THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL, SLOUGH

England & Wales · Charity number 1129324

Details

Other names	ST PAUL'S PCC, SLOUGH
Status	Registered
Legal form	Previously excepted
Registered	2009-04-27
Register	View on the Charity Commission register

Contact

Address	St Paul's Church 130 Stoke Road Slough SL2 5AS
Phone	01753 531022
Email	parishadmin@stpaulsslough.org.uk
Website	www.stpaulsslough.org.uk

Activities

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

Activities: Promoting in the ecclesiastical parish the whole mission of the Church,through:Regular public worship and prayer open to all;Teaching of Christianity;Taking of religious assemblies in schools;The provision of facilities for Christian youth groups;Promotion of Christianity through events, meetings and literature;Provision of activities for associated groups;Supporting other UK & overseas charities.

Classification

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

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Geography

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

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£340,763	£379,060	-	-
2023-12-31	£362,059	£326,023	-	-
2022-12-31	£302,630	£286,640	-	-
2021-12-31	£257,558	£283,822	-	-
2020-12-31	£231,870	£305,046	-	-

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Trustees

Name	Role	Appointed
Alan Deen		2021-07-25
Amit John		2024-05-29
Angela Susan Kirk		2019-03-24
Anica Umair-Asif		2025-05-18
Asif Gill		2025-05-18
Daniel Gill		2025-05-18
IAN WILCOX		2017-04-23
Javed Gill		2017-04-29
John S D Xavier		2025-05-18
KEVIN STEPHEN ISLES		2013-10-31
Louise Allen		2025-05-18
Marco Kriek		2025-05-18
Neelo Iqbal		2025-05-18
Princekem Igwe		2025-05-18
Raymond Edward Andrew Lewis		2025-05-18
Rose Gaitho		2021-07-25
STEVEN DASS		
Sharon Grant		2025-05-18
Stephen Jacob		2025-05-18

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL, SLOUGH

England & Wales - Charity number 1129324

Accounts

St Paul's Slough,

Stoke Road, SL2 5AS

ANNUAL REPORT AND FINANCIAL STATEMENTS OF THE PAROCHIAL CHURCH COUNCIL

FOR THE YEAR ENDED 31st DECEMBER 2024

PCC Treasurer
Mr. Marco Kriek
St Paul's Church, 130 Stoke Road
Slough, Berkshire, SL2 5AS

Incumbent
In Vacancy since 14th October 2024
The Vicarage
196 Stoke Road
Slough, SL2 5AY

Bank
National Westminster Bank plc
118 High Street
Slough, SL1 1JH

Independent Examiner
Stiles & Co
2 Lake End Court, Taplow Road
Taplow
Maidenhead
Berks, SL6 0JQ

Charity No: 1129324

Administrative Information

St. Paul's Church is situated in Stoke Road, Slough. It is part of the Diocese of Oxford within the Church of England. The correspondence address is St. Paul's Church, 130 Stoke Road, Slough, SL2 5AS.

The Parochial Church Council (PCC) is a charity registered with the Charity Commission, registration number 1129324.

PCC Members who have served from 1st January 2024 until 31st December 2024 are:

Incumbent	The Rt. Revd Capt. Dr Timothy Wambunya (until left Parish on 14/10/24)	
Associate Minister	Revd Naomi Hill (until left Parish on 27/10/24)	
Churchwardens	Mr Alan Deen	
	Mr Steven Dass	
Representatives on the Deanery Synod	Mr Umair Asif	(Also Operations Manager and PCC Secretary)
	Mr Steven Dass	
	Mr Javed Gill	
	Mrs Angela Kirk	
	Mr Paul Okoth	(from APCM 29/05/24 until resigned)
Elected Members	Mr Ade Aremu	(until APCM 29/05/24)
	Mr Umair Asif	
	Mrs Rose Gaitho	
	Mr Kevin Isles	
	Mr Amit John	(from APCM 29/05/24)
	Mr Sumair Lawrence	(until APCM 29/05/24)
	Mr Isaac Matsinde	(from APCM 29/05/24)
	Mrs Ruth Maunze	
	Mr James Mwangi	from APCM 29/05/24)
	Mr Zahid Raza	(from APCM 29/05/24)
	Mrs Ruth Rehmat	(until APCM 29/05/24)
	Mr Ian Wilcox	
	Mrs Naomi Mwangi	
	Mrs Noelia Lawrence	(until APCM 29/05/24)

The following people attended PCC meetings in their capacities as shown below, but had no voting capacity as they were not elected PCC members, or otherwise allowed a "full" PCC place under the Church Representation Rules because of the role they fulfilled. As such they are not Trustees:

Mr Nadeem Azam (Parish Worker) - Throughout 2024
Mrs Sarwat Azam (Parish Worker) - Throughout 2024
Mrs Lara Deen (Intercultural Mission Enabler) - Throughout 2024
Mr Johnson David (Parish Administrator) - Throughout 2024
Mr Marco Kriek (PCC Treasurer) – Throughout 2024

The incumbent, The Rt. Revd Capt. Dr Timothy Wambunya, left the Parish on 14th October 2024 to take up his appointment as the Bishop of Wolverhampton. Since then the role of Vicar has been a Vacancy for which recruitment of a new Vicar has been underway. This is not a quick process and it is anticipated that a new Vicar will not be in place until at least September 2025. Meanwhile Alan Deen, Churchwarden, is acting as Chair of the PCC.

Structure, Governance and Management

The method of appointment of PCC members is set out in the Church Representation Rules. All Church members are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC meets as required, but there are at least 4 meetings per year. It is required by law to have a Standing Committee, which meets when required between full meetings of the PCC. The Standing Committee has the power to transact the business of the PCC between its meetings, subject to any directions given by the Parochial Church Council.

The structure of the PCC and the way both it and the management of the Parish operates is in a way that is different to a traditional PCC and operational structure. Committees (Teams) have been created, which operate as sub-committees reporting to the PCC, made up mainly of PCC members but with some people who are not PCC members. Each has a nominated Chair and has delegated responsibility to take decisions, including the authorisation of expenditure - subject to the limits set out in the Parish Expenditure Policy. Some PCC members serve on more than one committee. Each Committee has a particular responsibility and oversight and consist of the following:

- Finance and General Purposes
- Outreach and Nurture
- Children's, Youth and Families

There is a staff ministry team comprising the incumbent Vicar (in vacancy), Intercultural Ministry Enabler, Asian Ministry Worker, Parish Administrator and Operations Manager meets every Tuesday to report on previous commitments and take on new obligations. This meeting monitors the day-to-day issues and provides the opportunity for prayer and mutual accountability.

As required by law, the PCC has been registered with the Charity Commission since April 2009 and the Registration Number is 1129324.

Objectives and Activities

St. Paul's Parochial Church Council (PCC) has the responsibility of co-operating with the incumbent, who until October 2024 was The Rt. Revd. Capt. Dr. Timothy Wambunya, in promoting in the ecclesiastical parish the whole mission of the Church; pastoral, evangelistic, social and ecumenical. It also has maintenance responsibilities for The Parish Church and the adjoining Gilliat Hall, together with two houses.

St. Paul's is part of the Burnham and Slough Deanery. Since 2008 the Deanery has been organised into four Group Ministries. St Paul's is in the 'Northern Group', together with the parishes of Stoke Poges, Farnham Royal, Farnham Common, Hedgerley, St Johns and St Michaels Slough, Britwell. The aim is to enable sharing of resources and work more closely together in order to be better able to respond to future challenges. Parishes would retain their autonomy as separate benefices.

Achievements and Performance

Church Attendance

There were 222 names on the Church Electoral Roll as at 1/1/24.

By 31/12/24 this had increased to 228 of whom 139 were not resident within the parish. (6 names had been added to the roll)

We have a wide diversity in the ethnic origins of our congregation, which attracts many people from outside of the parish. People with roots in the Indian Sub-Continent are the majority group within the Church, with the rest mainly of White British/European and African heritage. Other geographical groups and nationalities are also represented, but in much smaller numbers.

The church also attracts people from outside the parish who are drawn in by our strong evangelical ethos, styles of worship and ethnic inclusion, which is unique in both the Town & Deanery in which our parish is situated.

There were two regular services on a Sunday each week as follows:

9.00am Service with Holy Communion twice a month. Average attendance was 25 Adults and 0 Children.

10.30am Service with Holy Communion once a month, including provision of Sunday School (for the primary school age group) and a young persons group for those of Secondary school age). Average attendance was 117 Adults and 27 Children

Additional services were also made available covering the Lent, Easter, Pentecost, Christmas and New Year periods.

17 Community Groups (more commonly known as Home Groups) operated during the year and which usually meet weekly, providing a facility for praise, prayer and study as a group between formal services.

Review of the period

The full PCC met 4 times during 2024. The average level of attendance was 74%. PCC meetings were held either in-person or by using Zoom conferencing.

The Standing Committee met once during 2024.

The PCC continued to employ a member of staff, Mr Nadeem Azam, as a Parish Worker, whose role includes evangelistic and pastoral outreach work focusing largely amongst Asian people. He is supported in this work by his wife Sarwat in an unpaid capacity. The parish has the challenge of meeting the costs of this ministry from parish funds, as no grants are currently available.

The work he has undertaken, along with his wife, has contributed to the day to day operations of the church, along with outreach activities to the various ethnic communities in the parish – particularly of a South Asian heritage.

The PCC also employes Mr Johnson David as a full-time Parish Administrator (40 hours per week). The Parish Administrator role includes basic bookkeeping.

The parish made a successful bid for funding from the Church Of England Social Development Fund (SDF) to enable it to fulfil the role of being the Intercultural Ministry Hub for the Diocese of Oxford (which fully supported and encouraged the bid). As a result the Hub effectively existed from 01/05/21, The grant funding from SDF provides a total of £406,966 in grants for the project, spread over a 5 year period.

As a result, the parish was provided with a full-time Associate Minister until 9/11/24, employed by the Diocese of Oxford but funded by SDF. The parish has directly employed both a full-time Operations Manager Mr Umair Asif and a full-time Intercultural Mission Enabler Mrs Lara Deen. Both roles were part-funded from the SDF grants which we receive, with the Parish covering the rest of the costs. Each of these roles are vital to the operation and success of the Hub (project). Both are employed on time-limited contracts that reflect the length of SDF funding for each role.

Until she moved to her own Parish on 10/11/24 the Associate Vicar was the Rev Naomi Hill. For the whole of 2024 Mr Umair Asif was the Operations Manager and the Intercultural Mission Enabler was Mrs Lara Deen.

A "Local Management Team" for the project has been established, consisting of the incumbent Vicar, plus representatives from St Paul's PCC, the Deanery, the Area Bishop and the Diocese. Meetings of the team are held regularly and a quarterly report is submitted to the SDF Board, showing progress against the project plan and goals set out in the Project Plan agreed by all parties as part of the bid process.

Mr Marco Kriek was Treasurer throughout 2024. Mr Raymond Lewis continued to provide assistance and guidance to Mr Kriek (and others) throughout the year as required, bringing decades of experience in the role for the benefit of the Parish.

The position of Verger has remained vacant for many years and this situation is unlikely to change. As a result, the parish continues to rely upon valued and committed volunteers to fulfil the Verger related duties, aided at times by the salaried employees.

The PCC continued to actively take forward a project involving the reordering, refurbishment and extension of the facilities at St. Paul's Church. Our aim is to provide facilities that better serve the needs of an active, growing, evangelical parish in the 21st Century.

Phase 1 of the project was to refurbish and re-order the church, which commenced in August 2018 and reached 95% of completion in February 2020 – but shortly after this the main contractor went into Administration. We have been able to fully use of the building and its facilities since then as the outstanding issues relate mainly to external works and general finishing off and snagging but including a significant internal glazing repair issue.

We are confident that the project funds, which include those pledged by the Bowyer Trust, will be sufficient to complete Phase 1 of the project (including snagging) in due course – but this cannot proceed until we receive the next substantial grant from the Bowyer Trust, which we are due to receive in 2025. There were sufficient project funds in 2021 to refurbish the Gilliat Hall toilets as part of the planned Phase 2 of the improvement works. Phase 2 also aims to extend and refurbish the main kitchen in the Gilliat Hall, although again this is dependent upon the anticipated Bowyer Trust grant being received.

For 2025 the PCC has agreed a budget of £9,756 in respect of various works of planned repair and maintenance required for church owned properties, the Parish Church (excluding work covered by the building project) and the Gilliat Hall.

St. Paul's parish has a tradition of tithing a percentage of offertories to missionary work, distribution of which is recommended by the Outreach and Mission Partners Committee. The percentage tithe in 2024

was 10% and this included a tithe of gift aid tax recovery. Full details can be found in the annual accounts. There is, in addition, planned and unplanned giving by individual parishioners for the support of specific missionary organisations.

Grants to Barnabas Aid, Church Pastoral Aid Society (CPAS), Evangelical Alliance, Rooted in Jesus, St. Luke's Hospital For The Clergy, The Buckingham Clergy Charity, Victor & Peggy Pulido, Christian Concern in Schools, Sorted for life, Diocese of Peshwar, Diocese of Maiwut, Diocese of Mombasa, Christian Concern, were made in 2024.

Financial Review of 2024

Giving by members of the congregation decreased during 2024, totaling £122,988 compared to £140,281in 2023.

Total receipts for ordinary Unrestricted Funds were £230,538, for Restricted Funds £110,225 and for Designated Funds £0. All are detailed in the financial statements.

£240,909 from Unrestricted funds, £1,662 from Designated Funds and £136,490 from Restricted Funds spent to provide Christian ministry (including grants to missionary and other Christian organisations) from St. Paul's Church. This included the contribution to the Diocesan parish share (£79,633), which largely provides the stipends, pensions and housing for clergy.

The net result for the year was an excess of Unrestricted expenditure over Unrestricted income of £10,371 which was covered from our reserves.

Restricted funds expenditure exceeded income by £26,264.

Designated funds expenditure exceeded income by £1,662.

Adding the balances brought forward at the beginning of the year, the total balance carried forward at 31st December 2024 was £285,126. This was split £196,764 for Unrestricted Funds (of which £130,050 is property assets), £7,119 for Designated Funds and £42,946 for Restricted Funds.

Reserves Policy

It is PCC policy to maintain a balance of unrestricted funds which (if possible) equates to approximately three months' unrestricted payments, to cover emergency situations that may arise from time to time. The balance of £66,714 (net of fixed and investment assets) held under unrestricted funds at the year-end meets this target.

Investment Policy

The balance of £42,946 in restricted funds is made up of several individual funds, full details of which are shown in the detailed financial statements. It is PCC policy to invest the balances of our specific Restricted and Endowment funds in the CBF Church of England Deposit Fund - the only exception being the St Paul's Fund, where some of the balance is held in a specific business current account with our bankers.

Concluding Information

A wider and more detailed account of parish activities for the year can be found in the Parish Annual Review. Copies of this will be available to both church members and external parties by application to the Parish Administrator after the 2025 APCM, which will be held on 18th May 2025, but copies are provided to all those who attend the APCM.

We continue to provide our own Website: ***www.stpaulsslough.org.uk*** as an additional source of information, publicity and outreach, along with the facility to donate money to the church. There have been many examples of contact being made with the Parish that almost certainly would not have otherwise occurred.

Alan Deen
Acting PCC Chairman

Amit John
On behalf of the PCC

Steven Dass (Churchwarden)
On behalf of the PCC

PAROCHIAL CHURCH COUNCIL OF ST.PAUL, SLOUGH

BALANCE SHEET AT 31st DECEMBER 2024

	Note	2024 £	£	2023 £	£
FIXED ASSETS					
Tangible fixed assets	5a	130,050		130,050	
Investment assets	5b	-		-	
			130,050		130,050
CURRENT ASSETS					
Debtors and prepayments	6	16,606		24,957	
Short term deposits		65,537		81,414	
Cash at bank		40,976		60,778	
Cash in hand		250		250	
		123,370		167,399	
LIABILITIES:					
Creditors - Amounts falling due within one year	7	-6,591		-12,323	
NET CURRENT ASSETS			116,779		155,076
TOTAL NET ASSETS	9		246,829		285,126
PARISH FUNDS					
Unrestricted: Cash & Bank	8		66,714		78,300
Unrestricted: Assets	8		130,050		130,050
Designated (unrestricted)	8		7,119		8,780
Restricted	8		42,946		67,995
			246,829		285,126

Approved by the Parochial Church Council on 2nd May 2025 *and signed on it's behalf by:*

Alan Deen (Chair & Churhwarden)

Steven Dass (Churchwarden)

Amit John (PCC Member)

PAROCHIAL CHURCH COUNCIL OF ST.PAUL, SLOUGH

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31st December 2024

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	TOTAL FUNDS 2024 £	2023 £
INCOMING RESOURCES						
Voluntary Income	2(a)	158,385	0	98,081	256,466	300,061
Activities for generating funds	2(b)	-	-	-	-	-
Income from investments	2(c)	24,932	-	2,063	26,995	23,946
Church Activities	2(d)	41,636	-	0	41,636	35,707
Other incoming resources	2(e)	5,585	-	10,081	15,666	2,346
TOTAL INCOMING RESOURCES		230,538	0	110,225	340,763	362,059
RESOURCES EXPENDED						
Church Activities	3(a)	240,909	1,662	136,490	379,060	326,023
Cost of generation - voluntary income	3(b)	-	-	-	-	-
Governance Costs	3(c)	-	-	-	-	-
TOTAL RESOURCES EXPENDED		240,909	1,662	136,490	379,060	326,023
NET INCOMING (OUTGOING) RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES		-10,371	-1,662	-26,264	-38,297	36,036
Transfers Between Funds	8	-1,216	-	1,216	0	0
Fund Adjustments	8	-	-	-	0	0
Gains on Investment Assets :						
- on disposal	5(b)	-	-	-	0	0
- on revaluation	5(b)	-	-	-	0	0
NET MOVEMENT IN FUNDS		-11,587	-1,662	-25,049	-38,297	36,036
BALANCES BROUGHT FORWARD AT 1st JANUARY 2024		208,350	8,780	67,995	285,126	249,090
BALANCES CARRIED FORWARD AT 31st DECEMBER 2024		196,764	7,119	42,946	246,829	285,126

PAROCHIAL CHURCH COUNCIL OF ST. PAUL, SLOUGH

NOTES TO THE FINANCIAL STATEMENTS

1 ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the Church Accounting Regulations (2006) together with applicable accounting standards and the SORP 2005.

The financial statements have been prepared under the historical cost convention, including Freehold Property used by the PCC for parish purposes, except for the valuation of investment assets - which are shown at market value.

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

Funds

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

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

Unrestricted funds are income funds which can be spent on the PCC's general purposes.

Designated Funds are general funds set aside by the PCC for use in the future. Funds are designated under particular headings for administration purposes only. Designated funds remain unrestricted and the PCC can move any surplus to other general funds.

Incoming Resources

Planned giving, collections and donations are recognised when received by or on behalf of the PCC. Tax refunds are recognised when the incoming resource to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when receivable, interest is accrued. All other income is recognised when it is receivable. All incoming resources are accounted for gross.

Resources Expended

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

Fixed assets

Consecrated and benifice property

Consecrated and benefice property is not included in the accounts in accordance with s.10(2)(a) and (C)of the Charities Act 2011.

Movable church furnishings

Movable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time). All expenditure incurred on movable church furnishings is written off when incurred.

Other fixtures, fittings and office equipment

Equipment used within the church premises with a purchase price of £2,501or more is depreciated on a straight line basis over 4 years. In exceptional circumstances the PCC has the discretion to write off such items when the asset is acquired. Individual items of equipment with a purchase price of £2,500 or less are written off when the asset is acquired.

Freehold Land & Buildings

All freehold land & buildings are included at purchase price, apart from 132 Stoke Road which is included at its valuation by the PCC on 21.12.98. It is the policy of the PCC not to apply depreciation or to revalue fixed assets until such time as they are sold or otherwise disposed of.

Investments

Investments are valued at market value at the 31st December.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2024

	Unrestricted Funds	Designated Funds	Restricted Funds	TOTAL FUNDS 2024	2023
	£	£	£	£	£
2 INCOMING RESOURCES					
2(a) ***Voluntary Income***					
Planned giving:					
Gift Aid	37,878	-	-	**37,878**	43,291
Not Gift Aided	2,789	-	-	**2,789**	2,720
Unplanned giving:					
Gift Aid	54,758	-	-	**54,758**	57,900
Not Gift Aided	7,520	-	-	**7,520**	12,021
Collections (open plate) at all services	20,042	-	-	**20,042**	24,350
Donations, Appeals, etc. Gift Aid	6,026	-	8,664	**14,689**	14,016
Donations, Appeals, etc. Not Gift Aided	3,948	-	8,169	**12,117**	11,760
Income Tax recoverable (on all the above)	25,424	-	2,231	**27,655**	29,402
Other giving:					
Missionary Giving	-	-	300	**300**	300
Income Tax recoverable (Missionary)	-	-	75	**75**	75
Grants	-	-	78,642	**78,642**	103,227
Legacies	-	-	-	**0**	1,000
	158,385	**0**	**98,081**	**256,466**	300,061
2(b) ***Activities for generating funds***					
Fetes, bazaars & fund-raising events	-	-	-	-	-
	-	-	-	-	-
2(c) ***Income from investments***					
CBF Deposit Account Interest	2,060	-	2,063	**4,123**	3,996
Rent from Church Houses	22,872	-	-	**22,872**	19,950
	24,932	-	**2,063**	**26,995**	23,946
2(d) ***Income from Church Activities:***					
Church Rooms and Hall rentals	40,289	-	-	**40,289**	34,240
Events	15	-	-	**15**	14
Fees	1,138	-	-	**1,138**	1,430
Photocopier	33	-	-	**33**	22
Youth Work	161	-	-	**161**	0
	41,636	-	**0**	**41,636**	35,707
2(e) ***Other incoming resources***					
Church Houses (not rent)	490	-	-	**490**	0
Parish Church & Halls (not hire)	3,479	-	-	**3,479**	1,903
Vicar and Vicarage; Curate and House	-	-	-	-	-
Insurance Claims	1,586	-	-	**1,586**	-
SDF Income (Not Grants)	-	-	10,081	**10,081**	-
Miscellaneous/other	30	-	-	**30**	443
	5,585	-	**10,081**	**15,666**	2,346
TOTAL INCOMING RESOURCES	**230,538**	**0**	**110,225**	**340,763**	362,059

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2024

3 RESOURCES EXPENDED	Unrestricted Funds £	Designated Funds £	Restricted Funds £	TOTAL FUNDS 2,023 £	TOTAL FUNDS 2,023 £
3(a) ***Church Activities***					
Grants from Unrestricted funds:					
Church Overseas missionary societies	9,910	-		9,910	13,380
Home mission & other church societies	6,007	-	-	6,007	4,069
Missionary and Charitable Giving:					
Church Overseas missionary societies	-	-	15,261	15,261	13,038
Overseas relief and development	-	-	5	5	0
Home mission & other church societies	-	-	-	0	-
	15,917	-	15,266	31,183	30,487
Ministry: Diocesan parish share	79,633	-	-	79,633	80,994
Deanery share	250	-	-	250	0
Vicar and vicarage expenses	5,557	-	3,494	9,051	6,082
Associate Minister expenses	384	-	878	1,261	1,126
Parish workers and house	37,011	-	5,104	42,114	39,083
RHOM and IME expenses (SDF)	335	-	69,839	70,174	55,310
Youth and Families Worker & expenses	301	-	16,007	16,307	0
Intercultural Ministry expenses (SDF)	-	-	13,411	13,411	3,867
Parish Church running expenses	23,324	-	5,000	28,324	26,443
Parish Church maintenance and repairs	11,012	1,662	550	13,224	6,975
Church Hall and Car Park:					
running expenses	353	-	-	353	333
maintenance and repairs	11,796	-	-	11,796	2,137
Other church houses:					
running expenses / legal fees	3,722	-	-	3,722	3,006
maintenance and repairs	2,516	-	-	2,516	4,949
Speakers expenses	150	-	-	150	150
Youth work	1,614	-	213	1,827	701
Legal & Professional Fees	1,474	-	2,460	3,934	4,483
Events (not fund raising)	261	-	250	511	725
Music and Instruments	1,374	-	569	1,943	1,257
Other / Miscellaneous	4,435	-	2,165	6,600	20,778
Office expenses/Admin	34,973	-	702	35,676	32,829
Stationery, Advertising & Website	2,426	-	578	3,004	2,511
Photocopying	1,002	-	-	1,002	968
Bank Charges	1,088	-	4	1,092	830
	240,909	1,662	136,490	379,060	326,023
3(b) ***Generation of voluntary income***	-				
Costs of appeals, etc.	-	-	-	-	-
3(c) ***Governance Costs***	-	-	-	-	-
TOTAL RESOURCES EXPENDED	240,909	1,662	136,490	379,060	326,023

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31st December 2024

4 STAFF COSTS

	2024	2023
	£	£
Wages and Salaries	131,947	102,406
Social security costs	7,769	4,529
Pension costs *	10,556	8,116
Total	**150,272**	**115,052**

* The PCC contributed to all of it's employees pensions who are all but one members of the PCC's pension scheme. For one employee we contribute directly to his own pension provider.

- The PCC employed Mr Umair Asif as the Resource Hub Operations Manager whose employment started on 01/04/2023 . Umair did not earn more than £50,000 p.a.
  His employment costs were covered for 10 months by a Strategic Development Fund (SDF) grant paid by the Diocese of Oxford. This SDF grant is paid into a parish restricted fund (Mission and Ministry). That Fund also paid 2 months salary from it's reserves. His expenses costs are allocated on the basis of being either Parish or SDF related in nature.

- The PCC continued to employ Mrs Lara Deen as the Intercultural Ministry Hub Enabler.
  Lara did not earn more than £50,000 p.a.
  Her employment costs were covered for 10 months by a Strategic Development Fund (SDF) grant paid by the Diocese of Oxford. This SDF grant is paid into a parish restricted fund (Mission and Ministry). That Fund also paid 2 months salary from it's reserves. Her expenses costs are allocated on the basis of being either Parish or SDF related in nature.

- The PCC continued to employ Mr Nadeem Azam as Parish Worker. Nadeem did not earn more than £50,000 p.a. He was reimbursed for expenses incurred in the execution of his duties, which are included in the accounts as part of "Parish Workers and House" (Note 3a). .

- The PCC continued to employ Mr Johnson David as Parish Administrator. Johnson did not earn more than £50,000 p.a. He was only reimbursed for bona-fide work related travel expensesincurred in the execution of his duties during the year.

