an accurate figure for the value of the Church and its contents, in terms of the Statement of Recommended Practice. The Church is a Grade I Listed Building of great beauty. The contents are accurately recorded in the Terrier and Inventory last presented at the Annual Meeting of Parishioner on 11th October 2020. A valuation for insurance purposed was completed by the Ecclesiastical mid-2013.

EVENTS SINCE THE END OF THE YEAR

One of the two former Minister houses had become expensive to maintain and less suitable for rental, so this has been sold, in anticipation of buying a more suitable property. The other house continues to be rented out, to help contribute to the salary for the Children & Families Minister post.

The COVID-19 pandemic restrictions continue to have a significant impact on the operations of the Church, restricting services and other activities in the building. This continues to limit income from collections and events, which we hope will be reinvigorated later in the year. We have again had recourse to use the Government's Job Retention Scheme, but hope that will be short-lived. We will continue to offer regular services online, as well as finding new ways of engaging with the congregation and the wider community. Preparation is underway to establish a programme for capital projects, which will need significant fundraising. We continue to pursue the mission of the church and focus on the needs of the local community. Appeals and, where necessary, reserves will be used to sustain this mission.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Background

The Parish of High Wycombe All Saints' is the Parish Church of the High Wycombe Team Ministry. The Parochial Church Council (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council (Powers) Measure 1956. The PCC co-operates with the Rector in promoting the whole Mission and Vision of the Church: pastoral, evangelistic, social and ecumenical.

Governing Document

The PCC registered as a charity with the Charity Commission with effect from 8th April 2009. The PCC is governed under the PCC Powers Measure (1956), as amended and the Church Representation Rules.

PCC Organisational Structure

Membership

Members of the PCC are either ex officio or elected at the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules. The day-to-day management of the PCC is delegated to the Rector.

All Saints' High Wycombe is also part of the High Wycombe Team Ministry, a town-wide benefice of six parishes over which the Reverend Hugh Ellis is Team Rector. There are individual parish PCCs and a separate Team Benefice Council.

The PCC is also the Managing Trustee of a charity known as "the Oakley Memorial Church Lads Brigade Drill Hall in the Borough of High Wycombe in the County of Buckingham comprised in a conveyance dated 24th December 1906" ("the Oakley Hall Trust") under which the premises comprised in that conveyance (now represented by the premises comprised in a lease dated 6th November 1975) were to be held as a church hall, mission room, parish room, classroom, meeting room or lecture room etc., with power to let etc. The accounts of the Oakley Hall Trust are not consolidated in these accounts.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2020**

**STRUCTURE, GOVERNANCE AND MANAGEMENT
PCC Organisational Structure – continued**

During the year the following served as Trustees and members of the PCC:

Clergy:

Rector:	Reverend Hugh Ellis *#	
Associate Priest:	Reverend Jackie Lock *#	
Curate:	Reverend Gareth Morley *#	(from July 2020)

Licensed Lay Ministers:	Miss Maureen Lampard #	(Not Trustee)
	Mr Derek Lancaster *#	
	Mr Laurence Smy #	(to October 2020)

Children & Families Minister (Formerly Roger Vere Youth Worker)	Mrs Robyn Connelly *#	
--	-----------------------	--

Church Wardens:	Mrs Elisabeth Burns *	
	Mrs Jennifer Cartledge *	

Deputy Church Wardens:	Mr Edgar Samuel *	(to October 2020)
------------------------	-------------------	-------------------

Deanery Synod Members:	Mr Nick Cousins	(to 2023)
	Mr Barry Titchen	(to 2023)
	Mr Errol Baker	(to October 2020)
	Mrs Jo Norman	(to October 2020)
	Mr David Knights	(from October 2020 to 2023)

