



Christ Church
Tunbridge Wells

Trustees' Accounts

for the Year ending 31 December 2024

INCUMBENT
Rev Tim Humphrey

Christ Church
High Street, Tunbridge Wells, TN1 1UT

Christ Church Tunbridge Wells

Annual Report and Accounts of the

Parochial Church Council

for the Year ending 31 December 2024

Incumbent:

Rev Tim Humphrey
Christ Church
High Street
Tunbridge Wells
Kent
TN1 1UT

Principal Bankers:

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Independent Examiner:

Zachary
Ramsden
63
Deakin
Leas
Tonbridge
, Kent
TN9 2JT

Registered Charity No. 1130248

References & Administrative Information

The Parochial Church Council (PCC) of Christ Church Parish, Tunbridge Wells in the Diocese of Rochester.

The Composition of the Parochial Church Council 2024/5 of Christ Church Parish is made up of the following members.

- Vicar
- Associate Vicar
- Curate
- Treasurer
- Secretary
- Churchwardens
- Deanery Synod Representatives
- Elected Members (Church Representatives)
- Co-opted Members

Overview of PCC Membership 2024/25

Ex-officio members

| | |
|------------------------|---|
| Vicar | Rev Timothy (Tim) Humphrey |
| Associate Vicar | Rev Gordon Taylor |
| Curate | Rev Robert (Rob) Byrne |
| Churchwarden | Alan Stone (first elected May 2024) |
| Churchwarden | Sarah Finch (first elected May 2022) |
| Deanery Synod | Heather East (elected May 2023, resigned 14 May 2024) |
| Deanery Synod | Alex Haxton (elected May 2023) |
| Deanery Synod | Sabrina Cohen (elected May 2024) |

| Elected Members | Elected APCM | End of Term APCM |
|--------------------------|---------------------|---------------------------|
| John Averill (Treasurer) | 2023 | Resigned 31 May 2024 |
| Jon Dalton | 2023 | 2026 |
| John Haynes | 2023 | 2026 |
| Graham Hickson-Smith | 2023 | Resigned 20 January 2025 |
| Sue Davies | 2024 | 2027 |
| Alison Lovelock | 2022 | 2025 |
| Will Bull | Co-opted 2024 | 2025 |
| Mairi Neeves | 2024 | 2027 |
| Edward Shaw | 2024 | Resigned 30 November 2024 |
| Joshua Thomson | 2023 | 2026 |
| Ed Tranter | 2023 | 2026 |
| John Wegrzyn | 2023 | 2026 |
| Kathryn (Katy) Wright | 2023 | 2026 |
| Heather East | 2024 | 2027 |

Co-Opted Members

Duncan Mills

(co-opted May 2024)

2025

The Standing Committee is a subset of the PCC. Its job is to carry out the work of the full PCC between PCC meetings, for example, if something urgent arises which does not justify calling an Extraordinary Meeting of the whole PCC. Members of the Standing Committee are elected and approved by the full PCC, and usually serve for a term of three years (renewable). It meets bi-monthly in between PCC meetings, or as required. It is made up of:

- Vicar
- Associate Vicar
- Treasurer
- 2 Churchwardens
- 3 further PCC members

Other roles and responsibilities appointed by the PCC

Gift Aid Secretary

Stephen East

Electoral Roll Officer

Heather East

Safeguarding Officer

Miriam Fox

Chair of Global Mission Partners

Anthony Neeves

Team

Duncan Mills

Treasurer

Heather East

PCC Secretary

Other sub-committees include Finance, Buildings, Pay & Personnel and Mission Partners.

Principal Bankers

Charities Aid Foundation Bank Ltd

25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Independent Examiner

Zachary Ramsden, 63 Deakin Leas,
Tonbridge, TN9 2JT

The day-to-day management has been delegated to the incumbent.

1) Governance & Management

The functioning and purpose of the PCC is outlined in the Parochial Church Council's Powers and Measures 1956.

Constitution

The PCC is the governing body of the charity and the Registered Charity No. is 1130248.