- The PCC has employed Mr Hassan Olanipekun as a Youth and Families Worker since 01/09/2024 on a 3 year contract. He did not earn more than £50,000 p.a.
  All income and expenditure directly related to his role is made through the dedicated (Restricted) Youth and Families Worker Fund. His expenses costs are allocated on the basis of being either Parish (not directly role related) or Youth and Families Worker Fund (directly role related).

- The Diocese of Oxford have advised that paid employee's can attend PCC meetings but are limited to contributing role related information to those present and are not allowed to join other debates. They have no voting rights and are not Trustees. When anything is discussed that could be seen as a conflict of interest they are asked to withdraw from the meeting.

- Apart from the above, no PCC member, persons closely connected with them, or other related parties, were paid for personal expenses incurred or remuneration. There were PCC members, particularly the Churchwardens and Mr Kevin Isles, who were reimbursed for expenditure made specifically on behalf of the church.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2024

5 FIXED ASSETS FOR USE BY THE PCC

5(a) ***Tangible fixed assets*** *(all unrestricted)*

Freehold land and buildings:

			NET BOOK VALUE £	
House	205 Rochford Gardens, Slough		51,300	Included at purchase price - February 1981
House	132 Stoke Road, Slough		78,750	Included at valuation by the PCC 21.12.98
		Total	**130,050**	

5(a) ***Tangible fixed assets (continued)***

Both of these assets were purchased with monies provided by the PCC from PCC funds, but are held in trust by different Trusts/Trustees as set out in the notes below. As the PCC is the ultimate benificiary and all the Trusts/Trustees have a direct connection with the Parish and/or the PCC, they are included in these accounts.

It is the policy of the PCC not to revalue freehold land & buildings until such time as they are sold or otherwise disposed of.

Disposals of tangible fixed assets - Freehold land & buildings:

There were no disposals during the year.

Equipment :

Acquisitions : As in 2021, The PCC continued it's decision that items of equipment purchased as part of the overall project to remodel and refurbish the church building should effectively be written-off immediately at cost, rather than through depreciation
There were no purchases paid for from the Restricted Funds raised specfically for this project in 2024.
There were no significant equipment purchases in 2024, apart from a new Gas Cooker for 132 Stoke Road (£619).

Disposals : During the year the PCC did not dispose of any equipment assets valued over £500.

Freehold land and buildings; Notes:

- 205 Rochford Gardens was purchased for use as a curate's house, held in trust by the Oxford Diocesan Trustees.
  Until July 2011 it had been occupied by the Parish Worker and his family. No rent was payable by the Parish Worker.
  The Parish Worker vacated the property in July 2011 and after refurbishment works it has been rented since Sept 2011.
- 132 Stoke Road is held in trust by the trustees of the St.Paul's Christchurch Building Fund. All the trustees are members of the PCC and includes the Vicar. The property has been occupied "rent free" by the Parish Worker and his family since October 2011. In recognition of the grant of usage, the PCC had agreed to pay all Maintenance, Repair and Running costs - including any major works or refurbishments.

- The parish also benefits from use of the Gilliat Hall, constructed in June 1970 at a cost of £29,882. The hall is permanently and physically connected to the parish church and the PCC holds the view that it is not a realisable asset.
  Income is generated from it by hire to other groups and individuals, both secular and non-secular. The hall is available for free use for parish events, Sunday School and other church related activities.
  Income remains high because of the continued hire of the hall and church meeting rooms to a Pre-School Nursery.

- The PCC has retained JBKS Architects to continue with their work in connection with the remodelling of the Parish church and the Gilliat Hall. Work on Phase one of the project commenced in August 2018 and was largely completed in Q1 2020.
  The building work was undertaken by Metrix Commercial Interiors Limited, but who are now in liquidation.
  Expenditure on further work, including remedial work, undertaken since the liquidation of Metrix, along with the cost of other project related expenditure, is included under "Parish Church maintenance and repairs".
  Funding of the work undertaken in 2021 was largely obtained from further grants from the Bowyer Trust this Trust remains committed to provide further grants going forward to fund the remaining phases of the project, along with outstanding remedial works associated with Phase one.

Repairs and Improvements to Property

- During the year there were works of repairs and improvements to Houses, the Parish Church, or Halls, paid from unrestricted funds, that exceeded a cost of £1000 as follows:
  £2,760 for Door repairs and child and fire safety alterations to the Gilliat Hall.
  £1,272 for replacement fire sensors.
  £1,236 for a new exterior church notice board.
  £9,760 for repacement of Fan Heaters to heat the Gilliat Hall.
  £1,820 for replacement Brick Perimeter Wall for 205 Rochford Gardens (neigbour contribution £570).
  £1,000 for new carpet in chapel room inside main Church Building.
  £1,662 for alterations to the AV system in main Church Building (fully funded from legacy, unrrstricted "designated" funds).
  £1,836 for repair Main Roof storm damage from Church Building (insurance payout of £1568).

5(b) ***Investments***

The PCC currently holds no investments, the last investment having been disposed of on sale in 2019.

6 DEBTORS

	2024	2023
	£	£
Income tax recoverable for prior years Gift Aid	1,775	1,775
Income tax recoverable for current year Gift Aid	2,021	3,557
Pre-payments & Accrued Interest	9,843	9,790
Other debtors	2,968	9,835
	16,606	**24,957**

7 LIABILITIES

7(a) AMOUNTS FALLING DUE WITHIN ONE YEAR (Accruals & Creditors)

	2024	2023
	£	£
Accruals of utility and other costs	1,748	1,428
Creditors for goods and services	1,149	2,725
Other creditors	3,694	8,171
	6,591	12,323

8 FUNDS

Fund Movements	Opening Balances 1.1.24	Income	Tax Recovered	Interest	Expenditure	Adjustments and Fund Transfers	Closing Balances 31.12.24
	£	£	£	£	£	£	£
Restricted Funds							
Bowyer Trust Fund	211	5,000	-	11	5,000	-	221
Missionary Funds	5	-	-	-	5	-	0
Pulido Fund	776	1,277	75	56	1,019	-	1,164
CAP Fund	1,097	-	-	56	-	-	1,153
Asian Ministry Fund	2,723	1,163	96	34	3,300	-	716
St. Paul's Fund	499	600	150	-	2,464	1,216	0
Mission & Ministry	21,698	74,449	-	410	88,043	-	8,516
Susie Jacob Fund	4,304	2,400	525	-	7,229	-	0
Youth Ministry Fund	1,383	-	-	123	-	1,050	2,556
Youth and Families	-	7,000	-	1,052	16,220	30,000	21,832
Restricted Donations	35,300	13,967	1,460	321	13,209	-31,050	6,788
	67,995	105,856	2,306	2,063	136,490	1,216	42,946

	Opening Balances 1.1.24	Income	Tax Recovered	Interest	Expenditure	Adjustments and Fund Transfers	Closing Balances 31.12.24
Designated Funds	£	£	£	£	£	£	£
Legacy Fund	8,780		-	-	1,662	-	7,119
	8,780	0	-	-	1,662	-	7,119
Unrestricted Funds	208,350	203,054	25,424	2,060	240,909	-1,216	196,764
Total Fund Movements	285,126	308,910	27,730	2,063	379,060	-	246,829

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2024

8 ***Fund Details: Supporting Information***

- The external Bowyer Trust was set up to support two local Church of England parishes. Annual Bower Trust grantss vary in the amount paid. The donations are restricted and held in the Bowyer Trust Fund to supplement the clergy stipend and/or to contribute to the upkeep of the parish church and hall. In 2024 the donation was used towardsthe cost of utility bills.

- The Missionary Funds exists as a holding fund for specified giving to missionary organisations, until such time as the monies are paid out to those organisations normally in July and following January after the tithe on parish giving has been determined.

- The Asian Ministry Fund exists to hold grants and donations made towards evangelism and outreach amongst the various ethnic communities. In 2024 the Fund contributed to the Parish worker employment cost, which is consistent with the aims and restrictions of the fund.

- The Pulido Fund exists as the holding account for all monies, including specific giving by parishioners, to P & V Pulido (semi-retired missionaries with YWAM) until the Pulido's request the PCC to pay over the money .
  All expenditure relates to money paid over to the Pulido's with the permission from the PCC.

- The CAP Fund holds specific donations and grants until required to support the work of a CAP Centre in the Burnham & Slough Deanery. As such a centre does not currently exist and so there was no expenditure during 2024.
  The PCC has to seek permission from the charity commission if it wishes to donate to another UK CAP centre.

- The Susie Jacob Fund holds specific giving by parishioners to support Susie in her missionary work. Payments were made as and when required to her UK bank account. During 2024, Susie decided to stop her international work and requested to close the fund. The money held in the fund was paid to her with PCC approval and the fund was closed in Sptember 2024.

- The Youth Ministry Fund exists to hold restricted donations and grants for work amonst young people. This includes outreach to support vulnerable homeless and jobless young people in Slough, as well as the costs of support staff. There was no expenditure from the fund in 2024.

- The Youth and Families Worker Fund exists to hold restricted donations and grants to support that employed role.
  In 2024, the Vicar secured restricted funding to assist with covering the costs of this role, as a result of which the PCC was able to appoint a Youth and Families Worker from September 2024. In addition, a grant from the Diocese of Oxford was obtained paying the Parish a monthly sum over three years towards employment costs.

- The St.Paul's Fund exists to hold restricted funds, grants and donations for improvement projects and specific repairs to the Parish Church. The money currently held mainly derived from donations. Expenditure in 2024 related to legal advice fees in an ongoing difference of opinion with a liquidator regarding claimed outstanding payments owed to the contractor who was in charge of the parish church refurbishment. This work was substancially completed by Q1 of 2020 but not fully finished.

- The Restricted Donations Fund is a holding account for donations made for specific groups, projects, or people, inside and outside of the Parish, usually for which no specific restricted fund exits. Some are of a "one-off" nature, passed on within the course of the year.

The balance held in Restricted Donations at 31/12/24 is made up of :-

	2024	2023
Funds for Youth Worker role	-	31,050
Music Donations	2,133	1,849
Hall Hire Deposits	844	803
Dishwasher Donations	279	266
Redecoration Donations	173	165
SPARK Donations	5	193
Rooted in Jesus	1,373	521
Pakistan Appeal	-	43
Harvest Appeal	25	13
John Ativor Appeal	-	39
Drain Repairs	287	273
Maiwut Appeal	1,219	-
Others	450	87
Total	6,788	35,300

- The Legacy Fund exists as a Designated holding account for unrestricted legacies paid to the parish, until such time as a suitable purpose / use is decided by the PCC for the monies. During 2024 the cost of changes and improvements to the AV system was covered from this fund (£1,662).

- The Mission and Ministry Fund exists to hold money relating to the appointment of the Parish as the "Intercultural Mission & Ministry Hub" for the Diocese of Oxford, supported by funding from the Social Developmemnt Fund" (SDF) of the Church of England in the form of restricted grants to be made over a 5 year period. In addition funding has been added from Parish funds and will be further added in the future as our contribution to the project. All expenditure from the fund relates to costs incurred in running the project, including the employment costs of staff members linked to the work undertaken.The SDF funding dimishes each year, so the parish contribution towards this fund has toincrease annually.
The contribution from the fund towards the project in 2024, net of the total grants recieved, was £13,593

9 ANALYSIS OF NET ASSETS

By Fund

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	TOTAL FUNDS 2024	TOTAL FUNDS 2023
	£	£	£	£	£	£
Fixed assets	130,050	-	-	-	130,050	130,050
Investments	-	-	-	-	-	-
Current assets	66,714	7,119	42,946	-		155,076
	196,764	7,119	42,946	-	130,050	285,126

Breakdown of Asian Ministry Fund

			2024	2023
			£	£
	Balance of fund B/Fwd		2,723	375
Income:	Transfer from Restricted Donations		78	
	Giving, Donations & Tax Recovery		1,181	2,220
	Interest		34	127
		Sub Total	4,016	2,723
Less Expenditure:				
	Parish Worker's Salary	-3,300		0
	Equipment, expenses, etc.	-		0
			-3,300	
	Balance of fund at 31/12/24		716	2,723

NOTES :- The PCC decides on an annual basis the amount to be paid from the Asian Ministry Fund as a contribution to the costs of the Parish Worker, this year a £3,300 payment was agreed.

Breakdown of giving made specifically for the support of missionary organisations and individuals

Missionary Organisation	Opening Balances 1.1.24	Giving & Donations	Tax Recovered	Total Income	2024 Funds Distributed	Closing Balances 31.12.24
	£	£	£	£	£	£
Interserve *(Missionary)*	5	-	-	-	-	
Total specified giving	5	0	0	0	0	0
Unspecified (unrestricted)	-	-	-	-	-	-
Total Missionary Fund Giving	**5**	**0**	**0**	**0**	**0**	**0**

Notes:
V & P Pulido *(Missionary)* The giving and donations for V & P Pulido are part of the income in the Pulido Fund account.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2024

Breakdown of the distribution of Grants from Giving and General (unspecified) Missionary Donations and Grants made from General Unrestricted Funds

Organisation:	*Category :*	2024	2023
		£	£
Interserve	*(Missionary)*	-	-
Rooted In Jesus (St.Paul's PCC)	*(Missionary)*	1,297	1,350
The Pulido Fund (St.Paul's PCC)	*(Missionary)*	977	1,350
The Barnabas Fund	*(Missionary)*	547	1,000
Susie Jacob Fund (St.Paul's PCC)	*(Missionary)*	-	900
Sorted for Life (Bantu Moses)	*(Missionary)*	2,727	3,100
Diocese of Peshawar	*(Missionary)*	1,727	700
Diocese of Maiwut	*(Missionary)*	2,727	3,100
Diocese of Mombasa	*(Missionary)*	-	980
Christian Concern	*(Home)*	1,477	900
Christian Connections In Schools (Wayne Dixon)	*(Home)*	1,577	1,350
Church of England Evangelical Council (CEEC)	*(Home)*	1,227	500
Church Pastoral Aid Society	*(Home)*	788	710
Church Pastoral Aid Society (Patronage Fund)	*(Home)*	488	710
EMERGE (Wexham Park hospital)	*(Home)*	-	250
Slough Pastor Network	*(Home)*	-	100
The Evangelical Alliance	*(Home)*	150	150
Buckinghamshire Clergy Charity	*(Home)*	150	150
St.Luke's Healthcare for the Clergy	*(Home)*	150	150
	Total Distributed	**16,007**	**17,449**

- The Grant of £150 to the Evangelical Alliance shown above, contributes towards our Subscription "donation"

- All Grants made in excess of £150 were derived from the PCC's policy of tithing a percentage of Giving (including Thanksgiving Gifts) and Gift Aid tax recovery, distributing this together with non-specific missionary donations, as grants to Missionary and other Christian organisations. The tithe percentage can vary from year to year.

- From time to time a review of the list of organisations to whom grants are made is reviewed and updated. There were a number of changes in 2024, most notably because the mission support to Susie Jacob was no longer required.

- Sorted for Life, Diocese of Maiwut and Diocese of Peshawar payments figures include the associated Internaqtional bank charge fees.

- An additional sum of £6,970 was raised to Diocese of Maiwut from the lent appeal 2024, see restricted donations. The money was mainly distributed in 2024, with the remainder due to be distributed in 2025.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL, SLOUGH

England & Wales - Charity number 1129324

Accounts

St Paul's Slough,

Stoke Road, SL2 5AS

ANNUAL REPORT AND FINANCIAL STATEMENTS OF THE PAROCHIAL CHURCH COUNCIL

FOR THE YEAR ENDED 31st DECEMBER 2023

PCC Treasurer
Mr. Marco Kriek
18 Moor Furlong
Slough, Berkshire, SL1 5TL

Incumbent
The Rt Revd Capt Dr Timothy Wambunya
The Vicarage
196 Stoke Road
Slough, SL2 5AY

Bank
National Westminster Bank plc
118 High Street
Slough, SL1 1JH

Independent Examiner
The Rev'd Gordon Briggs FCPFA DipTEM
52 Freemans Close
Stoke Poges
Bucks, SL2 4ER

Charity No: 1129324

Administrative Information

St. Paul's Church is situated in Stoke Road, Slough. It is part of the Diocese of Oxford within the Church of England. The correspondence address is St. Paul's Church, 130 Stoke Road, Slough, SL2 5AS.

The Parochial Church Council (PCC) is a charity registered with the Charity Commission, registration number 1129324.

PCC Members who have served from 1st January 2023 until 31ST December 2023 are:

Incumbent	The Rt. Revd Capt. Dr Timothy Wambunya	
Associate Minister	Revd Naomi Hill	
Churchwardens	Mr Alan Deen	
	Mr Steven Dass	(from APCM 12/3/23)
Representatives on the Deanery Synod	Mr Umair Asif	(and PCC Secretary)
	Mr Steven Dass	
	Mr Javed Gill	
	Mrs Angela Kirk	
	Mr Ronie Twumasi	(from APCM 12/3/23)
Elected Members	Mr Ade Aremu	(until APCM 12/3/23)
	Mrs Angelina Alexander	(until APCM 12/3/23)
	Mr Sam Dass	(from APCM 12/3/23)
	Mrs Rose Gaitho	
	Mr Kevin Isles	
	Mr Marco Kriek	(from APCM 12/3/23 – and Treasurer)
	Mrs Noelia Lawrence	(from APCM 12/3/23)
	Mr Sumair Lawrence	(until APCM 12/3/23)
	Mr Raymond Lewis	(Until APCM 12/3/23 – and Treasurer)
	Mr Andrew Majebi	(from APCM 12/3/23)
	Mrs Ruth Maunze	
	Mrs Naomi Mwangi	(from APCM 12/3/23)
	Mr James Mwangi	(from APCM 12/3/23)
	Mrs Ruth Rehmat	
	Mr Walter Shayo	(from APCM 12/3/23)
	Mr Ronnie Twumasi	(Until APCM 12/3/23)
	Mr Ian Wilcox	

The following people attended PCC meetings in their capacities as shown below, but had no voting capacity as they were not elected PCC members, or otherwise allowed a "full" PCC place under the Church Representation Rules because of the role they fulfilled:

Mr Nadeem Azam (Parish Worker) - Throughout 2023
Mrs Sarwat Azam (Parish Worker) - Throughout 2023
Mrs Lara Deen (Intercultural Mission Enabler) - Throughout 2023
Mr Umair Asif (Operations Manager) - Throughout 2023
Mr Johnson David (Parish Administrator) – Throughout 2023
Mrs Yones Matsinde (Parish Safeguarding Officer) – Throughout 2023

Structure, Governance and Management

The method of appointment of PCC members is set out in the Church Representation Rules. All Church members are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC meets as required, but there are at least 4 meetings per year. It is required by law to have a Standing Committee, which meets when required between full meetings of the PCC. The Standing Committee has the power to transact the business of the PCC between its meetings, subject to any directions given by the Parochial Church Council.

The structure of the PCC and the way both it and the management of the Parish operates is in a way that is different to a traditional PCC and operational structure. Committees (Teams) have been created, which operate as sub-committees reporting to the PCC, made up mainly of PCC members but with some people who are not PCC members. Each has a nominated Chair and has delegated responsibility to take decisions, including the authorisation of expenditure - subject to the limits set out in the Parish Expenditure Policy. Some PCC members serve on more than one committee. Each Committee has a particular responsibility and oversight and consist of the following:

- Finance and General Purposes
- Stewardship Promotion
- Buildings, Contents and Property
- Asian Fellowship
- Outreach and Nurture
- Pastorates Promotion
- Intercultural & New Fellowships Enablement
- Childrens and Young Adults
- Local Management Team

There is a staff ministry team comprising the incumbent Vicar, Associate Vicar,, Intercultural Ministry Enabler, Asian Ministry Worker, Parish Administrator and Operations Manager meets every Tuesday to report on previous commitments and take on new obligations. This meeting monitors the day to day issues and provides the opportunity for prayer and mutual accountability.

As required by law, the PCC has been registered with the Charity Commission since April 2009 and the Registration Number is 1129324.

Objectives and Activities

St. Paul's Parochial Church Council (PCC) has the responsibility of co-operating with the incumbent, The Rt. Revd. Capt. Dr. Timothy Wambunya, in promoting in the ecclesiastical parish the whole mission of the Church; pastoral, evangelistic, social and ecumenical. It also has maintenance responsibilities for The Parish Church and the adjoining Gilliat Hall, together with two houses.

St. Paul's is part of the Burnham and Slough Deanery. Since 2008 the Deanery has been organised into four Group Ministries. St Paul's is in the 'Northern Group', together with the parishes of Stoke Poges, Farnham Royal, Farnham Common, Hedgerley, St Johns and St Michaels Slough, Britwell. The aim is to enable sharing of resources and work more closely together in order to be better able to respond to future challenges. Parishes would retain their autonomy as separate benefices.

Achievements and Performance

Church Attendance

There were 251 names on the Church Electoral Roll as at 1/1/23.

By 31/12/23 this had reduced to 222 of whom 125 were not resident within the parish. (12 names had been added to the roll, whilst 41 were removed as they had either died, or no longer attend and do not live in the parish.

We have a wide diversity in the ethnic origins of our congregation, which attracts many people from outside of the parish. People with roots in the Indian Sub-Continent are the majority group within the Church, with the rest mainly of White British/European and African heritage. Other geographical groups and nationalities are also represented, but in much smaller numbers.

The church also attracts people from outside the parish who are drawn in by our strong evangelical ethos, styles of worship and ethnic inclusion, which is unique in both the Town & Deanery in which our parish is situated.

There were two regular services on a Sunday each week as follows:

9.00am Service with Holy Communion twice a month. Average attendance was 27 Adults and 0 Children.

10.30am Service with Holy Communion once a month, including provision of Sunday School (for the primary school age group) and a young persons group for those of Secondary school age). Average attendance was 95 Adults and 35 Children

Additional services were also made available covering the Lent, Easter, Pentecost, Christmas and New Year periods.

13 Community Groups (more commonly known as Home Groups) operated during the year and which usually meet weekly, providing a facility for praise, prayer and study as a group between formal services.

Review of the period

The full PCC met 4 times during 2023. The average level of attendance was 76%. PCC meetings were held either in-person or by using Zoom conferencing.

The Standing Committee did not meet during 2023.

The P.C.C. continued to employ a member of staff, Mr Nadeem Azam, as a Parish Worker, whose particular emphasis is on evangelistic and pastoral outreach work amongst Asian people. He is supported in this work by his wife Sarwat in an unpaid capacity. The parish has the challenge of meeting the costs of this ministry from parish funds, as no grants are currently available.

The employment of a Parish Worker and the work he and his wife have undertaken, has contributed significantly to our outreach to the Asian communities in the parish. We continue to see new people from many ethnic backgrounds attending services.

The PCC also employes Mr Johnson David as a full-time Parish Administrator (40 hours per week). The Parish Administrator role includes basic bookkeeping.

The parish made a successful bid for funding from the Church Of England Social Development Fund (SDF) to enable it to fulfil the role of being the Intercultural Ministry Hub for the Diocese of Oxford (which fully supported and encouraged the bid). As a result the Hub effectively existed from 01/05/21, The grant funding from SDF provides a total of £406,966 in grants for the project, spread over a 5 year period.

As a result, the parish has been provided with a full-time Associate Minister, employed by the Diocese of Oxford but funded by SDF. The parish has directly employed both a full-time Operations Manager and a part-time Intercultural Mission Enabler, both currently fully funded from the SDF grants which we receive. Each of these roles are vital to the operation and success of the Hub (project). Both are employed on time-limited contracts that reflect the length of SDF funding for each role.

Throughout 2023 the Associate Vicar was the Rev Naomi Hill. Mr Umair Asif was the Operations Manager and the Intercultural Mission Enabler was Mrs Lara Deen.

A "Local Management Team" for the project has been established, consisting of representatives from St Paul's, the Deanery, the Area Bishop and the Diocese. Meeting of the team are held regularly and a quarterly report is submitted to the SDF Board, showing progress against the project plan and goals set out in the Project Plan agreed by all parties as part of the bid process.

Mr Raymond Lewis was the PCC Treasurer until 12/3/2023 after which the role was undertaken by Mr Marco Kriek. Mr Raymond Lewis continued to provide assistance and guidance to Mr Kriek (and others) throughout the year, bringing decades of experience in the role for the benefit of the Parish.

The position of Verger has remained vacant for many years and this situation is unlikely to change. As a result, the parish continues to rely upon valued and committed volunteers to fulfil the Verger related duties, aided at times by the salaried employees.

The PCC continued to actively take forward a project involving the reordering, refurbishment and extension of the facilities at St. Paul's Church. Our aim is to provide facilities that better serve the needs of an active, growing, evangelical parish in the 21st Century.

Phase 1 of the project was to refurbish and re-order the church, which commenced in August 2018 and reached 95% of completion in February 2020 – but shortly after this the main contractor went into Administration. We have been able to fully use of the building and its facilities since then as the outstanding issues relate mainly to external works and general finishing off and snagging but including a significant internal glazing repair issue.

We are confident that the project funds, which include those pledged by the Bowyer Trust, will be sufficient to complete Phase 1 of the project (including snagging) in due course – but this cannot proceed until we receive the next substantial grant from the Bowyer Trust, which we are confident will be paid to us in 2023. There were sufficient project funds in 2021 to refurbish the Gilliat Hall toilets as part of the planned Phase 2 of the improvement works. Phase 2 also aims to extend and refurbish the main kitchen in the Gilliat, but again is dependent upon the anticipated Bowyer Trust grant being received.

For 2024 the PCC has agreed a budget of £17,254 in respect of various works of planned repair and maintenance required for church owned properties, the Parish Church (excluding work covered by the building project) and the Gilliat Hall.

St. Paul's parish has a tradition of tithing a percentage of offertories to missionary work, distribution of which is recommended by the Outreach and Mission Partners Committee. The percentage tithe in 2023 was 10% and this included a tithe of gift aid tax recovery. Full details can be found in the annual accounts. There is, in addition, planned and unplanned giving by individual parishioners for the support of specific missionary organisations.

Grants to Barnabas Aid, Church Pastoral Aid Society (CPAS), Church of England Evangelical Council, Rooted in Jesus, Emerge (Wexham Park Hospital), St. Luke's Hospital For The Clergy, Diocese Of Peshawar, The Buckingham Clergy Charity, Slough Pastors Network, Moses Bantu, Susie Jacob, Victor & Peggy Pulido and Wayne Dixon were also made in 2023.

Financial Review of 2023

Giving by members of the congregation increased during 2023, totaling £140,281 compared to £135,646 in 2022.