PCC Members:	Mr Raymond Levy	(from October 2020 to 2023)
	Mrs Estelle Williams	(to 2022)
	Mrs Lynda Moorcroft *	(to 2022)
	Ms Elaine Dagnall	(to September 2020)
	Miss Lauren Harvey	(Co-opted from October 2020)
	Mr Philip Hynard	(Co-opted from October 2020)
	Mrs Megan Vockins *	(to 2022)
	Ms Elizabeth Martin	(to 2021)
	Mrs Michelle Neudecker	(to 2022)
	Mr John Lord	(to 2021)
	Mrs Sheila Doig	(to 2021)
	Mrs Dawn Segrue	(to 2021)

Honorary Treasurer:	Mr John Lord *	
---------------------	----------------	--

PCC Secretary:	Mrs Megan Vockins (acting)	(to March 2020)
	Mrs Elisabeth Burns (acting)*	(March to October 2020)
	Mr Philip Hynard *	(from October 2020)

Director of Music:	Mr Liam Cartwright	(Not Trustee)
--------------------	--------------------	---------------

Electoral Roll Officer:	Mr Errol Baker	(Not Trustee)
-------------------------	----------------	---------------

Parish Administrator:	Ms Elizabeth (Thistle) Martin	
-----------------------	-------------------------------	--

* Denotes membership of the PCC Standing Committee / Shared Leadership Team

Denotes membership of the Ministry Team

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2020**

**STRUCTURE, GOVERNANCE AND MANAGEMENT
PCC Organisational Structure - continued**

Other Officers (not Trustees, unless otherwise stated)

Activities Team Leader:	Ms Penny Justice
Activities Assistant	Mrs Louise Simmons
Arts and Spirituality:	Ms Elizabeth (Thistle) Martin (Trustee)
Safeguarding Officer:	Mrs Jo Norman

Management Organisation

The PCC operates through a number of delegated groups, headed by members of the Shared Leadership Team (SLT):

Shared Leadership Team & Standing Committee:	Key members of the PCC (as indicated by *) responsible for formulating strategic parish policy and co-ordinating management.
Ministry Team:	Clergy, Licensed Lay Ministers and the Children & Families Minister (as indicated by #) responsible for all staff, Ministry and pastoral matters.
Children & Families:	Responsible for the organising of activities and the pastoral care of children, young people and families. Also for All Age Worship, preparation for Communion, Confirmation and work with schools.
Mission & Evangelism:	Responsible for the missional use of the building(s), hospitality, engagement with the wider community, faith in action and communication of the Gospel.
Worship & Liturgy:	Responsible for the planning and delivery of worship; Liturgy, Music, Choir, Servers, Sidespeople and visiting speakers.
Stewardship & Finance Group:	Responsible for financial planning and management of the church accounts, together with, risk management, planned and tax efficient giving.
Buildings & Fabric Group:	Responsible for the planned inspections, maintenance and repair of the church building and houses owned or managed by the PCC.
Education & Discipleship:	Responsible for enabling and co-ordinating study and education groups; vocational development, projects and courses.
Communications:	Responsible for interfacing with the wider public, through use of the website, social media, publicity, design and displays.
Art & Spirituality:	Expanding the community use and experience of the church through art and creativity; developing non-liturgical spiritual connections and the Quiet Garden.
Oakley Hall Management Group:	This group is responsible for the day-to-day management and running of the Oakley Hall.
Project Development:	Managing re-ordering projects; developing longer-term plans for the church building; and organising fund raising for these projects.
Fund Raising:	Oversees major fund raising across all aspects of church life, mission and vision.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2020**

STRUCTURE, GOVERNANCE AND MANAGEMENT – continued

Risk management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Shared Leadership Team (SLT), on behalf of the PCC, maintains overall supervision of the key areas of finance, buildings and staff through direct line management or through nominated groups responsible to the PCC:

Finance

The Hon Treasurer is responsible for the day-to-day financial management of the charity and providing specialist advice to the PCC, SLT and task groups. With the exception of internal transfers of money between accounts, all expenditure requires the authorisation of two nominated members of the Church. Additionally, all members of the PCC and congregation who are required to handle church money are certified as 'fit and proper persons' and required to sign the associated declaration.

