



THE PARISH OF ST MARY & ST PAUL



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Meeting of Parishioners

and

Annual Parochial Church Meeting

Sunday, 11th May 2025

1pm at St Paul's

Agenda, Minutes of 2024 APCM and Parish Reports
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Separate document

for year ended 31st December 2024

AGENDA

for the **Meeting of Parishioners** and

Annual Parochial Church Meeting to be held at St Paul's on 11th May 2025

Welcome and Opening Prayer

Meeting of Parishioners to elect Churchwardens

Apologies for absence

Approval of minutes of the meeting held on 28th April 2024

Election of Churchwardens

Annual Parochial Church Meeting

Apologies for absence

Approval of minutes of the meeting held on 28th April 2024

Statutory reports:-

Electoral Roll Report

Parochial Church Council Report

Churchwardens' Reports

Deanery Synod Report

Team Rector's Report

Financial Report and adoption of Accounts

Reports on Parish Activities

Proposal to amend the election and term of service for PCC members

Election of Lay Members to the Parochial Church Council

Appointment of Independent Examiner

Any Other Business

Date of next Annual Parochial Church Meeting

Clergy 'Charge' to the 2025 APCM and Closing Prayer

Minutes of the Annual Parishioners Meeting of St Mary and St Paul, Hemel Hempstead

Held in St Paul's church on Sunday 28th April 2024

Present:- Canon John Williams (Chair), Moji Aguda, Sheila Barton, Jenny Bowes, Martha Cabey, Janice Corcoran, GeoffCotterrell, Brian Crawley, Catherine Crossley, Gordon Gaddes, Rosina Gaddes, Alfred Greenaway, Patricia Hussey, Catherine Irving, Lindsay Kemp, Jenny McDermott, Julie Pollard, Ann Robinson, Rosamund Russell, Norman Spink, LynneSygrave, Roger Sygrave, Malcolm Taylor, Jeff Wallis, Jo Whittington, Penny Williams, Gill Woodd, Robin Woodd, AlanYounger

Apologies:- Michael Boardman, Brian Doran, Yvonne Doran, David Gambling, Su Gambling, Ena Hartland, Michael Kemp, Lisa Kemp, Sue Kemp, Richard Leslie, Norma Podmore, Mark Russell, John Stacey, Yemi Halim Wilde, Andrew Williams.

Canon John welcomed attendees and then opened the meeting with prayer.

A moment of silence took place to remember the listed Parishioners who had died since New Year in 2023.

The Minutes of the Previous meeting were accepted nem. con. proposed by Emmeline Lambert and seconded by Jenny Bowes

Election of Churchwardens:-

For St Mary's, there being two nominees and two places, the following were accepted as Churchwardens:-

Emmeline Lambert proposed by Sue Kemp and seconded by Lindsay Kemp.

Rosamund Russell also proposed by Sue Kemp and seconded by Lindsay Kemp.

For St Paul's, there being two nominees and two places, the following were accepted as Churchwardens:-

Rosina Gaddes proposed by Malcolm Taylor and seconded by Ann Robinson.

Gordon Gaddes proposed by Ann Robinson and seconded by Patricia Hussey.

The date for the next Annual meeting was agreed as 11th May 2025 and the meeting was then closed.

**Minutes for the Annual Parochial Church Meeting for the Parish
of St Mary and St Paul Hemel Hempstead**
Held in St Paul's Church on 28th April 2024

Present :- as the earlier meeting recorded above.

Apologies:- as the earlier meeting recorded above.

The Minutes of the previous meeting: these were accepted nem.con. proposed by Lynne Sygrave and seconded by Rosina Gaddes.

Statutory Reports:-

Electoral Roll:- Catherine Lindsay introduced this report and advised that the Electoral Roll now stood at 88 there having been 2 deaths, 1 loss and 4 gains during the year.

Parochial Church Council Report:- Canon John introduced this report and thanked Rosina Gaddes for chairing the PCC meetings while he was on Sabbatical leave.

Deanery Synod Report:- this was accepted as tabled.

Churchwardens Reports:- these were accepted as tabled.

Team Rector's Report:- this was accepted as tabled

Finance Report:- Brian Crawley as treasurer spoke to this report underlining that without investment gains the Parish would have had a £500 deficit for the year. There were no questions and the report was accepted nem. con. Proposed by Brian Crawley and seconded by Robin Woodd.

Reports on Parish Activities:- these were tabled as a single collection and there being no questions were accepted nem. con.

Election of Lay Members of the PCC:- 9 lay members are permitted and only Yvonne Doran is continuing to serve from the 2023 membership. The Chair thanked retiring members for their service and in particular he thanked Jenny Bowes for acting as Secretary for the last 9 years.

There being 8 nominees and 8 spaces the following were appointed as Lay Members:-

Moji Aguda proposed by G Gaddes and seconded by A D Williams

Sheila Barton proposed by E Hartland and seconded by C Lindsay

Brian Crawley proposed by R Woodd and seconded by A Younger

Sue Kemp proposed by L Kemp and seconded by J Wallis

Jane Lynskey proposed by G Gaddes and seconded by G Cotterell

Roger Sygrave proposed by R Woodd and seconded by D Foreman

Malcolm Taylor proposed by R Gaddes and seconded by A Greenaway

Alan Younger proposed by R Woodd and seconded by J Wallis

Appointment of Auditor:- The Chair advised that the PCC had proposed that Melwoods be appointed to continue as Independent Auditor and this was accepted nem. con.

Any other Business:-

1. Length of Service in Office:- The Chair proposed that decisions made by previous APCM's should be confirmed as follows:-

Tenure of Churchwardens:- the removal of the normal limit of 6 years in office before an enforced break should continue to apply in this Parish until an APCM decides otherwise.

Tenure of Lay Members:- the limit of 6 years in office before an enforced break should continue to apply in this Parish until an APCM decides otherwise.

These resolutions were confirmed nem. con. as proposed.

2. Street Pastors:- Catherine Lindsay reported sadly that the Street Pastors in Hemel would be closing this summer as a result of both less demand and shortage of volunteers. Catherine had felt privileged to serve as a volunteer in this role and believed that it had been a worthwhile service to late night users of the High Street and Marlowes. The Chair thanked Catherine for this service.

