



**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 2024**

**PCC Treasurer**

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

**Incumbent**

**In Vacancy since 14<sup>th</sup> 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 1<sup>st</sup> January 2024 until 31<sup>st</sup> 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 14<sup>th</sup> 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 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 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 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 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 £140,281 in 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 31<sup>st</sup> 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 18<sup>th</sup> May 2025, but copies are provided to all those who attend the APCM.

We continue to provide our own Website: [www.stpaulsslough.org.uk](http://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
		£	£
<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	16,806	24,957
Short term deposits		65,537	81,414
Cash at bank		40,976	60,778
Cash in hand		250	250
		<u>123,370</u>	<u>167,399</u>
<b>LIABILITIES:</b>			
Creditors - Amounts falling due within one year	7	<u>-6,591</u>	<u>-12,323</u>
<b>NET CURRENT ASSETS</b>		<u>116,779</u>	<u>155,076</u>
<b>TOTAL NET ASSETS</b>	9	<u><u>246,829</u></u>	<u><u>285,126</u></u>
<b>PARISH FUNDS</b>			
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
		<u><u>246,829</u></u>	<u><u>285,126</u></u>

Approved by the Parochial Church Council on

Alan Deen (Chair & Churchwarden)

Steven Dass (Churchwarden)

Amit John (PCC Member)

2025 and signed on it's behalf by:

2nd May 2025



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

***For the year ended 31st December 2024***

		<u>Unrestricted</u>	<u>Designated</u>	<u>Restricted</u>	<u>TOTAL FUNDS</u>	
		<u>Funds</u>	<u>Funds</u>	<u>Funds</u>	<u>2024</u>	<u>2023</u>
	Note	£	£	£	£	£
<b>INCOMING RESOURCES</b>						
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
<b>TOTAL INCOMING RESOURCES</b>		<b>230,538</b>	<b>0</b>	<b>110,225</b>	<b>340,763</b>	<b>362,059</b>
<b>RESOURCES EXPENDED</b>						
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)	-	-	-	-	-
<b>TOTAL RESOURCES EXPENDED</b>		<b>240,909</b>	<b>1,662</b>	<b>136,490</b>	<b>379,060</b>	<b>326,023</b>
<b>NET INCOMING (OUTGOING) RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES</b>						
		<b>-10,371</b>	<b>-1,862</b>	<b>-26,264</b>	<b>-38,297</b>	<b>36,036</b>
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
<b>NET MOVEMENT IN FUNDS</b>		<b>-11,587</b>	<b>-1,862</b>	<b>-25,049</b>	<b>-38,297</b>	<b>36,036</b>
<b>BALANCES BROUGHT FORWARD AT 1st JANUARY 2024</b>						
		208,350	8,780	67,995	285,126	249,090
<b>BALANCES CARRIED FORWARD AT 31st DECEMBER 2024</b>						
		<b>196,764</b>	<b>7,119</b>	<b>42,946</b>	<b>246,829</b>	<b>285,126</b>

# **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 benefice 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 £2,501 or 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

	<u>Unrestricted Funds</u>	<u>Designated Funds</u>	<u>Restricted Funds</u>	<u>TOTAL FUNDS</u>	
	<u>£</u>	<u>£</u>	<u>£</u>	<u>2024</u>	<u>2023</u>
				<u>£</u>	<u>£</u>
<b>2 INCOMING RESOURCES</b>					
<b>2(a) Voluntary Income</b>					
<i>Planned giving:</i>					
Gift Aid	37,878	-	-	37,878	43,291
Not Gift Aided	2,789	-	-	2,789	2,720
<i>Unplanned giving:</i>					
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
<i>Other giving:</i>					
Missionary Giving	-	-	300	300	300
Income Tax recoverable (Missionary)	-	-	75	75	75
Grants	-	-	78,642	78,642	103,227
Legacies	-	-	-	0	1,000
	<b>158,385</b>	<b>0</b>	<b>98,081</b>	<b>256,466</b>	<b>300,061</b>
<b>2(b) Activities for generating funds</b>					
Fetes, bazaars & fund-raising events	-	-	-	-	-
	-	-	-	-	-
<b>2(c) Income from investments</b>					
CBF Deposit Account Interest	2,060	-	2,063	4,123	3,996
Rent from Church Houses	22,872	-	-	22,872	19,950
	<b>24,932</b>	<b>-</b>	<b>2,063</b>	<b>26,995</b>	<b>23,946</b>
<b>2(d) Income from Church Activities:</b>					
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
	<b>41,636</b>	<b>-</b>	<b>0</b>	<b>41,636</b>	<b>35,707</b>
<b>2(e) Other incoming resources</b>					
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
	<b>5,585</b>	<b>-</b>	<b>10,081</b>	<b>15,666</b>	<b>2,346</b>
<b>TOTAL INCOMING RESOURCES</b>	<b>230,538</b>	<b>0</b>	<b>110,225</b>	<b>340,763</b>	<b>362,059</b>