The PCC membership is appointed as follows:

Vicar (all clerks in Holy Orders beneficed in or licensed to the parish)

The Vicar is appointed by the Church Patrons and the position is under 'Common Tenure'.

Churchwardens

Churchwardens are elected annually at the APCM Vestry Meeting.

Deanery Synod Representatives

Deanery Synod representatives are elected by the Church membership (those on the electoral roll) at the APCM. Deanery Synod members serve for a three-year term. Vacancies that arise during the year are filled by PCC appointment. Deanery Synod representatives represent the Church at the Deanery Synod of Tunbridge Wells.

Readers Licensed to the Parish

Readers can be appointed as members of the PCC at the APCM.

Church Representatives

Church Representatives on the PCC are elected by the Church members (those on the electoral roll) at the APCM meeting. Church Representatives serve for a three-year term.

Co-opted Members

The PCC can co-opt up to two members at any one time.

2) Objectives and Activities

The main activities are the provision of church services, baptisms, weddings, funerals, youth/children's work and the promotion of the Christian faith through biblical teaching, pastoral care and the provision of opportunities to serve in a range of community based as well as church activities. In addition, Christ Church serves the local community by allowing its facilities to be used by a large number of community groups.

When planning our activities for the year, the Vicar and the PCC have considered the commission's guidance on public benefit and its guidance on charities for the advancement of religion. Our mission statement is 'playing our part in the spiritual and social transformation of Tunbridge Wells and beyond' and each year the PCC reviews the strategic development plan to ensure all its activities are promoting and developing the vision. To this end, our aim is to enable people both within our parish and beyond, to live out their faith and become strong, confident followers of Christ. Primarily this involves:

- Worship, prayer and teaching from the Bible
- Developing a knowledge of, and trust in Jesus Christ
- Provision of pastoral care for those in the church and parish
- Missionary and outreach work within the community
- Supporting overseas mission partners

3) Achievements and Performance

Ministry Highlights

- Several midweek courses have been held including 'Practicing the Way', 'Transforming Life' and the *Alpha* course.
- A large group went again to the New Wine summer conference, including around 35 youth.
- In September we conducted a 4-week 're-set' of all our midweek groups with central midweek meetings for everyone. In October some Lifegroups re-started, others closed and 3 new FORM groups were established for those wanting a more committed community in which to go deeper into the rule of life and spiritual disciplines. About 35 people are attending these.
- Adult baptisms last Spring were a particular highlight
- The Advent service with a special 4-part ensemble was another Sunday highlight, along with the traditional carol service with a homegrown choir of over 40.
- Men's and women's events have continued throughout the year, including 'Base Camp' for men at Carroty Wood and regular breakfast meetings, while we held a very successful women's retreat at a hotel in Horsley in June, along with breakfast meetings throughout the year.
- Community outreach has continued throughout the year - Sparklers (Mother and toddler group), 'Thrive' café (every Thursday morning), Golden Years (lunch club), as well as providing venues for a number of community groups.
- The wider pastoral team has continued to meet monthly to provide support for those in pastoral ministry or heading up particular areas of ministry.
- Ministry Training has been held for those involved in prayer ministry, children's ministry, hosting teams and Freedom Prayer.
- Almost every week we continue to welcome new people to Christ Church and regular welcome events seek to help people integrate into the life of the church.
- Sunday services continue to be well-attended with attendance slightly up on last year. A joint service at Bennett school for Pentecost Sunday was again a great success, though some people find it an overwhelming experience and chose not to come. That coupled with the logistical challenges in setting everything up means we may not do it as a regular feature.
- Our membership now stands at 785, including children and youth.
- Various team members have undertaken a growing number of outside commitments, both speaking at other churches and events and leading worship. This is very much part of our minster vision.

Staffing

- There has been little change in 2024/5 with the exception of welcoming Kate Hill as part time youth director in November 2024. Savanna Taylor continues in her role as youth assistant while studying at St Mellitus.