Total receipts for ordinary Unrestricted Funds were £237,314, for Restricted Funds £123,745 and for Designated Funds £1,000. All are detailed in the financial statements.

£232,503 from Unrestricted funds, £1,122 from Designated Funds and £92,398 from Restricted Funds spent to provide Christian ministry (including grants to missionary and other Christian organisations) from St. Paul's Church. This included the contribution to the Diocesan parish share (£80,994), which largely provides the stipends, pensions and housing for clergy.

The net result for the year was an excess of Unrestricted income over Unrestricted expenditure of £811 which was added to our reserves.

Restricted funds income exceeded expenditure by £35,347.

Designated funds expenditure exceeded income by £122.

Adding the balances brought forward at the beginning of the year, the total balance carried forward at 31st December 2023 was £285,126. This was split £208,350 for Unrestricted Funds (of which £130,050 is property assets), £8,781for Designated Funds and £67,995 for Restricted Funds.

Reserves Policy

It is PCC policy to maintain a balance of unrestricted funds which (if possible) equates to approximately three months unrestricted payments, to cover emergency situations that may arise from time to time. The balance of £78,300 (net of fixed and investment assets) held under unrestricted funds at the year-end meets this target.

Investment Policy

The balance of £67,995 in restricted funds is made up of several individual funds, full details of which are shown in the detailed financial statements. It is PCC policy to invest the balances of our specific Restricted and Endowment funds in the CBF Church of England Deposit Fund - the only exception being

the St Paul's Fund, where some of the balance is held in a specific business current account with our bankers.

Concluding Information

A wider and more detailed account of parish activities for the year can be found in the Parish Annual Review. Copies of this will be available to both church members and external parties by application to the Parish Administrator after the 2024 APCM, which will be held on 29th May 2024, but copies are provided to all those who attend the APCM.

We continue to provide our own Website: ***www.stpaulsslough.org*** as an additional source of information, publicity and outreach, along with the facility to donate money to the church. There have been many examples of contact being made with the Parish that almost certainly would not have otherwise occurred.

Timothy Wambunya
Vicar & PCC Chairman

Alan Deen (Churchwarden)
On behalf of the PCC

Steven Dass (Churchwarden)
On behalf of the PCC

INDEPENDENT EXAMINER'S REPORT

TO THE PAROCHIAL CHURCH COUNCIL OF ST PAUL'S CHURCH, SLOUGH, BERKSHIRE

This report on the accounts of the PCC for the year ended 31st December 2023, is in respect of an examination carried out in accordance with the Church Accounting Regulations 2006 (as amended) and Section 145 of the Charities Act 2011.

Respective responsibilities of trustees and examiner

As members of the PCC (trustees) you are responsible for the preparation of the financial statements, and you consider that the audit requirements of Section 144(2) of the Charities Act 2011 (the Act), as amended by The Charities Act 2011 (Accounts and Audit Order 2015), do not apply, because gross income is less than £1,000,000, and total net assets do not exceed £3.26m..
Therefore, you have elected both to prepare the accounts on the accruals basis, and to subject them to independent examination rather than audit.
It is my responsibility to issue this report on those financial statements in accordance with the terms of the Regulations.

Basis of Independent Examiner's Report

My examination was carried out in accordance with general directions given by the Charity Commission and to be found in the PCC Accountability Guidance 2017, (as updated), issued by the Business Committee of General Synod.. The examination includes a review of the accounting records kept by the PCC and a comparison of the accounts with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning such matters via your appointed Honorary Treasurer. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect the requirements have not been met -

- to keep accounting records in accordance with Section 130 of the Act; and
- to prepare financial statements, which accord with the accounting records; and
- to comply with the requirements of the Act and the Church Accounting Regulations 2006;

Also in connection with my examination, there is no matter to which, in my opinion, attention should be drawn, in order to enable a proper understanding of the accounts to be reached.

The Reverend Gordon J Briggs FCPFA Dip TEM MAAT
A Fellow of the Chartered Institute of Public Finance and Accountancy [Section 145(4) 2011 Act]

52 Freemans Close
Stoke Poges
Bucks., SL2 4ER

07500743882

9th April 2024

PAROCHIAL CHURCH COUNCIL OF ST.PAUL, SLOUGH

BALANCE SHEET AT 31st DECEMBER 2023

	Note	2023 £	£	2022 £	£
FIXED ASSETS					
Tangible fixed assets	5a	130,050		130,050	
Investment assets	5b	-		-	
			130,050		130,050
CURRENT ASSETS					
Debtors and prepayments	6	24,957		12,882	
Short term deposits		81,414		87,418	
Cash at bank		60,778		26,448	
Cash in hand		250		250	
		167,399		126,998	
LIABILITIES:					
Creditors - Amounts falling due within one year	7	-12,323		-7,958	
NET CURRENT ASSETS			155,076		119,040
TOTAL NET ASSETS	9		285,126		249,090
PARISH FUNDS					
Unrestricted: Cash & Bank	8		78,300		77,489
Unrestricted: Assets	8		130,050		130,050
Designated (unrestricted)	8		8,781		8,903
Restricted	8		67,995		32,648
			285,126		249,090

Approved by the Parochial Church Council on Tuesday 14th May and signed on it's behalf by:

Timothy Wambunya (Chairman & Vicar)

Alan Deen (Churchwarden & PCC Member)

PAROCHIAL CHURCH COUNCIL OF ST.PAUL, SLOUGH
STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31st December 2023

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	TOTAL FUNDS 2022 £
INCOMING RESOURCES						
Voluntary Income	2(a)	176,714	1,000	122,347	300,061	242,274
Activities for generating funds	2(b)	-	-	-		
Income from investments	2(c)	22,547	-	1,398	23,945	19,625
Church Activities	2(d)	35,707	-	-	35,707	33,052
Other incoming resources	2(e)	2,346	-	-	2,346	7,679
TOTAL INCOMING RESOURCES		237,314	1,000	123,745	362,059	302,630
RESOURCES EXPENDED						
Church Activities	3(a)	232,503	1,122	92,398	326,023	286,640
Cost of generation - voluntary income	3(b)	-	-	-	-	-
Governance Costs	3(c)	-	-	-	-	-
TOTAL RESOURCES EXPENDED		232,503	1,122	92,398	326,023	286,640
NET INCOMING (OUTGOING) RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES		4,811	-122	31,347	36,036	15,990
Transfers Between Funds	8	-4,000	-	4,000	0	0
Fund Adjustments	8				0	0
Gains on Investment Assets						
- on disposal	5(b)	-	-	-	0	0
- on revaluation	5(b)	-	-	-	0	0
NET MOVEMENT IN FUNDS		811	-122	35,347	36,036	15,990
BALANCES BROUGHT FORWARD AT 1st JANUARY 2023		207,539	8,903	32,648	249,090	233,100
BALANCES CARRIED FORWARD AT 31st DECEMBER 2023		208,350	8,781	67,995	285,126	249,090

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2023

	Unrestricted Funds	Designated Funds	Restricted Funds	TOTAL FUNDS 2023	2022
	£	£	£	£	£
2 INCOMING RESOURCES					
2(a) ***Voluntary Income***					
Planned giving:					
Gift Aid	43,290	-	-	43,290	55,409
Not Gift Aided	2,720	-	-	2,720	2,900
Unplanned giving:					
Gift Aid	57,900	-	-	57,900	49,841
Not Gift Aided	12,021	-	-	12,021	9,489
Collections (open plate) at all services	24,350	-	-	24,350	18,001
Donations, Appeals, etc.	9,020	-	16,755	25,775	16,977
Income Tax recoverable (on all the above)	27,413	-	1,990	29,403	29,908
Other giving:					
Missionary Giving	-	-	300	300	430
Income Tax recoverable (Missionary)	-	-	75	75	108
Grants	-	-	103,227	103,227	59,211
Legacies	-	1,000	-	1,000	-
	176,714	1,000	122,347	300,061	242,274
2(b) ***Activities for generating funds***					
Fetes, bazaars & fund-raising events	-	-	-	-	-
	-	-	-	-	-
2(c) ***Income from investments***					
Bank Current Account & Other Interest	-	-	-	-	-
CBF Deposit Account Interest	2,597	-	1,398	3,995	1,025
Rent from Church Houses	19,950	-	-	19,950	18,600
	22,547	-	1,398	23,945	19,625
2(d) ***Income from Church Activities:***					
Church Halls and Car Parks	34,240	-	-	34,240	31,710
Events	15	-		15	-
Fees	1,430	-	-	1,430	1,307
Photocopier	22	-	-	22	35
Youth Work	-	-	-	-	-
	35,707	-	-	35,707	33,052
2(e) ***Other incoming resources***					
Church Houses (not rent)	-	-	-	-	-
Parish Church & Halls (not hire)	1,903	-	-	1,903	2,114
Vicar and Vicarage; Curate and House	-	-	-	-	-
Insurance Claims		-	-	0	4,867
Miscellaneous/other	443	-	-	443	698
	2,346	-	-	2,346	7,679
TOTAL INCOMING RESOURCES	237,314	1,000	123,745	362,059	302,630

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2023

3 RESOURCES EXPENDED	Unrestricted Funds £	Designated Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	TOTAL FUNDS 2022 £
3(a) ***Church Activities***					
Grants from Unrestricted funds:					
Church Overseas missionary societies	13,380	-	-	13,380	8,319
Home mission & other church societies	4,069	-	-	4,069	8,770
Missionary and Charitable Giving:					
Church Overseas missionary societies	-	-	13,038	13,038	6,868
Overseas relief and development	-	-	-	-	-
Home mission & other church societies	-	-	-	-	-
	17,449	-	13,038	30,487	23,957
Ministry: Diocesan parish share	80,994	-	-	80,994	80,997
Deanery share	-	-	-	-	-
Vicar and vicarage expenses	4,230		1,852	6,082	7,110
Associate Minister expenses	668	-	458	1,126	1,335
Parish workers and house	37,342	-	1,740	39,082	37,244
RHOM and IME expenses (SDF)	3,514	-	51,796	55,310	44,379
CAP worker & expenses	-	-	-	-	-
Intercultural Ministry expenses (SDF)	6	-	3,862	3,868	2,510
Parish Church running expenses	16,443	-	10,000	26,443	24,494
Parish Church maintenance and repairs	6,665	-	310	6,975	6,110
Church Hall and Car Park:					
running expenses	333	-	-	333	1,264
maintenance and repairs	2,137	-		2,137	4,260
Other church houses:					
running expenses / legal fees	3,006	-	-	3,006	3,385
maintenance and repairs	4,949	-	-	4,949	6,208
Speakers expenses	150	-	-	150	100
Youth work	522	-	179	701	719
Legal & Professional Fees	2,262	-	2,220	4,482	2,506
Events (not fund raising)	725	-	-	725	378
Music and Instruments	135	1,122		1,257	1,087
Other / Miscellaneous	14,241	-	6,537	20,778	6,630
Office expenses/Admin	32,428	-	401	32,829	28,025
Stationery, Advertising & Website	2,511	-	-	2,511	2,130
Photocopying	968	-	-	968	1,014
Bank Charges	825	-	5	830	798
	232,503	1,122	92,398	326,023	286,640
3(b) ***Generation of voluntary income***	-				
Costs of appeals, etc.		-	-	-	-
	-	-	-	-	-
3(c) ***Governance Costs***	-	-	-	-	-
TOTAL RESOURCES EXPENDED	232,503	1,122	92,398	326,023	286,640

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2023

4 STAFF COSTS

		2023	2022
		£	£
Wages and Salaries		102,407	78,773
Social security costs		4,529	3,022
Pension costs *		8,116	6,712
	Total	**115,052**	**88,507**

* The PCC contributed to all of it's employees pensions who are all members of the PCC's pension scheme.

- The PCC employed Mr Umair Asif as the Resource Hub Operations Manager starting from 01/04/2023 . His salary was covered by a grant from the Church of England Social Development Fund (SDF) as part of our appointment as the Intercultural Ministry Hub for the Diocese of Oxford. This is Restricted expenditure (SDF Mission & Ministry Fund).
  Expenses costs are allocated on the basis of being either Parish or SDF related in nature.
- The PCC continued to employ Mrs Lara Deen as the Intercultural Ministry Hub Enabler. Her salary was covered partly by a grant from the Church of England Social Development Fund (SDF) as part of our appointment as the Intercultural Ministry Hub for the Diocese of Oxford. This is Restricted expenditure (SDF Mission & Ministry Fund).The other part of the employment costs were paid for by the parish. Expenses costs are allocated on the basis of being either Parish or SDF related in nature.
- The PCC continued to employ Mr Nadeem Azam as Parish Worker. He did not earn more than £50,000 p.a. He was reimbursed for expenses incurred in the execution of his duties, which are included in the accounts as part of "Parish Workers and House" (Note 3a).
  The Diocese of Oxford have advised that a Parish Worker can remain a member of the PCC whilst still being a paid employee because current legal opinion is that CRR law takes precedence over Trustee law.
- The PCC continued to employ Mr Johnson David as Parish Administrator. He did not earn more than £50,000 p.a. He was not reimbursed for any expenses incurred in the execution of his duties, other than for bona-fide work related travel costs, during the financial year. Some of these expenses were charged to the SDF Mission and Ministry Fund.
- Apart from the above, no PCC member, persons closely connected with them, or other related parties, were paid for personal expenses incurred or remuneration. There were PCC members, particularly the Churchwardens and Mr Kevin Isles, who were reimbursed for expenditure made specifically on behalf of the church.

5 FIXED ASSETS FOR USE BY THE PCC

5(a) ***Tangible fixed assets*** *(all unrestricted)*

Freehold land and buildings:

			NET BOOK VALUE	
			£	
House	205 Rochford Gardens, Slough		51,300	Included at purchase price - February 1981
House	132 Stoke Road, Slough		78,750	Included at valuation by the PCC 21.12.98
		Total	**130,050**	

Both of these assets were purchased with monies provided by the PCC from PCC funds, but are held in trust by different Trusts/Trustees as set out in the notes below. As the PCC is the ultimate beneficiary and all the Trusts/Trustees have a direct connection with the Parish and/or the PCC, they are included in these accounts.

It is the policy of the PCC not to revalue freehold land & buildings until such time as they are sold or otherwise disposed of.

Disposals of tangible fixed assets - Freehold land & buildings:

There were no disposals during the year.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2023

5(a) ***Tangible fixed assets (continued)***

Equipment :

Acquisitions : As in 2021, The PCC continued it's decision that items of equipment purchased as part of the overall project to remodel and refurbish the church building should effectively be written-off immediately at cost, rather than through depreciation.
There were no purchases paid for from the Restricted Funds raised specifically for this project in 2023.
Equipment purchases in 2023 included two cameras and AV/PA equipment.

Disposals : During the year the PCC did not dispose of any equipment assets valued over £500.

Freehold land and buildings; Notes:

- 205 Rochford Gardens was purchased for use as a curate's house, held in trust by the Oxford Diocesan Trustees.
  Until July 2011 it had been occupied by the Parish Worker and his family. No rent was payable by the Parish Worker.
  The Parish Worker vacated the property in July 2011 and after refurbishment works it has been rented since Sept 2011.
- 132 Stoke Road is held in trust by the trustees of the St.Paul's Christchurch Building Fund. All the trustees are members of the PCC and includes the Vicar. The property has been occupied "rent free" by the Parish Worker and his family since October 2011. In recognition of the grant of usage, the PCC had agreed to pay all Maintenance, Repair and Running costs - including any major works or refurbishments.
- The parish also benefits from use of the Gilliat Hall, constructed in June 1970 at a cost of £29,882. The hall is permanently and physically connected to the parish church and the PCC holds the view that it is not a realisable asset.
  Income is generated from it by hire to other groups and individuals, both secular and non-secular. The hall is available for free use for parish events, Sunday School and other church related activities.
  Income remains high because of the continued hire of the hall and church meeting rooms to a Pre-School Nursery.
- The PCC has retained JBKS Architects to continue with their work in connection with the remodelling of the Parish church and the Gilliat Hall. Work on Phase one of the project commenced in August 2018 and was largely completed in Q1 2020.
  The building work was undertaken by Metrix Commercial Interiors Limited, but who are now in liquidation.
  Expenditure on further work, including remedial work, undertaken since the liquidation of Metrix, along with the cost of other project related expenditure, is included under "Parish Church maintenance and repairs".
  Funding of the work undertaken in 2021 was largely obtained from further grants from the Bowyer Trust this Trust remains committed to provide further grants going forward to fund the remaining phases of the project, along with outstanding remedial works associated with Phase one.

Repairs and Improvements to Property

During the year there were works of repairs and improvements to Houses, the Parish Church, or Halls, paid from unrestricted funds, that exceeded a cost of £1000 as follows:
£4,710 for drain repairs to the Parish Church and the Gilliat Hall.
£4,350 for bathroom plumbing and making good at 205 Rochfords Gardens.

5(b) ***Investments***

The PCC currently holds no investments, the last investment having been disposed of on sale in 2019.

6 **DEBTORS**

	2023	2022
	£	£
Income tax recoverable for prior year Gift Aid	1,775	1,775
Income tax recoverable for current year Gift Aid	3,557	2,522
Pre-payments & Accrued Interest	9,790	7,346
Other debtors	9,835	1,239
	24,957	**12,882**

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2023

7 LIABILITIES

7(a) AMOUNTS FALLING DUE WITHIN ONE YEAR (Accruals & Creditors)

	2023	2022
	£	£
Accruals of utility and other costs	1,428	2,214
Creditors for goods and services	2,725	2,024
Other creditors	8,170	3,720
	12,323	7,958

8 FUNDS

Fund Movements	Opening Balances 1.1.23	Income	Tax Recovered	Interest	Expenditure	Closing Balances 31.12.23
	£	£	£	£	£	£
Restricted Funds						
Bowyer Trust Fund	200	10,000	-	10	10,000	210
Missionary Funds	5	-	-	-	-	5
Pulido Fund	1,195	1,650	75	36	2,180	776
CAP Fund	1,046	-	-	51	-	1,097
Asian Ministry Fund	375	2,118	103	127	-	2,723
St. Paul's Fund	2,125	731	178	-	2,535	499
Mission & Ministry Fund (SDF) *	14,967	63,627	-	663	57,559	21,698
Susie Jacob Fund	6,814	7,000	1,150	198	10,858	4,304
Youth Ministry Fund	1,498	-	-	64	179	1,383
Restricted Donations	4,423	39,156	560	248	9,087	35,300
	32,648	124,282	2,066	1,397	92,398	67,995

* Income includes a £4,000 transfer from Unrestricted Funds made under instruction from the PCC

	Opening Balances 1.1.23	Income	Tax Recovered	Interest	Expenditure	Closing Balances 31.12.23
	£	£	£	£	£	£
Designated Funds						
Legacy Fund	8,903	1,000	-	-	1,122	8,781
	8,903	1,000	-	-	1,122	8,781

	Opening Balances 1.1.23	Income	Tax Recovered	Interest	Expenditure	Closing Balances 31.12.23
	£	£	£	£	£	£
Unrestricted Funds						
Unrestricted Funds	207,539	207,304	27,413	2,597	232,503	212,350
Fund Transfers *	-	-	-	-	4,000	-4,000
	207,539	207,304	27,413	2,597	236,503	208,350

* Expenditure of £4,000 is a transfer from Unrestricted Funds made under instruction from the PCC

Total Fund Movements	249,090	332,586	29,479	3,994	330,023	285,126

8 *Fund Details: Supporting Information*

- The Bowyer Trust Fund is restricted to provide an increase in the clergy stipend and / or to contribute to the upkeep of the parish church and halls. All grants are received from the external Bowyer Trust. The grant awarded in 2023 was used towards the running cost of the church.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2023

8 ***Fund Details: Supporting Information (continued)***

- The Missionary Funds exists as a holding fund for specified giving to missionary organisations, until such time as the monies are paid over to those organisations.
- The Asian Ministry Fund exists to hold grants and donations made towards evangelism and outreach amongst the various ethnic communities. The use of the fund during the year was related to the parish worker and his wife whose roles are entirely consistent with the aims and restrictions of the fund. In 2023 there was no expenditure from the Fund.
  A separate note is provided to show the detailed breakdown of the fund receipts and payments.
- The Pulido Fund exists as the holding account for all monies, including specific giving by parishioners, for P & V Pulido (missionaries) until the Pulido's request the PCC to pay over the money.
  All expenditure relates to money paid over to the Pulido's in response to such requests, as approved each time by the PCC.
- The CAP Fund holds specific donations and grants until required to support the work of a CAP Centre in the Burnham & Slough Deanery. As such a centre does not currently exist and so there was no expenditure during 2023.
- The Susie Jacob Fund holds specific giving by parishioners to support Susie in her work in the missionary field. Regular monthly payments are made to her UK bank account along with additional "one-off" payments as and when requested by her.
- The Youth Ministry Fund exists to hold restricted donations and grants for work amongst young people. This includes outreach to support vulnerable homeless and jobless young people in Slough, as well as the costs of a Youth Worker at such times as we employ someone in that position. One payment was made in 2023 to subsidise a youth group day out. In 2023 there was no post of youth worker at St.Paul's Slough.
- The St.Paul's Fund exists to hold restricted funds, grants and donations for improvement projects and specific repairs to the Parish Church. The money currently held mainly derives from donations, plus the residual balance of property sold some years ago and specific grants & donations made earlier in the project. Expenditure in 2023 was limited to legal fees related to legal advise concerning contractual obligations, since the main contractor had entered administration ha subsequently been liquidated. The work relating to Phase 1 of the project was largely completed during Q1 of 2020. The current balance of this fund will be used towards completing the residual Phase 1 works (including remedial snagging) and then Phase 2 of the project, but this cannot proceed until the next grant from the Bowyer Trust has been received.
- Restricted Donations is a holding account for donations made for specific groups, projects or people, inside and outside of the Parish, usually for which no specific restricted fund exits. Some are of a "one-off" nature, passed on within the course of the year. The balance of £35299.88 held in Restricted Donations at 31/12/22 is made up of :-

	2023	2022
Money towards youth worker	£31,050	
Music Donations	£1,849	£1,012
Hall Hire Deposits	£803	£514
Dishwasher Donations	£266	£253
Redecoration Donations	£165	£157
SPARK Donations	£193	£8
Rooted in Jesus	£520	£2,479
Pakistan Appeal	£42	-
Harvest Appeal	£13	-
John Ativor Appeal	£39	-
Drain Repairs	£273	-
Others	£87	-
Total	£35,300	£4,423

- The Legacy Fund exists as a Designated holding account for unrestricted legacies paid to the parish, until such time as a suitable purpose / use is decided by the PCC for the monies. During 2023 the cost of a new audio equipment was covered from this fund.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2023

8 ***Fund Details: Supporting Information (continued)***

- The Mission and Ministry Fund exists to hold money relating to the appointment of the Parish as the "Intercultural Mission & Ministry Hub" for the Diocese of Oxford, supported by funding from the Social Development Fund" (SDF) of the Church of England in the form of restricted grants to be made over a 5 year period. In addition funding has been added from Parish funds and will be further added in the future as our contribution to the project. All expenditure from the fund relates to costs incurred in running the project, including the employment costs of staff members linked to the work undertaken.

9 **ANALYSIS OF NET ASSETS**

By Fund

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL FUNDS 2023 £	TOTAL FUNDS 2022 £
Fixed assets	130,050	-	-	-	130,050	130,050
Investments	-	-	-	-	-	-
Current asset	78,300	8,781	67,995	-	155,076	119,040
	208,350	8,781	67,995	0	285,126	249,090

Breakdown of Asian Ministry Fund

			2023 £	2022 £
	Balance of fund B/Fwd		375	71
Income:				
	Giving, Donations & Tax Recovery		2,221	300
	Interest		127	4
		Sub Total	2,723	375
Less Expenditure:				
	Parish Worker's Salary	-	0	-
	Equipment, expenses, etc.	-	0	-
	Balance of fund at 31/12/22		2,723	375

NOTES :-

The PCC decides on an annual basis the amount to be paid from the Asian Ministry Fund as a contribution to the costs of the Parish Worker (in recognition of the work they undertake amongst the Asian community within the parish). No payment was made in 2023.

Breakdown of giving made specifically for the support of missionary organisations and individuals

Missionary Organisation	Opening Balances 1.1.23 £	Giving & Donations £	Tax Recovered £	Total Income £	2023 Funds Distributed £	Closing Balances 31.12.23 £
Interserve *(Missionary)*	5	-	-	-	-	5
Total specified giving	5	0	0	0	0	5
Unspecified (unrestricted)	-	-	-	-	-	-
Total Missionary Fund Giving	5	0	0	0	0	5

Notes:
V & P Pulido *(Missionary)* The giving and donations for V & P Pulido form part of the income in the Pulido Fund account.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2023

Breakdown of the distribution of Grants from Giving and General (unspecified) Missionary Donations and Grants made from General Unrestricted Funds

Organisation:	*Category :*	2023	2022
		£	£
Interserve	*(Missionary)*	-	2,079.85
Rooted In Jesus (St.Paul's PCC)	*(Missionary)*	1,350.00	2,079.85
The Pulido Fund (St.Paul's PCC)	*(Missionary)*	1,350.00	2,079.85
The Barnabas Fund	*(Missionary)*	1,000.00	2,079.85
Susie Jacob Fund (St.Paul's PCC)	*(Missionary)*	900.00	2,079.85
Sorted for Life (Bantu Moses)	*(Missionary)*	3,100.00	-
Diocese of Pashawar	*(Missionary)*	700.00	-
Diocese of Maiwut	*(Missionary)*	3,100.00	-
Diocese of Mombasa	*(Missionary)*	980.00	-
Christian Concern	*(Home)*	900.00	2,079.85
Christian Connections In Schools (Wayne Dixon)	*(Home)*	1,350.00	2,079.86
Church of England Evangelical Council (CEEC)	*(Home)*	500.00	-
Church Pastoral Aid Society	*(Home)*	709.59	1,039.93
Church Pastoral Aid Society (Patronage Fund)	*(Home)*	709.59	1,039.93
EMERGE (Wexham Park hospital)	*(Home)*	250.00	-
Slough Pastor Network	*(Home)*	100.00	-
The Evangelical Alliance	*(Home)*	150.00	150.00
Buckinghamshire Clergy Charity	*(Home)*	150.00	150.00
St.Luke's Healthcare for the Clergy	*(Home)*	150.00	150.00
	Total Distributed	**17,449.18**	**17,088.82**

- The Grant of £150 to the Evangelical Alliance shown above, contributes towards our Subscription "donation"
- All Grants made in excess of £150 were derived from the PCC's policy of tithing a percentage of Giving (including Thanksgiving Gifts) and Gift Aid tax recovery, distributing this together with non-specific missionary donations, as grants to Missionary and other Christian organisations. The tithe percentage can vary from year to year.
- From time to time a review of the list of organisations to whom a grant is made is undertaken and as result the the list sometimes changes. There were a number of changes in 2023, which can be identified from the list above.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL, SLOUGH

England & Wales - Charity number 1129324

Accounts

St Paul's Slough,

Stoke Road, SL2 5AS

ANNUAL REPORT AND FINANCIAL STATEMENTS OF THE PAROCHIAL CHURCH COUNCIL

FOR THE YEAR ENDED 31st DECEMBER 2022

PCC Treasurer
Mr. Raymond Lewis
367 Rochfords Gardens
Slough, SL2 5XE

Incumbent
The Rt Revd Capt Dr Timothy Wambunya
The Vicarage
196 Stoke Road
Slough, SL2 5AY

Bank
National Westminster Bank plc
118 High Street
Slough, SL1 1JH

Independent Examiner
The Rev'd Gordon Briggs FCPFA DipTEM
52 Freemans Close
Stoke Poges
Bucks, SL2 4ER

Charity No: 1129324

Administrative Information

St. Paul's Church is situated in Stoke Road, Slough. It is part of the Diocese of Oxford within the Church of England. The correspondence address is St. Paul's Church, 130 Stoke Road, Slough, SL2 5AS.