3. Date of Next Meeting:- this was agreed as 11th May 2025

4. Clergy Charge:- Canon John first thanked all those who helped to keep the parish functioning and especially the Churchwardens and his wife Penny. He then made the following main points:-

- New people were starting to join both congregations bringing numbers back up to pre pandemic levels.
- The buildings were valued by the community.
- Clergy levels will be stretched this year especially as Richard Leslie will be moving away and Luke is having a sabbatical.
- Weddings and funerals did not seem to be reducing in number as expected. In fact the presence of the new Crematorium in Leverstock Green seemed to be increasing the demand for clergy to officiate at non parishioners' funerals.
- Thanks were due to Lindsay Kemp and Mark Russell for their help with funerals at St Mary's and to the Wardens for similar help at St Paul's.
- Music was an important part of worship so thank you to Andrew Darby and Rosina Gaddes for their input to this.
- St Barnabas will be leading an initiative to train more lay volunteers for helping with services and other pastoral roles.
- Canon John has been having challenges so has been in discussion with the Rural Dean and Archdeacon about the need for extra help.
- The MAP will be needing updating this year and Canon John hopes that this will address the need to recruit more people to help share the loads, as we seem to be moving into a risky period of over stretch.
- Faith can move mountains so faith really important. People need to gossip the Good News.
- Peter Chanel Martyr 1841 is remembered today and sets a good example of commitment.

The meeting ended with the Collect at 1.55pm.

APCM Reports relating to 2024

ELECTORAL ROLL

Following the renewal of the Electoral Roll there are now 71 (seventy-one) people on it.

Numbers on the Roll for previous years were:

2020 - 87

2021 - 87

2022 - 88

2023 – 87

2024 - 88

Catherine Lindsay - Electoral Roll Officer

PAROCHIAL CHURCH COUNCIL REPORT

Five scheduled meetings of the PCC were held during 2024.

During the year the PCC has amongst other things:-

- reviewed and approved parish policies;
- discussed parish safeguarding at every meeting;
- considered the maintenance needs of our buildings;
- reviewed the finances and ways to meet our budget;
- Discussed the proposed Team Reorganisation;
- Considered ideas for carbon footprint reduction.

The minutes of the meetings are now regularly circulated by email to those who request this service. The Team Rector's Report – elsewhere in this document – contains a report highlighting some other decisions that the PCC has taken and this is also reflected in other reports incorporated here.

Statement of PCC Safeguarding compliance

The PCC affirms that as far as is possible it has fully complied during the past year with its duty under Section 5 of the Safeguarding and Clergy Discipline Measure 2016 to have due regard to the House of Bishops' guidance on safeguarding children and vulnerable adults.

John Williams
PCC Chairman

ST PAUL'S CHURCHWARDENS' REPORT

Last year we reported on the first year of the regular use of St Paul's by the Ordinariate, which involved the St Paul's Anglican Sunday service being rescheduled for a 11.15 am start. This was a vital time change enabling Canon John to be able to cover both the St Mary's and St Paul's services on a Sunday morning. Now the second year of co-operation with the Ordinariate in general has worked smoothly. As reported last year forty years of being together with Catholics at St Paul's stopped in 2008 but now we have come together again reinforcing and broadening the visible Christian presence in Highfield. Of course, the paradox of the situation continues. St Paul's unanimously having supported the ordination of women, followed by four lady Vicars, have now welcomed the Ordinariate, a spin off from the C of E on the issue of women clergy. Principle and pragmatism together at St Paul's facing up to doctrinal differences, and winning!

Our normal Sunday service attendances range from 17 to 24; whilst now into the second year of Thursday Morning Prayer the average attendance is 7. We have become a diverse congregation, with between 30% and 40% on any Sunday drawn from African, Caribbean and Asian backgrounds.

We continue to have local people dropping in for the Sunday services, some intermittently but, as reported last year, some we never see again. There was a funeral in September. On Saturday 16 November Sister Patricia and 43 members of the Zimbabwe Anglicans leaders and intercessor teams held a Day Retreat at St Paul's, the day starting with Holy Communion celebrated by Canon John.

Our annual Patronal Service was attended by 29 people and was followed by a light buffet. At Christmas with the Ordinariate there was a joint Nine Lessons and Carols Service attended by 37 people followed by mulled wine and mince pies. A Christmas tribute by Yewtree Primary School was attended by 217 children, teachers and relatives, followed the next week by a Jupiter Drive Primary School introduction to St Paul's led by Canon John and attended by 60.

Most services are available live through YouTube and our large screen, while available and appreciated, could be used more. Our outreach has continued, focussing on the Hemel Hempstead Community Fridge based at the Highfield Community Centre, to which we make a weekly contribution, and the Christian Aid Nicaragua Appeal, last year being the 25th year of giving, £248 being raised. The 14 - year old Langa Township Pre-Schools Trust, launched in St Paul's Hall on 21 June 2011, continues to be made possible by administration, including design and publicity, from within our Parish and includes some very useful funding through donations and support of the Trust's events both from some of our parishioners and through The Art in The Nave Exhibition at St Mary's.

Looking at our continuing investment in the building and grounds we have improved both the safety and the looks in the bin area by laying a concrete path, paid for by an HCCC Local amenities grant, as later was a winter grit container. We replaced a redundant refrigerator and lawn mower, installed LED Lights in the Parish Room, kitchen and foyer, and a water butt, some of which was paid by the Friends of St Paul's account. Particularly exciting and welcome was the introduction of a beautiful multi-coloured backcloth to the altar, reflecting the Anglican and Catholic seasonal colours, to which a welcome financial contribution was made by the Ordinariate.

Keeping the building and our work going would be impossible without the continuing contribution as a team by congregation members in servicing the building and grounds, manning the kitchen

and, most important of all, working together on Saturdays and on Sundays to support our services in all sorts of ways, help for which the Wardens continue to be very grateful.

We greatly appreciate being two churches in one parish. It is good to be able to share the joy and interest that is being given by the major events in St Mary's, which we attend and also help with when possible.

Gordon and Rosina Gaddes, Churchwardens

ST MARY'S CHURCHWARDENS' REPORT

Church services have continued throughout the year, with the 8am Service moving to the first Sunday only from the summer. The young people have continued to help with services, and servers' Albs were purchased for them utilising funds from Ben Neep's bequest. Easter saw a hardy few rising before dawn for the Easter Vigil service welcoming the new light into the church. At Harvest we welcomed schools into the church for their Harvest Festivals and Brownies and Rainbows at the church service .at Christmas. We also welcomed schools for their Carol services and a full pack of Brownies and Rainbows to the Christingle service.

In November we had a confirmation service followed by a bring and share celebration lunch.

Revd Luke took a three month sabbatical following Easter and so the format of services were slightly different to allow Canon John time to do both services and still see people at St Mary's and St Paul's during this period

We had 19 Baptisms, 8 Weddings and 9 funerals during the year .

The audio-visual equipment has been used throughout the year although a new sound deck /mixer unit had to be purchased as the previous one was getting old and had suffered from some misuse due to its exposed position. A new wooden lid to enclose it has been ordered.