The PCC is very aware that its income, while drawn from a large number of parishioners, is substantially dependent on the significant donations of a comparatively small number of people, or in the case of the Children and Families Minister, mainly a single donor. The withdrawal of support from those individuals or that Charity would result in immediate financial embarrassment and it would be necessary to curtail the activities of the PCC or to undertake fundraising or both.

The key financial risk is that day-to-day planned expenditure is not covered by regular income. It is essential that a balanced budget is maintained to ensure long term financial stability.

Building

The PCC recognises that there are many risks to the building and contents; however, all practical and affordable measures are taken to minimise this risk. When open, the building is always manned by a minimum of 2 people and the 3/4 usable entrances all have double locks. A number of additional precautions are taken to protect valuable items. Fire and emergency evacuation plans are in place and are maintained by the Church Activities Team. The PCC maintains appropriate insurance cover where possible to do so and a full insurance valuation/inspection was last undertaken by the Ecclesiastical Insurance Company in 2013. The church is highly dependent on the willingness of volunteers to assist the clergy and paid staff in maintaining the Church's role and mission with the local community and its availability, on a daily basis, to that community. We are all grateful to them.

In addition to implementing the recommendations from Quinquennial inspections, the Fabric committee - a sub-group of the PCC - carries out timely inspections of the church building and all the Church properties and, in the course of such inspections, draws attention to any hazards within the properties and makes recommendations for the reduction or elimination of any risks. Only Gas Safe (formerly Corgi) registered fitters are used to repair the gas installations, and appropriately qualified electricians for any electrical work (other than changing light bulbs or replacing fuses). The solicitors to the Diocese approve tenancy agreements. Where it is considered appropriate, legal advice is sought in relation to other tenancy and potential liability matters.

Staff

Prior to employment or the provision of specialist services, all permanent members of staff and fee-receiving individuals undergo standard pre-employment vetting to minimise the risk of fraud or other failings to the PCC. Employer's Liability and Personal Accident insurance are maintained. Where it is considered appropriate, legal advice is sought in relation to formal dealings with staff.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS
REPORT OF THE TRUSTEES
for the Year Ended 31 December 2020**

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Registration Number: 1129065

Principal address: The Church Office, Oakley Hall
8 Castle Street
High Wycombe
Buckinghamshire
HP13 6RF

Trustees: E Burns
J Cartledge

Independent Examiner: Mr J L Moorcroft FCA
Cannon Moorcroft Limited
Chartered Accountants
3 Manor Court Yard
Hughenden Avenue
High Wycombe
Buckinghamshire
HP13 5RE

EVENTS SINCE THE END OF THE YEAR

Information relating to events since the end of the year is given in the notes to the financial statements.

Approved by order of the board of trustees on 18th April 2021 And signed on its behalf by:



Elisabeth Burns
(Church Warden)



Jennifer Cartledge
(Church Warden)

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2020 which are set out on pages twelve to twenty two.

Respective responsibilities of trustees and examiner

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

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

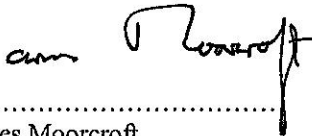
Independent examiner's statement

The charity's gross income did this year exceed £250,000 and your examiner needs to be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of 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 accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination .

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



James Moorcroft
FCA
Cannon Moorcroft Ltd
3 Manor Courtyard
Haghenden Avenue
High Wycombe
Buckinghamshire
HP13 5RE