The Parochial Church Council (PCC) is a charity registered with the Charity Commission, registration number 1129324.

PCC Members who have served from 1st January 2022 until 31ST December 2022 are:

Incumbent	The Rt. Revd Capt. Dr Timothy Wambunya	
Associate Minister	Revd Naomi Hill	
Churchwardens	Mrs Neline Kriek	(until APCM 24/04/22)
	Mr Alan Deen	
	Mr Steven Dass	(from APCM 24/04/22)
LLM	Mrs Helen Broadbent	(until 25/09/22)
Representatives on the Deanery Synod	Mr Steven Dass	(and PCC Secretary)
	Mr Johnson David	
	Mr Javed Gill	
	Mrs Angela Kirk	
Elected Members	Mr Ade Aremu	
	Mrs Angelina Alexander	
	Mr Christopher Broadbent	(until APCM 24/04/22)
	Mrs Rose Gaitho	
	Mr Kevin Isles	
	Miss Susie Jacob	(until APCM 24/04/22)
	Mr Sumair Lawrence	(from APCM 24/04/22)
	Mr Raymond Lewis	
	Mr Isaac Matsinde	
	Mrs Ruth Maunze	
	Mrs Ruth Rehmat	
	Mr Ronie Twumasi	
	Mr Ian Wilcox	
	Miss Sarah Wilson	(until APCM 24/04/22)

The following people attended PCC meetings in their capacities as shown below, but had no voting capacity as they were not elected PCC members, or otherwise allowed a "full" PCC place under the Church Representation Rules because of the role they fulfilled:

Mr Nadeem Azam (Parish Worker) - Throughout 2022
Mrs Sarwat Azam (Parish Worker) - Throughout 2022
Mrs Lara Deen (Intercultural Mission Enabler) - Throughout 2022
Mr Markus Marshall (Operations Manager – until resignation 27/04/22
Mr Charles Bishop (Operations Manager) from16/05/22 until resignation 02/10/22

Structure, Governance and Management

The method of appointment of PCC members is set out in the Church Representation Rules. All Church members are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC meets as required, but there are at least 4 meetings per year. It is required by law to have a Standing Committee, which meets when required between full meetings of the PCC. The Standing Committee has the power to transact the business of the PCC between its meetings, subject to any directions given by the Parochial Church Council.

The structure of the PCC and the way both it and the management of the Parish operates is in a way that is different to a traditional PCC and operational structure. Committees (Teams) have been created, which operate as sub-committees reporting to the PCC, made up mainly of PCC members but with some people who are not PCC members. Each has a nominated Chair and has delegated responsibility to take decisions, including the authorisation of expenditure - subject to the limits set out in the Parish Expenditure Policy. Some PCC members serve on more than one committee. Each Committee has a particular responsibility and oversight and consist of the following:

- Finance and General Purposes
- Stewardship Promotion
- Buildings, Contents and Property
- Asian Fellowship
- Outreach and Nurture (including Mission Partners)

There is a Ministry and Operations team (MOT), comprising the two Churchwardens, the Honorary Treasurer, Honorary Secretary and the Operations Manager, meets typically once a month to consider operational and ministry matters. The incumbent Vicar chairs the MOT, while the Associate Vicar attends when available.

There is a staff ministry team comprising the incumbent Vicar, Associate Vicar, LLM, Intercultural Ministry Enabler, Asian Ministry Worker and Parish Administrator meets every Tuesday to report on previous commitments and take on new obligations. This meeting monitors the day to day issues and provides the opportunity for prayer and mutual accountability.

As required by law, the PCC has been registered with the Charity Commission since April 2009 and the Registration Number is 1129324.

Objectives and Activities

St. Paul's Parochial Church Council (PCC) has the responsibility of co-operating with the incumbent, The Rt. Revd. Capt. Dr. Timothy Wambunya, in promoting in the ecclesiastical parish the whole mission of the Church; pastoral, evangelistic, social and ecumenical. It also has maintenance responsibilities for The Parish Church and the adjoining Gilliat Hall, together with two houses.

St. Paul's is part of the Burnham and Slough Deanery. Since 2008 the Deanery has been organised into four Group Ministries. St Paul's is in the 'Northern Group', together with the parishes of Stoke Poges, Farnham Royal, Farnham Common, Hedgerley, St Johns and St Michaels Slough, Britwell. The aim is to

enable sharing of resources and work more closely together in order to be better able to respond to future challenges. Parishes would retain their autonomy as separate benefices.

Achievements and Performance

Church Attendance

There were 229 names on the Church Electoral Roll as at 1/1/22.

By 31/12/22 this had increased to 239 of whom 139were not resident within the parish. (23 names had been added to the roll, whilst 13 were removed as they had either died, or no longer attend and do not live in the parish.

We have a wide diversity in the ethnic origins of our congregation, which attracts many people from outside of the parish. People with roots in the Indian Sub-Continent are the majority group within the Church, with the rest mainly of White British/European and African heritage. Other geographical groups and nationalities are also represented, but in much smaller numbers.

The church also attracts people from outside the parish who are drawn in by our strong evangelical ethos, styles of worship and ethnic inclusion, which is unique in both the Town & Deanery in which our parish is situated.

As the country moved forward with the relaxation of the rules related to Covid-19, the holding of in-person services resumed a normal pattern. There were two regular services on a Sunday each week as follows:

9.00am Service with Holy Communion twice a month. Average attendance was 27 Adults and 0 Children.

10.30am Service with Holy Communion once a month, including provision of Sunday School (for the primary school age group) and a young persons group for those of Secondary school age). Average attendance was 75 Adults and 25 Children

Additional services were also made available covering the Lent, Easter, Pentecost, Christmas and New Year periods.

12 Pastorates (more commonly known as Home Groups) operated during the year and which usually meet weekly, providing a facility for praise, prayer and study as a group between formal services.

Review of the period

The full PCC met 8 times during 2022, plus two Intercultural Consultation meetings. The average level of attendance was 73%. PCC meetings were held either in-person or by using Zoom conferencing.

The Standing Committee did not meet during 2022.

The P.C.C. continued to employ a member of staff, Mr Nadeem Azam, as a Parish Worker, whose particular emphasis is on evangelistic and pastoral outreach work amongst Asian people. He is supported in this work by his wife Sarwat in an unpaid capacity. The parish has the challenge of meeting the costs of this ministry from parish funds, as no grants are currently available.

The employment of a Parish Worker and the work he and his wife have undertaken, has contributed significantly to our outreach to the Asian communities in the parish. We continue to see new people from many ethnic backgrounds attending services.

The PCC employed Ms Rachel Handley as a part-time Parish Administrator (30 hours per week) for a short period at the beginning of 2022 and then Mr Johnson David as a full-time Parish Administrator (40 hours per week) from 01/03/22 - who remained in employment at the year-end. The Parish Administrator role includes basic bookkeeping.

The parish made a successful bid for funding from the Church Of England Social Development Fund (SDF) to enable it to fulfil the role of being the Intercultural Ministry Hub for the Diocese of Oxford (which fully supported and encouraged the bid). As a result the Hub effectively existed from 01/05/21, The grant funding from SDF provides a total of £406,966 in grants for the project, spread over a 5 year period.

As a result, the parish has been provided with a full-time Associate Minister, employed by the Diocese of Oxford but funded by SDF. The parish has directly employed both a full-time Operations Manager and a part-time Intercultural Mission Enabler, both currently fully funded from the SDF grants which we receive. Each of these roles are vital to the operation and success of the Hub (project). Both are employed on time-limited contracts that reflect the length of SDF funding for each role.

Throughout 2022 the Associate Vicar was the Rev Naomi Hill. Mr Markus Marshall was the Operations Manager until 27/04/22, after which the role was undertaken by Mr Chares Bishop from 16/05/22 until 02/10/22. As at the year-end the role was still vacant. Throughout 2022 the Intercultural Mission Enabler was Mrs Lara Deen.

A "Local Management Team" for the project has been established, consisting of representatives from St Paul's, the Deanery, the Area Bishop and the Diocese. Meeting of the team are held regularly and a quarterly report is submitted to the SDF Board, showing progress against the project plan and goals set out in the Project Plan agreed by all parties as part of the bid process.

Mr Raymond Lewis continued to hold the position of PCC Treasurer throughout the year and brings decades of experience in the role for the benefit of the Parish.

We were blessed in having a Licensed Lay Minister (LLM), Mrs Helen Broadbent, who played an important part in the life of the church until she moved away on 25th September 2022.

The position of Verger has remained vacant for many years and this situation is unlikely to change. As a result, the parish continues to rely upon valued and committed volunteers to fulfil the Verger related duties, aided at times by the salaried employees.

The PCC continued to actively take forward a project involving the reordering, refurbishment and extension of the facilities at St. Paul's Church. Our aim is to provide facilities that better serve the needs of an active, growing, evangelical parish in the 21st Century.

Phase 1 of the project was to refurbish and re-order the church, which commenced in August 2018 and reached 95% of completion in February 2020 – but shortly after this the main contractor went into Administration. We have been able to fully use of the building and its facilities since then as the outstanding issues relate mainly to external works and general finishing off and snagging but including a significant internal glazing repair issue.

We are confident that the project funds, which include those pledged by the Bowyer Trust, will be sufficient to complete Phase 1 of the project (including snagging) in due course – but this cannot proceed

until we receive the next substantial grant from the Bowyer Trust, which we are confident will be paid to us in 2023. There were sufficient project funds in 2021 to refurbish the Gilliat Hall toilets as part of the planned Phase 2 of the improvement works. Phase 2 also aims to extend and refurbish the main kitchen in the Gilliat, but again is dependent upon the anticipated Bowyer Trust grant being received.

For 2023 the PCC has agreed a budget of £16,752 in respect of various works of planned repair and maintenance required for church owned properties, the Parish Church (excluding work covered by the building project) and the Gilliat Hall.

St. Paul's parish has a tradition of tithing a percentage of offertories to missionary work, distribution of which is recommended by the Outreach and Mission Partners Committee. The percentage tithe in 2022 was 10% and this included a tithe of gift aid tax recovery. Full details can be found in the annual accounts. There is, in addition, planned and unplanned giving by individual parishioners for the support of specific missionary organisations.

Grants to the Evangelical Alliance, St. Luke's Healthcare for the Clergy and the Buckinghamshire Clergy Charity were also made in 2022.

The parish continued to actively support its Campaigners Clan (an evangelical uniformed youth organisation, covering children aged from 4 to 18) both financially and in the free use of the church halls, until the clan ceased activities in December. Leadership of the Clan was drawn from members of the congregation, some of whom served, or have served, on the PCC.

Financial Review of 2022

Giving by members of the congregation increased during 2022, totaling £135,640 compared to £110,018 in 2021.

Total receipts for ordinary Unrestricted Funds were £229,395, for Restricted Funds £70,270, for Endowment Funds £0 and for Designated Funds £2,623. All are detailed in the financial statements.

£222,344 from Unrestricted funds, £899 from Designated Funds, £63,397 from Restricted Funds and £0 from Endowment Funds was spent to provide Christian ministry (including grants to missionary and other Christian organisations) from St. Paul's Church. This included the contribution to the Diocesan parish share (£80,997), which largely provides the stipends, pensions and housing for clergy.

The net result for the year was an excess of Unrestricted income over Unrestricted expenditure of £15,990 which was added to our reserves.

There are currently no Endowment Funds held, the last money in the fund having been spent in 2020.

Restricted funds income exceed expenditure by £7,215.

Adding the balances brought forward at the beginning of the year, the total balance carried forward at 31st December 2022 was £249,090. This was split £207,539 for Unrestricted Funds (of which £130,050 is property assets), £8,903for Designated Funds, £32,648 for Restricted Funds and £0 for Endowment Funds.

Reserves Policy

It is PCC policy to maintain a balance of unrestricted funds which (if possible) equates to approximately three months unrestricted payments, to cover emergency situations that may arise from time to time. The balance of £77,489 (net of fixed and investment assets) held under unrestricted funds at the year-end meets this target.

Investment Policy

The balance of £32,648 in restricted funds is made up of several individual funds, full details of which are shown in the detailed financial statements. It is PCC policy to invest the balances of our specific Restricted and Endowment funds in the CBF Church of England Deposit Fund - the only exception being the St Paul's Fund, where some of the balance is held in a specific business current account with our bankers.

Concluding Information

A wider and more detailed account of parish activities for the year can be found in the Parish Annual Review. Copies of this will be available to both church members and external parties by application to the Parish Administrator after the 2023 APCM, which will be held on 12th March 2023, but copies are provided to all those who attend the APCM.

We continue to provide our own Website: ***www.stpaulsslough.org*** as an additional source of information, publicity and outreach, along with the facility to donate money to the church. There have been many examples of contact being made with the Parish that almost certainly would not have otherwise occurred.

Timothy Wambunya
Vicar & PCC Chairman
8th March 2023

Alan Deen (Churchwarden)
On behalf of the PCC
8th March 2023

Steven Dass (Churchwarden)
On behalf of the PCC
8th March 2023

INDEPENDENT EXAMINER'S REPORT

TO THE PAROCHIAL CHURCH COUNCIL OF ST PAUL'S CHURCH, SLOUGH, BERKSHIRE

This report on the accounts of the PCC for the year ended 31st December 2022, is in respect of an examination carried out in accordance with the Church Accounting Regulations 2006 (as amended) and Section 145 of the Charities Act 2011.

Respective responsibilities of trustees and examiner

As members of the PCC (trustees) you are responsible for the preparation of the financial statements, and you consider that the audit requirements of Section 144(2) of the Charities Act 2011 (the Act), as amended by The Charities Act 2011 (Accounts and Audit Order 2015), do not apply, because gross income is less than £1,000,000, and total net assets do not exceed £3.26m..
Therefore, you have elected both to prepare the accounts on the accruals basis, and to subject them to independent examination rather than audit.
It is my responsibility to issue this report on those financial statements in accordance with the terms of the Regulations.

Basis of Independent Examiner's Report

My examination was carried out in accordance with general directions given by the Charity Commission and to be found in the PCC Accountability guidance, 2015 5th edition, issued by the Business Committee of General Synod. The examination includes a review of the accounting records kept by the PCC and a comparison of the accounts with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning such matters via your appointed Honorary Treasurer. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect the requirements have not been met -

- to keep accounting records in accordance with Section 130 of the Act; and
- to prepare financial statements, which accord with the accounting records; and
- to comply with the requirements of the Act and the Church Accounting Regulations 2006;

Also in connection with my examination, there is no matter to which, in my opinion, attention should be drawn, in order to enable a proper understanding of the accounts to be reached.

The Reverend Gordon J Briggs FCPFA Dip TEM MAAT
A Fellow of the Chartered Institute of Public Finance and Accountancy [Section 145(4) 2011 Act]

52 Freemans Close
Stoke Poges
Bucks., SL2 4ER

01753 662536

6th March 2023

PAROCHIAL CHURCH COUNCIL OF ST.PAUL, SLOUGH

BALANCE SHEET AT 31st DECEMBER 2022

	Note	2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	5a	130,050		130,050	
Investment assets	5b	-		-	
			130,050		130,050
CURRENT ASSETS					
Debtors and prepayments	6	12,882		11,258	
Short term deposits		87,418		61,394	
Cash at bank		26,448		35,238	
Cash in hand		250		250	
		126,998		108,140	
LIABILITIES:					
Creditors - Amounts falling due within one year	7	-7,958		-5,090	
NET CURRENT ASSETS			119,040		103,050
TOTAL NET ASSETS	9		249,090		233,100
PARISH FUNDS					
Unrestricted: Cash & Bank	8		77,489		70,438
Unrestricted: Assets	8		130,050		130,050
Designated (unrestricted)	8		8,903		7,179
Restricted	8		32,648		25,433
Endowment	8		0		0
			249,090		233,100

Approved by the Parochial Church Council on 8th March 2023 and signed on it's behalf by:

Timothy Wambunya (Chairman & Vicar)

Alan Deen (Church Warden & PCC Member)

PAROCHIAL CHURCH COUNCIL OF ST.PAUL, SLOUGH
STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31st December 2022

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL FUNDS 2022 £	TOTAL FUNDS 2021 £
INCOMING RESOURCES							
Voluntary Income	2(a)	169,381	2,623	70,270	-	**242,274**	209,989
Activities for generating funds	2(b)	-	-	-	-	**-**	-
Income from investments	2(c)	19,283	-	342	-	**19,625**	18,639
Church Activities	2(d)	33,052	-	-	-	**33,052**	25,811
Other incoming resources	2(e)	7,679	-	-	-	**7,679**	3,120
TOTAL INCOMING RESOURCES		**229,395**	**2,623**	**70,612**	**0**	**302,630**	257,559
RESOURCES EXPENDED							
Church Activities	3(a)	222,344	899	63,397	0	**286,640**	283,823
Cost of generation - voluntary income	3(b)	-	-	-	-	**-**	-
Governance Costs	3(c)	-	-	-	-	**-**	-
TOTAL RESOURCES EXPENDED		**222,344**	**899**	**63,397**	**0**	**286,640**	283,823
NET INCOMING (OUTGOING) RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES		**7,051**	**1,724**	**7,215**	**0**	**15,990**	-26,264
Transfers Between Funds	8		-		-	**0**	0
Fund Adjustments	8					**0**	0
Gains on Investment Assets :							
- on disposal	5(b)	-	-	-	-	**0**	0
- on revaluation	5(b)	-	-	-	-	**0**	0
NET MOVEMENT IN FUNDS		**7,051**	**1,724**	**7,215**	**0**	**15,990**	-26,264
BALANCES BROUGHT FORWARD AT 1st JANUARY 2022		200,488	7,179	25,433	0	**233,100**	259,364
BALANCES CARRIED FORWARD AT 31st DECEMBER 2022		**207,539**	**8,903**	**32,648**	**0**	**249,090**	233,100

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2022

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	TOTAL FUNDS 2022	TOTAL FUNDS 2021
	£	£	£	£	£	£
2 INCOMING RESOURCES						
2(a) ***Voluntary Income***						
Planned giving:						
Gift Aid	55,409	-	-	-	**55,409**	59,135
Not Gift Aided	2,900	-	-	-	**2,900**	3,820
Unplanned giving:						
Gift Aid	49,841	-	-	-	**49,841**	31,735
Not Gift Aided	9,489	-	-	-	**9,489**	4,634
Collections (open plate) at all services	18,001	-	-	-	**18,001**	10,694
Donations, Appeals, etc.	5,388	2,623	8,966	-	**16,977**	34,168
Income Tax recoverable (on all the above)	28,353	-	1,555	-	**29,908**	25,406
Other giving:						
Missionary Giving	-	-	430	-	**430**	420
Income Tax recoverable (Missionary)	-	-	108	-	**108**	105
Grants		-	59,211	-	**59,211**	39,872
Legacies	-	-	-	-	-	-
	169,381	**2,623**	**70,270**	-	**242,274**	209,989
2(b) ***Activities for generating funds***						
Fetes, bazaars & fund-raising events	-	-	-	-	-	-
	-	-	-	-	-	-
2(c) ***Income from investments***						
Bank Current Account & Other Interest	-	-	-	-	-	-
CBF Deposit Account Interest	683	-	342	-	**1,025**	39
Rent from Church Houses	18,600	-	-	-	**18,600**	18,600
	19,283	-	**342**	-	**19,625**	18,639
2(d) ***Income from Church Activities:***						
Church Halls and Car Parks	31,710	-	-	-	**31,710**	24,085
Events	-	-	-	-	-	-
Fees	1,307	-	-	-	**1,307**	1,624
Photocopier	35	-	-	-	**35**	103
Youth Work	-	-	-	-	-	-
	33,052	-	-	-	**33,052**	25,811
2(e) ***Other incoming resources***						
Church Houses (not rent)	-	-	-	-	-	-
Parish Church & Halls (not hire)	2,114	-	-	-	**2,114**	3,099
Vicar and Vicarage; Curate and House	-	-	-	-	-	-
Insurance Claims	4,867	-	-	-	**4,867**	-
Miscellaneous/other	698	-	-	-	**698**	21
	7,679	-	-	-	**7,679**	3,120
TOTAL INCOMING RESOURCES	**229,395**	**2,623**	**70,612**	-	**302,630**	257,559

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31st December 2022

3 RESOURCES EXPENDED	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL FUNDS 2022 £	TOTAL FUNDS 2021 £
3(a) ***Church Activities***						
Grants from Unrestricted funds:						
Church Overseas missionary societies	8,319	-	-	-	**8,319**	6,601
Home mission & other church societies	8,770	-	-	-	**8,770**	7,051
Missionary and Charitable Giving:						
Church Overseas missionary societies	-	-	6,868	-	**6,868**	11,980
Overseas relief and development	-	-	-	-	**0**	0
Home mission & other church societies	-	-	-	-	**-**	-
	17,089	-	6,868	0	**23,957**	25,632
Ministry: Diocesan parish share	80,997	-	-	-	**80,997**	80,997
Deanery share	-	-	-	-	**-**	-
Vicar and vicarage expenses	4,260		2,850	-	**7,110**	1,928
Associate Minister expenses	578	-	757	-	**1,335**	148
Parish workers and house	37,244	-	-	-	**37,244**	35,565
RHOM and IME expenses (SDF)	-	-	44,379	-	**44,379**	13,844
CAP worker & expenses	-	-	-	-	**-**	9,299
Intercultural Ministry expenses (SDF)	-	-	2,510	-	**2,510**	30
Parish Church running expenses	21,299	899	2,296	-	**24,494**	23,245
Parish Church maintenance and repairs	5,561	-	549	-	**6,110**	45,279
Church Hall and Car Park:						
running expenses	1,264	-	-	-	**1,264**	448
maintenance and repairs	4,260	-		-	**4,260**	8,131
Other church houses:						
running expenses / legal fees	3,385	-	-	-	**3,385**	3,094
maintenance and repairs	6,208	-	-	-	**6,208**	597
Speakers expenses	100	-	-	-	**100**	146
Youth work	719	-	-	-	**719**	21
Legal & Professional Fees	1,486	-	1,020	-	**2,506**	4,756
Events (not fund raising)	378	-	-	-	**378**	118
Music and Instruments	1,087	-	-	-	**1,087**	1,020
Other / Miscellaneous	4,751	-	1,879	-	**6,630**	2,700
Office expenses/Admin	27,742	-	283	-	**28,025**	24,644
Stationery, Advertising & Website	2,130	-	-	-	**2,130**	819
Photocopying	1,014	-	-	-	**1,014**	737
Bank Charges	792	-	6	-	**798**	625
	222,344	**899**	**63,397**	**0**	**286,640**	283,823
3(b) ***Generation of voluntary income***						
Costs of appeals, etc.	-	-	-	-	**-**	-
	-	**-**	**-**	**-**	**-**	-
3(c) ***Governance Costs***						
	-	-	-	-	**-**	-
TOTAL RESOURCES EXPENDED	**222,344**	**899**	**63,397**	**0**	**286,640**	283,823

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31st December 2022

4 STAFF COSTS

	2022	2021
	£	£
Wages and Salaries	78,773	64,852
Social security costs	3,022	56
Pension costs *	6,712	5,188
Total	**88,507**	70,096

* The PCC contributed to all of it's employees pensions who are members of the PCC's pension scheme, but Chares Bishop had contributions made to his own private pension as he declined an invitation to join the PCC scheme.

- The PCC employed Mr Markus Marshall as the Resource Hub Operations Manager until 30/4/2022. His salary and expenses were covered by a grant from the Church of England Social Development Fund (SDF) as part of our appointment as the Intercultural Ministry Hub for the Diocese of Oxford. This is Restricted expenditure (SDF Mission & Ministry Fund).
- The PCC employed Mr Charles Bishop as the Resource Hub Operations Manager from 16/5/2 until 2/10/2022. His salary and expenses were covered by a grant from the Church of England Social Development Fund (SDF) as part of our appointment as the Intercultural Ministry Hub for the Diocese of Oxford. This is Restricted expenditure (SDF Mission & Ministry Fund).
- The PCC contiued to employ Mrs Lara Deen as the Intercultural Ministry Hub Enabler. Her salary and expenses were covered by a grant from the Church of England Social Development Fund (SDF) as part of our appointment as the Intercultural Ministry Hub for the Diocese of Oxford. This is Restricted expenditure (SDF Mission & Ministry Fund).
- The PCC continued to employ Mr Nadeem Azam as a Parish Worker. He did not earn more than £50,000 p.a. He was reimbursed for expenses incurred in the execution of his duties, which are included in the accounts as part of "Parish Workers and House" (Note 3a).

  The Diocese of Oxford have advised that a Parish Worker can remain a member of the PCC whilst still being a paid employee because current legal opinion is that CRR law takes precedence over Trustee law.
- The PCC employed Miss Rachel Handley as a part-time Parish Administrator from 4/1/2022 to 2/2/2022 . She did not earn more than £50,000 p.a. She was not reimbursed for expenses incurred in the execution of her duties.,
- The PCC Employed Mr Johnson David as Parish Administrator from 1/3/2022. He did not earn more than £50,000 p.a. He was not reimbursed for any expenses incurred in the execution of his duties, other than for bona-fide work related travel costs, during the financial year.