Training sessions for those wanting to be more involved with services were held on Monday evenings in October at the church, including Chalice Assistants, reading, intercessions and lay service leading. These sessions were open to all churches in the team and so there seemed more people from other churches than St Marys, although we may have gained a couple here and there to add to the rotas.

The Old Town Market resumed in April on the first Sunday each month with an extra one added in December for Christmas and we also held 3 Vintage Fairs in the church to raise funds. Thanks to Sheila Barton and her helpers for providing tea and cakes for the punters and stall holders alike.

The clear out within the outer office in the church hall has been successful and we had a regular long term booking for this space from a counselling service for a few months but this changed later on to a more ad hoc basis. Many thanks to Brian Crawley for his help in the clearance of the room.

The building work on the outside of the chancel took place with scaffolding being present there for about 4 weeks during the late spring/early summer. A Faculty for the reordering of the pews in the Nave was submitted and approved.

The Beer Festival in July was very successful with the intermittent summer weather being very helpful (sunny and warm) over the weekend. It has been reported that it attracted over 1000 visitors over the weekend, the beer and cider virtually ran out. £8000 profit in total was made shared equally with the church and CAMRA. Our thanks go to this committee and all the volunteers as well as our own tuckshop volunteers for helping to make it a successful event.

August bank holiday weekend saw the return of Art in the Nave, filling the church with the wonderful and colourful creations of local artists. The weather got better over the 3 days as Saturday was typical of this summer. Our thanks go to Brian Doran for his organisation and to all the willing (but small band) of volunteers who helped out and to those on the refreshments too. Monies from the event went to the church and nominated charities.

Several concerts have taken place during the year.

The Diocese started the ball rolling for the reordering of the Ministry in the Team. Papers were formally submitted for a statutory consultation period. These were duly considered, and a decision will follow.

The church continues with its contributions to other charities throughout the year including collecting items for DENS, collections for the Children's Society and supporting other local charities

The Church continues to function with the contributions of many, both large and small, seen and unseen and we are grateful to all those who volunteer and participate in any way. but to mention and give thanks to a few here To Sheila Barton for organising refreshments for a lot of events as well as monitoring those after services and providing breakfasts on a number of occasions including after the 5am Easter Vigil service; To Andrew Darby for his organ playing which contributes greatly to the worship at services. His occasional music is always very appropriate and sometimes very moving.. To Lynne Sygrave, for all the flower displays in church and to Tom for keeping the hall and its garden so well in order.

Emmeline Lambert and Rosamund Russell, Churchwardens

REPORT OF DEANERY SYNOD PROCEEDINGS (2024 - 2025)

This report covers the proceedings of the Hemel Hempstead Deanery Synod for the period from March 2024 to February 2025. During the year there were three Deanery Synod meetings, covering a variety

of different topics. The key areas of discussion are reported below:

Tuesday 18th June 2024 at The Church of the Resurrection Grove Hill

This meeting started off as an open forum where we welcomed an additional 20 guests from around the Diocese. We had Revd Canon Dr Tim Bull join us where he gave a very interesting talk about "AI & a theological response". As this was the first synod meeting of the new triennium, there were several changes to the committee. Mike Macey, James McDonald & Austin Janes were elected Diocesan Synod reps. Colin Gage, Job Rombout & Lindsay Kemp were elected as the three Diocesan Synod Laity. Carolyn Andrews became the new Deanery Synod lay chair & Sam Stanbridge became the new Deanery Synod secretary.

Tuesday 22nd October 2024 at St Francis' Church

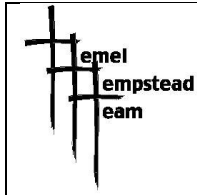
Peter Bladon reported on deanery expenditure so far this year. He firstly wanted to thank all of our parishioners for their generous donations throughout the year. Rev. Austin Janes was given a grant by the Deanery to help with the cost's of printing a book he had written about St Alban. All profits were distributed between Warners End & Grovehill. We used this meeting as a great way to express one positive thing within each parish & a way to get to know each other a little more. The meeting ended with Compline & Benediction.

Tuesday 11th February 2025 at St John's, Boxmoor

We welcomed Glyn Barker – Finance Director for the Diocese, who gave a very in-depth presentation focussed on the diocese's finances. He explained where our parish share goes, and the income and expenditure of the Diocese. Colin Gage also presented us with a presentation used at Holy Trinity's 2024 APCM. The concept was incomings & expenditure for the year using a bath diagram. We could clearly see & understand monies coming in (bath filling up) & monies going out (bath emptying).

I have the presentation from Glyn, which has been sent to all Synod members for them to distribute to their PCC members.

Sam Stanbridge *Deanery Secretary* Sam.swords@hotmail.co.uk



Team Rector's Report

For the 2025 Annual Parochial Church Meetings

2024, at first glance, seemed to be a quiet year for the Team Ministry and one of consolidation rather than one of obvious progress. This might simply be a personal impression from one who has been distracted by family illness and has – through necessity – had to stand back from some work and remain rather distant from the good work still going on in all of the churches.

Despite, or perhaps because, of all this, it seems that the collegiality of the clergy and the support we give each other has been more important during the past year.

Sharing of services together has once again resumed with joint services at each of the churches taking place during the year. Although these events, usually around the celebration of the patron saint of each church (The Church of the Resurrection excepted), are joyful joint gatherings usually involving all the available Team clergy, it is perhaps inevitable that lay attendance is confined to the more adventurous die-hards from each community.

Once again in 2025 the cloud of pending reorganisation for the Team has somewhat dampened down our enthusiasm for many things. Much of the year was spent responding to consultations by, and awaiting decisions from, The Church Commissioners. This process has been stressful and disconcerting for all but especially for The Revd Pete Stevenson and his people at St Alban's Church. It is expected that sometime during 2025 final decisions will be made and implemented but as the timings so far have been rather unpredictable we cannot be certain about anything just yet.

As usual can I record my appreciation for the work and support of my full time ordained colleagues; Reverends Pete, Austin and Matt for their collegiality and share in the leadership that we are jointly called to exercise in this benefice. We are all grateful for the support and dedication of our Churchwardens, members of Team Council and the Treasurers and PCC members who work so hard for the good of all the churches.

The Revd Canon John Williams, Team Rector

A brief summary of the churches activities submitted by each church follows:

St Alban's Church (Warners End & Gadebridge)

There has been much to be thankful for in the life of the church over the course of the last year, alongside the challenges of the consultation on the pastoral reorganisation.