Date: 4 October 2021

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 December 2020**

		Unrestricted funds £	Restricted funds £	Endowment fund £	2020 Total funds £	2019 Total funds £
Notes						
INCOMING RESOURCES						
Incoming resources from generated funds						
Voluntary income	2	179,949	39,141	-	219,090	256,558
Investment income	3	85	404	-	489	522
Activities for generating funds	4	3,618	-	-	3,618	4,770
Other incoming resources	5	<u>16,414</u>	<u>-</u>	<u>-</u>	<u>16,414</u>	<u>19,010</u>
Total incoming resources		200,066	39,545	-	239,611	280,860
RESOURCES EXPENDED						
Costs of generating funds						
Fundraising	6	2,663	603	-	3,266	10,922
Charitable activities						
Work of the church	7	131,281	28,446	-	159,727	190,487
Grants	8	5,062	1,448	-	6,510	6,099
Governance & Administration	9	<u>58,822</u>	<u>6</u>	<u>-</u>	<u>58,828</u>	<u>57,835</u>
Total resources expended		197,828	30,503	-	228,331	265,343
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS						
		2,238	9,042	-	11,280	15,517
Gross transfers between funds	15	<u>(9)</u>	<u>9</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net incoming/(outgoing) resources before other recognised gains and losses		2,229	9,051	-	11,280	15,517
Other recognised gains/losses						
Gains/losses on investment assets	12	30,236	-	297	30,533	(1,424)
Gains/losses on revaluation		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in funds		32,465	9,051	297	41,813	14,093
RECONCILIATION OF FUNDS						
Total funds brought forward		537,798	82,875	4,447	625,120	611,027
TOTAL FUNDS CARRIED FORWARD		<u>570,263</u>	<u>91,926</u>	<u>4,744</u>	<u>666,933</u>	<u>625,120</u>

The notes form part of these financial statements

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**BALANCE SHEET
At 31 December 2020**

		Unrestricted funds £	Restricted funds £	Endowment fund £	2020 Total funds £	2019 Total funds £
	Notes					
FIXED ASSETS						
Tangible assets	12	453,123	-	-	453,123	422,887
Endowments		<u>-</u>	<u>-</u>	<u>4,744</u>	<u>4,744</u>	<u>4,447</u>
		453,123	-	4,744	457,867	427,334
 CURRENT ASSETS						
Debtors	13	13,661	76	-	13,737	12,120
Cash at bank and in hand		<u>122,789</u>	<u>108,833</u>	<u>-</u>	<u>231,622</u>	<u>197,682</u>
		136,450	108,909	-	245,359	209,802
 CREDITORS						
Amounts falling due within one year	14	(19,310)	(16,983)	-	(36,293)	(12,016)
		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
NET CURRENT ASSETS		<u>117,140</u>	<u>91,926</u>	<u>-</u>	<u>209,066</u>	<u>197,786</u>
 TOTAL ASSETS LESS CURRENT LIABILITIES		<u>570,263</u>	<u>91,926</u>	<u>4,744</u>	<u>666,933</u>	<u>625,120</u>
 NET ASSETS		<u><u>570,263</u></u>	<u><u>91,926</u></u>	<u><u>4,744</u></u>	<u><u>666,933</u></u>	<u><u>625,120</u></u>
 FUNDS	15					
Unrestricted funds					166,440	164,211
Restricted funds					91,926	82,875
Endowment funds					4,744	4,447
Revaluation reserve					<u>403,823</u>	<u>373,587</u>
 TOTAL FUNDS					<u><u>666,933</u></u>	<u><u>625,120</u></u>

The financial statements were approved by the Board of Trustees on 18th April 2021 and were signed on its behalf by:



Elisabeth Burns
(Church Warden)



Jennifer Cartledge
(Church Warden)

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2020**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Incoming resources

Voluntary income and capital sources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Collections are recognised when received by or on behalf of the PCC.

Planned giving receivable under covenants or gift aid is recognised only when received.

Income tax recoverable on covenants or gift aid donations is recognised when income is recognised.

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

Wherever possible income generated by fêtes and similar events are accounted for gross.

Other ordinary income

Rental income from the letting of the church or PCC premises is recognised when the rental is due.

Investments

Investments including properties and shares, are recognised initially at fair value which is normally transaction price excluding transaction costs. Subsequently, they are measured at fair value through the profit and loss if the shares are publicly traded or their fair value can otherwise be measured reliably.

Income from investments

Dividends and interest are accounted for when receivable. Tax recoverable on such income is recognised in the same accounting year.

Gains and losses on investments

Realised gains or losses are recognised when investments are sold.

Unrealised gains or losses are accounted for on revaluation of investments at 31 December.