Apart from the above, no PCC member, persons closely connected with them, or other related parties, were paid for personal expenses inncurred or remuneration. There were PCC members, particularly the Churchwardens and Mr Kevin Isles, who were reimbursed for expenditure made specifically on behalf of the church.

5 FIXED ASSETS FOR USE BY THE PCC

5(a) ***Tangible fixed assets*** *(all unrestricted)*

Freehold land and buildings:

			NET BOOK VALUE	
			£	
House	205 Rochford Gardens, Slough		51,300	Included at purchase price - February 1981
House	132 Stoke Road, Slough		78,750	Included at valuation by the PCC 21.12.98
		Total	**130,050**	

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2022

5(a) ***Tangible fixed assets (continued)***

Both of these assets were purchased with monies provided by the PCC from PCC funds, but are held in trust by different Trusts/Trustees as set out in the notes below. As the PCC is the ultimate benficiary and all the Trusts/Trustees have a direct connection with the Parish and/or the PCC, they are included in these accounts.

It is the policy of the PCC not to revalue freehold land & buildings until such time as they are sold or otherwise disposed of.

Disposals of tangible fixed assets - Freehold land & buildings:

There were no disposals during the year.

Equipment :

Acquisitions : As in 2021, The PCC continued it's decision that items of equipment purchased as part of the overall project to remodel and refurbish the church building should effectively be written-off immediately at cost, rather than through depreciation. Such purchases were paid for from the Restricted Funds raised specfically for the project.

Disposals : During the year the PCC did not dispose of any equipment assets valued over £500.

Freehold land and buildings; Notes:

- 205 Rochford Gardens was purchased for use as a curate's house, held in trust by the Oxford Diocesan Trustees.
  Until July 2011 it had been occupied by the Parish Worker and his family. No rent was payable by the Parish Worker.
  The Parish Worker vacated the property in July 2011 and after refurbishment works it has been rented since Sept 2011
- 132 Stoke Road is held in trust by the trustees of the St.Paul's Christchurch Building Fund. All the trustees are members of the PCC and includes the Vicar. The property has been occupied "rent free" by the Parish Worker and his family since October 2011. In recognition of the grant of usage, the PCC had agreed to pay all Maintenance, Repair and Running costs - including any major works or refurbishments.
- The parish also benefits from use of the Gilliat Hall, constructed in June 1970 at a cost of £29,882. The hall is permanently and physically connected to the parish church and the PCC holds the view that it is not a realisable asset.
  Income is generated from it by hire to other groups and individuals, both secular and non-secular. The hall is available for free use for parish events, Sunday School, parish-linked unifomed organisations and other church related activities.
  Income remains high because of the continued hire of the hall to a Pre-School Nursery.
- The PCC has retained JBKS Architects to continue with their work in connection with the remodelling of the Parish church and the Gilliat Hall. Work on Phase one of the project commenced in August 2018 and was largely completed in Q1 2020.
  The building work was undertaken by Metrix Commercial Interiors Limited, but who are now in liquidation.
  Expenditure on further work, including remedial work, undertaken since the liquidation of Metrix, along with the cost of other project related expenditure, is included under "Parish Church maintenance and repairs".
  Funding of the work undertaken in 2021 was largely obtained from further grants from the Bowyer Trust and that Trust has undertaken to provide further grants going forward to fund the remaining phases of the project, along with outstanding remedial works associated with Phase one.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2022

Repairs and Improvements to Property

- During the year there were works of repairs and improvements to Houses, the Parish Church, or Halls, paid from unrestricted funds, that exceeded a cost of £1000 (other than the capital project referred to previously) as follows:
  £1,656 for roof repairs to the Parish Church (subject of an insurance claim).
  £2,480 for replacement fascias & gutters for the Gilliat Hall.
  £1,740 for asbestos removal at 205 Rochfords Gardens (subject of an insurance claim)
  £1,590 for a ceiling replacement at 205 Rochfords Gardens (subject of an insurance claim)

5(b) ***Investments***

The PCC currently holds no investments, the last investment having been disposed of on sale in 2019.

6 DEBTORS

	2022	2021
	£	£
Income tax recoverable for prior year Gift Aid	1,775	1,775
Income tax recoverable for current year Gift Aid	2,522	1,999
Pre-payments & Accrued Interest	7,346	7,424
Other debtors	1,239	60
	12,882	**11,258**

7 LIABILITIES

7(a) AMOUNTS FALLING DUE WITHIN ONE YEAR (Accruals & Creditors)

	2022	2021
	£	£
Accruals of utility and other costs	2,214	1,907.87
Creditors for goods and services	2,024	448.24
Other creditors	3,720	2,733.51
	7,958	**5,089.62**

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31st December 2022

8 **FUNDS**

Fund Movements	**Opening Balances 1.1.22**	**Income**	**Tax Recovered**	**Interest**	**Expenditure**	**Adjustments and Fund Transfers**	**Closing Balances 31.12.22**
Restricted Funds	£	£	£	£	£	£	£
Bowyer Trust Fund	198	-	-	2	-	-	**200**
Missionary Funds	3	130	32	-	160	-	**5**
Pulido Fund	1,076	2,380	75	14	2,350	-	**1,195**
CAP Fund	1,034	-	-	12	-	-	**1,046**
Asian Ministry Fund	71	240	60	4	-	-	**375**
St. Paul's Fund	2,156	1,238	305	-	1,574	-	**2,125**
Mission & Ministry Fund (SDF)	13,119	50,675	-	163	48,990	-	**14,967**
Susie Jacob Fund	4,513	5,680	900	79	4,358	-	**6,814**
Youth Ministry Fund	1,480	-	-	18	-	-	**1,498**
Restricted Donations	1,783	8,264	290	51	5,964	-	**4,423**
	25,433	**68,607**	**1,662**	**343**	**63,396**	**0**	**32,648**
Designated Funds							
Legacy Fund	7,179	2,623	-	-	899	-	**8,903**
	7,179	**2,623**	**-**	**-**	**899**	**-**	**8,903**
Endowment Funds							
	-	-	-	-	-	-	-
Unrestricted Funds	**200,488**	**201,042**	**28,353**	**-**	**222,344**	**-**	**207,539**
Total Fund Movements	**233,100**	**272,272**	**1,662**	**343**	**286,639**	**-**	**249,090**

8 ***Fund Details: Supporting Information***

- The Bowyer Trust Fund is restricted to provide an increase in the clergy stipend and / or to contribute to the upkeep of the parish church and halls. All grants derive from the (external) Bowyer Trust. In 2022 there was no expenditure from the Fund.

- The Missionary Funds exists as a holding fund for specified giving to missionary organisations, until such time as the monies are paid over to those organisations.

- The Asian Ministry Fund exists to hold grants and donations made towards evangelism and outreach amongst the various ethnic communities. The use of the fund during the year was related to the parish worker and his wife whose roles are entirely consistent with the aims and restrictions of the fund. In 2022 there was no expenditure from the Fund.
  A separate note is provided to show the detailed breakdown of the fund receipts and payments.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2022

8 ***Fund Details: Supporting Information (continued)***

- The Pulido Fund exists as the holding account for all monies, including specific giving by parishioners, for P & V Pulido (missionaries) until the Pulido's request the PCC to pay over the money .
  All expenditure relates to money paid over to the Pulido's in response to such requests, as approved each time by the PCC.
- The CAP Fund holds specific donations and grants until required to support the work of a CAP Centre in the Burnham & Slough Deanery. As such a centre does not currently exist there was no expenditure during 2022.
- The Susie Jacob Fund holds specific giving by parishioners to support Susie in her work in the missionery field. Regular monthly payments are made to her UK bank account along with additional "one-off" payments as and when requested by her.
- The Gilliat Hall Fund exists to hold restricted donations in respect of that hall. During the year the costs of £59.99 were covered from this fund.
- The Youth Ministry Fund exists to hold restricted donations and grants for work amonst young people. This includes outreach to support vulnerable homeless and jobless young people in Slough, as well as the costs of a Youth Worker at such times as we employ someone in that position .No payments were made from the fund in 2022 as no outreach took place and we do not currently employ a youth worker.
- The St.Paul's Fund exists to hold restricted funds, grants and donations for improvement projects and specific repairs to the Parish Church. The money currently held mainly derives from donations, plus the residual balance of property sold some years ago and specific grants & donations made earlier in the project. Expenditure in 2022 relates to urgent lighting repairs and legal fees related to the fallout from the main contractor having gone into administration and subsequently liquidated.
  The work relating to Phase 1 of the project was largely completed during Q1 of 2020. The current balance of this fund will be used towards completing the residual Phase 1 works (including remidial snagging) and then Phase 2 of the project, but this cannot proceed until the next grant from the Bowyer Trust has been received.
- Restricted Donations is a holding account for donations made for specific groups, projects or people, inside and outside of the Parish, usually for which no specific restricted fund exits. Some are of a "one-off" nature, passed on within the course of the year. The balance of £4,423 held in Restricted Donations at 31/12/22 is made up of :-

Rooted In Jesus	£2,479
Music Donations	£1,012
Hall Hire Deposits	£514
Dishwasher Donations	£253
Redecoration Donations	£157
SPARK Donations	£8
Total	**£4,423**

- The Legacy Fund exists as a Designated holding account for unrestricted legacies paid to the parish, until such time as a suitable purpose / use is decided by the PCC for the monies. During 2022 the cost of a new laptop was covered from this fund.
- The Mission and Ministry Fund exists to hold money relating to the appointment of the Parish as the "Intercultural Mission & Ministry Hub" for the Diocese of Oxford, supported by funding from the Social Developmemnt Fund" (SDF) of the Church of England in the form of restricted grants to be made over a 5 year period. In addition funding has been added from Parish funds and will be further added in the future as our contribution to the project. All expenditure from the fund relates to costs incurred in running the project, including the employment costs of staff members linked to the work undertaken.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2022

9 **ANALYSIS OF NET ASSETS**

By Fund

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	TOTAL FUNDS 2022	2021
	£	£	£	£	£	£
Fixed assets	130,050	-	-	-	**130,050**	130,050
Investments	-	-	-	-	-	-
Current assets	77,489	8,903	32,648	-	**119,040**	202,657
	207,539	**8,903**	**32,648**	**-**	**249,090**	**332,707**

Breakdown of Asian Ministry Fund

		2022	2021
		£	£
	Balance of fund B/Fwd	**71**	1,151
Income:			
	Giving, Donations & Tax Recovery	300	300
	Interest	4	0
	Sub Total	**375**	1,451
Less Expenditure:			
	Parish Worker's Salary -		
	Equipment, expenses, etc. -	0	-1,380
	Balance of fund at 31/12/22	**375**	71

NOTES :-

The PCC decides on an annual basis the amount to be paid from the Asian Ministry Fund as a contribution to the costs of the Parish Worker (in recognition of the work they undertake amongst the Asian community within the parish). No payment was made in 2022.

Breakdown of giving made specifically for the support of missionary organisations and individuals

Missionary Organisation	Opening Balances 1.1.22	Giving & Donations	Tax Recovered	Total Income	2022 Funds Distributed	Closing Balances 31.12.22	2021 Funds Dist.
	£	£	£	£	£	£	£
Interserve *(Missionary)*	2.50	130	33	165	160	5.00	*650*
Total specified giving	2.50	130	33	165	160	5.00	*650*
Unspecified (unrestricted)	-	-	-	-	-	-	-
Total Missionary Fund Giving	**2.50**	**130**	**33**	**165**	**160**	**5.00**	*650*

Notes:

V & P Pulido *(Missionary)* The giving and donations for V & P Pulido form part of the income in the Pulido Fund account.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2022

Breakdown of the distribution of Grants from Giving and General (unspecified) Missionary Donations and Grants made from General Unrestricted Funds

Organisation:	*Category :*	2022	2021
		£	£
Interserve (for the support of Lynn Masterson)	*(Missionary)*	2,079.85	*1,650.27*
Rooted In Jesus (St.Paul's PCC)	*(Missionary)*	2,079.85	*1,650.27*
The Pulido Fund (St.Paul's PCC)	*(Missionary)*	2,079.85	*1,650.28*
The Barnabas Fund	*(Missionary)*	2,079.85	*1,650.27*
Christian Concern	*(Home)*	2,079.85	*1,650.28*
Christian Connections In Schools (support for W. Dixon)	*(Home)*	2,079.86	*1,650.28*
Susie Jacob Fund (St.Paul's PCC)	*(Missionary)*	2,079.85	*1,650.28*
Church Pastoral Aid Society	*(Home)*	1,039.93	*825.14*
Church Pastoral Aid Society (Patronage Fund)	*(Home)*	1,039.93	*825.14*
The Evangelical Alliance	*(Home)*	150.00	*150.00*
Buckinghamshire Clergy Charity	*(Home)*	150.00	*150.00*
St.Luke's Healthcare for the Clergy	*(Home)*	150.00	*150.00*
	Total Distributed	**17,088.82**	*13,652.21*

- The Grant of £150 to the Evangelical Alliance shown above, contributes towards our Subscription "donation"
- All Grants made in excess of £150 were derived from the PCC's policy of tithing 10% of Giving (including Thanksgiving Gifts) and Gift Aid tax recovery, distributing this together with non-specific missionary donations, as grants to Missionary and other Christian organisations.
- From time to time a review of the list of organisations to whom a grant is made is undertaken and as result the the list sometimes changes. There was no change in 2022.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL, SLOUGH

England & Wales - Charity number 1129324

Accounts

St Paul's Slough,

Stoke Road, SL2 5AS

ANNUAL REPORT AND FINANCIAL STATEMENTS OF THE PAROCHIAL CHURCH COUNCIL

FOR THE YEAR ENDED 31st DECEMBER 2021

PCC Treasurer
Mr. Raymond Lewis
367 Rochfords Gardens
Slough, SL2 5XE

Incumbent
The Rt Revd Capt Dr Timothy Wambunya
The Vicarage
196 Stoke Road
Slough, SL2 5AY

Bank
National Westminster Bank plc
118 High Street
Slough, SL1 1JH

Independent Examiner
The Rev'd Gordon Briggs FCPFA DipTEM
52 Freemans Close
Stoke Poges
Bucks, SL2 4ER

Charity No: 1129324

Administrative Information

St. Paul's Church is situated in Stoke Road, Slough. It is part of the Diocese of Oxford within the Church of England. The correspondence address is: St. Paul's Church, 130 Stoke Road, Slough, SL2 5AS.

The Parochial Church Council (PCC) is a charity registered with the Charity Commission, registration number 1129324.

PCC Members who have served from 1st January 2021 until 31ST December 2021 are:

Incumbent	The Rt. Revd Capt. Dr Timothy Wambunya	
Associate Minister	Revd Naomi Hill	(from Licensing 24/10/21)
Churchwardens	Mr Kevin Isles	(until APCM 25/07/21)
	Mr Christopher Broadbent	(until APCM 25/07/21)
	Mr Alan Deen	(from APCM 25/07/21)
	Mrs Neline Kriek	(from APCM 25/07/21)
LLM	Mrs Helen Broadbent	
Representatives on the Deanery Synod	Mr Nadeem Azam	(until APCM 25/07/21 Also Parish Worker)
	Mr Steven Dass	(and PCC Secretary from 25/7/21)
	Mr Johnson David	
	Mr Javid Gill	
	Mrs Angela Kirk	(from APCM 25/07/21)
Elected Members		
	Mr Ade Aremu	
	Mrs Angelina Alexander	
	Mrs Sarwat Azam	(until APCM 25/07/21)
	Mr Christopher Broadbent	(from APCM 25/07/21)
	Mrs Maureen Cottrell	(until APCM 25/07/21)
	Mrs Lara Deen	(until APCM 25/07/21)
	Mrs Rose Gaitho	(from APCM 25/07/21)
	Mrs Christine Isles	(until APCM 25/07/21)
	Mr Kevin Isles	(from APCM 25/07/21)
	Mr Steven Jacob	(until APCM 25/07/21)
	Miss Susie Jacob	(from APCM 25/07/21)
	Mrs Angela Kirk	(until APCM 25/07/21)
	Mrs Neline Kriek	(until APCM 25/07/21)
	Mr Mike Langworth	(until APCM 25/07/21)
	Mr Raymond Lewis	
	Mr Isaac Matsinde	
	Mrs Ruth Maunze	(from APCM 25/07/21)
	Mrs Ruth Rehmat	
	Mr Ian Wilcox	
	Miss Sarah Wilson	(from APCM 25/07/21)

The following people attended PCC meetings in their capacities as shown below, but had no voting capacity as they were not elected PCC members, or otherwise allowed a "full" PCC place under the Church Representation Rules because of the role they fulfilled:

Mr Nadeem Azam (Parish Worker)
Mrs Sarwat Azam (Parish Worker)
Mrs Lara Deen (Intercultural Mission Enabler – from 01/11/21)
Mr Markus Marshall (Operations Manager – from 01/09/21)
Mr Ronie Twumasi (CAP Centre Manager – until resignation 23/08/21)

Structure, Governance and Management

The method of appointment of PCC members is set out in the Church Representation Rules. All Church members are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC meets as required, but there are at least 4 meetings per year. It is required by law to have a Standing Committee, which meets when required between full meetings of the PCC. The Standing Committee has the power to transact the business of the PCC between its meetings, subject to any directions given by the Parochial Church Council.

The structure of the PCC and the way both it and the management of the Parish operates is in a way that is different to a traditional PCC and operational structure. Committees (Teams) have been created, which operate as sub-committees reporting to the PCC, made up mainly of PCC members but with some people who are not PCC members. Each has a nominated Chair and has delegated responsibility to take decisions, including the authorisation of expenditure - subject to the limits set out in the Parish Expenditure Policy. Some PCC members serve on more than one committee. Each Committee has a particular responsibility and oversight and consist of the following:

- Finance and General Purposes
- Stewardship Promotion
- Coordination Of Ministries
- Hospitality, Welcome and Welfare
- Buildings, Contents and Property
- Growth In Pastorates
- Outreach and Mission Partners

There is a Ministry and Operations team (MOT), comprising the two Churchwardens, the Honorary Treasurer, Honorary Secretary and the Operations Manager, meets typically once a week to consider operational and ministry matters. The incumbent Vicar chairs the MOT, while the Associate Vicar attends when available.

There is a staff ministry team comprising the incumbent Vicar, Associate Vicar, LLM, Intercultural Ministry Enabler, Asian Ministry Worker and Parish Administrator meets every Tuesday to report on previous commitments and take on new obligations. This meeting monitors the day to day issues and provides the opportunity for prayer and mutual accountability.

Because of the Covid-19 related restrictions, the Church of England indicated that the APCM could be delayed to no later than the end of July 2021, rather than the usual end of April deadline. The delayed APCM took place on 25/07/21. Because of this, members of the PCC served for a shorter than normal period before elections were held (the previous APCM having been held in October 2020).

As required by law, the PCC has been registered with the Charity Commission since April 2009 and the Registration Number is 1129324.

Objectives and Activities

St. Paul's Parochial Church Council (PCC) has the responsibility of co-operating with the incumbent, The Rt. Revd. Capt. Dr. Timothy Wambunya, in promoting in the ecclesiastical parish the whole mission of the Church; pastoral, evangelistic, social and ecumenical. It also has maintenance responsibilities for The Parish Church and the adjoining Gilliat Hall, together with two houses.

St. Paul's is part of the Burnham and Slough Deanery. Since 2008 the Deanery has been organised into four Group Ministries. St Paul's is in the 'Northern Group', together with the parishes of Stoke Poges, Farnham Royal, Farnham Common, Hedgerley, St Johns and St Michaels Slough, Britwell. The aim is to enable sharing of resources and work more closely together in order to be better able to respond to future challenges. Parishes would retain their autonomy as separate benefices.

Achievements and Performance

Church Attendance

There were 232 names on the Church Electoral Roll as at 1/1/21.

By 31/12/21 this had decreased to 229 of whom 138 were not resident within the parish. (7 names had been added to the roll, whilst 10 were removed as they no longer attend and do not live in the parish.

We have a wide diversity in the ethnic origins of our congregation, which attracts many people from outside of the parish. People with roots in the Indian Sub-Continent are the majority group within the Church (46%), followed by African (29%), then White British/European (24%). Other geographical groups and nationalities are also represented, but in smaller numbers.

The church also attracts people from outside the parish who are drawn in by our strong evangelical ethos, styles of worship and ethnic inclusion, which is unique in both the Town & Deanery in which our parish is situated.

Throughout the year the Churchwardens and the Health and Safety Officer kept up to date with regard to the changing Covid-19 requirements, guidance, regulation and advice from Government and the Church of England relevant to the safe use of places of worship and multi-purpose community facilities. These were communicated to members and congregants through Sunday notices and the weekly Advance Newsletter and, where discretion was needed, the issue was referred to the church leadership or PCC as required. Risk assessments were maintained for all our activities and checklists prepared for the leaders of groups using the building to complete and return to ensure appropriate compliance.

While Christmas (2020) services were permitted in person this changed with advice in January 2021. Sunday 10am services were therefore conducted using Zoom from 10th January until 20th June. An in-person 9am service was started on 9th May operating alongside the 10am Zoom service until 20th June. From 27th June both of the normal 9am and 10.30am services in person were resumed, with full observance on the requirements and best guidance at the time to limit infection risk with regard to face coverings, singing, distancing and interactions. Holy Communion was not celebrated during the year.

The Zoom services were recorded and made available on YouTube to those who wished to watch at different times.

Attendance varied according to the type of service, but average total Sunday adult attendance was recorded as follows:

Period	Zoom attendance	Online views	In person attendance
January to 2nd May	76	123	2
9th May to 20th June	48	59	32
27th June to December	0	80	149

When in-person services resumed, the average combined attendance of children was 42.

Additional midweek online services were also made available covering the Lent, Easter and Pentecost period. Many of individually logged online views would have had multiple people watching in the homes concerned and the numbers record those known to be there. In addition, some services were simultaneously streamed on Facebook for which numbers are not available. Viewers have been identified from well beyond the parish, both in the UK and Internationally. The production of these online services has involved a number of our church members and has proved an opportunity for them to both use existing skills and develop new ones.

Other church activities such as children's groups and hirers events restarted in-person as and when the conditions allowed. Of these Campaigners restarted on 19th April. Sunday School operated remotely with emailed materials and resumed in-person once the 10.30 in-person services resumed.

Once in-person services resumed Sunday Schools were held every Sunday (apart from during the school summer holidays) for those up to 11 years old, with an average total attendance of 19 each Sunday.

For older children & teenagers there is a separate group known as "Evolvers" who meet at the same time as the main 10.30 service. The average attendance on a Sunday was 10.

A number of Pastorates (more commonly known as Home Groups) operate and which usually meet weekly, providing a facility for praise, prayer and study as a group between formal services. Many of these continued to function throughout Lockdown by making constructive use of Zoom conferencing and similar virtual meeting mediums. The number of active Pastorates increased significantly during 2021.

Review of the period

The full PCC met 9 times during 2021, plus three training sessions and two Awaydays. The average level of attendance was 83%. The use of Zoom conferencing for PCC meetings and training was put in place when the Covid-19 restrictions prevented "in person" meetings.

The Standing Committee convened twice during 2021.

The P.C.C. continued to employ a member of staff, Mr Nadeem Azam, as a Parish Worker, whose particular emphasis is on evangelistic and pastoral outreach work amongst Asian people. He is supported in this work by his wife Sarwat in an unpaid capacity. The parish has the challenge of meeting the costs of this ministry from parish funds, as no grants are currently available.

The employment of a Parish Worker and the work he and his wife have undertaken, has contributed significantly to our outreach to the Asian communities in the parish. We continue to see new people from many ethnic backgrounds attending services.

The PCC continued to employ Mrs Judy Giles as a part-time Parish Administrator (30 hours per week) and her role includes basic bookkeeping. She retired on 31st December 2021.

The P.C.C. continued to employ Mr Adeodatus Ronie Twumasi as Manager of the Christians Against Poverty (CAP) Slough Centre, until his resignation effective from 23/08/21. The Slough CAP Centre was based at St. Paul's Church. In addition to his salary and associated costs & expenses, a monthly subscription (currently £600 pm) was paid to CAP centrally.

Mr Raymond Lewis continued to hold the position of PCC Treasurer throughout the year and brings decades of experience in the role for the benefit of the Parish.

We are blessed in having a Licensed Lay Minister (LLM), Mrs Helen Broadbent, who plays an important part in the life of the church.

The position of Verger has remained vacant for many years and this situation is unlikely to change. As a result, the parish continues to rely upon valued and committed volunteers to fulfil the Verger related duties, aided at times by the salaried employees.

The parish made a bid for funding from the Church Of England Social Development Fund (SDF) to enable it to fulfil the role of being the Intercultural Ministry Hub for the Diocese of Oxford (which fully supported and encouraged the bid). This bid was successful and the Hub effectively existed from 01/05/22, although the first dedicated staff member did not arrive until 01/09/21. The grant funding from SDF provides a total of £406,966 in grants for the project, spread over a 5 year period.

As a result, the parish has been provided with a full-time Associate Minister, employed by the Diocese of Oxford but funded by SDF. The parish has directly employed a full-time Operations Manager and a part-time Intercultural Mission Enabler, both currently fully funded from the SDF grants which we receive. Each of these roles are vital to the operation and success of the Hub (project). Both are employed on time-limited contracts that reflect the length of SDF funding for each role.

A "Local Management Team" for the project has been established, consisting of representatives from St Paul's, the Deanery, the Area Bishop and the Diocese. Meeting of the team are held regularly and a quarterly report is submitted to the SDF Board, showing progress against the project plan and goals set out in the Project Plan agreed by all parties as part of the bid process.

The PCC continued to actively take forward a project involving the reordering, refurbishment and extension of the facilities at St. Paul's Church. Our aim is to provide facilities that better serves the needs of an active, growing, evangelical parish in the 21st Century.

Phase 1 of the project is to refurbish and re-order the church and this was commenced in August 2018 and reached partial completion in February 2020. Unfortunately, the main contractor went into Administration shortly after leaving about 5% of the work uncompleted. We are grateful to have had full use of the building and its facilities since partial completion as the outstanding issues relate mainly to external works and general finishing off and snagging but including a significant internal glazing issue.

The building work was undertaken by Metrix Commercial Interiors Limited, now in Administration, and the contract with them was terminated in July 2020 on those grounds. Some of the work required to complete the project has been carried out since then, managed by the church team, however some

aspects are still pending. The delays in full completion relate to a lack of communication from the Administrators, difficulties in persuading sub-contractors to work with us following the Administration of Metrix and the effects of Covid-19. We are hopeful that completion will be achieved in 2022. In the meantime, the building continues to be fully available and actively in use for the mission and ministry of the Parish.