In 2024 the PCC has focussed its attention on:

- **The minster vision.** Considering how we cultivate a committed core community to sustain the minster, including discussion about the life groups reset and resulting FORM groups.
- **The building project.** The PCC engaged new architects in 2024 and had an extraordinary meeting in September to see new plans which received much positive feedback. The development team has grown and roles have changed which has helped the project progress.
- **Financial giving** to the Diocese of Rochester and mission partners including supporting St Philips' TW.
- **Sanctuary developments** including installation of artwork and new projector.
- **Personnel.** The PCC sub-committee has undertaken a review of our pay scales structure and been involved in considering new appointments.
- Ensuring **compliance with all necessary buildings regs** (fire, health and safety) and keeping building-maintenance up to date.
- **Fundraising.** Despite cost of living challenges, voluntary giving continued at similar levels to 2024 with a small increase overall for the year after an encouraging response to gift day in November. Some unplanned savings on expenditure enabled us to fulfil all our financial commitments as well as maintaining the charity commissioners recommended three months of operating costs and salaries in-hand as reserves.
- Actively managing and promoting a culture of **safeguarding** throughout the church.

4) **Financial Review**

More details can be found in the 2024 annual report and financial statements, but some of the highlights include:

- A relatively balanced budget was set for 2024 with a small surplus of £6,230 anticipated at the start of the year, this excluded any building development work. We give thanks to God that the actual result for 2024, despite spending £22,337 on the building project, was a net surplus of £5,050 (2022: net income of £48,334). The movement on funds during 2024 is summarised as follows:
 - Restricted funds decreased by £10,273 (2023: increased £9,931) to £4,162 on 31 December 2024
 - Unrestricted Funds increased by £15,323 (2023: increased by £38,403) to £564,114 at 31 December 2024 (2023: £548,791)

The 2024 total income was £712,188 being 1.4% more than in 2023: (£702,318). 2024 was therefore a stable year financially, as well as in other ways as noted elsewhere in the annual report. Increasing costs have had a significant impact on many people as well as on church expenditure during 2024. We were able to utilise some of our historical reserves to fund continued work on the building project, whilst day to day running costs remain covered by

our income. Despite continued household financial pressures, voluntary giving to Christ Church was at an encouraging level, much of which was given tax efficiently. Tax repayments to Christ Church totalled £91,293 in 2024 (2023: £91,736) recognising the continued endeavours to ensure our voluntary giving income remained tax effective. Tax effective giving by members who have signed Gift Aid declarations is very much appreciated. It enables some tax paid by individuals to further the ministry of Christ Church. The PCC therefore continue to encourage tax effective giving by all members who pay, or have deducted, income and/or capital gains tax. May this financial support of churches and charities continue to be provided by the authorities. We trust that in 2025 the level of voluntary giving will again be encouraging, enabling the mission and ministry of the church to be effective, and the PCC commitments achieved.

During the year, we used Mustard Payroll services for all payroll processing, and our PCC staff for bookkeeping. All payments to suppliers, mission partners and all other third parties were processed internally. Major expenditure items in 2024, included staffing, ministry costs, property costs, support of mission partners and payment of the parish share, which is used to support clergy, training and other support for parish ministry. More information about the fixed assets, and the depreciation policy of the PCC can be found in the 2024 annual financial statements.

On behalf of all in the church I would like to thank those who have served in providing advice, management, and the processing of the finances, including Duncan Mills, the Treasurer, Matt Fox, Teresa Bailey and Stephen East for his diligent and confidential management of all Free Will Offerings and Gift Aid tax repayments. May I also take this opportunity to thank John Averill who stood down as Treasurer during 2024 for all his support and insights. We also extend our thanks to Phil Tadman who diligently helped prepare the accounts in previous years and assisted in the handover of information for this year end to the in-house team.

Finally, a big thank you to all of you who have supported the church financially in 2024, your faithfulness enables the work of the Kingdom to continue through our efforts at Christ Church.

Statement of Trustees' Responsibilities

Charity law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and its financial activities for that period.

In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;

- state whether the policies adopted are in accordance with applicable accounting standards, subject to any material departures disclosed and explained in the financial statements;
- prepare financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities.

The PCC's 2024 accounts have been prepared on an accruals basis as a going concern charity.