Regular activities have been gaining momentum, with a thriving Craft Group now meeting a couple of times a month, and the Brain Fit group well attended and very much enjoying their time together. Our coffee mornings and monthly munches draw in regulars who appreciate coming along, but might not fancy coming to the Sunday services yet.

We continue to have good amounts of children along for our monthly Sunday Schools, with a couple of the older ones now about to embark upon preparation for confirmation. We've had a few new adults join us over the last year, with one of them very soon to be confirmed. It's also been really encouraging this year to have a couple of slightly younger church members join the PCC, injecting new life and energy into our meetings. Additionally there are a couple of people exploring Reader ministry. All good signs of God's work amongst us. Outside of regular giving, occasional lettings, and quiz nights, our main fund-raising events have been the summer plant and book sale, and the Autumn Fayre. There was a particularly impressive collection of home-grown plants for sale this year in the summer, and The Autumn Fayre once again raised over £1k toward church funds, and towards various quinquennial repairs. There has however been ongoing frustration over potential development of the church grounds, despite an offer on the table from a developer. The hold up on decisions has been due to awaiting a reply from Dacorum Borough Council about costings for releasing a restricted covenant on the land.

In recent years we have sought to leaflet the parish early in October with details of the Autumn Fayre and special upcoming services. This year we managed to leaflet the entire parish, and were delighted to have a full house at our Carol Service.

There's very much a sense of family and belonging and welcome in the life of the church. I'm especially grateful for the support of excellent wardens in Sue and Beryl, and my fellow team colleagues in making this such an enjoyable and special team to be part of.

The Revd Pete Stevenson.

The Church of the Resurrection (Grovehill and Woodall Farm LEP)

We have had another year of progress and positivity in our church team at The Church of the Resurrection. Highlights have been:

- well-supported Bible Course on the Letter to the Romans designed by the Bible Society for Advent 2024 (building on the success of the Lent '24 Bible Course) and a home-grown Lent Course on the film 'Heavens Above' attended by over 35 people over 2 weekly sessions and hybrid between 'in the room' and on Zoom. This has also been helped by a piece of technology for conference Zooming.
- two weddings at The COR for attendees of the congregation
- a full immersion baptism for a regular attending teenager
- successful social events throughout the year including Quizzes, Beetle Drives, Cream Teas, Film Nights, Remembering Bring and Shares, and a Wine and Cheese night.

(Some of these events have raised money only for The COR, but other events have split profits between The COR and the chosen charity for the year (2024 – Cancer Research UK / 2025 – Hospice of St Francis)

- Austin, Jenny and Bob walked over 3,000 miles and raised money for Cancer Research UK and The COR
- We have been left 2 legacies (one £10,000 and another £500) We are making sure these are spent in line with donor's wishes and with the view to growing the church and funds.
- We are building relationships with the local Romanian Christian Community and are sharing the worship space with them each week on a Friday and hoping to develop to include the 2nd Sunday afternoon of the month.
- We have grown in the number of teenagers coming to regular worship on Sundays and welcomed other older new members to the church family.
- Our boilers have had repairs done, a thermostat changed location and new valves on the Hall radiators. This was paid for by community and congregation fundraising, and it has seen a drop in our high heating bills.
- We were able for the 3rd year to pay the Parish Share requested whilst also in receipt of a one-year grant. We also were encouraged by the diocese to ask for a write-off of former shortfalls. However, the coming year will see a time of change before and after the Pastoral Restructuring, and a new way for the Diocese to calculate deprivation, meaning the loss of a grant and a doubling of our share, until the Restructuring takes effect, and the share will be practically halved.

We have also participated with the hard journey for St Alban's Church as the proposed church to share the Vicar with them. The 3 year process is not yet complete, but the Church Commissioners have agreed to the proposed process. We are aware of the traumas of the oncoming changes, and we will do all we can to be a support.

We enjoy being part of the Benefice team and will seek to encourage more support from our congregation for the shared services.

The Revd Austin Janes

St Barnabas Church (Adeyfield)

St Barnabas church continues to be a place for our regular worshipping community and the wider Adeyfield community to gather throughout the week. For a variety of services and activities for people of all ages and stages of life.

Regular worship has continued in this last year, with a pattern of two distinct services on Sundays and our midweek Holy Communion on Wednesdays. Supported by a faithful core who give of their time and talents to help us welcome and gather to share in the Good News of Jesus.

There has been an introduction of regular joint Sunday services throughout the year, usually focused on a specific festival, i.e. Mothering Sunday, Easter, Christmas, etc. These have been an encouraging way for the whole worshipping community to gather and spend time together.

We have also been encouraged to join in with the semi-regular services and celebrations throughout the wider Hemel Hempstead Team ministry. A time to encourage and support our sister communities and help in the flourishing of the Good News across the whole of Hemel Hempstead.

As a member of Churches Together in Hemel Hempstead, the St Barnabas community has taken part in the monthly prayer meetings and hosted one this year. The church community also supports the Christian café Liberty Tea Rooms, in the town. Several people in the church also help at the café, the Foodbank and the Night Shelter as a part of our corporate life together.

Throughout the week, the church building has been used for a variety of activities by church groups and other organisations. This includes regular use by the St Barnabas Pre-School, AA, Majorettes, Little B's Baby & Toddler Group, and Craft & Café. Alongside this, there has been ad-hoc use by NHS Blood, Children's Storehouse, Little City and a variety of life-events celebrations.

St Barnabas continues to reach out to the wider community through regular visits to our local care homes and schools. With regular services, assemblies and classroom sessions being given by Rev'd Matt. Alongside this is the Open the Book Group which termly visits Hobletts Infants to share a story from the Bible that incorporates something of the school's values. St Barnabas church continues to seek to be God's people in the Adeyfield community. Looking to welcome one and all by spending time with Jesus, becoming more like Jesus and doing as Jesus did.

The Revd Matt Renyard

St Mary and St Paul (Old Town and Highfield)

2024 proved a challenging year for the parish, when the PCC – being supportive of the very difficult personal circumstances of their Vicar – decided that we should have a time of consolidation and not push the boundaries of a new Mission Action Plan. This might have led to a quiet and uneventful year but in the end things seemed as busy and varied as ever.

Highlights included an extremely successful second Beer Festival where we ran out of beer right at the last knockings, a dream scenario! Bishop Rob Wickham presided at the Beer Festival Mass and blessed the beer and the weather was so much better than the first year

with everyone relaxed and happy. There was another very successful Art-in-the-Nave event with great art and artists adding to its growing popularity and reputation. We continue to see an increasing group of young people attending St Mary's with more now involved in serving at the altar. Some were Confirmed, after attending an autumn course, at a wonderful service taken by Bishop Rob in November. We also ran a training course for people across the Team churches looking at administering the chalice, reading and leading prayers and lay leadership of services.