Resources expended

Allocation and apportionment of costs

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources. Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Grants

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

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2020**

1. ACCOUNTING POLICIES – continued

Activities directly relating to the work of the church

The diocesan parish share is accounted for when payable. Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Consecrated land and buildings and movable church furnishings

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

No value is placed on movable church furnishings held by the church wardens on special trust for the PCC and which require a faculty for disposal since the PCC considers this to be inalienable property. All expenditure incurred during the year on consecrated or beneficed buildings and movable church furnishings, whether maintenance or improvement, is written off as expenditure in the Statement of Financial Activities and separately disclosed.

Other fixtures, fittings and office equipment

Equipment used within the church premises is depreciated on a straight line basis over 4 years. Individual items of equipment with a purchase price of £3,000 or less are written off when the asset is acquired.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for application for the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the PCC for a particular purpose. The cost of raising and administering such funds is charged against the unrestricted reserve.

The accounts include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of any church groups that owe their main affiliation to another body nor those that are informal gatherings of Church members.

Pension costs and other post-retirement benefits

All Saints' PCC participates in the Pension Builder Scheme section of the Church Workers Pension Fund (CWPF) for lay staff. The scheme is administered by the Church of England Pensions Board (CEPB), which holds the assets of the scheme separately from those of the employer and other participation employers. The CWPF has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

The Pension Builder Scheme is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes. PB Classic provides a pension for members for payment from retirement, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the CEPB from time to time. Bonuses may also be declared, depending upon the investment returns and other factors. PB 2014 is a cash balance scheme that provides a lump that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age. There is no sub-division of assets between employers in each section of the Pension Builder Scheme. The scheme is a multi-employer scheme as described in Section 28 of FRS 102, as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable: £5,829 (2019: £4,097).

A valuation of the PB scheme is carried out once every three years. The most recent was carried out as at 31 December 2016. For PB the Classic section, this revealed a deficit of £14.2m on the ongoing assumptions used. At the most recent annual review, the Board chose not to grant a discretionary bonus, which will have acted to improve the funding position. There is no requirement for deficit payments at the current time.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2020**

1. ACCOUNTING POLICIES – continued

For the PB 2014 section, the valuation revealed a surplus of £1.8m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.
The legal structure of the scheme is such that if another employer fails, All Saints' PCC could become responsible for paying a share of that employer's pension liabilities.

The next full valuation of the scheme is being carried out by CWPF as at 31 December 2019, which has not yet been signed off and will be part of the 2021 annual report.

The PCC had 5 active members and 7 deferred members in the Pension scheme at 31 December 2020.

2. VOLUNTARY INCOME

	2020	2019
	£	£
Planned Giving	110,979	110,664
Donations other than planned giving	54,730	89,303
Gift Aid	34,796	39,749
* Legacies	10,098	6,027
VAT recoverable	-	-
* Grants (Government JRS. 2019 1-off Council grants)	8,487	10,815
	<u>219,090</u>	<u>256,558</u>

* Includes £18,487 of 1-off donations & grants, so the Budgeted Voluntary Income was £200,505.

Donations included in the above are as follows:

Gift Aid and covenants	95,877	98,531
Taxation recoverable	34,796	39,749
Other planned giving	15,102	12,133
Collections	684	5,712
*Other donations	68,426	82,334
Fundraising	2,335	10,128
Unplanned gift aid	1,870	7,971
	<u>219,090</u>	<u>256,558</u>

* Includes £11,220 of 1-off donations as part of the All Saints' Gift Day.

