



**St Paul's Slough,  
Stoke Road, SL2 5AS**

## **ANNUAL REPORT AND FINANCIAL STATEMENTS OF THE PAROCHIAL CHURCH COUNCIL**

**FOR THE YEAR ENDED 31<sup>st</sup> 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 1<sup>st</sup> January 2023 until 31<sup>st</sup> December 2023 are:

<b><u>Incumbent</u></b>	The Rt. Revd Capt. Dr Timothy Wambunya	
<b><u>Associate Minister</u></b>	Revd Naomi Hill	
<b><u>Churchwardens</u></b>	Mr Alan Deen	
	Mr Steven Dass	(from APCM 12/3/23)
<b><u>Representatives on the Deanery Synod</u></b>	Mr Umair Asif	(and PCC Secretary)
	Mr Steven Dass	
	Mr Javed Gill	
	Mrs Angela Kirk	
	Mr Ronie Twumasi	(from APCM 12/3/23)
<b><u>Elected Members</u></b>	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
- Pastoral 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 employs 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 21<sup>st</sup> 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 31<sup>st</sup> December 2023 was £285,126. This was split £208,350 for Unrestricted Funds (of which £130,050 is property assets), £8,781 for 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

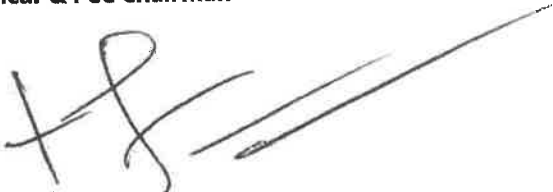
the St Paul's Fund, where some of the balance is held in a specific business current account with our bankers.

### **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 29<sup>th</sup> May 2024, but copies are provided to all those who attend the APCM.

We continue to provide our own Website: [www.stpaulsslough.org](http://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 31<sup>st</sup> 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

9<sup>th</sup> April 2024



# PAROCHIAL CHURCH COUNCIL OF ST. PAUL, SLOUGH

## BALANCE SHEET AT 31st DECEMBER 2023

	<u>Note</u>	<u>2023</u>	<u>2022</u>
		£	£
<b>FIXED ASSETS</b>			
Tangible fixed assets	5a	130,050	130,050
Investment assets	5b	-	-
		<u>130,050</u>	<u>130,050</u>
<b>CURRENT ASSETS</b>			
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
		<u>167,399</u>	<u>126,998</u>
<b>LIABILITIES:</b>			
Creditors - Amounts falling due within one year	7	-12,323	-7,958
		<u>155,076</u>	<u>119,040</u>
<b>NET CURRENT ASSETS</b>			
		<u>155,076</u>	<u>119,040</u>
<b>TOTAL NET ASSETS</b>	9	<u>285,126</u>	<u>249,090</u>
<b>PARISH FUNDS</b>			
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
		<u>285,126</u>	<u>249,090</u>

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**

		<u>Unrestricted</u>	<u>Designated</u>	<u>Restricted</u>	<u>TOTAL FUNDS</u>	
		<u>Funds</u>	<u>Funds</u>	<u>Funds</u>	<u>2023</u>	<u>2022</u>
	Note	£	£	£	£	£
<b>INCOMING RESOURCES</b>						
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
<b>TOTAL INCOMING RESOURCES</b>		<b>237,314</b>	<b>1,000</b>	<b>123,745</b>	<b>362,059</b>	<b>302,630</b>
<b>RESOURCES EXPENDED</b>						
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)	-	-	-	-	-
<b>TOTAL RESOURCES EXPENDED</b>		<b>232,503</b>	<b>1,122</b>	<b>92,398</b>	<b>326,023</b>	<b>286,640</b>
<b>NET INCOMING (OUTGOING) RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES</b>		<b>4,811</b>	<b>-122</b>	<b>31,347</b>	<b>36,036</b>	<b>15,990</b>
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
<b>NET MOVEMENT IN FUNDS</b>		<b>811</b>	<b>-122</b>	<b>35,347</b>	<b>36,036</b>	<b>15,990</b>
BALANCES BROUGHT FORWARD AT 1st JANUARY 2023		207,539	8,903	32,648	249,090	233,100
<b>BALANCES CARRIED FORWARD AT 31st DECEMBER 2023</b>		<b>208,350</b>	<b>8,781</b>	<b>67,995</b>	<b>285,126</b>	<b>249,090</b>