St Paul's was once again served predominately by The Revd Dr Luke Geoghegan (except on the 1st Sunday), to whom we are most grateful, and has a continuing and fruitful ongoing relationship with the Roman Catholic Ordinariate congregation whose priest, Fr Neil, is now resident in Hemel. A joint Carol Service proved successful again as did the Thursday morning lay led service of Morning Prayer. A time of joint refreshments between the two Sunday morning services has also been introduced. St Paul's church itself was improved - and set up for services simplified - by replacing the changing colours of voile curtains with a very high quality all seasons dorsal behind the altar.

Both churches continued to stream their services to YouTube during the year as well as using the screens in church to show films and host discussion during Lent, although we still need to regularly make the technology work better for us going forward.

Easter and Christmas showed growth in the more traditional services although some of the children's events were down in numbers reminding us of the amount of constant work needed to grow these gatherings. The regular round of other events continues across both churches and the parish including outreach to the residential homes, schools and our communities.

We are exceedingly grateful to our Churchwardens, sidespeople and the many volunteers who maintain our buildings, run the services and keep both churches clean and beautiful places to worship God and welcome the community in to. We also much appreciate the hard and dedicated work of Tom and Norma (ably assisted by Sheila Neep) in all that they do to keep us going along with Andrew our organist, Rosina at St Paul's and all those who beautify our services through music and other hard work. 2024 also saw the departure of The Revd Canon Richard and Jenny Leslie who contributed much to parish life over the last 10 years. More challenges lay ahead particularly in the area of lay leadership and we will need to think outside normal ways of doing things to keep everything running smoothly in the longer term.

The Revd Canon John Williams

REPORTS ON PARISH ACTIVITIES for 2024

Art in the Nave

Seen from one particular perspective, as an initiative to support local artists, bring arts and crafts to local people and in turn bring more people to the Old Town High Street of Hemel Hempstead. The three day art festival in 2024 provided a much needed financial contribution to our parish funds. At the same time we supported local charities. 2024 raised approximately £4000 for the parish and £2,500 for our nominated charities.

We are fortunate that so many talented artists chose to exhibit their work at Art in the Nave. It was a year when the exhibition became firmly embedded as a regular fixture in the three counties (Herts, Beds and Bucks) Arts calendar. This elevated status encouraged more artists to exhibit high quality work with us. Art lovers who have become accustomed to viewing a wide selection of excellent paintings, sculpture, textiles, glass, ceramics, silverware and handmade jewellery, attended in good numbers to contribute to the success of the event.

Each artist brought their own unique perspectives and artistic interpretations to compliment the artistry and craftsmanship of our magnificent Norman building, as it has been expressed down the centuries - our magnificent church is an ideal venue that is greatly admired by artists and visitors alike.

Of course, Art in the Nave simply wouldn't happen without the generous support of the small number of fantastic volunteers, who work so hard to make our marvellous three day festival possible. Our artists and the many visitors who patronise the event really do appreciate the warm welcome and the help that they receive and they are hugely impressed by all who give their time to make the event such a success.

If you haven't been involved as a volunteer for Art in the Nave whether in the planning and organising, setting up, sales processing or stewarding during the festival - then 2025 is your chance - it's great fun. Your help is actually VITAL as we begin planning what will be our eighth annual festival, which will run over the August bank holiday weekend, 23rd - 25th August with a preview evening on Friday 22nd August. If you would like to help or simply find out more, do let me know by email at artinthenave@gmail.com or give me a call on 07926 027855

Brian Doran

Baptisms

Baptism numbers increased during 2024 with a great variety of babies, children and adults coming to church for this sacrament. I continue to rely on Norma Howie for booking baptisms and Lynne Sygrave for helping with the baptism administration, preparing the godparent cards and Bibles for those involved. My thanks to Lynne and to Yvonne Doran for attending the services when possible and helping greet the worshippers.

Canon John

Beer Festival at St Mary's

This year was the second Hemel Old Town Beer Festival. Planning for this started in September 2024 with a review of the feedback that had been collected. This highlighted a number of areas that needed to be improved. Meetings continued monthly after that and we were able to publicise the 2024 event much earlier this time, as we knew what paperwork needed to be produced.

This year we started the festival with 34 cask beers, 1 lager, 1 keg beer and 10 cider pins.

Which sounds a great deal but in the end we need an extra 5 cider pins and extra kegs of both lager and beer.

We were lucky this year in that the sun shone, apart from a light shower Saturday afternoon, and it was warm. This shows in the number of people attending; Friday 334, Saturday 516 and Sunday 235 +54 children. We had made Sunday a more relaxed day by letting families in and it was a great success.

Another big change this year was the approach to sponsorship, we asked people/businesses to sponsor a cask or cider pin, as the cost was much lower than the previous year's Gold, Silver and Bronze packages. This meant we were able to have over half the casks sponsored and this considerably boosted the financial position.

Beer Festivals run on a token system, rather than cash, or card when buying a beer. This means sometimes people are left with unused tokens for which they can get a refund for or donate to the Festival's charity. Thus £378.60 was raised in unused tokens for Bishop Rob's Church Urban Fund charity.

The event raised £8.6k of which the church received half, and the other half went to CAMRA to help them to support and run further festivals.

Brian Crawley

Bellringers at St Mary's

In February we pick up a recruit, Ben, who had found us from the website.

Sadly, we also lost one of our band, Tim Younger, who died after a short illness having just returned to the UK from working in Dubai. Tim had been part of the band for over 40 years, taking part in our striking competition successes and will be sorely missed.

In early May we entered the Western district Gus Good striking contest, on 6 bells. This year it was held at Aldbury. Once again, we were triumphant once again beating rivals Apsley and Redbourn.

May also saw in arrival and installation of our new set of ropes, which had been expected in March. We need a new set every 10-15 years. Though hopefully as we now have a synthetic 'top' we might be able to make these last even longer.

July saw the annual outing going to Essex. This year we went to; Great Dunmow, Bocking, Gosfield, Bures, and Coggeshall. This was organised by Julie, her first, and we were joined by a few friends and old Hemel ringers. Revd Ian Cooper brought some old photo albums, and it was fun trying to spot familiar faces in the pictures.

September was the Kimpton cup competition, this is the county 6 bell competition, and was held at Weston, just south of Baldock. There was an interesting start as the judges could not hear the bells in their original position and the first team had to be stopped and start again once the judges had moved. Once again, we were successful and won the cup.

Our Christmas meal was once again at the White Horse in Bourne End where 19 of us, ringers and partners sat down to eat.