3. INVESTMENT INCOME

	2020	2019
	£	£
Interest and dividends	69	145
Deposit account interest	420	377
	<u>489</u>	<u>522</u>

4. ACTIVITIES FOR GENERATING FUNDS

	2020	2019
	£	£
Fees payable to the PCC	1,236	1,127
Non-statutory fees	1,109	224
Trading income	53	206
Vergers' fees	490	630
Concert fees and Church hire	730	2,583
	<u>3,618</u>	<u>4,770</u>

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2020**

5. OTHER INCOMING RESOURCES

	2020	2019
	£	£
House lettings	16,414	19,010
	<u>16,414</u>	<u>19,010</u>

6. COST OF GENERATING FUNDS - FUNDRAISING

	2020	2019
	£	£
Tree Festival, Stewardship & other costs (Craft Fayre 2019)	787	3,106
Fundraiser review & training	-	813
Mustard Seed Café costs	1,836	4,523
Weekly Concerts – Performer fees	643	2,480
	<u>3,266</u>	<u>10,922</u>

7. CHARITABLE ACTIVITIES – WORK OF THE CHURCH

	2020	2019
	£	£
Parish Share	70,103	70,761
Worship, mission & pastoral care	8,983	7,075
Housing letting fees & maintenance	9,760	15,503
Music, fees & organ maintenance	15,231	19,724
Church insurance & maintenance	28,280	17,339
(Includes electrical report, plumbing & online equipment)		
* South Porch & Sound System projects	-	31,258
Children, families & youth	27,167	27,207
Mustard Club, Community Meals	203	1,620
	<u>159,727</u>	<u>190,487</u>

* Un-budgeted Project spend in 2019.

8. GRANTS PAYABLE

	2020	2019
	£	£
Missionary societies	566	1,300
Relief & development agencies	545	1,500
Home Church societies	547	1,500
Secular Charities	1,747	1,199
Wycombe Homeless Connection	3,105	600
	<u>6,510</u>	<u>6,099</u>

9. SUPPORT COSTS

	2020	2019
	£	£
Utilities & running costs	15,409	17,337
Church activities & event management	21,952	19,063
Administration, printing & stationery	17,971	16,400
Governance	3,496	5,035
	<u>58,828</u>	<u>57,835</u>

Note: Governance includes £2,700 for the Independent Examination of the 2020 Accounts, which was accrued.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2020**

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2020 nor for the year ended 31 December 2019.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2020 or for the year ended 31 December 2019.

11. STAFF COSTS

	2020	2019
	£	£
Wages and salaries	69,280	51,717
Social security costs	560	655
Other pension costs	5,271	3,810
	<u>75,111</u>	<u>56,182</u>

The average monthly number of employees during the year was as follows:

	2020	2019
Pastoral staff	1	1
Administrative staff	1	1
Management staff	2	0.5
Director of Music	1	0.5
	<u>5</u>	<u>3</u>

No employees received emoluments in excess of £60,000.

During the current year, the PCC employed a Children and Families Minister, Activities Team Leader, Activities Assistant, Parish Administrator and Director of Music.

12. TANGIBLE FIXED ASSETS

FIXED ASSET INVESTMENTS

	Fixed Asset Investments	Freehold property Investments
COST OR VALUATION		
At 1 January 2020	4,447	422,887
Revaluations	297	30,236
Exchange differences	<u>0</u>	<u>0</u>
At 31 December 2020	<u>4,744</u>	<u>453,123</u>
NET BOOK VALUE		
At 31 December 2020	<u>4,744</u>	<u>453,123</u>
At 31 December 2019	<u>4,447</u>	<u>422,887</u>

The freehold land and buildings owned by the PCC comprise the former Verger's house at 7 Totteridge Road (value £246,635) and the former Children & Families Minister's house at 3 Castle Place (value £206,488). Both have been let on the general property market. The gross book values are based on the value estimated by the PCC as at 31 December 2020 and were considered to be a fair estimate of the current value of the properties, based on the Government figures available. During 2020 there has been an upward movement in similar property values, across the UK and Buckinghamshire, averaging +7.15%¹, although specific figures are no longer available for High Wycombe. The PCC considers that, given the size and condition of the properties, an overall increase of 7.15% in value is representative for the properties in the year to 31 December 2020. However, the house at 7 Totteridge Road was sold in February 2021, to a property developer, with net proceeds of £319,613. This will be reflected in the Trustees Report for 2021.