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

<b>3 RESOURCES EXPENDED</b>	<u>Unrestricted</u> <u>Funds</u> £	<u>Designated</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>TOTAL FUNDS</u> <u>2,023</u> £	<u>TOTAL FUNDS</u> <u>2,023</u> £
<b>3(a) Church Activities</b>					
<i>Grants from Unrestricted funds:</i>					
Church Overseas missionary societies	9,910	-		9,910	13,380
Home mission & other church societies	6,007	-	-	6,007	4,069
<i>Missionary and Charitable Giving:</i>					
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
<b>3(b) Generation of voluntary income</b>	-	-	-	-	-
Costs of appeals, etc.	-	-	-	-	-
<b>3(c) Governance Costs</b>	-	-	-	-	-
<b>TOTAL RESOURCES EXPENDED</b>	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**

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

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

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

**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 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.

**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 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.

## **NOTES TO THE FINANCIAL STATEMENTS (continued)**

**For the year ended 31st December 2024**

- ♦ 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 replacement of Fan Heaters to heat the Gilliat Hall.
  - £1,820 for replacement Brick Perimeter Wall for 205 Rochford Gardens (neighbour 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, unrestricted "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**

	<b><u>2024</u></b>	<b><u>2023</u></b>
	<b><u>£</u></b>	<b><u>£</u></b>
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
	<b><u>16,606</u></b>	<b><u>24,957</u></b>



# **NOTES TO THE FINANCIAL STATEMENTS (continued)**

**For the year ended 31st December 2024**

## **7 LIABILITIES**

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

	<u>2024</u>	<u>2023</u>
	£	£
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
	<u>6,591</u>	<u>12,323</u>

## **8 FUNDS**

### **Fund Movements**

	<u>Opening</u>		<u>Tax</u>			<u>Adjustments</u>	<u>Closing</u>
	<u>Balances</u>		<u>Recovered</u>	<u>Interest</u>	<u>Expenditure</u>	<u>and Fund</u>	<u>Balances</u>
	<u>1.1.24</u>	<u>Income</u>	<u>Recovered</u>	<u>Interest</u>	<u>Expenditure</u>	<u>Transfers</u>	<u>31.12.24</u>
	£	£	£	£	£	£	£
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
	<u>67,995</u>	<u>105,856</u>	<u>2,306</u>	<u>2,063</u>	<u>136,490</u>	<u>1,216</u>	<u>42,946</u>

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

## **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 grants 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 towards the 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 September 2024.
- ♦ 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 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 substantially 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 exists. Some are of a "one-off" nature, passed on within the course of the year.

## **NOTES TO THE FINANCIAL STATEMENTS (continued)**

**For the year ended 31st December 2024**

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

	<u>2024</u>	<u>2023</u>
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	<u>6,788</u>	<u>35,300</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 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 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. The SDF funding diminishes each year, so the parish contribution towards this fund has to increase annually.  
The contribution from the fund towards the project in 2024, net of the total grants received, was £13,593

### **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>2024</u>	<u>2023</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Fixed assets	130,050	-	-	-	130,050	130,050
Investments	-	-	-	-	-	-
Current assets	66,714	7,119	42,946	-	116,779	155,076
	<u>196,764</u>	<u>7,119</u>	<u>42,946</u>	<u>-</u>	<u>246,829</u>	<u>285,126</u>



# **NOTES TO THE FINANCIAL STATEMENTS (continued)**

***For the year ended 31st December 2024***

## **Breakdown of Asian Ministry Fund**

		<u>2024</u>	<u>2023</u>
		£	£
	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
	<b>Sub Total</b>	<b>4,016</b>	<b>2,723</b>
Less Expenditure:			
	Parish Worker's Salary	-3,300	0
	Equipment, expenses, etc.	-	0
		<b>-3,300</b>	
	<b>Balance of fund at 31/12/24</b>	<b>716</b>	<b>2,723</b>

## **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**

	<u>Opening</u>				<u>2024</u>	<u>Closing</u>
Missionary Organisation	<u>Balances</u>	<u>Giving &amp;</u>	<u>Tax</u>	<u>Total</u>	<u>Funds</u>	<u>Balances</u>
	<u>1.1.24</u>	<u>Donations</u>	<u>Recovered</u>	<u>Income</u>	<u>Distributed</u>	<u>31.12.24</u>
	£	£	£	£	£	£
Interserve (Missionary)	5	-	-	-	-	-
Total specified giving	5	0	0	0	0	0
Unspecified (unrestricted)	-	-	-	-	-	-
<b>Total Missionary Fund Giving</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## **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**

<b>Organisation:</b>	<b>Category :</b>	<b>2024</b>	<b>2023</b>
		<b>£</b>	<b>£</b>
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
<b>Total Distributed</b>		<b>16,007</b>	<b>17,449</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 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 International 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.

