

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 *#	
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Church Wardens:	Mrs Elisabeth Burns *	
	Mrs Jennifer Cartledge *	

Deputy Church Wardens:	Mr Edgar Samuel *	(to October 2020)
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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 *	
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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)
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Electoral Roll Officer:	Mr Errol Baker	(Not Trustee)
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Parish Administrator:	Ms Elizabeth (Thistle) Martin	
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* 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..

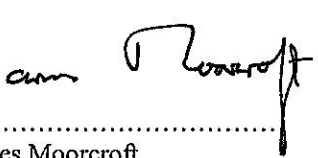
Independent examiner's statement

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
Hughenden 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
	<hr/>	<hr/>	<hr/>	<hr/>
	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
	<hr/>	<hr/>	<hr/>	<hr/>
	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.