¹ Land Registry UK House Price Index.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2020**

12. TANGIBLE FIXED ASSETS – continued

No depreciation is charged on these properties. Buildings insurance and maintenance costs are borne by the PCC for both properties. Council tax and utility costs are borne by the tenants, or the PCC when vacant. The historical cost of these properties is £49,300.

The movable church furnishings are recorded in the Inventory maintained by the PCC. These assets cannot be disposed of without a faculty and no value has been placed on them in the accounts. The functional equipment used for the ongoing work of the PCC includes office equipment which individually cost less than £3,000 each. The cost of these assets was written off in the year of acquisition and the PCC consider that their valuation in use, less depreciation, would be negligible.

There were no investment assets outside the UK.

The PCC own 232 shares in CBF Investment Fund. These had an estimated market value at 31 December 2020 of £4,744. The historical cost of these shares is £1,600.

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Accrued income	3,219	1,117
Prepayments and Other debtors	<u>10,518</u>	<u>11,003</u>
	<u>13,737</u>	<u>12,120</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Other creditors – Agency Collections	475	320
Accruals and accounts payable	19,606	11,696
Deferred income	<u>16,212</u>	<u> </u>
	<u>36,293</u>	<u>12,016</u>

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2020**

15. MOVEMENT IN FUNDS

Transfers between funds

As in previous years a number of inter-fund transfers have occurred to reflect budget allocations and ensure an accurate position at the end of the financial year. For reasons of cash flow, the PCC authorised the movement of designated funds from time to time as deemed necessary by the Hon Treasurer to maintain credit balances in bank holding accounts. The net gain in property values was moved to a new Revaluation Reserve in 2019.

	At 1.1.20 £	Net movement in funds £	Transfers between funds £	At 31.12.20 £
Endowment funds				
Chancel Repair Fund	4,447	297	-	4,744
	4,447	297	-	4,744
Unrestricted funds				
General fund	90,353	(120)	(8,759)	81,474
Revaluation Reserve	373,587	30,236	-	403,823
Mission & Ministry	13,478	(51)	7,967	21,394
Organ Maintenance	54	(46)	-	8
Small Saints Activities	93	(26)	-	67
ARK & children	144	(54)	-	90
Music at All Saints'	28	(28)	-	-
Fabric 1 – Church Maintenance	4,866	(1,861)	-	3,005
Stations of the Cross	107	-	-	107
Chancel Repair Fund	100	-	-	100
Choir Robes	5	-	-	5
Choir account	133	-	-	133
Director of Music	1,375	(2,158)	783	-
Tea & coffee fund	253	(74)	-	179
Tower & Bells	1,000	-	-	1,000
Church flowers	742	(15)	-	727
PCC Reserve	19,464	750	-	20,214
Fabric 2 - Property Maintenance	601	(601)	-	-
Special collections	(7)	17	-	10
West End Redevelopment Project	3,843	3	-	3,846
Youth expenditure	-	-	-	-
Youth, Children & Families Minister	3,260	5,913	-	9,173
Legacies	14,578	(342)	-	14,236
Lighthouse	-	-	-	-
South Porch	402	1,187	-	1,589
Mustard Seed Café	2,122	(310)	-	1,812
Organ Restoration	5,799	54	-	5,853
Community meals	1,418	-	-	1,418
	537,798	32,474	(9)	570,263
Restricted funds				
Agency	-	-	-	-
ARK & children	200	-	-	200
Bellringers fund	14,864	309	-	15,173
Fabric 1– Church Maintenance	12,950	68	-	13,018
John Clement Parker Trust	1,898	9	-	1,907
Organ Maintenance	792	3	-	795
Special collections	286	(257)	9	38