5) Reserves Policy

The PCC has adopted a policy, as recommended by the Diocese, aimed at keeping a balance of unrestricted funds, if possible, equivalent to at least three months unrestricted payments during the previous year, to cover any emergency situations that may arise. The PCC agree that this aim is adequate going forward, having been achieved in 2024. For 2025, this equates to the PCC holding unrestricted reserves of £164,372 (2024: £160,244) or more.

Approved by the PCC on 28th April 2024 and signed on its behalf by



Rev Tim Humphrey
PCC Chairman

Independent Examiner's Report to the Trustees of the Parochial Church Council of Christ Church Tunbridge Wells

I report to the trustees on my examination of the accounts of the above charity for the year ended 31st December 2024

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act"). I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Signed:

Name: Zachary Ramsden FCA Chartered

Accountant

63 Deakin Leas, Tonbridge, Kent TN9 2JT Date:

Christ Church Tunbridge Wells - Annual Report and Accounts for 2024

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FINANCIAL STATEMENTS
PCC of Christ Church, Tunbridge Wells
Balance Sheet
As of 31 December 2024

Fixed Assets
Note

| | | 2024 Unrestrict ed | 2024 Restricted | 2024 Total Funds | 2023 Total Funds |
|---------------------------|----------|---------------------------------|---------------------------|-------------------------------|------------------------|
| Buildings | | | | | |
| Crabb Hall | | 832,000 | | 832,000 | 832,000 |
| Fixed assets | 8 | 28,497 | | 28,497 | 24,016 |
| | | 860,49 | | | |
| | | 7 | | | |
| Total Fixed Assets | 3 | | | 860,497 | 856,016 |

Current Assets

| | | | | | |
|--------------------------|----------|---------------|--------------|----------------|----------------|
| Debtors & Prepayments | 7 | 37,348 | | 37,348 | 35,976 |
| Cash at Bank and in hand | 6 | 565,308 | 4,162 | 569,470 | 511,359 |
| | | 602,65 | | | |
| | | 6 | 4,162 | 606,818 | 547,335 |

Creditors

| | | | | | |
|-----------------------------|--|----------------|--------------|----------------|---------------|
| Falling due within one year | | 67,0 | | 67,03 | |
| 10 | | 39 | | 9 | 8,125 |
| | | | | | 539,21 |
| Net Current Assets | | 535,617 | 4,162 | 539,209 | 0 |

Total Assets less current liabilities

| | | | |
|-----------------|--------------|-----------------|-----------|
| 1,396,11 | | 1,400,27 | |
| 4 | 4,162 | 6 | 1,346,892 |

Creditors

| | | | | | |
|----------------------------|----------|---------------|---------------|----------------|----------------|
| Falling due after one year | 8 | 832,00 | | | |
| | | 0 | - | 832,000 | 832,000 |
| | | £564,1 | | £568,27 | £563,22 |
| | | 14 | £4,162 | 6 | 6 |
| Total Net Assets | | | | | |

Funds of Charity

| | | | | | |
|-----------------------------------|-----------|----------------|---------------|----------------|----------------|
| Restricted Funds | 11 | | 4,162 | 4,162 | 14,43 |
| Unrestricted Funds | | | | | 5 |
| General Fund | | 547,195 | - | 547,19 | 517,74 |
| Designated – Community | | | | 5 | 1 |
| Transformation | | 7,646 | - | 7,646 | 8,562 |
| Designated – Discipleship Year | | 1,480 | - | 1,480 | 1,480 |
| Designated – Building Development | | 7,793 | | 7,793 | 21,008 |
| | | £564,11 | | £568,27 | £563,22 |
| | | 4 | £4,162 | 6 | 6 |
| Total Funds | | | | | |

Approved by the Parochial Church Council on 28th April 2025 and signed on its behalf by:

T. Humphrey

Rev Tim Humphrey
Vicar

PCC of Christ Church, Tunbridge Wells
Statement of Financial Activities
For the year ending 31 December 2024

| Note | 2024 Unrestrict ed | 2024 Restrict ed | 2024 Total | 2023 Unrestrict ed | 2023 Restrict ed | 2023 Total |
|---|---------------------------------|-------------------------------|----------------------|--------------------------|------------------------|----------------|
| Income | | | | | | |
| Voluntary income 4 | 615,856 | 13,750 | 629,606 | 608,083 | 37,178 | 645,261 |
| Rental Income – Hall/Rooms | 27,488 | | 27,488 | 28,918 | | 28,918 |
| Rental Income – Other | 1,925 | | 1,925 | 1,812 | | 1,812 |
| Grants received | - | | - | - | | - |
| Other Income | 9,026 | 33,979 | 43,005 | 20,683 | - | 20,683 |
| Interest income | 10,204 | | 10,204 | 5,644 | | 5,644 |
| Total Income | 664,459 | 47,729 | 712,188 | 665,140 | 37,178 | 702,318 |
| Expenditure | | | | | | |
| Charitable Activities | | | | | | |
| Salaries/Personnel 5 | 233,696 | 13,750 | 247,446 | 243,886 | | 243,886 |
| Property Costs | 156,546 | 2,232 | 158,778 | 131,134 | | 131,134 |
| Ministry Costs | 46,746 | 25,723 | 72,469 | 54,859 | 13,005 | 67,864 |
| Church Running Costs | 15,025 | | 15,025 | 27,864 | | 27,864 |
| Vicarage Costs | 8,738 | | 8,738 | 10,247 | | 10,247 |
| Administration | 4,808 | | 4,808 | 2,080 | 3 | 2,083 |
| Mission Partners 12 | 57,578 | 8,375 | 65,953 | 42,347 | 11,506 | 53,853 |
| Parish Share | 111,585 | | 111,585 | 109,815 | | 109,815 |
| Architects/ Development | 14,415 | 7,922 | 22,337 | | 6,678 | 6,678 |
| Independent Examiner | - | | - | 560 | | 560 |
| Total Expenditure | 649,136 | 58,002 | 707,138 | 622,792 | 31,192 | 653,984 |
| Net income before transfers | 15,323 | (10,273) | 5,050 | 42,348 | 5,986 | 48,334 |
| Transfers between funds | | | | (3,945) | 3,945 | |
| Net income before other recognised gains/(losses) | | | | | | |
| Revaluation gains | | | | | | |
| Net movement in | 15,323 | (10,273) | 5,050 | 38,403 | 9,931 | 48,334 |

funds

| | | | | | | |
|-----------------------------|-------|-------|-------|-------|-------|--------|
| | 548,7 | 14,43 | 563,2 | 510,3 | | 514,89 |
| Balances b/fwd 1 Jan | 91 | 5 | 26 | 88 | 4,504 | 2 |

| | | | | | |
|---|-----------------|-----------------|---------------|-----------------|-----------------|
| Balances c/fwd | 31 Dec | £564,114 | £4,162 | £568,276 | £548,791 |
| £14,435 | £563,226 | | | | |
| The accompanying notes on pages 13 to 16 form part of the financial statements. | | | | | |

Christ Church Tunbridge Wells
Cashflow Statement
For the year ended 31 December 2024

| | 2024 | 2023 |
|---|-----------------|----------------|
| | £ | £ |
| Cash flows from operating activities | (5,154) | 42,690 |
| Adjustments for: | | |
| Depreciation | 10,207 | 18,535 |
| | 5,053 | 61,225 |
| Movements in working capital: | | |
| Movement in Debtors | (1,372) | (5,877) |
| Movement in Creditors | 58,914 | 654 |
| Cash Generated from Operations | 62,595 | 54,694 |
| Cash flows from investing activities | | |
| Interest received | 10,204 | 5,644 |
| Payments to acquire tangible/investment assets | (14,688) | - |
| Net cash generated from investment activities | (4,484) | 5,644 |
| Net increase in cash and cash equivalents | 58,111 | 60,338 |
| Cash and cash equivalents at 01 January 2024 | 511,359 | 451,021 |
| Cash and cash equivalents at 31 December | £569,470 | 511,359 |

Notes to the Financial Statements

1) Accounting Policies and further details

Basis of Accounting

The accounts have been prepared on a going concern basis, under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the notes to the accounts.

The Accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting Standard applicable in the UK (FRS 102) issued 16 July 2014 and with the Charities Act 2011.

2) Accounting Policies

Funds

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

Recognition of Income

Income is included in the Statement of Financial Activities (SOFA) when:

- The charity becomes entitled to the resources.
- It is more than likely that the trustees will receive the resource and the monetary value can be measured with sufficient reliability.
- The unrestricted element of giving represents gift aided donations, open plate giving and tax reclaimed from HMRC.
- The restricted element is money given for a specific purpose e.g. Street Kids Direct, Open Doors or monies assigned by the PCC for Building Development.

Expenditure

All items of expense are accounted for when paid out.

Creditors

Creditors are included at settlement amounts less any discounts.

Debtors

Debtors are included at settlement amounts less any discounts

3) Fixed Assets

Consecrated Property

- Consecrated and Beneficed Property of any kind is excluded from the accounts by Section 10 of the Charities Act 2011.
- Moveable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require faculty disposal are accounted as inalienable property unless consecrated.
- Freehold property is stated in the balance sheet at 26% of the insured value of the property as at December 2008 (£3.2m) being that part of the building attributed to the Crabb Memorial Hall Trust.

Other Fixtures Fittings and Office Equipment

Items over £250 are capitalised and depreciated, please see note 8 below.

| Fixtures, Fittings and Equipment | Fixtures fittings and equipment | Total £ |
|---|---------------------------------|---------------|
| Cost or valuation | | |
| Cost at 1 January 2024 | 109,352 | |
| 109,352 | | |
| Additions, Disposals, Revaluations, Transfers | 14,688 | 14,688 |
| Cost at 31 December 2024 | <u>123,040</u> | |
| 123,040 | | |
| Depreciation | | |
| Balance at 1 January 2024 | 85,336 | 85,336 |
| Depreciation in 2024 | <u>10,207</u> | <u>10,207</u> |
| Balance at 31 December 2024 | 95,543 | 95,543 |
| Net book value | | |
| Net book value at 1 January 2024 | <u>24,016</u> | <u>24,016</u> |
| Net book value at 31 December 2024 | <u>28,497</u> | <u>28,497</u> |

4) Donations and Legacies

| | Unrestrict ed | Restrict ed | Total | Unrestricted | Restricted | Total |
|------------------------|------------------|----------------|----------------|----------------|---------------|----------------|
| | 2024 | 2024 | 2024 | 2023 | 2023 | 2023 |
| Donations and Gifts | 524,913 | 13,400 | 538,313 | 516,889 | 36,636 | 553,525 |
| Income Tax Recoverable | 90,943 | 350 | 91,293 | 91,194 | 542 | 91,736 |
| Legacy income | - | - | - | - | - | - |
| Total | 615,856 | 13,750 | 629,606 | 608,083 | 37,178 | 645,261 |

5) Staff Costs

During the year the PCC employed

- Admin Assistant (part-time)
- Associate Vicar
- BIG Stars Helper (part-time)
- Community Transformation Lead (part-time)
- Director of Children's Ministry (part-time)
- Facilities Manager
- Operations Manager
- Production Manager (part-time)
- Worship Co-Ordinator (part-time)
- Youth Pastor
- Youth & Children's Assistant (part-time)

No employee received more than £60,000 per annum.

We also outsourced Payroll, Personnel and Health & Safety to external companies.

The PCC, in compliance with the Pension Regulator, operated a defined contribution pension scheme for all staff. The PCC agrees to make a contribution of 5% towards staff pensions.

There were no disclosable transactions in respect of PCC members or persons closely associated with them.

| | 2024 | 2023 |
|----------------------------|----------------|----------------|
| Salaries (gross) | 175,160 | 176,205 |
| Employers (ERs) NI | 9,101 | 13,868 |
| ERs Pension Costs | 8,167 | 8,346 |
| Other ER costs | 10,620 | 3,507 |
| Diocese re Associate Vicar | 44,398 | 41,960 |
| Total | 247,446 | 243,886 |

6) Bank Accounts

The main Current and Deposit Accounts is with CAF Bank, and a Deposit Account is held with CCLA. Interest is received on the deposit account but not on the current account. A small standard monthly fee is charged by CAF Bank Ltd.