We are confident that the project funds, which include those pledged by the Bowyer Trust, will be sufficient to complete Phase 1 of the project in due course. In addition, the project funds have been used during the year to refurbish the Gilliat Hall toilets as part of the planned Phase 2 of the improvement works. Phase 2 also aims to extend and refurbish the main kitchen in the Gilliat and while we expect the funds remaining after completing Phase 1 will go towards this, some additional funding will be required to complete the kitchen plans.

These works have been funded from a variety of sources, but principally from the proceeds of the sale of Christchurch Hall in 2012. Further significant funding was raised by the sale of 209 Stoke Road, Slough, which was jointly owned with the Diocese of Oxford. Other funding for the project has been achieved both through appeals to the congregation and outside of the church membership, along with grants obtained from external bodies – particularly the Bowyer Trust. The PCC placed the proceeds from both property asset sales in a restricted fund (the St. Paul's Fund). As the work has proceeded the fund can and has been used to cover the construction costs, along with the professional fees of our Architects, Quantity Surveyor and other associated specialists.

The PCC appointed and continues to use JBKS Architects as the Architect and Contract Administrator for the Phase 1 works at St. Paul's.

For 2022 the PCC has agreed a budget of £8,240 in respect of various works of planned repair and maintenance required for church owned properties, the Parish Church (excluding work covered by the building project) and the Gilliat Hall.

St. Paul's parish has a tradition of tithing a percentage of offertories to missionary work, distribution of which is recommended by the Outreach and Mission Partners Committee. The percentage tithe in 2021 was 12%. Full details can be found in the annual accounts. There is, in addition, planned and unplanned giving by individual parishioners for the support of specific missionary organisations.

Grants to the Evangelical Alliance, St. Luke's Healthcare for the Clergy and the Buckinghamshire Clergy Charity were also made in 2021.

The parish has continued to actively support its Campaigners Clan (an evangelical uniformed youth organisation, covering children aged from 4 to 18) both financially and in the free use of the church halls. Leadership of the Clan is drawn from members of the congregation, some of whom serve, or have served, on the PCC. Once again the ability to meet was curtailed for various periods of time by the Covid-19 restrictions.

Financial Review of 2021

Giving by members of the congregation increased during 2021, totaling £110,018 compared to £103,105 in 2020. The cessation of services for periods during the year, due to Covid-19 restrictions, impacted on giving because there were no collections taken during those times. There was a reluctance by some people to use alternative means of giving such as bank transfers or via the link on our Website.

Total receipts for ordinary Unrestricted Funds were £205,302, for Restricted Funds £52,256, for Endowment Funds £0 and for Designated Funds £0. All are detailed in the financial statements.

£118,218 from Unrestricted funds, £3,576 from Designated Funds, £44,429 from Restricted Funds and £0 from Endowment Funds was spent to provide Christian ministry (including grants to missionary and other Christian organisations) from St. Paul's Church. This included the contribution to the Diocesan parish share (£80,997), which largely provides the stipends, pensions and housing for clergy.

In addition, £47,599 was spent from Restricted Funds in relation to the substantial work being carried out on the church building, as mentioned in the "Review Of The Year" section above.

The net result for the year was an excess of Unrestricted income over Unrestricted expenditure of £17,084 which was added to our reserves.

There are currently no Endowment Funds held, the last money in the fund having been spent in 2020.

Restricted funds saw expenditure exceed income by £39,772 due to expenditure on the Building Project.

Adding the balances brought forward at the beginning of the year, the total balance carried forward at 31st December 2021 was £233,100. This was split £200,488 for Unrestricted Funds (of which £130,050 is property assets), £7,179 for Designated Funds, £25,433 for Restricted Funds and £0 for Endowment Funds.

Reserves Policy

It is PCC policy to maintain a balance of unrestricted funds which (if possible) equates to approximately three months unrestricted payments, to cover emergency situations that may arise from time to time. The balance of £70,438 (net of fixed and investment assets) held under unrestricted funds at the year-end meets this target.

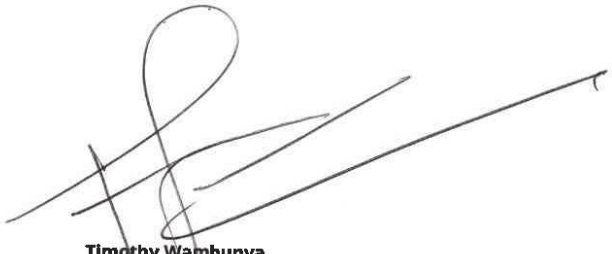
Investment Policy

The balance of £25,433 in restricted funds is made up of several individual funds, full details of which are shown in the detailed financial statements. It is PCC policy to invest the balances of our specific Restricted and Endowment funds in the CBF Church of England Deposit Fund - the only exception being the St Paul's Fund, where some of the balance is held in a specific business current account with our bankers.

Concluding Information

A wider and more detailed account of parish activities for the year can be found in the Parish Annual Review. Copies of this will be available to both church members and external parties by application to the Parish Administrator after the 2022 APCM, which will be held on 24th April 2022, but copies are given to all those who attend the APCM.

We continue to provide our own Website: ***www.stpaulsslough.org*** as an additional source of information, publicity and outreach, along with the facility to donate money to the church. There have been many examples of contact being made with the Parish that almost certainly would not have otherwise occurred.



Timothy Wambunya
Vicar & PCC Chairman
13th April 2022

Alan Deen (Churchwarden)
On behalf of the PCC
13th April 2022

Neline Kriek (Churchwarden)
On behalf of the PCC
13th April 2022

INDEPENDENT EXAMINER'S REPORT

TO THE PAROCHIAL CHURCH COUNCIL OF ST PAUL'S CHURCH, SLOUGH, BERKSHIRE

This report on the accounts of the PCC for the year ended 31st December 2021, is in respect of an examination carried out in accordance with the Church Accounting Regulations 2006 (as amended) and Section 145 of the Charities Act 2011.

Respective responsibilities of trustees and examiner

As members of the PCC (trustees) you are responsible for the preparation of the financial statements, and you consider that the audit requirements of Section 144(2) of the Charities Act 2011 (the Act), as amended by The Charities Act 2011 (Accounts and Audit Order 2015), do not apply, because gross income is less than £1,000,000, and total net assets do not exceed £3.26m..
Therefore, you have elected both to prepare the accounts on the accruals basis, and to subject them to independent examination rather than audit.
It is my responsibility to issue this report on those financial statements in accordance with the terms of the Regulations.

Basis of Independent Examiner's Report

My examination was carried out in accordance with general directions given by the Charity Commission and to be found in the PCC Accountability guidance, 2015 5th edition, issued by the Business Committee of General Synod. The examination includes a review of the accounting records kept by the PCC and a comparison of the accounts with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning such matters via your appointed Honorary Treasurer. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect the requirements have not been met -

- to keep accounting records in accordance with Section 130 of the Act; and
- to prepare financial statements, which accord with the accounting records; and
- to comply with the requirements of the Act and the Church Accounting Regulations 2006;

Also in connection with my examination, there is no matter to which, in my opinion, attention should be drawn, in order to enable a proper understanding of the accounts to be reached.

The Reverend Gordon J Briggs FCPFA Dip TEM MAAT
A Fellow of the Chartered Institute of Public Finance and Accountancy [Section 145(4) 2011 Act]

52 Freemans Close
Stoke Poges
Bucks., SL2 4ER

01753 662536

30th March 2022

PAROCHIAL CHURCH COUNCIL OF ST.PAUL, SLOUGH

BALANCE SHEET AT 31st DECEMBER 2021

	Note	2021		2020	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	5a	130,050		130,050	
Investment assets	5b	-		-	
			130,050		130,050
CURRENT ASSETS					
Stock		-		-	
Debtors and prepayments	6	11,258		12,379	
Short term deposits		61,394		83,855	
Cash at bank		35,238		35,448	
Cash in hand		250		250	
		108,140		131,932	
LIABILITIES:					
Creditors - Amounts falling due within one year	7	-5,090		-2,619	
NET CURRENT ASSETS			103,050		129,314
TOTAL NET ASSETS	9		233,100		259,364
PARISH FUNDS					
Unrestricted: Cash & Bank	8		70,438		53,353
Unrestricted: Assets	8		130,050		130,050
Designated (unrestricted)	8		7,179		10,755
Restricted	8		25,433		65,205
Endowment	8		-		-
			233,100		259,364

Approved by the Parochial Church Council on 13th April 2021 and signed on it's behalf by:

Timothy Wambunya (Chairman & Vicar)

Alan Deen (Member of the PCC)

PAROCHIAL CHURCH COUNCIL OF ST.PAUL, SLOUGH
STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31st December 2021

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL FUNDS 2021 £	2020 £
INCOMING RESOURCES							
Voluntary Income	2(a)	157,750	-	52,239	-	209,989	195,825
Activities for generating funds	2(b)	-	-	-	-	-	-
Income from investments	2(c)	18,622	-	17	-	18,639	18,968
Church Activities	2(d)	25,810	-	-	-	25,810	12,904
Other incoming resources	2(e)	3,120	-	-	-	3,120	4,174
TOTAL INCOMING RESOURCES		205,302	-	52,256	-	257,558	231,870
RESOURCES EXPENDED							
Church Activities	3(a)	188,218	3,576	92,028	-	283,822	305,047
Cost of generation - voluntary income	3(b)	-	-	-	-	-	-
Governance Costs	3(c)	-	-	-	-	-	-
TOTAL RESOURCES EXPENDED		188,218	3,576	92,028	-	283,822	305,047
NET INCOMING (OUTGOING) RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES		17,084	-3,576	-39,772	-	-26,264	-73,177
Transfers Between Funds	8	-	-	-	-	-	-
Gains on Investment Assets :							
- on disposal	5(b)	-	-	-	-	-	-
- on revaluation	5(b)	-	-	-	-	-	-
NET MOVEMENT IN FUNDS		17,084	-3,576	-39,772	-	-26,264	-73,177
BALANCES BROUGHT FORWARD AT 1st JANUARY 2021		183,404	10,755	65,205	-	259,364	332,540
BALANCES CARRIED FORWARD AT 31st DECEMBER 2021		200,488	7,179	25,433	-	233,100	259,364

PAROCHIAL CHURCH COUNCIL OF ST. PAUL, SLOUGH

NOTES TO THE FINANCIAL STATEMENTS

1 ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the Church Accounting Regulations (2006) together with applicable accounting standards and the SORP 2005.

The financial statements have been prepared under the historical cost convention, including Freehold Property used by the PCC for parish purposes, except for the valuation of investment assets - which are shown at market value.

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

Funds

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

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

Unrestricted funds are income funds which can be spent on the PCC's general purposes.

Designated Funds are general funds set aside by the PCC for use in the future. Funds are designated under particular headings for administration purposes only. Designated funds remain unrestricted and the PCC can move any surplus to other general funds.

Incoming Resources

Planned giving, collections and donations are recognised when received by or on behalf of the PCC. Tax refunds are recognised when the incoming resource to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when receivable, interest is accrued. All other income is recognised when it is receivable. All incoming resources are accounted for gross.

Resources Expended

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

Fixed assets

Consecrated and benifice property

Consecrated and benefice property is not included in the accounts in accordance with s.10(2)(a) and (C)of the Charities Act 2011.

Movable church furnishings

Movable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time). All expenditure incurred on movable church furnishings is written off when incurred.

Other fixtures, fittings and office equipment

Equipment used within the church premises with a purchase price of £2,001or more is depreciated on a straight line basis over 4 years. In exceptional circumstances the PCC has the discretion to write off such items when the asset is acquired. Individual items of equipment with a purchase price of £2,000 or less are written off when the asset is acquired.

Freehold Land & Buildings

All freehold land & buildings are included at purchase price, apart from 132 Stoke Road which is included at its valuation by the PCC on 21.12.98. It is the policy of the PCC not to apply depreciation or to revalue fixed assets until such time as they are sold or otherwise disposed of.

Investments

Investments are valued at market value at the 31st December.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2021

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	TOTAL FUNDS 2021	2020
	£	£	£	£	£	£
2 INCOMING RESOURCES						
2(a) ***Voluntary Income***						
Planned giving:						
Gift Aid	59,135	-	-	-	**59,135**	54,042
Not Gift Aided	3,820	-	-	-	**3,820**	2,863
Unplanned giving:						
Gift Aid	31,735	-	-	-	**31,735**	36,206
Not Gift Aided	4,634	-	-	-	**4,634**	2,657
Collections (open plate) at all services	10,694	-	-	-	**10,694**	7,337
Income Tax recoverable (giving)	22,967	-	-	-	**22,967**	20,000
Other giving:						
Missionary Giving	-	-	420	-	**420**	1,420
Income Tax recoverable (Missionary)	-	-	105	-	**105**	105
Donations, Appeals, etc.	24,765	-	9,403	-	**34,168**	20,513
Income Tax recoverable (on the above)	-	-	2,439	-	**2,439**	2,335
Grants	-	-	39,872	-	**39,872**	48,348
Legacies	-	-	-	-	-	-
	157,750	-	**52,239**	-	**209,989**	195,825
2(b) ***Activities for generating funds***						
Fetes, bazaars & fund-raising events	-	-	-	-	-	-
	-	-	-	-	-	-
2(c) ***Income from investments***						
Bank Current Account & Other Interest	-	-	-	-	-	-
CBF Deposit Account Interest	22	-	17	-	**39**	368
Dividends	-	-	-	-	-	-
Rent from Church Houses	18,600	-	-	-	**18,600**	18,600
	18,622	-	**17**	-	**18,639**	18,968
2(d) ***Income from Church Activities:***						
Church Halls and Car Parks	24,084	-	-	-	**24,084**	12,491
Events	-	-	-	-	-	-
Fees	1,624	-	-	-	**1,624**	324
Photocopier	102	-	-	-	**102**	89
Youth Work	-	-	-	-	-	-
	25,810	-	-	-	**25,810**	12,904
2(e) ***Other incoming resources***						
Church Houses (not rent)	-	-	-	-	-	-
Parish Church & Halls (not hire)	3,099	-	-	-	**3,099**	1,365
Vicar and Vicarage; Curate and House	-	-	-	-	-	-
Insurance Claims	-	-	-	-	-	2,809
Miscellaneous/other	21	-	-	-	**21**	-
	3,120	-	-	-	**3,120**	4,174
TOTAL INCOMING RESOURCES	**205,302**	-	**52,256**	-	**257,558**	231,870

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2021

3 RESOURCES EXPENDED	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL FUNDS 2021 £	2020 £
3(a) ***Church Activities***						
Grants from Unrestricted funds:						
Church Overseas missionary societies	6,601	-	-	-	**6,601**	8,193
Home mission & other church societies	7,051	-	-	-	**7,051**	8,183
Missionary and Charitable Giving:						
Church Overseas missionary societies	-	-	11,980	-	**11,980**	10,579
Overseas relief and development	-	-	-	-	**-**	-
Home mission & other church societies	-	-	-	-	**-**	-
	13,652	-	11,980	-	**25,632**	26,955
Ministry: Diocesan parish share	80,997	-	-	-	**80,997**	74,579
Deanery share	-	-	-	-	**-**	650
Vicar and vicarage expenses	1,928	-	-	-	**1,928**	18,648
Associate Minister expenses	31	-	116	-	**147**	-
Parish workers and house	34,185	-	1,380	-	**35,565**	37,969
RHOM and IME expenses (SDF)	-	-	13,844	-	**13,844**	-
CAP worker & expenses	8,299	-	1,000	-	**9,299**	18,547
Intercultural Minstry expenses (SDF)	-	-	30	-	**30**	-
Parish Church running expenses	9,032	3,576	10,638	-	**23,246**	20,017
Parish Church maintenance and repairs	41	-	45,237	-	**45,278**	50,313
Church Hall and Car Park:						
running expenses	448	-	-	-	**448**	3,364
maintenance and repairs	5,352	-	2,779	-	**8,131**	1,775
Other church houses:						
running expenses / legal fees	3,094	-	-	-	**3,094**	2,952
maintenance and repairs	597	-	-	-	**597**	646
Speakers expenses	146	-	-	-	**146**	107
Youth work	21	-	-	-	**21**	161
Legal & Professional Fees	1,102	-	3,654	-	**4,756**	20,737
Events (not fund raising)	118	-	-	-	**118**	-
Music and Instruments	1,020	-	-	-	**1,020**	1,581
Other / Miscellaneous	2,161	-	539	-	**2,700**	2,336
Office expenses/Admin	23,821	-	823	-	**24,644**	22,110
Stationery, Consumables & Postage	819	-	-	-	**819**	289
Photocopying	737	-	-	-	**737**	682
Bank Charges	617	-	8	-	**625**	628
	188,218	**3,576**	**92,028**	**-**	**283,822**	305,047
3(b) ***Generation of voluntary income***						
Costs of appeals, etc.	-	-	-	-	**-**	-
	-	-	-	-	**-**	-
3(c) ***Governance Costs***						
	-	-	-	-	**-**	-
TOTAL RESOURCES EXPENDED	**188,218**	**3,576**	**92,028**	**-**	**283,822**	305,047

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2021

4 STAFF COSTS

	2021	2020
	£	£
Wages and Salaries	64,852	53,199
Social security costs	56	795
Pension costs *	5,188	4,256
Total	**70,096**	**58,250**

* The PCC contributed to all of it's employees pensions who are members of the PCC's pension scheme, but A.R.Twumasi continued to have contributions made to his own private pension as he declined an invitation to join the PCC scheme (his salary was below the level for automatic enrolment).

- The PCC employed Mr Markus Marshall as the Resource Hub Operations Manager from 1/9/2021. His salary and expenses are covered by a grant from the Church of England Social Development Fund (SDF) as part of our appointment as the Intercultural Ministry Hub for the Diocese of Oxford. This is Restricted expenditure (SDF Mission & Ministry Fund).
- The PCC employed Mrs Lara Deen as the Intercultural Ministry Hub Enabler from 1/11/2021. Her salary and expenses are covered by a grant from the Church of England Social Development Fund (SDF) as part of our appointment as the Intercultural Ministry Hub for the Diocese of Oxford. This is Restricted expenditure (SDF Mission & Ministry Fund).
- The PCC continued to employ Mr Nadeem Azam as a Parish Worker. He did not earn more than £50,000 p.a. He was reimbursed for expenses incurred in the execution of his duties, which are included in the accounts as part of "Parish Workers and House" (Note 3a).

  The Diocese of Oxford have advised that a Parish Worker can remain a member of the PCC whilst still being a paid employee because current legal opinion is that CRR law takes precedence over Trustee law.
- The PCC continued to employ Mr Adeodatus Ronie Twumasi as CAP Manager. He did not earn more than £50,000 p.a. He was reimbursed for expenses incurred in the execution of his duties, which are included in the accounts as part of "CAP Worker" (Note 3a). He resigned from employment effective from 20th August 2021.
- The PCC continued to employ Mrs Judy Giles as a part-time Parish Administrator. She did not earn more than £50,000 p.a. She was not reimbursed for any expenses incurred in the execution of her duties, other than for bona-fide meetings travel costs, during the financial year. She resigned from Employment effective from 31st December 2021.

Apart from the above, no PCC member, persons closely connected with them, or other related parties, were paid for personal expenses incurred or remuneration. There were PCC members, particularly the Churchwardens, who were reimbursed for expenditure made specifically on behalf of the church.

5 FIXED ASSETS FOR USE BY THE PCC

5(a) ***Tangible fixed assets*** *(all unrestricted)*

Freehold land and buildings:

			NET BOOK VALUE	
			£	
House	205 Rochford Gardens, Slough		51,300	Included at purchase price - February 1981
House	132 Stoke Road, Slough		78,750	Included at valuation by the PCC 21.12.98
		Total	**130,050**	

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2021

5(a) ***Tangible fixed assets (continued)***

Both of these assets were purchased ith monies provided by the PCC from PCC funds, but are held in trust by various trustees as set out in the notes below. As the PCC is the ultimate benficiary andand all the Trusts /Trustees have a direct connection with the Parish and/or the PCC they are included in these accounts.

It is the policy of the PCC not to revalue freehold land & buildings until such time as they are sold or otherwise disposed of.

Disposals of tangible fixed assets - Freehold land & buildings:

There were no disposals during the year.

Equipment :

Acquisitions : There were no asset acquisitions during the year which exceeded a cost of £2,000. In line with the stated PCC accounting policy, all assets acquired with a cost of £2,000 or less were written off on acquisition.

Disposals : During the year the PCC did not dispose of any equipment assets valued over £500.

Freehold land and buildings; Notes:

- 205 Rochford Gardens was purchased for use as a curate's house, held in trust by the Oxford Diocesan Trustees Until July 2011 it had been occupied by the Parish Worker and his family. No rent was payable by the Parish Worker. The Parish Worker vacated the property in July 2011 and after refurbishment works it has been rented since Sept 2011.
- 132 Stoke Road is held in trust by the trustees of the St.Paul's Christchurch Building Fund. All the trustees are members of the PCC and includes the Vicar. The property has been occupied "rent free" by the Parish Worker and his family since October 2011. In recognition of the grant of usage, the PCC had agreed to pay all Maintenance, Repair and Running costs - including any major works or refurbishments.
- The parish also benefits from use of the Gilliat Hall, constructed in June 1970 at a cost of £29,882, held in trust by the Gilliat Hall Charity. The hall is permanently and physically connected to the parish church and the PCC holds the view that it is not a realisable asset.
  Income is generated from it by hire to other groups and individuals, both secular and non-secular, which is paid directly to the PCC with the consent of the trustees. The hall has been made available for free use for parish events, Sunday School and parish-linked unifomed organisations. Income remains high because of the continued hire to a Pre-School Nursery.
- The PCC has retained JBKS Architects to continue with their work in connection with the remodelling of the Parish church and the Gilliat Hall. Their costs and that of other professionals employed, incurred during 2021, are included under "Legal and Professional Fees" (Restricted). Work on Phase one of the project commenced in August 2018 and was largely completed in Q1 2020. The building work was undertaken by Metrix Commercial Interiors Limited, but who are now in liquidation.
  Expenditure on further work, including remedial work, undertaken since the liquidation of Metrix, along with the cost of other project related expenditure, is included under "Parish Church maintenance and repairs". This includes work in 2021 to completely refurbish the original church toilets, which constitutes part of "Phase two" of the overall project.
  Funding of the work undertaken in 2021 was largely obtained from further grants from the Bowyer Trust and that Trust has undertaken to provide further grants going forward to fund the remaining phases of the project, along with outstanding remedial works associated with Phase one.

Repairs and Improvements to Property

- During the year there were works of repairs and improvements to Houses, the Parish Church, or Halls, paid from unrestricted funds, that exceeded a cost of £1000 (other than the capital project referred to previously) as follows:
  £3,425.03 for replacement LED Lighting in the Gilliat Hall. (A further £1,158.97 was paid from the Gilliat Hall Fund - Restricted).

5(b) ***Investments***

The PCC currently holds no investments, the last investment having been disposed of on sale in 2019.