# **NOTES TO THE FINANCIAL STATEMENTS**

***For the year ended 31st December 2023***

	<u>Unrestricted</u> <u>Funds</u>	<u>Designated</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	<u>TOTAL FUNDS</u>	
	£	£	£	2023 £	2022 £
<b>2 INCOMING RESOURCES</b>					
<b>2(a) Voluntary income</b>					
<i>Planned giving:</i>					
Gift Aid	43,290	-	-	43,290	55,409
Not Gift Aided	2,720	-	-	2,720	2,900
<i>Unplanned giving:</i>					
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	-	1,900	29,403	29,908
<i>Other giving:</i>					
Missionary Giving	-	-	300	300	430
Income Tax recoverable (Missionary)	-	-	75	75	108
Grants	-	-	103,227	103,227	59,211
Legacies	-	1,000	-	1,000	-
	<b>176,714</b>	<b>1,000</b>	<b>122,347</b>	<b>300,061</b>	<b>242,274</b>
<b>2(b) Activities for generating funds</b>					
Fetes, bazaars & fund-raising events	-	-	-	-	-
<b>2(c) Income from investments</b>					
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
	<b>22,547</b>	<b>-</b>	<b>1,398</b>	<b>23,945</b>	<b>19,625</b>
<b>2(d) Income from Church Activities:</b>					
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	-	-	-	-	-
	<b>35,707</b>	<b>-</b>	<b>-</b>	<b>35,707</b>	<b>33,052</b>
<b>2(e) Other incoming resources</b>					
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
	<b>2,346</b>	<b>-</b>	<b>-</b>	<b>2,346</b>	<b>7,679</b>
<b>TOTAL INCOMING RESOURCES</b>	<b>237,314</b>	<b>1,000</b>	<b>123,745</b>	<b>362,059</b>	<b>302,630</b>

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

3 RESOURCES EXPENDED	Unrestricted	Designated	Restricted	TOTAL FUNDS	
	Funds	Funds	Funds	2023	2022
	£	£	£	£	£
<b>3(a) Church Activities</b>					
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	8,868
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	4,280
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
<b>3(b) Generation of voluntary income</b>					
Costs of appeals, etc.	-	-	-	-	-
	-	-	-	-	-
<b>3(c) Governance Costs</b>					
	-	-	-	-	-
<b>TOTAL RESOURCES EXPENDED</b>	<b>232,503</b>	<b>1,122</b>	<b>92,398</b>	<b>326,023</b>	<b>286,640</b>

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

**4 STAFF COSTS**

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

\* The PCC contributed to all of its 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:**

		<u>NET BOOK</u>	
		<u>VALUE</u>	
		£	
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
<b>Total</b>		<b>130,050</b>	

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 its 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**

	<u>2023</u>	<u>2022</u>
	£	£
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
	<u>24,957</u>	<u>12,882</u>



**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
	<b>12,323</b>	<b>7,958</b>

**8 FUNDS**

Fund Movements	Opening Balances 1.1.23	Income	Tax Recovered	Interest	Expenditure	Closing Balances 31.12.23
	£	£	£	£	£	£
<b>Restricted Funds</b>						
Bowyer Trust Fund	200	10,000	-	10	10,000	210
Missionary Funds	5	-	-	-	-	5
Pulido Fund	1,195	1,650	75	36	2,160	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
	<b>32,648</b>	<b>124,282</b>	<b>2,086</b>	<b>1,397</b>	<b>92,398</b>	<b>67,995</b>

\* 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
	£	£	£	£	£	£
<b>Designated Funds</b>						
Legacy Fund	8,903	1,000	-	-	1,122	8,781
	<b>8,903</b>	<b>1,000</b>	<b>-</b>	<b>-</b>	<b>1,122</b>	<b>8,781</b>

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

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

<b>Total Fund Movements</b>	<b>249,090</b>	<b>332,586</b>	<b>29,479</b>	<b>3,994</b>	<b>330,023</b>	<b>285,126</b>
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**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 advice concerning contractual obligations, since the main contractor had entered administration he 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 exists. 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	<u>£35,300</u>	<u>£4,423</u>

- ♦ 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**

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

**Breakdown of Asian Ministry Fund**

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

**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**

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

**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 Malvut	(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
<b>Total Distributed</b>		<b>17,449.18</b>	<b>17,988.82</b>

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 titling 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.