The Lloyds Bank Account is used only to receive Free Will Offerings made by standing order/bank transfer. To maintain anonymity of the Free Will Offerings, details of the account are kept by the Gift Aid Secretary, who provides a summary to the Treasurer each month. The Lloyds account does not pay any interest.

Regular transfers are made from the Lloyds account to our CAF current account.

7) Debtors

| | 2024 | 2023 |
|-------------------------------------|---------------|---------------|
| Tax Refunds due | 31,116 | 24,418 |
| Hall letting fees due | 1,891 | 2,799 |
| Re Associate Vicar & Curate housing | | 7,624 |
| Sundry debtors/prepayments | 4,341 | 1,135 |
| Total | 37,348 | 35,976 |

8) Fixed Assets

Crabb Memorial Institute Trust

The Crabb memorial Hall is part of the Christ Church Centre and the £832,000 represents 26% of the Christ Church Centre as a whole, which is attributed to the Trust.

It should be noted that the original trust deed provides for the value of the trusts proportion to be given to the Church Missionary Society in the event of the building sale and the Crabb Hall not being reinstated elsewhere.

Fixtures and Fittings

In 2024 the following were purchased for a cost of: wall hangings for the Sanctuary £7,656; a new AV projector £6,335 and drum equipment £697. During 2022 livestreaming, AV and IT equipment was purchased for a cost of £4,276 (2021: £11,780). In 2019 a new boiler for £47,133 and seating costing £27,444. The boiler is depreciated by 12.5% per annum, the seating and wall hangings by 25%, and the livestreaming, AV, projection, music and IT equipment by 33.3%.

| | 2024 | 2023 |
|---------------------------------------|--------|--------|
| Net Book Value @ 1 st Jan | 24,016 | 42,551 |
| Net Book Value @ 31 st Dec | 28,497 | 24,016 |

9) Reserves

The PCC has a policy which aims to maintain unrestricted reserves of at least three months expenditure which it and regards as adequate. The policy is reviewed regularly.

10) Creditors

| | 2024 | 2023 |
|------------------|--------|-------|
| Pension Scheme | 1,380 | 1,225 |
| HMRC PAYE & NI | 3,557 | 3,536 |
| Sundry Creditors | 15,103 | 3,364 |

| | | |
|--------------|---------------|--------------|
| Parish Share | 46,999 | |
| Total | 67,039 | 8,125 |

11) Restricted Fund Balances

| Statement of Restricted Funds | Fund balance I Jan 2024 | Income | Expenditure | Transfers | Gains and losses | Fund balance at 31 Dec 2024 |
|--------------------------------------|--------------------------------|---------------|--------------------|------------------|-------------------------|------------------------------------|
| Staff costs | 0 | 13,750 | 13,750 | | | 0 |
| Alpha | 0 | 20 | 20 | | | 0 |
| Christ Church Support Fund | 1,925 | | 753 | | | 1,172 |
| Compassion | 308 | | 308 | | | 0 |
| Mathare | 103 | | 103 | | | 0 |
| Men's Ministry | 731 | 3,181 | 3,912 | | | 0 |
| Sparklers | 1,826 | | | | | 1,826 |
| Women's Ministry | 1,620 | 12,551 | 13,007 | | | 1,164 |
| Youth Ministry | 0 | 4,696 | 4,696 | | | 0 |
| Building Fund | 7,922 | | 7,922 | | | 0 |
| Kingdom Kids | 0 | 924 | 924 | | | 0 |
| Diocese funding for curate | 0 | 2,232 | 2,232 | | | 0 |
| Designated Giving | 0 | 10,375 | 10,375 | | | 0 |
| Sub-total | 14,435 | 47,729 | 58,002 | | | 4,162 |

12) Missions

All monies given to missions were to organisations.



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