Brian Crawley, Tower Captain

Catering at St Mary's

The Sunday tea & coffee team at St. Mary's continue to serve refreshments after the 9.30 family service. They are gratefully received by everyone and those who donate towards costs, Thank you.

We have had to replace a couple of teams this year who have moved on or retired. Thank you for your support. Thankfully we have replaced these teams which makes the rota easier to manage over a 2 month cycle. Welcome.

We are becoming increasingly involved with providing refreshments for other events in church too. The monthly Saturday Vintage fairs, Beer festival, Art in the Nave, Holocaust Memorial service as well as special ecclesiastical celebrations such as our Patronal, Christmas & Easter festivals. It is very rewarding to be able to call upon the teams to help out on these occasions, Thank you. If anyone would like to join our catering team or offer help at any time, please contact me.

Sheila Barton

Church Opening at St Mary's

We are now in our 5th year of having the church open every day and mostly it works like clockwork.

There are volunteers who open and close on a regular basis each weekday and there is a separate rota of volunteers – with some overlap - who open and close at weekends. We all swap amongst ourselves when a need arises.

We said goodbye to one regular member of the team last year and would be delighted to welcome new team members should you feel that you could help in this way.

My experience is that, when open, the church is seldom visitor free for very long, but at the same time people are still surprised and delighted to find it open. The years of being closed still have a long shadow so thank you to everyone who helps with this service.

Robin Woodd

Confirmations

For the second year in a row we had a special Confirmation service at St Mary's. This year Bishop Rob Wickham came along for the Feast of Christ the King to Confirm one adult and five young people who had completed a training course and wanted to be Confirmed. A lovely service concluded with a lunch in St Mary's Hall which gave our Confirmation candidates and the Bishop the opportunity to meet parishioners and have a wonderful celebration meal together with family and friends.

Canon John

Dacorum Interfaith Network April 2025

A core group of about 12 people of different faiths has continued to meet on the second Monday of each month, normally at the Friends (Quaker) meeting House near the Old Town. We encourage understanding of our different faiths, how much we have in common and have developed friendship. Particular topics have attracted up to 25 people that month. We remind everyone that our meetings are open to anyone who is open minded, including those who have no conventional religious faith.

Some of our topics in 2024:

- The Hertfordshire Faith Covenant, in which County Council and individual faith groups made a joint commitment to a shared set of principles. Representatives of Bahai, Christian, Hindu, Islam, Jain, Jewish, Quaker and Sikh faiths signed this.
- We shared personal stories of how our faith had influenced our life.
- Ethics in Politics
- Herts Forum of Faith
- Visit to the Jain Spiritual centre in Bushey, and Hare Krishna Temple in Aldenham, with hospitality and delicious food tastes
- Talk by Citizens Advice Dacorum on the challenges of the Cost-of-Living crisis in Dacorum.
- Attending a large Inter Faith meeting hosted at St Albans Abbey, (again followed by some delicious food tastes).
- Our tradition of a shared end of year meal at a local restaurant, 19 regulars and some partners attended this year.

Norman Spink

Easter Workshop

In 2024 Catherine Irving gave up the reins of this regular and popular activity and Penny Williams organised it. There were some practical changes but a very successful event once again saw over 20 children plus carers and helpers make Easter gardens, bonnets and decorated eggs amongst other things. They all came into St Mary's to help decorate the Easter Garden and see an Easter film on the big screen. This year, once again, we 'rolled' eggs down the grassy bank outside the west door of the church, which is always a popular part of the day. Many thanks to Penny and an increasing variety of new and familiar volunteers who run this wonderful community event and to Sheila Barton who provides the much needed refreshments.

Canon John

Flower Arranging at St Mary's

Flowers are a way of praising God and bringing a church to life, but it is all too easy to take them for granted when they are just there every week. So thank you to Lynne Sygrave and her team who keep them fresh and seasonal and so beautifully arranged.

If you would like to join in with the flower arranging do talk to Lynne.

Friends of St Mary's

For a number of reasons this has been a quiet year. However the main activity of supporting the church in maintaining its buildings has continued. During the year the Friends financed the improvement to the render of the inside of the South Porch and a programme of repairs to stonework and pointing around the church including in the clock chamber and upper spiral stairs. The Friends also paid the Parish's 7.6% share of the cost of the work carried out to the Chancel earlier in the year. During the year the Friends received around £5,500 in income from subscriptions donations and interest and spent around £23.56k, the funds remaining is around £67.5k. All good news and something to be really grateful for.

Grass cutting and gardening at St Mary's

If you enjoy lawn mowing with a motor mower do come and join us. It takes about an hour to mow the Hall grass and the three Garden of Remembrance areas around the church and the finished product usually looks great and makes it all worthwhile. We each mow either two or three times in a year unless your turn comes during a hot dry spell when you are let off!

This year we said goodbye to one volunteer and welcomed another. A volunteer also joined the group to look after the garden area adjacent the South Porch which has been very welcome. Tom, our Hall cleaner, looks after the Hall shrubs which is a great bonus.

Robin Woodd

Music at St Paul's

We continue to use the Hymnal Plus to provide the music for our services, although the Ordinariate who meet at St Paul's at 9.15am on Sundays do use our faithful organ, which pleases us.

I am grateful to Ann Robinson for taking on the task of hymn choosing so I just need to programme the choices into playlists for the coming weeks ahead. However, during our Saturday morning singalongs we have discovered new hymns when browsing the hymn book and are planning to increase our repertoire over the coming months! We have three other members of the congregation who know how to use the Hymnal, so if I am away the music can still be played. Thank you to Jane Lynskey, Julie Pollard and Andrew Williams for helping me with this. Also thank you Andrew for being my right-hand man most Sundays and looking after the live streaming of our service.

Rosina Gaddes

Open Doors at St Paul's

Every Saturday morning a small group of our congregation meet to carry out a range of tasks to ensure our building is well presented and prepared for the following day's service. These include vacuuming if needed, polishing brass, flower arranging, checking on paper supplies in the toilets, gardening, trimming/replacing of candles and preparing for communion. Of course, tea, coffee, cake and biscuits are always enjoyed with plenty of camaraderie and laughter. This is usually followed by a run through of our hymns for Sunday. Once refreshed we return to tackle any other jobs needing to be done – in the summer months we can be found clearing out cupboards etc and in Advent we are putting up and decorating the tree and setting out the nativity.

Every Thursday morning at 9.30am we have a Morning Prayer service in the church that is regularly attended by an average of 7 people including one or two from St Mary's and one from the Ordinariate. The said service is 30 minutes long and is followed by refreshments and much discussion in the parish room. Anybody wishing to drop by and join us on either morning would be most welcome, even if just for the chat and a cuppa!