6 DEBTORS

	2021	2020
	£	£
Income tax recoverable for prior year Gift Aid	1,775	1,631
Income tax recoverable for current year Gift Aid	1,999	1,857
Pre-payments & Accrued Interest	7,424	7,624
Other debtors	60	1,267
	11,258	**12,379**

7 LIABILITIES

7(a) AMOUNTS FALLING DUE WITHIN ONE YEAR (Accruals & Creditors)	2021	2020
	£	£
Accruals of utility and other costs	1,908	641
Creditors for goods and services	448	262
Other creditors	2,734	1,715
	5,090	**2,618**

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31st December 2021

8 **FUNDS**

Fund Movements	Opening Balances 1.1.21	Income	Tax Recovered	Interest	Expenditure	Adjustments and Fund Transfers	Closing Balances 31.12.21
Restricted Funds	£	£	£	£	£	£	£
Bowyer Trust Fund	198	11,500	-	-	11,500	-	198
Missionary Funds	3	120	30	-	150	-	3
YP Outreach Fund	782	-	-	-	-	-782	-
Pulido Fund	1,175	1,950	75	1	2,125	-	1,076
CAP Fund	1,520	400	113	1	1,000	-	1,034
Asian Ministry Fund	1,151	240	60	-	1,380	-	71
Gilliat Hall Fund	1,159	-	-	-	1,159	-	-
St. Paul's Fund	38,934	9,993	824	4	47,599	-	2,156
SDF Mission & Ministry Fund	10,104	17,822	-	7	14,814	-	13,119
Susie Jacob Fund	3,219	5,250	900	2	4,858	-	4,513
Youth Worker Fund	128	-	-	-	-	-128	-
Rooted In Jesus Fund	4,847	-	-	-	4,847	-	-
Youth Ministry Fund	-	-	-	1	-	1,479	1,480
Restricted Donations	1,985	2,420	542	1	2,596	-569	1,783
	65,205	**49,695**	**2,544**	**17**	**92,028**	**-**	**25,433**
Designated Funds							
Legacy Fund	10,755	-	-	-	3,576	-	7,179
	10,755	**-**	**-**	**-**	**3,576**	**-**	**7,179**
Endowment Funds							
	-	-	-	-	-	-	-
Unrestricted Funds	**183,404**	**205,302**	**-**	**-**	**188,218**	**-**	**200,488**
Total Fund Movements	**259,364**	**254,997**	**2,544**	**17**	**283,822**	**-**	**233,100**

8 ***Fund Details: Supporting Information***

- The Bowyer Trust Fund is restricted to provide an increase in the clergy stipend and / or to contribute to the upkeep of the parish church and halls. In 2021 all of the expenditure from the Fund related to the upkeep of the parish church and hall.
- The Missionary Funds exists as a holding fund for specified giving to missionary organisations, until such time as the monies are paid over to those organisations.
- The Asian Ministry Fund exists to hold grants and donations made towards evangelism and outreach amongst the ethnic communities. The use of the fund during the year was related to the parish worker and his wife whose roles are entirely consistent with the aims and restrictions of the fund. During 2021 £1,380 was used towards the workers costs. A separate note is provided to show the detailed breakdown of the fund receipts and payments.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2021

8 ***Fund Details: Supporting Information (continued)***

- The Young Persons Outreach Fund existed to support vulnerable homeless and jobless young people in Slough.
  The PCC authorised this fund to be closed during 2021 and the fund balance combined with other youth related Funds in a new Restricted Fund - "Youth Ministry Fund" - which includes the same objectives as the closed fund.
- The Pulido Fund exists as the holding account for all monies, including specific giving by parishioners, for P & V Pulido (missionaries) until the Pulido's request the PCC to pay over the money .
  All expenditure relates to money paid over to the Pulido's in response to such requests, as approved each time by the PCC.
- The Appeals and Projects Fund exists as a holding fund for donations to any appeals or projects organised by the parish, until such time as the monies collected are paid over to the relevant organisations or individuals. The fund was not used during the year to support this ministry.
- The CAP Fund holds specific donations and grants until required to support the CAP Centre Slough (based at St Paul's) including employee salary costs, etc. During the year £1,000 was used to support the costs of employing the CAP manager.
- The Susie Jacob Fund holds specific giving by parishioners to support Susie in her work in the missionery field. Regular monthly payments are made to her UK bank account along with additional "one-off" payments as and when requested by her.
- The Gilliat Hall Fund exists to hold restricted donations in respect of that hall. During the year the costs of £1,159 were covered from this fund. The PCC authorised the closure of this fund as the balance after expenditure was Zero and no further donations to the fund are being accepted.
- The Youth Worker Fund existed to hold restricted donations and grants for an employed youth worker. We have not employed a youth worker in recent years. The PCC authorised this fund to be closed during 2021 and the fund balance combined with other youth related Funds in a new Restricted Fund - "Youth Ministry Fund" - which includes the same objectives as the closed fund.
- The St.Paul's Fund exists to hold restricted funds and donations for improvement projects and specific repairs to the Parish Church. The money raised was mainly derived from the sale of property assets, Grants and Donations from church members. The project to reorder the church which was commenced in August 2018, and which reached partial completion in Q1 2020, is still ongoing. The building work was undertaken by Metrix Commercial Interiors Limited, now in Administration and the contract with them was terminated on those grounds. Some of the work required to complete the project has been carried out, managed by the church team, however some aspects remain to be done. The delays in full completion relate to a lack of communication from the Administrators, difficulties in persuading sub-contractors to work with us following the Administration of Metrix and the effects of Covid-19. We are hopeful that completion will be achieved in 2022. In the meantime, the building continues to be fully available for use for the mission and ministry of the Parish.
  Expenditure on this work, including both completion of outstanding items and remedial work during the defects period, which was undertaken since the liquidation of Metrix, along with the cost of other project related expenditure, is included under "Parish Church maintenance and repairs". This includes work in 2021 to completely refurbish the Gilliat Hall toilets, which constitutes the first part of "Phase two" of the overall project.
  The professional team for the re-ordering project remained in place but were largely dormant for this period and until a state of completion can be reached. Their costs, incurred during 2021, are included under "Legal and Professional Fees" (Restricted). Funding of the work undertaken in 2021 was largely obtained from further grants from the Bowyer Trust. That Trust has undertaken to provide further grants going forward to fund some of the remaining work, including the outstanding remedial works associated with Phase one. Further funds will need to be raised to undertake the rest of the "Phase two" work/plan.
- The Rooted In Jesus Fund existed to hold donations and grants in respect of that organisation, including funding for the work which the Vicar and other members of the congregation carried out both in the UK and overseas for "Rooted In Jesus". (Go to http://www.rootedinjesus.net For more information). Following consutation with that organisation it was agreed that the fund would be closed in 2021 and the balance of the fund on closure donated to Rooted In Jesus.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2021

8 ***Fund Details: Supporting Information (continued)***

- Restricted Donations is a holding account for donations made for specific groups, projects or people, inside and outside of the Parish, usually for which no specific restricted fund exits. Some are of a "one-off" nature, passed on within the course of the year. The balance of £1,985 held in Restricted Donations at 31/12/21 is made up of :-

Music Donation	£250
Microphonre Donation	£88
Vicar & Vicarage Donations *	£619
Dishwasher Donation	£250
Redecoration Donation	£155
Other Sundry Items	£421
Total	**£1,783**

* This donations balance is the residual money raised in 2020 from church members towards the costs associated with the Vicars relocation from Kenya to the UK and preparing the Vicarage for his arrival. This should be fully spent in 2022.

- The Legacy Fund exists as a Designated holding account for unrestricted legacies paid to the parish, until such time as a suitable purpose / use is decided by the PCC for the monies. During 2021 the cost of a new Lectern and Microphone was covered from this fund.

- The Mission and Ministry Fund exists to hold money relating to the appointment of the Parish as the "Intercultural Mission & Ministry Hub" for the Diocese of Oxford, supported by funding from the Social Developmemnt Fund" (SDF) of the Church of England in the form of restricted grants to be made over a 5 year period. In addition funding has been added from Parish funds and will be further added in the future as our contribution to the project. All expenditure from the fund relates to costs incurred in running the project, including the employment costs of staff members linked to the work undertaken.

9 **ANALYSIS OF NET ASSETS**
By Fund

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	TOTAL FUNDS 2021	TOTAL FUNDS 2020
	£	£	£	£	£	£
Fixed assets	130,050	-	-	-	**130,050**	130,050
Investments	-	-	-	-	-	-
Current assets	70,438	7,179	25,433	-	**103,050**	129,314
	200,488	**7,179**	**25,433**	-	**233,100**	**259,364**

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2021

Breakdown of Asian Ministry Fund

		2021	2020
		£	£
	Balance of fund B/Fwd	**1,150.76**	1,799
Grants From:			
	Share from Missionary Donations	-	-
	St.Pauls PCC Tithe Distribution	-	1,547
	Sub Total	**1,150.76**	3,346
Other Income:			
	Giving, Donations & Tax Recovery	300.00	300
	Interest	0.04	5
	Sub Total	**1,450.80**	3,651
Less Expenditure:			
	Parish Worker's Salary	-1,380.00	-2,500
	Balance of fund at 31/12/21	**70.80**	1,151

NOTES :-

The PCC decides on an annual basis the amount to be paid from the Asian Ministry Fund as a contribution to the salary costs of the Parish Worker (in recognition of the work they undertake amongst the Asian community within the parish).

Breakdown of giving made specifically for the support of missionary organisations and individuals

Missionary Organisation	Opening Balances 1.1.21	Giving & Donations	Tax Recovered	Total Income	2021 Funds Distributed	Closing Balances 31.12.21	2020 Funds Dist.
	£	£	£	£	£	£	£
Interserve *(Missionary)*	2.50	120	30	153	-150	2.50	*650*
Total specified giving	2.50	120	30	153	-150	2.50	*650*
Unspecified (unrestricted)	-	-	-	-	-	-	-
Total Missionary Fund Giving	**2.50**	**120**	**30**	**153**	**-150**	**2.50**	*650*

Notes:

V & P Pulido *(Missionary)* The giving and donations for V & P Pulido form part of the income in the Pulido Fund account. For comparison purposes, including tax recovery, this was £375 in 2021 and £875 in 2020.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2021

Breakdown of the distribution of Grants from Giving and General (unspecified) Missionary Donations and Grants made from General Unrestricted Funds

Organisation:	*Category :*	2021	2020
		£	£
Crosslinks	*(Missionary)*	-	1,546.56
Interserve (for the support of Lynn Masterson)	*(Missionary)*	**1,650.27**	1,546.56
Rooted In Jesus (St.Paul's PCC)	*(Missionary)*	**1,650.27**	1,546.56
The Pulido Fund (St.Paul's PCC)	*(Missionary)*	**1,650.28**	1,546.56
The Barnabas Fund	*(Missionary)*	**1,650.27**	1,546.56
Christian Concern	*(Home)*	**1,650.28**	1,546.56
Christian Connections In Schools (in support of W. Dixon)	*(Home)*	**1,650.28**	1,546.56
Susie Jacob Fund (St.Paul's PCC)	*(Missionary)*	**1,650.28**	-
Asian Ministry Fund (St.Paul's PCC)	*(Home)*	-	1,546.56
Christians Against Poverty (CAP)(St.Paul's PCC)	*(Home)*	-	1,546.56
Church Pastoral Aid Society	*(Home)*	**825.14**	773.28
Church Pastoral Aid Society (Patronage Fund)	*(Home)*	**825.14**	773.28
The Evangelical Alliance	*(Home)*	**150.00**	150.00
Buckinghamshire Clergy Charity	*(Home)*	**150.00**	150.00
St.Luke's Hospital for the Clergy	*(Home)*	**150.00**	150.00
	Total Distributed	**13,652.21**	15,915.60

- The Grant of £150 to the Evangelical Alliance shown above, contributes towards our Subscription "donation"
- All Grants made in excess of £150 were derived from the PCC's policy of tithing 12% of Giving and distributing this, together with non-specific missionary donations, as grants to Missionary and other Christian organisations.
- The Mission Committee from time to time reviews the list of organisations to whom a grant is made and from time to time the list changes. In 2021 it was decided to cease grants to Crosslinks, The Asian Ministry Fund and Christians Against Poverty. The Susie Jacob Fund was added as a new grant benificary.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL, SLOUGH

England & Wales - Charity number 1129324

Accounts

St Paul's Slough,

Stoke Road, SL2 5AS

ANNUAL REPORT AND FINANCIAL STATEMENTS OF THE PAROCHIAL CHURCH COUNCIL

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31st DECEMBER 2020
REPORT FOR THE PERIOD 1/7/20 TO 30/6/21

PCC Treasurer
Mr. Raymond Lewis
367 Rochfords Gardens
Slough, SL2 5XE

Incumbent
The Rt Revd Capt Dr Timothy Wambunya
The Vicarage
196 Stoke Road
Slough, SL2 5AY

Bank
National Westminster Bank plc
118 High Street
Slough, SL1 1JH

Independent Examiner
The Rev'd Gordon Briggs FCPFA DipTEM
52 Freemans Close
Stoke Poges
Bucks, SL2 4ER

Charity No: 1129324

Administrative Information

St. Paul's Church is situated in Stoke Road, Slough. It is part of the Diocese of Oxford within the Church of England. The correspondence address is: St. Paul's Church, 130 Stoke Road, Slough, SL2 5AS.

The Parochial Church Council (PCC) is a charity registered with the Charity Commission, registration number 1129324.

PCC Members who have served from 1st January 2020 until the date this report was approved are:

Incumbent	Post In Vacancy until 7/9/20	
	The Rt. Revd Capt Dr Timothy Wambunya from 7/9/20	
Churchwardens	Mr Kevin Isles	
	Mr Christopher Broadbent	(Also PCC Chairman until 6/9/20)
LLM	Mrs Helen Broadbent	
Representatives on the Deanery Synod	Mr Nadeem Azam	(Also Parish Worker)
	Mrs Sarwat Azam	(until APCM 18/10/20)
	Mr Steven Dass	
	Mr Johnson David	
	Mr Javid Gill	
Elected Members		
	Mrs Angelina Alexander	(from APCM 18/10/20)
	Mrs Sarwat Azam	(from APCM 18/10/20)
	Mr Alec Bradfield	(Resigned June 2020)
	Mrs Maureen Cottrell	
	Mrs Lara Deen	(from APCM 18/10/20)
	Mrs Rose Gaitho	(until APCM 18/10/20)
	Mrs Christine Isles	
	Mr Steven Jacob	
	Mrs Angela Kirk	
	Mrs Neline Kriek	(from APCM 18/10/20)
	Mr Mike Langworth	(Deputy Warden until APCM 18/10/20)
	Miss Amanda Lawuo	(Resigned June 2020)
	Mr Raymond Lewis	
	Mr Reginald Lewis	(Until APCM 18/10/20)
	Mr Isaac Matsinde	(from APCM 18/10/20)
	Mrs Ruth Rehmat	
	Mr Ian Wilcox	

Mr Adeodatus Ronie Twumasi attended meetings in his capacity as the CAP Centre Manager but had no voting capacity as he was not an elected PCC member.

Structure, Governance and Management

The method of appointment of PCC members is set out in the Church Representation Rules. All Church members are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC meets as required, but there are at least 4 meetings per year. It is required by law to have a Standing Committee, which meets when required between full meetings of the PCC. The Standing Committee has the power to transact the business of the PCC between its meetings, subject to any directions given by the Parochial Church Council.

Following his arrival in September 2020, the new Vicar made structural changes to the way that both the management of the Parish and the PCC operates. New Committees have been created, which operate as sub-committees reporting to the PCC, made up mainly of PCC members but with some who are not PCC members. Each has a nominated Chair and delegated responsibility to take decisions, including the authorisation of expenditure subject to the limits set out in the Parish Expenditure Policy. Some PCC members serve on more than one committee. Each Committee has a particular responsibility and oversight and consist of the following:

- Finance and General Purposes
- Stewardship Promotion
- Coordination Of Ministries
- Fabric, Goods and Ornaments
- Pastorates Promotion
- Social and Evangelistic Response + Missionary Links

The parish was effectively in Vacancy until 7/9/20 when the new Vicar, Timothy Wambunya, took office. The PCC was chaired by Chris Broadbent until then. During the Vacancy services had been led by the Parish Worker and LLM with support for other clergy in the area as required.

Prior to the arrival of our new Vicar, a St Paul's Prayer and Operations Team (SPPOT) operated, chaired by Chris Broadbent. The team comprised Churchwardens and Deputy Warden, Treasurer, Administrator, Parish Worker and LLM.

The purpose of this team, which generally met at least fortnightly and often weekly, was to deal with general operational issues during the vacancy period and referring to PCC as appropriate. During those periods that Covid-19 related Lockdown came into force the SPPOT team met on a weekly basis via Zoom conferencing. The new Vicar continued to hold these meetings after his arrival, but with him as the Chair, because he saw benefit of this collaborative approach to the operations of the Parish.

Because of the Covid-19 related restrictions, the Church of England indicated that the APCM could be delayed to no later than the end of October 2020, rather than the usual end of April deadline. The delayed APCM took place on 18/10/20. Because of this, members of the PCC served for a longer than normal period before elections were held (the previous PCM having been held in March 2019).

As required by law, the PCC has been registered with the Charity Commission since April 2009 and the Registration Number is 1129324.

Objectives and Activities

St. Paul's Parochial Church Council (PCC) has the responsibility of co-operating with the incumbent, The Rt. Revd. Capt. Dr. Timothy Wambunya since 7/9/20, in promoting in the ecclesiastical parish the whole mission of the Church; pastoral, evangelistic, social and ecumenical. It also has maintenance responsibilities for The Parish Church and the adjoining Gilliat Hall, together with two houses.

St. Paul's is part of the Burnham and Slough Deanery. Since 2008 the Deanery has been organised into four Group Ministries. St Paul's is in the 'Northern Group', together with the parishes of Stoke Poges, Farnham Royal, Farnham Common, Hedgerley, St Johns and St Michaels Slough, Britwell. The aim is to enable sharing of resources and work more closely together in order to be better able to respond to future challenges. Parishes would retain their autonomy as separate benefices.

Achievements and Performance

Church Attendance

There were 219 names on the Church Electoral Roll as at 1/1/20.

By 31/12/20 this had increased to 232 of whom 143 were not resident within the parish. (15 names had been added to the roll, whilst 2 were removed as they no longer attend and do not live in the parish.

We have a wide diversity in the ethnic origins of our congregation, which attracts many people from outside of the parish. People with roots in the Indian Sub-Continent are the majority group within the Church, followed by White British/European, then African. Other geographical groups and nationalities are also represented, but in smaller numbers.

The church also attracts people from outside the parish who are drawn in by our strong evangelical ethos, styles of worship and ethnic inclusion, which is unique in both the Town & Deanery in which our parish is situated.

Before the impact of the Covid-19 pandemic the normal pattern of services on a Sunday was:

9.00 Morning Service:	(with communion twice per month)
10.30 Morning Service:	(with communion once per month)
6.30 Evening Service:	(with communion once per month)

In addition there were also services held to celebrate significant festivals, events and dates in the Christian calendar.

Since the Covid-19 related Lockdown in March 2020, preventing services in church taking place, a weekly Sunday Morning Service was made available online. Initially from March these were pre-recorded compilation video services with contributions made from home and the recording released onto YouTube for viewing from home on the Sunday morning.

When services in-person were permitted, with COVID secure restrictions, a 10am service was resumed in church on 26th July and this was also recorded and released to YouTube later in the day, this continued until 8th November when, due to increased infection rates, services went back to being pre-recorded as they were from March to July. However, the Christmas relaxations allowed in person Christmas services. Attendance varied according to the type of service but typically averaged as follows:

Period	Recorded service views	In person attendance
March to July	166	0
July to November	85	50
November to December	139	0

Additional midweek online services were also made available covering the Lent, Easter and Pentecost period. Many of individually logged online views would have had multiple people watching in the homes concerned. In addition, some services have also been simultaneously streamed on Facebook for which numbers are not available. Viewers have been identified from well beyond the parish, both in the UK and Internationally. The production of these videos has involved a number of our church members and has proved an opportunity for them to both use existing skills and develop new ones.

Whilst Sunday School "ceased" in the traditional sense during Lockdown, activities have been sent to children by email and the opportunity was taken to also include a Sunday School slot in the Zoom services.

A number of Home Groups, Bible Study Groups and Prayer Groups exist and which usually meet weekly, providing a facility for praise, prayer and study as a group between formal services. Many of these continued to function throughout Lockdown by making constructive use of Zoom conferencing and similar virtual meeting mediums.

Review of the period

The full PCC met 9 times during 2020,
plus three evenings of training and an Awayday. The average level of attendance was xx%. date of this report, The use of Zoom conferencing for PCC meetings was put in place from April onwards because of the Covid-19 restrictions imposed on "in person" meetings.

The Standing Committee 'met' 4 times during 2020 by Zoom Conferencing, in addition there were several urgent consultations be email to address fast moving issues associated with Covid and our Building works.

The P.C.C. continued to employ a member of staff, Mr Nadeem Azam, as a Parish Worker, whose particular emphasis is on evangelistic and pastoral outreach work amongst Asian people. He is supported in this work by his wife Sarwat in an unpaid capacity. The parish has the challenge of meeting the costs of this ministry from parish funds, as no grants are currently available. As with the LLM and other members of the leadership team, he took on an increased workload during the vacancy period to help cover some of the work the Vicar would have undertaken.

The employment of a Parish Worker and the work he and his wife have undertaken, has contributed significantly to our outreach to the Asian communities in the parish. We continue to see new people from many ethnic backgrounds attending services.

The PCC continued to employ Mrs Judy Giles as a part-time Parish Administrator (30 hours per week) and her role includes basic bookkeeping.

The P.C.C. continued to employ Mr Adeodatus Ronie Twumasi as Manager of the Christians Against Poverty (CAP) Slough Centre. The Slough CAP Centre is based at St. Paul's Church. In addition to his salary and associated costs & expenses, a monthly subscription (currently £600 pm) has been paid to CAP centrally.

Mr Raymond Lewis continued to hold the position of PCC Treasurer throughout the year and brings decades of experience in the role for the benefit of the Parish.

We are blessed in having a Licensed Lay Minister (LLM), Mrs Helen Broadbent, who plays an important part in the life of the church. During the vacancy period her ministry involvement expanded and the amount of time she has spent fulfilling the LLM role increased significantly,

The position of Verger has remained vacant for many years and this situation is unlikely to change. As a result, the parish continues to rely upon valued and committed volunteers to fulfil the Verger related duties, aided at times by the salaried employees.

The PCC continued to actively take forward a project involving the reordering, refurbishment and extension of the facilities at St. Paul's Church. Our aim is to provide facilities that better serves the needs of an active, growing, evangelical parish in the 21st Century.

Work on the main church building (Phase 1) commenced in August 2018 and was completed sufficiently for partial possession of all the interior spaces on 21st February 2020, although a small amount of work was still outstanding and scheduled for completion soon after. The Covid-19 Lockdown in March 2020 then intervened, ceasing any opportunity to fully finish the work. Since then the contractor unfortunately fell into administration. Attention to some of the outstanding work and snagging has taken place , but there is still a number of outstanding works to be completed. There is full confidence that the project related finances we have in hand and the further funds pledged by the Bowyer Trust will be more than sufficient to complete Phase 1 of the project in due course. Meanwhile the building is fully available for use in respect of a wide range of activities, in addition to Services, as and when the Covid-19 Restrictions allow.

The project has been funded from a variety of sources, but principally from the proceeds of the sale of Christchurch Hall in 2012. Further significant funding was raised by the sale of 209 Stoke Road, Slough, which was jointly owned with the Diocese of Oxford. Other funding for the project has been achieved both through appeals to the congregation and outside of the church members, along with grants obtained from external bodies – particularly the Bowyer Trust.

The PCC appointed and continues to use JBKS Architects as the Architect and Contract Administrator for the reordering, refurbishment and extension of St. Paul's.

The PCC placed the proceeds from both of the property asset sales in a restricted fund (the St. Paul's Fund). As the work has proceeded the fund can and has been used to cover the construction costs, along with the professional fees of our Architects, Quantity Surveyor and other associated specialists.

Whilst sufficient funds will be available to complete Phase 1, the subsequent phases – including replacement of the original toilets and the extension/refurbishment of the kitchen – may require additional funds to be raised and/or grants obtained to enable them to be undertaken.

As the church building was unavailable for services since construction work commenced, all services were held in the Gilliat Hall until the main church building was made available again in February 2020.

For 2021 the PCC has agreed a budget of £5,720 in respect of various works of repair and maintenance required for church owned properties, the Parish Church (excluding work covered by the building project) and the Gilliat Hall.

St. Paul's parish has a tradition of tithing a percentage of offertories to missionary work, distribution of which is recommended by the parish Mission Committee. The percentage tithe in 2020 was 15%. Full

details can be found in the annual accounts. There is, in addition, planned and unplanned giving by individual parishioners for the support of specific missionary organisations.

Grants to the Evangelical Alliance, St. Luke's Healthcare for the Clergy and the Buckinghamshire Clergy Charity were also made in 2020.

The parish has continued to actively support its Campaigners Clan (an evangelical uniformed youth organisation, covering children aged from 4 to 18) both financially and in the free use of the church halls. Leadership of the Clan is drawn from members of the congregation, some of whom serve, or have served, on the PCC. Once again the ability to meet was curtailed for large periods of time by the Covid-19 restrictions.

Financial Review of 2020

Giving by members of the congregation decreased during 2020, totaling £103,105 compared to £123,932 in 2019. The cessation of services for a large part of the year, due to Covid-19 restrictions, impacted severely on giving because there were no collections taken during those times. There was a general reluctance by people to use alternative means of giving such as bank transfers or via our Website.

Total receipts for ordinary Unrestricted Funds were £166,701, for Restricted Funds £65,169, for Endowment Funds £0 and for Designated Funds £0. All are detailed in the financial statements.

£195,978from Unrestricted funds, £2,135 from Designated Funds, £40,370 from Restricted Funds and £460 from Endowment Funds was spent to provide Christian ministry (including grants to missionary and other Christian organisations) from St. Paul's Church. This included the contribution to the Diocesan parish share (£74,579), which largely provides the stipends, pensions and housing for clergy.

In addition, £66,103 was spent from Restricted Funds in relation to the substantial work being carried out on the church building, as mentioned in the "Review Of The Year" section above.

The net result for the year was an excess of Unrestricted expenditure over Unrestricted income of £29,277. A sum of £10,000 was moved from Unrestricted Funds to Restricted Funds, as authorised by the PCC. The total net negative movement in Unrestricted funds was therefore £39,277.

£460 was spent from Endowment Funds, as authorised by the PCC. This has resulted in a Zero balance for Endowment Funds.

Restricted funds saw expenditure exceed income by £41,304 mainly due to expenditure on the Building Project. After accounting for the transfer of £10,000 from Unrestricted Funds, the total net negative movement in Restricted funds was £31,304.

Adding the balances brought forward at the beginning of the year, the total balance carried forward at 31st December 2020 was £259,364. This was split £183,404 for Unrestricted Funds (of which £130,050 is property assets), £10,755 for Designated Funds, £65,205 for Restricted Funds and £0 for Endowment Funds.

Reserves Policy

It is PCC policy to maintain a balance of unrestricted funds which (if possible) equates to approximately three months unrestricted payments, to cover emergency situations that may arise from time to time.

The balance of £53,354 (net of fixed and investment assets) held under unrestricted funds at the year-end meets this target.

Investment Policy

The balance of £65,205 in restricted funds is made up of several individual funds, full details of which are shown in the detailed financial statements. It is PCC policy to invest the balances of our specific Restricted and Endowment funds in the CBF Church of England Deposit Fund - the only exception being the St.Paul's Fund, where some of the balance is held in a specific business current account with our bankers.

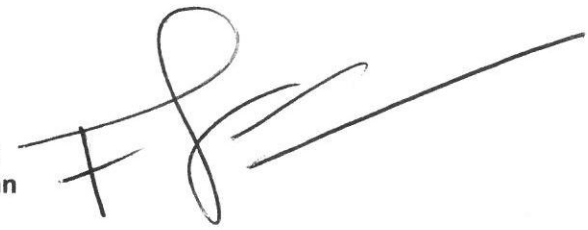
Concluding Information

A wider and more detailed account of parish activities for the year can be found in the Parish "Year Book". Copies of this will be available to church members only on application to the Parish Administrator after the 2021 APCM, which will be held in July 2021 – postponed from the usual April date as a result of the Covid-19 restrictions. Copies are distributed to all those who attend the APCM.

We continue to provide our own Website: ***www.stpaulsslough.org*** as an additional source of information, publicity and outreach, along with the facility to donate money to the church. There have been many examples of contact being made with the Parish that almost certainly would not have otherwise occurred.