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2020**

15. MOVEMENT IN FUNDS – continued

Youth expenditure	-	-	-	-
Youth, Children & Families Minister	14,996	(8,138)	-	6,858
Choir robes	14	-	-	14
Director of Music	(71)	71	-	-
PCC Reserve	329	5,625	-	5,954
West End Redevelopment Project	531	7	-	538
Chancel repair fund	2,620	147	-	2,767
Music at All Saints'	96	(69)	-	27
Small Saints Activities	613	-	-	613
Lighthouse	-	-	-	-
South Porch	5,329	610	-	5,939
Mustard Seed Café	-	-	-	-
Legacies	464	23	-	487
Organ Restoration	26,927	10,108	-	37,035
Community meals	37	526	-	563
	<u>82,875</u>	<u>9,042</u>	<u>9</u>	<u>91,926</u>
TOTAL FUNDS	<u>625,120</u>	<u>41,813</u>	<u>-</u>	<u>666,933</u>

17. POST BALANCE SHEET EVENTS

As stated in the Financial Review, the impact of the COVID-19 has continued to be significant, preventing much of the normal use of the church building for services or other community activities. Based on the 2020 experiences, a budget has been drawn up to account for a net loss of income during the first half of the year. We will keep these plans under review, as the financial realities unfold.

Following the Quinquennial inspection, there is also urgent need to proceed with several fabric maintenance and capital projects. Detailed, prioritised plans are being prepared, but even with external fundraising for the larger projects, we expect a deficit of at least £13,000 for the year. This will mainly have to come from unrestricted funds and reserves.

The former Verger's house at 7 Totteridge Road had a book value £246,635 as at 31 December 2020. However, this was sold in February 2021, to a property developer, with net proceeds of £319,613. This will be reflected in the Trustees Report for 2021.

Although the 2016 valuation has been used for the Pension Builder Scheme of the Church Workers Pension Fund, the initial view of the 2019 valuation revealed a an estimated shortfall of c.£32m. If this is signed off and the debt had become due at 31 December 2019, then the estimate of the debt to All Saints would have been £35,900 plus cessation expenses. This increase will require a review of the pension arrangements and options during 2021.

The South Porch can only be used as an emergency exit, as the damaged and corroded stonework prevents any general use. Following an initial review of the future use of the South Porch, plans will be developed that honour the heritage, but provide for future community use. A programme of repair, restoration and development will require wide consultation, but is expected cost in the region of £150,000. As significant funds have been spent on investigations, correction and safety, there is currently only £7,528 in this fund.

Due to a generous legacy, the Organ Restoration fund has risen to £42,888. The Willis organ was last refurbished in 1984 and continues to be subject to failures on a regular basis. It is in need of urgent restoration and repair. The estimated cost is £330,000. In-house fund raising will continue, but additional support will be required for fund-raising and grant applications.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2020**

17. POST BALANCE SHEET EVENTS – continued

Although a great deal was done during 2020 to enable online access to and interaction with services, as well as other community activities, there are plans to enhance the facilities and improve inclusion. The next phase of the Audio/Visual project will require some additional equipment, with longer term plans estimated to cost about £35,000. There is not a specific fund for this work, but further fundraising will be combined with the above projects in a wider sound and vision programme.

There is also a desire to improve the accessibility of the Lady Chapel and Quiet Garden at the East end of the church. They are used for worship, prayer and contemplation and also contain significant monuments, but the current steps limit access for those with walking restrictions.

All of the above projects will improve accessibility in a variety of ways, for the congregation and wider community. However, before commitments can be made to proceed, major fund-raising actions will be necessary.

In the meantime, we will continue to work to encourage engagement, manage expenditure and focus on serving the needs of the community.

18. ULTIMATE CONTROLLING PARTY

The parish is controlled by the members of the Parochial Church Council operating under the Parochial Church Council Powers Measure.

19. CONNECTED CHARITIES AND RELATED PARTY TRANSACTIONS

The PCC did not enter into any material transaction, contract or other arrangement with a member or employee of the PCC nor with any connected person.

Travelling, subsistence and out of pocket expenses were reimbursed to members of the clergy and staff, which amounted to a balance of £Nil owed at the year-end (2019: £Nil).

Apart from the above, no other members of the PCC received any reimbursement of expenses or remuneration.

The Oakley Hall Trust has not been included in the financial statements of The Parish of High Wycombe All Saints' as it is regarded as a separate ecclesiastical charity. The PCC had free use of the Oakley Hall during the year.