Rosina Gaddes

Pastoral Group

A small Pastoral Group of clergy and lay people meet once a month – usually via Zoom - to review the needs of people who are sick or housebound and to spend some time in prayer for them. The group also discusses a confidential 'in need' group and considers the recently departed to pray for them and the bereaved.

RIP

Amongst those who have died since the last APCM we remember:

Old Town

Enid King

Joyce Green

Susan Margaret Hoare

Mavis Elizabeth Cox

William John England

Beryl Alexander

Raymond John Claridge

Joyce Eileen Young

Peter Norman Sawyer

Roger Milton Sygrave

Highfield

Elsie Beatrice McGahey

June Rosalie Ginger

Jean Baskerville

Canon John

Stomp

In 2024 there were four issues, each one reflecting the season of the year, Issues 61-64.

The overall editorial policy continues to be to proclaim the Christian message, but in the context that God is for all people; to focus on goodness in action through contemporary people stories, both local, national and international; and to bring Parish and wider issues of interest and/or concern to our readers. The size of SToMP depends very much on the stories that are around each time, and it varied last year the sequence being 28, 28, 36 and 28 pages in length.

Repeating as written last year, I see my role to be forward thinking about content, trying to ensure that there is variety and interest, encouraging others to contribute and contributing some personal pieces, which I enjoy doing. Jeff covers everything that I cannot do, which is a lot. He designs the cover, explaining his choice. He allocates the space, a tricky task. For most pieces he finds or produces appropriate photos, drawings and images. He searches out pieces linking especially with the Society of Church Editors. In short Jeff is artistic and he is a design smith, whilst I am a wordsmith. We work well together with trust, and never a smidgen of friction between us.

Recently, after careful consideration and then discussion with Canon John, we decided from 2025 to reduce the number of issues from four to three each year, namely Spring, Summer and Autumn/Winter. The reasons are the workload that each of us has, and also the difficulty of finding sufficient copy. The latter often involves us at short notice having to scramble to find worthwhile material.

Gordon Gaddes

Sunday School (work with children & young people)

During 2024 we have once again had regular and new faces attend our monthly First Sunday services and other events. At St Mary's and occasionally at St Pauls children have participated in many activities to do with the theme for the season or the Gospel of that week. We have made use of the large screens at both churches to show short films or illustrate talks at some of the family services.

Many resources have been given out to children who visit our churches at other times especially to the many children who have popped by after school to sit in St Mary's and complete some of the activities that we have left out for them.

Our First Sunday services are designed to include the children and our uniformed groups where possible. The regular parade services included Mothering Sunday, Harvest and Christingle during 2024. These groups also visit church with their leaders at other times and Canon John regularly pops in to their sessions. Every few months the leaders have a planning meeting at the Rectory to discuss how things are going and to plan the next event.

Some of our young people continue to be committed to serving at the altar, reading in church and helping with the audio-visual system. These important ministries are highly valued by the church and encourage and engage with the skills of our children and young people.

Our work amongst children can be time consuming and demanding for those involved but very worthwhile and rewarding. Our thanks to all involved.

Penny Williams

Website and Media Presence 2024

2024 has been a year of maintenance, though perhaps not always outwardly visible.

The website builder introduced a new calendar format, and whilst it still has the same features they were implemented in a slightly different way.

We added notable events to our pin at St Marys? There has always been a way to tag events in Google so that you can just search for what's on locally and see events. This we can now do by updating our 'pin' on Google maps, and we did this for the; Hemel Old Town Beer Festival, Art in the Nave and all the Vintage & New Table-Top Bazaars.

This year saw an annoying buzz from the sound system. After numerous calls, emails and discussions with the people who installed it we were at last able to identify the issue, the mixer desk. We had extracted a necklace from one of the sliders and this might have been the cause. In any case we had a new desk installed in early December and have not had a problem since. We have also replaced the radio mics receiving antenna and have seen an improvement in the second radio mic.

Brian Crawley

100 club

Only a few numbers unsold this time, pretty satisfactory although we'd love 100! There were 50 subscribers from St Mary's, 46 from St Paul's. Rosina does a magic job in looking after St Paul's members and chasing when necessary. The subscription is now £20 and monthly prizes are £60 which leaves a potential £1280 to go into the funds which of course is vital money towards the upkeep of both churches. We hope it's an almost painless way of improving the churches' funds, with the excitement every month of possibly winning £60.

Since August up to the time of writing there have been 7 draws, four winners from St Mary's and three from St Paul's. With some subscribers dropping out for various reasons – illness, death, hardship, moving away, we lose some every year, and more subscribers are really needed, so please send me your name now if you'd like to join for the 2025-26 season starting in August. It's only £20 for the whole year, and there are £720 in prizes.

David Gambling, 100-club administrator dgambling@gmail.com

The Parish of St Mary and St Paul, Hemel Hempstead

Annual Report and Accounts

for the year ended 31 December 2024

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The Annual Report

The Parochial Church Council (PCC) of the Parish of St Mary and St Paul is chaired by the Team Rector of the Benefice, the Revd Canon John Williams, (inducted on 30th March 2017). He is supported by the three Team Vicars in the wider benefice and in the parish by self-supporting (The Revd Luke Geoghegan) and retired clergy (The Revd Canon Richard Leslie, until October 2024).

Aims and Purposes

The PCC understands that the purpose of the church in this parish is to promote within the ecclesiastical parish - and the church congregations - the pastoral, evangelistic, social and ecumenical mission of the Christian Faith as set out by the Church of England and reflected in the catholic creeds. The PCC is also specifically responsible for the maintenance of St Mary's Church and Hall in the Old Town centre of Hemel Hempstead and St Paul's building complex in Highfield. The buildings are viewed as a resource to be used by the congregations for public worship, baptisms, weddings, thanksgivings and funerals, parish organised activities and also extensively by the local community.

Objectives and Activities

During 2024 the PCC decided not to update the parish Mission Action Plan but rather to concentrate on core activities particularly working to reduce the deficit in our budget by: maximising the community use of our buildings, hiring out the downstairs office space in St Mary's Hall (now redesignated as the 'Meeting Room'), ensuring the continued success of Art-in-the-Nave and the Beer Festival and starting a Vintage Fair inside St Mary's Church. Some items from our last MAP remain a priority including improving our notice boards inside and outside our buildings, keeping the website up to date and relevant, supporting Highfield Fridge and other local charities, developing our work with children and young people and building upon our recent eco-audit. These goals will be reviewed and revised during 2025.