Christopher Broadbent
On behalf of the PCC
14th July 2021

Timothy Wambunya
Vicar & PCC Chairman
14th July 2021



PAROCHIAL CHURCH COUNCIL OF ST.PAUL, SLOUGH

BALANCE SHEET AT 31st DECEMBER 2020

	Note	2020		2019	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	5a	130,050		130,050	
Investment assets	5b	-		-	
			130,050		130,050
CURRENT ASSETS					
Stock		-		-	
Debtors and prepayments	6	12,379		12,483	
Short term deposits		83,855		93,487	
Cash at bank		35,448		100,977	
Cash in hand		250		250	
		131,932		207,197	
LIABILITIES:					
Creditors - Amounts falling due within one year	7	-2,618		-4,707	
NET CURRENT ASSETS			129,314		202,490
TOTAL NET ASSETS	9		259,364		332,540
PARISH FUNDS					
Unrestricted: Cash & Bank	8		53,354		92,631
Unrestricted: Assets	8		130,050		130,050
Designated (unrestricted)	8		10,755		12,890
Restricted	8		65,205		96,509
Endowment	8		-		460
			259,364		332,540

Approved by the Parochial Church Council on 14th July 2021 and signed on it's behalf by:

Timothy Wambunya (Chairman & Vicar)

Christopher Broadbent (Member of the PCC)

PAROCHIAL CHURCH COUNCIL OF ST.PAUL, SLOUGH
STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31st December 2020

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL FUNDS 2020 £	2019 £
INCOMING RESOURCES							
Voluntary Income	2(a)	130,771	-	65,054	-	**195,825**	479,112
Activities for generating funds	2(b)	-	-	-	-	-	-
Income from investments	2(c)	18,853	-	115	-	**18,968**	21,505
Church Activities	2(d)	12,904	-	-	-	**12,904**	35,119
Other incoming resources	2(e)	4,173	-	-	-	**4,173**	2,063
TOTAL INCOMING RESOURCES		**166,701**	-	**65,169**	-	**231,870**	529,313
RESOURCES EXPENDED							
Church Activities	3(a)	195,978	2,135	106,473	460	**305,046**	1,352,618
Cost of generation - voluntary income	3(b)	-	-	-	-	-	-
Governance Costs	3(c)	-	-	-	-	-	-
TOTAL RESOURCES EXPENDED		**195,978**	**2,135**	**106,473**	**460**	**305,046**	1,352,618
NET INCOMING (OUTGOING) RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES		-29,277	-2,135	-41,304	-	-73,176	-823,305
Transfers Between Funds	8	-10,000	-	10,000	-	-	-
Gains on Investment Assets :							
- on disposal	5(b)	-	-	-	-	-	167
- on revaluation	5(b)	-	-	-	-	-	-
NET MOVEMENT IN FUNDS		-39,277	-2,135	-31,304	-	-73,176	-823,138
BALANCES BROUGHT FORWARD AT 1st JANUARY 2020		222,681	12,890	96,509	460	**332,540**	1,155,678
BALANCES CARRIED FORWARD AT 31st DECEMBER 2020		**183,404**	**10,755**	**65,205**	-	**259,364**	332,540

PAROCHIAL CHURCH COUNCIL OF ST. PAUL, SLOUGH

NOTES TO THE FINANCIAL STATEMENTS

1 ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the Church Accounting Regulations (2006) together with applicable accounting standards and the SORP 2005.

The financial statements have been prepared under the historical cost convention, including Freehold Property used by the PCC for parish purposes, except for the valuation of investment assets - which are shown at market value.

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

Funds

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

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

Unrestricted funds are income funds which can be spent on the PCC's general purposes.

Designated Funds are general funds set aside by the PCC for use in the future. Funds are designated under particular headings for administration purposes only. Designated funds remain unrestricted and the PCC can move any surplus to other general funds.

Incoming Resources

Planned giving, collections and donations are recognised when received by or on behalf of the PCC. Tax refunds are recognised when the incoming resource to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when receivable, interest is accrued. All other income is recognised when it is receivable. All incoming resources are accounted for gross.

Resources Expended

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

Fixed assets

Consecrated and benifice property

Consecrated and benefice property is not included in the accounts in accordance with s.10(2)(a) and (C)of the Charities Act 2011.

Movable church furnishings

Movable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time). All expenditure incurred on movable church furnishings is written off when incurred.

Other fixtures, fittings and office equipment

Equipment used within the church premises with a purchase price of £2,001or more is depreciated on a straight line basis over 4 years. In exceptional circumstances the PCC has the discretion to write off such items when the asset is acquired. Individual items of equipment with a purchase price of £2,000 or less are written off when the asset is acquired.

Freehold Land & Buildings

All freehold land & buildings are included at purchase price, apart from 132 Stoke Road which is included at its valuation by the PCC on 21.12.98. It is the policy of the PCC not to apply depreciation or to revalue fixed assets until such time as they are sold or otherwise disposed of.

Investments

Investments are valued at market value at the 31st December.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2020

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	TOTAL FUNDS 2020	2019
	£	£	£	£	£	£
2 INCOMING RESOURCES						
2(a) ***Voluntary Income***						
Planned giving:						
Gift Aid	54,042	-	-	-	**54,042**	55,352
Not Gift Aided	2,863	-	-	-	**2,863**	630
Unplanned giving:						
Gift Aid	36,206	-	-	-	**36,206**	17,870
Not Gift Aided	2,657	-	-	-	**2,657**	-
Collections (open plate) at all services	7,337	-	-	-	**7,337**	50,080
Income Tax recoverable (giving)	20,000	-	-	-	**20,000**	18,293
Other giving:						
Missionary Giving	-	-	1,420	-	**1,420**	2,720
Income Tax recoverable (Missionary)	-	-	105	-	**105**	605
Donations, Appeals, etc.	3,754	-	16,758	-	**20,512**	55,286
Income Tax recoverable (on the above)	-	-	2,335	-	**2,335**	3,882
Grants	3,912	-	44,436	-	**48,348**	274,395
Legacies	-	-	-	-	-	-
	130,771	-	**65,054**	-	**195,825**	479,112
2(b) ***Activities for generating funds***						
Fetes, bazaars & fund-raising events	-	-	-	-	-	-
	-	-	-	-	-	-
2(c) ***Income from investments***						
Bank Current Account & Other Interest	-	-	-	-	-	1
CBF Deposit Account Interest	253	-	115	-	**368**	2,862
Dividends	-	-	-	-	-	42
Rent from Church Houses	18,600	-	-	-	**18,600**	18,600
	18,853	-	**115**	-	**18,968**	21,505
2(d) ***Income from Church Activities:***						
Church Halls and Car Parks *	12,491	-	-	-	**12,491**	26,129
Events	-	-	-	-	-	-
Fees	324	-	-	-	**324**	408
Photocopier	89	-	-	-	**89**	97
Youth Work *	-	-	-	-	-	-
(includes tax recovery)*	**12,904**	-	-	-	**12,904**	26,633
2(e) ***Other incoming resources***						
Church Houses (not rent)	-	-	-	-	-	-
Parish Church & Halls (not hire)	1,364	-	-	-	**1,364**	1,428
Vicar and Vicarage; Curate and House	-	-	-	-	-	-
Insurance Claims	2,809	-	-	-	**2,809**	-
Miscellaneous/other	-	-	-	-	-	635
	4,173	-	-	-	**4,173**	2,063
TOTAL INCOMING RESOURCES	**166,701**	-	**65,169**	-	**231,870**	529,314

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2020

3 RESOURCES EXPENDED	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL FUNDS 2020 £	2019 £
3(a) ***Church Activities***						
Grants from Unrestricted funds:						
Church Overseas missionary societies	7,733	-	-	460	**8,193**	12,393
Home mission & other church societies	8,183	-	-	-	**8,183**	12,993
Missionary and Charitable Giving:						
Church Overseas missionary societies	-	-	10,579	-	**10,579**	20,589
Overseas relief and development	-	-	-	-	**-**	-
Home mission & other church societies	-	-	-	-	**-**	-
	15,916	-	10,579	460	**26,955**	45,975
Ministry: Diocesan parish share	74,579	-	-	-	**74,579**	79,253
Deanery share	650	-	-	-	**650**	650
Vicar and vicarage expenses	8,866	1,166	8,616	-	**18,648**	3,987
Parish workers and house	35,469	-	2,500	-	**37,969**	36,450
CAP worker & expenses	16,427	120	2,000	-	**18,547**	19,755
Parish Church running expenses	11,485	-	8,532	-	**20,017**	14,559
Parish Church maintenance and repairs	1,113	-	49,200	-	**50,313**	1,034,963
Church Hall and Car Park:						
running expenses	529	-	2,836	-	**3,365**	388
maintenance and repairs *	1,774	-	-	-	**1,774**	4,926
Other church houses:						
running expenses / legal fees	2,952	-	-	-	**2,952**	919
maintenance and repairs	646	-	-	-	**646**	2,882
Speakers expenses	107	-	-	-	**107**	-
Youth work	161	-	-	-	**161**	428
Legal & Professional Fees	416	-	20,321	-	**20,737**	79,141
Events (not fund raising)	-	-	-	-	**-**	326
Music and Instruments	956	-	625	-	**1,581**	867
Other / Miscellaneous	1,121	-	1,215	-	**2,336**	2,307
Office expenses/Admin	21,261	849	-	-	**22,110**	22,784
Stationery, Consumables & Postage	289	-	-	-	**289**	204
Photocopying	682	-	-	-	**682**	944
Bank Charges	579	-	49	-	**628**	813
*(* See note 8)*	**195,978**	**2,135**	**106,473**	**460**	**305,046**	1,352,618
3(b) ***Generation of voluntary income***						
Costs of appeals, etc.	-	-	-	-	**-**	-
	-	-	-	-	**-**	-
3(c) ***Governance Costs***						
	-	-	-	-	**-**	-
TOTAL RESOURCES EXPENDED	**195,978**	**2,135**	**106,473**	**460**	**305,046**	1,352,618

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31st December 2020

4 STAFF COSTS

	2020	2019
	£	£
Wages and Salaries	53,199	53,842
Social security costs	795	832
Pension costs *	4,256	4,595
Total	**58,250**	59,270

* The PCC contributed to all of it's employees pensions who are members of the PCC's pension scheme, but A.R.Twumasi continued to have contributions made to his own private pension as he declined an invitation to join the PCC scheme (his salary is below the level for automatic enrolment).

- Due to the impact of the Covid-19 Pandemic "Lockdown" imposed in March 2020, the PCC made a decision to Furlough two staff members with their consent - Mr A.R Twumasi and Mrs J.Giles. This covered May & June, with pay "topped-up" to 90% in May and 100% in the June from the basic 80% furlough payment "subsidy". The furlough payments received from HMRC are included under "Unestricted Grants" in these accounts. In addition, during May Mr N.Azam was paid only 90% of his salary, on a voluntary basis, in solidarity with his employed colleagues.

- The PCC continued to employ Mr Nadeem Azam as a Parish Worker. He did not earn more than £50,000 p.a. He was reimbursed for expenses incurred in the execution of his duties, which are included in the accounts as part of "Parish Workers and House" (Note 3a).

  The Diocese of Oxford have advised that a Parish Worker can remain a member of the PCC whilst still being a paid employee provided they are a Deanery Synod member, also current legal opinion is that CRR law takes precedence over Trustee law.

- The PCC continued to employ Mr Adeodatus Ronie Twumasi as CAP Manager. He did not earn more than £50,000 p.a. He was reimbursed for expenses incurred in the execution of his duties, which are included in the accounts as part of "CAP Worker" (Note 3a).

- The PCC continued to employ Mrs Judy Giles as a part-time Parish Administrator. She did not earn more than £50,000 p.a. She was not reimbursed for any expenses incurred in the execution of her duties, other than for bona-fide meetings travel costs, during the financial year.

Apart from the above, no PCC member, persons closely connected with them, or other related parties, were paid for personal expenses inncurred or remuneration. There were PCC members, particularly the Churchwardens, who were reimbursed for expenditure made specifically on behalf of the church.

5 FIXED ASSETS FOR USE BY THE PCC

5(a) ***Tangible fixed assets*** *(all unrestricted)*

Freehold land and buildings:

			NET BOOK VALUE	
			£	
House	205 Rochford Gardens, Slough		51,300	Included at purchase price - February 1981
House	132 Stoke Road, Slough		78,750	Included at valuation by the PCC 21.12.98
		Total	**130,050**	

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2020

5(a) ***Tangible fixed assets (continued)***

Both of these assets were purchased with monies provided by the PCC from PCC funds, but are held in trust by various trustees as set out in the notes below. As the PCC is the ultimate benficiary and all the Trusts /Trustees have a direct connection with the Parish and/or the PCC they are included in these accounts.

It is the policy of the PCC not to revalue freehold land & buildings until such time as they are sold or otherwise disposed of.

Disposals of tangible fixed assets - Freehold land & buildings:

There were no disposals during the year.

Equipment :

Acquisitions : As in 2020, The PCC continued it's decision that items of equipment purchased as part of the overall project to remodel and refurbish the church building should effectively be written-off immediately at cost rather than through depreciation. Such purchases were paid for from the Restricted Funds raised specfically for the project.

Disposals : During the year the PCC did not dispose of any equipment assets valued over £500.

Freehold land and buildings; Notes:

- 205 Rochford Gardens was purchased for use as a curate's house, held in trust by the Oxford Diocesan Trustees Until July 2011 it had been occupied by the Parish Worker and his family. No rent was payable by the Parish Worker. The Parish Worker vacated the property in July 2011 and after refurbishment works it has been rented since Sept 2011
- 132 Stoke Road is held in trust by the trustees of the St.Paul's Christchurch Building Fund. All the trustees were members of the PCC until the Vicar retired, but he continues as a trustee until a new Vicar is appointed. The property has been occupied "rent free" by the Parish Worker and his family since October 2011. In recognition of the grants, the PCC had agreed to pay all Maintenance, Repair and Running costs - including any major works or refurbishments.
- The parish also benefits from use of the Gilliat Hall, constructed in June 1970 at a cost of £29,882, held in trust by the Gilliat Hall Charity. The hall is permanently and physically connected to the parish church and the PCC holds the view that it is not a realisable asset.
  Income is generated from it by hire to other groups and individuals, both secular and non-secular, which is paid directly to the PCC with the consent of the trustees. The hall has been made available for free use for parish events, Sunday School and parish-linked unifomed organisations. Income remains high because of the continued hire to a Pre-School Nursery.
- The PCC has retained JBKS Architects to continue with their work in connection with the remodelling of the Parish church and the Gilliat Hall. Their costs and that of other professionals employed incurred during 2020 are included under "Legal and Professional Fees" (Restricted). Work on Phase one of the project commenced in August 2018 and was largley completed in Q1 2020. The building work was undertaken by Metrix Commercial Interiors Limited, but who are now in liquidation.
  The cost of the works and other non-professional project related expenditure are included under "Parish Church maintenance and repairs". As major work was undertaken only during Q1 2020, this has resulted in much reduced restricted expenditure compared to 2019.
  The proceeds from the sale of Christchurch Hall in 2012 & the sale of 209 Stoke Road Slough in 2015 has contributed towards the cost of a major part of the work required, but funding from appeals to the congregation, fund raising and external grants have further contibuted to the current balance held in the St.Paul's Fund. Further funding for the project continues to be sought for the next phases of the project, but the balance of money in the St.Paul's Fund as at 31st December 2020 is considered to be sufficient to cover the cost of the remaining Phase one works and associated remedial "snagging".

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2020

Repairs and Improvements to Property

- During the year there were works of repairs and improvements to Houses, the Parish Church, or Halls, paid from unrestricted funds, that exceeded a cost of £1000 (other than the capital project referred to previously - see above) as follows:

  £1,512 for Roofing work (but partly covered by money from the Bowyer Trust)

  £5,356.49 for the refurbishment of the Vicarage bathroom (as the Diocese were unable to cover the cost).

  £2,080 for the external & internal redecoration of 132 Stoke Road

  £2,336.09 for replacing the rear garden fencing at 132 Stoke Road

  (£2,100 was spent on the internal redecoration of the Vicarage, but the Diocese contributed £2080 to the cost)

5(b) ***Investments***

The PCC currently holds no investments, the last investment having been disposed of on sale in 2019.

6 **DEBTORS**

	2020	2019
	£	£
Income tax recoverable for prior year Gift Aid	1,631	1,631
Income tax recoverable for current year Gift Aid	1,857	1,607
Pre-payments & Accrued Interest	7,624	7,829
Other debtors	1,267	1,415
	12,379	**12,483**

7 **LIABILITIES**

7(a) AMOUNTS FALLING DUE WITHIN ONE YEAR (Accruals & Creditors)

	2020	2019
	£	£
Accruals of utility and other costs	641	954.29
Creditors for goods and services	262	1,801.86
Other creditors	1,715	1,950.86
	2,618	**4,707.01**

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31st December 2020

8 **FUNDS**

Fund Movements	**Opening Balances 1.1.20**	**Income**	**Tax Recovered**	**Interest**	**Expenditure**	**Adjustments and Fund Transfers**	**Closing Balances 31.12.20**
Restricted Funds	£	£	£	£	£	£	£
Bowyer Trust Fund	5,097	12,750	-	1	17,650	-	198
Missionary Funds	3	620	30	-	650	-	3
YP Outreach Fund	779	-	-	3	-	-	782
Pulido Fund	1,799	2,346	75	5	3,050	-	1,175
CAP Fund	1,855	1,647	12	6	2,000	-	1,520
Asian Ministry Fund	1,800	1,786	60	5	2,500	-	1,151
Appeals & Projects	0	-	-	-	-	-	0
Gilliat Hall Fund	1,214	-	-	5	60	-	1,159
St. Paul's Fund*	74,237	30,490	265	45	66,103	-	38,934
Mission & Ministry Fund	-	85	19	-	-	10,000	10,104
Susie Jacob Fund	2,721	5,888	1,475	14	6,879	-	3,219
Youth Worker Fund	127	-	-	1	-	-	128
Rooted In Jesus Fund	3,279	1,547	-	21	-	-	4,847
Restricted Donations	3,599	5,455	504	9	7,582		1,985
	96,509	**62,614**	**2,440**	**115**	**106,474**	**10,000**	**65,205**
Designated Funds							
Legacy Fund	12,890	-	-	-	2,135	-	10,755
	12,890	**-**	**-**	**-**	**2,135**	**-**	**10,755**
Endowment Funds							
Bedford Memorial Fund	460	-	-	-	460	-	-
	460	**-**	**-**	**-**	**460**	**-**	**-**
Unrestricted Funds	**222,681**	**166,701**	**-**	**-**	**195,978**	**-10,000**	**183,404**
Total Fund Movements	**332,540**	**229,315**	**2,440**	**115**	**305,047**	**-**	**259,364**

8 ***Fund Details: Supporting Information***

- The Bowyer Trust Fund is restricted to provide an increase in the clergy stipend and / or to contribute to the upkeep of the parish church and halls. The Trust clarified to the PCC that they were content for money from the 2020 grant to be used towards expenditure related to the relocation of the new Vicar from Kenya and preparing the Vicarage, which the Diocese had indicated they were unable to fully fund on this occasion - expecting the PCC to cover the shortfall. This totaled £5,650.30. In 2020 £12,000 of the monies in the fund were spent on the parish church costs in accordance with the restriction.
- The Missionary Funds exists as a holding fund for specified giving to missionary organisations, until such time as the monies are paid over to those organisations.
- The Asian Ministry Fund exists to hold grants and donations made towards evangelism and outreach amongst the ethnic communities. The use of the fund during the year was related to the parish worker and his wife whose roles are entirely consistent with the aims and restrictions of the fund. During 2020 £2,500 was used towards the workers costs. A separate note is provided to show the detailed breakdown of the fund receipts and payments.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2020

8 ***Fund Details: Supporting Information (continued)***

- The Young Persons Outreach Fund exists to support vulnerable homeless and jobless young people in Slough. There was no expenditure from the during the year.
- The Pulido Fund exists as the holding account for all monies, including specific giving by parishioners, for P & V Pulido (missionaries) until the Pulido's request the PCC to pay over the money .
  All expenditure relates to money paid over to the Pulido's in response to such requests, as approved each time by the PCC.
- The Appeals and Projects Fund exists as a holding fund for donations to any appeals or projects organised by the parish, until such time as the monies collected are paid over to the relevant organisations or individuals. The fund was not used during the year to support this ministry.
- The CAP Fund holds specific donations and grants until required to support the CAP Centre Slough (based at St Paul's) including employee salary costs, etc. During the year £2,000 was used to support the costs of employing the CAP manager.
- The Susie Jacob Fund holds specific giving by parishioners to support Susie in her work in the missionery field. Regular monthly payments are made to her UK bank account along with additional "one-off" payments as and when requested by her.
- The Gilliat Hall Fund exists to hold restricted donations in respect of that hall. During the year the costs of £59.99 were covered from this fund.
- The Youth Worker Fund exists to hold restricted donations and grants for an employed youth worker. During the year no payments were made from the fund as we do not currently have a youth worker.
- The St.Paul's Fund exists to hold restricted funds and donations for improvement projects and specific repairs to the Parish Church. The majority of the money currently held derives from the sale of Christchurch Hall in 2012 and the sale of 209 Stoke Road in 2015. The balance is a combination of Donations made to the "Building Project", tax recovery on Gift Aid donations, grants from external sources, plus the interest on funds invested - both during previous years and in 2020.
  All 2020 expenditure relates to costs incurred in connection with the building works to the Parish Church which commenced in August 2018. This includes all fees relating to the associated professional support from the Architect, consultants, etc.
  The work relating to Phase 1 of the project was largely completed during Q1 of 2020. The current balance of this fund will be used towards completing the residual Phase 1 works (including remedial snagging) and then Phase 2 of the project.
- The Rooted In Jesus Fund exists to hold donations and grants in respect of that organisation, including funding for the work which the Vicar and other members of the congregation may carry out both in the UK and overseas for "Rooted In Jesus". (Go to http://www.rootedinjesus.net For more information). There was no expenditure in 2020.
- Restricted Donations is a holding account for donations made for specific groups, projects or people, inside and outside of the Parish, usually for which no specific restricted fund exits. Some are of a "one-off" nature, passed on within the course of the year. The balance of £1,985 held in Restricted Donations at 31/12/20 is made up of :-

Youth Work & Events	£569
Vicar & Vicarage Donations *	£1,158
Sundry Items	£258
Total	**£1,985**

* This donations balance is the residual money raised from church members towards the costs associated with the Vicars relocation from Kenya to the UK and preparing the Vicarage for his arrival. This will be spent in Q1 2021.

- The Legacy Fund exists as a Designated holding account for unrestricted legacies paid to the parish, until such time as a suitable purpose / use is decided by the PCC for the monies. During 2020 the cost of various items of technology were covered from this fund.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 2020

8 ***Fund Details: Supporting Information (continued)***

- The Bedford Memorial Fund represented the remaining balance of (a) the accumulated dividends from the permanent capital previously invested until 2015, when it was redeemed by HM Treasury and (b) the proceeds of that redemption. The PCC was free to spend the resultant total balance of the fund, subject to the restrictions placed upon it. In December 2020 the full balance of the fund (£460.02) was paid to the charity Build Partners, to purchase Bibles for Africa, which in the opinion of the PCC met the restrictions of the fund. The Fund was then closed.

9 **ANALYSIS OF NET ASSETS**

By Fund

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	TOTAL FUNDS 2020	2019
	£	£	£	£	£	£
Fixed assets	130,050	-	-	-	**130,050**	130,050
Investments	-	-	-	-	-	-
Current assets	53,354	10,755	65,205	-	**129,314**	202,657
	183,404	**10,755**	**65,205**	**0**	**259,364**	**332,707**

Breakdown of Asian Ministry Fund

			2020	2019
			£	£
	Balance of fund B/Fwd		**1,799**	1,498
Grants From:				
	Share from Missionary Donations		-	-
	St.Pauls PCC Tithe Distribution		1,547	2,479
		Sub Total	**3,346**	3,977
Other Income:				
	Giving, Donations & Tax Recovery		300	300
	Interest		5	25
		Sub Total	**3,651**	4,302
Less Expenditure:				
	Parish Worker's Salary	-2,500		
	205 Rochfords Gardens	-		
	Equipment, expenses, etc.	-	-2,500	-2,500
			1,151	1,802
Less Fund Adjustment				
(see note 8 above)			-	-2
	Balance of fund at 31/12/20		**1,151**	1,800

NOTES :-

The PCC decides on an annual basis the amount to be paid from the Asian Ministry Fund as a contribution to the salary costs of the Parish Worker (in recognition of the work they undertake amongst the Asian community within the parish).

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31st December 20120

Breakdown of giving made specifically for the support of missionary organisations and individuals

Missionary Organisation	Opening Balances 1.1.20	Giving & Donations	Tax Recovered	Total Income	2020 Funds Distributed	Closing Balances 31.12.20	2019 Funds Dist.
	£	£	£	£	£	£	£
Interserve *(Missionary)*	3	620	30	653	-650	3	*1,405*
Total specified giving	3	620	30	653	-650	3	*1,405*
Unspecified (unrestricted)	-	-	-	-	-	-	-
Total Missionary Fund Giving	**3**	**620**	**30**	**653**	**-650**	**3**	*1,405*

Notes:

V & P Pulido *(Missionary)* The giving and donations for V & P Pulido form part of the income in the Pulido Fund account. For comparison purposes, including tax recovery, this was £875 in 2020 and £1,925 in 2019.

Breakdown of the distribution of Grants from Giving and General (unspecified) Missionary Donations and Grants made from General Unrestricted Funds

Organisation:	*Category :*	2020	2019
		£	£
Crosslinks	*(Missionary)*	**1,546.56**	2,478.63
Interserve (for the support of Lynn Masterson)	*(Missionary)*	**1,546.56**	2,478.63
Rooted In Jesus (St.Paul's PCC)	*(Missionary)*	**1,546.56**	2,478.63
The Pulido Fund (St.Paul's PCC)	*(Missionary)*	**1,546.56**	2,478.63
The Barnabas Fund	*(Missionary)*	**1,546.56**	2,478.63
Christian Concern	*(Home)*	**1,546.56**	2,478.63
Christian Connections In Schools (in support of W. Dixon)	*(Home)*	**1,546.56**	2,478.63
Asian Ministry Fund (St.Paul's PCC)	*(Home)*	**1,546.56**	2,478.63
Christians Against Poverty (CAP)(St.Paul's PCC)	*(Home)*	**1,546.56**	2,478.63
Church Pastoral Aid Society	*(Home)*	**773.28**	1,239.32
Church Pastoral Aid Society (Patronage Fund)	*(Home)*	**773.28**	1,239.33
Young Person's Outreach Fund (St.Paul's PCC)	*(Home)*	-	150.00
The Evangelical Alliance	*(Home)*	**150.00**	150.00
Buckinghamshire Clergy Charity	*(Home)*	**150.00**	150.00
St.Luke's Hospital for the Clergy	*(Home)*	**150.00**	150.00
	Total Distributed	**15,915.60**	25,386.32

- The Grant of £150 to the Evangelical Alliance shown above, contributes towards our Subscription "donation"
- All Grants made in excess of £150 were derived from the PCC's policy of tithing 15% of Giving and distributing this, together with non-specific missionary donations, as grants to Missionary and other Christian organisations.
- The Mission Committee from time to time reviews the list of organisations to whom a grant is made and from time to time the list changes. There was no change in 2020, other than a decision not to make a grant to the Young Persons Outreach Fund this year as no related activity for this area of ministry/mission is currently taking place.