Focus and Meaning of our Activities

The regular Sunday and weekday services give a focus and meaning for everything else that happens in parish life. The worship of Almighty God is central to the way the Christian functions and the parish seeks to nurture and encourage this and to draw the whole community into this expression of God's love and forgiveness. Remembering our historic status as the Established Church and our responsibility to welcome everyone - with or without a faith – into buildings which speak of God's unconditional love, we seek to keep our buildings open and welcoming as much as possible.

The church tries to foster and encourage outreach and charitable works both from individual members of the church community and by PCC initiatives. The Clergy support Church and community by carrying out baptisms, weddings, funerals and special blessings for those who, regardless of their connection with the local worshipping community, feel at these important times a church service and the human contact that surround this is important. The connections with our local

schools and the Uniformed (Scouting) Organisations within the parish continue to grow with regular engagement and special events throughout the year. The buildings we care for are greatly valued by these groups and this is very encouraging.

Pastoral Care

The Church seeks to offer pastoral support and care to church members and people within the community especially our schools, shops, businesses and residential homes. The monthly Pastoral Group continues to meet on the first Monday of each month to discuss current pastoral needs and to pray for the sick and departed, to discuss ministry to others on the margins and in need and to pray for them. This reflects the pastoral care exercised by everyone in the Body of Christ, not just licensed ministers. The Team Clergy also meet most Tuesday mornings to encourage one another and look at wider pastoral care issues.

Mission and Community Support

Within the Parish there continues to be a strong sense of the need to support the under privileged here and abroad. The Parish was one of the main drivers to establish DENS (Dacorum Emergency Night Shelter) in the early 90's and continues to support it through gifts of food and occasional donations. St Paul's support of the Highfield Fridge and Community Café increased during 2024 and this remains an important charity and focus for the parish. The parish has also continued support for Liberty Tea Rooms in the town and used their voucher scheme to help the increasing number of homeless who come to church seeking help.

The parish seeks to support local charities that help in defined ways like the Foodbanks, Liberty Tea Rooms, Christians Against Poverty, chaplaincy to the waterways, the local Hospices and Dacorum Community Trust.

Since 1998 St Paul's has supported Christian Aid's initiatives in Nicaragua and other donations from the whole parish included: The Bishop's Harvest Appeal, the Children's Society and other charities.

Members of the Parish established the UK Langa Pre-School Trust (LTPT) in 2011 and this independent trust is run on a voluntary basis in support of 500 children in Cape Town, South Africa. The Trust is supported in many ways by the Parish and each year sees some wonderful new and regular events to raise money and awareness for this important cause.

The Buildings

The Parish are custodians of buildings that need to be looked after and in particular one of these is Grade 1 listed, which needs maintaining and to be available to the public for church services, community & school events as well as for the general visitor. The Parish provides the framework that allows the maintenance of these historic buildings and the opening to the public to happen, so that the buildings are available to be visited by the public without charge as well as allowing them to be passed on to future generations. Work has continued both at St Mary's and St Paul's to improve the condition of all our buildings so that they are better able to serve

community and parish. The PCC is grateful to the Friends of St Mary's and all who make repair and maintenance possible.

Reaching out and coming in

In 2023 our new audio-visual systems allowed us to stream services from both churches on YouTube and this ministry has continued and seen a growing interest. Funeral and wedding services that have been recorded have proved particularly popular and we remain grateful to our technical team for making all this happen. The Diocese of St Albans recognises this 'Church at Home' ministry as increasingly significant and people who are house bound, sick, away from Hemel, former parishioners, family and friends and others report the continuing value of this service.

The fourth year of 'Open Church' at St Mary's, with people able to visit every day between 10 and 5, has seen a great number of people visit, more candles lit and more personal prayers posted than ever before. This has become a key, important ministry of the parish and the PCC is very grateful to all those who have made this possible especially by opening, closing and cleaning and maintaining the building.

Our engagement with the Old Town market and businesses within the High Street commercial community has continued to develop despite the economic downturn caused by the energy crisis and increased cost of living. This link brings a great variety of different people in to St Mary's and increases our opportunity for pastoral conversations.

St Paul's have continued to maximise the use of their hall and parish room, seeing increased use by community focussed groups during the year. The second full year of the church sharing arrangement with the local Roman Catholic Ordinariate Group has continued to build upon a solid ecumenical relationship with us all trying to live out and fulfil the desire of Jesus that 'we may all be one'.

Financial Review

This has been an extraordinary year as regards the finances. At the end of last year, the approved Budget showed a projected deficit for the year of around £13,000. The PCC's approval of this without any requirement for remedial action was probably based on the fact that previous deficit budgets had usually turned out OK, although they had never been as large as £13k. There was however a hope that the second year of the beer festival would show a significantly better profit than the first year, and the need for improved income was also taken on board as a driver for action where ever appropriate.

At the end of the year the PCC's confidence has proved to be well founded as the year ended showing a surplus of around £8,400. This can be seen in several different ways, an example of poor budgeting, a reward for the efforts of concerned and motivated individuals, or God's providence.

In fact, probably all three came into play. Our Budgeting turned out to be unnecessarily pessimistic as regards wedding fees and energy use, encouragement considerably improved the weekly giving of the St Paul's congregation, the Rector

**The Parish of St Mary and St Paul, Hemel Hempstead
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initiated profitable monthly table top sales and God made the sun shine for the Beer Festival, encouraged more visitors to St Mary's to donate using the boxes and card machine, and encouraged increased use – and so rental income – for our halls.

The main drivers for changing the deficit to a surplus were: -
Wedding and funeral fees up £3,100 (much as the previous year), non PGS Pledged Giving up £1,450, Hall rental income up £7,000 (in excess of the good previous year that had been discounted), Visitor donations up £1,800, Fund raising (Art in the Nave, Beer Festival and Table top sales) up £5700 and reduced expenditure on energy and external clergy gave a £4,300 saving. A total improvement of around £23,000 showing a surplus for the year after other minor adjustments of just under £8,400.

This variation from budget that turns a significant deficit budget into a significant surplus can sometimes happen, but is dangerous if it encourages complacency: and so, for 2025 there has been a definite decision not to budget based on worst case scenarios for income, and to revisit usage figures for heating energy which seem to be decreasing, recognising, perhaps, that the winters are getting warmer.

However, the situation also illustrates how exposed the Parish Income is to the ups and downs associated with fundraising and hall rental as compared to the comfortable certainty of Stewardship pledged income. Less than half of our income comes from planned giving.

Sadly, our pledged giving income received via the Parish Giving scheme reduced by over £1000 despite the inflationary increases that our PGS members continue to generously honour.

Art in the Nave was once again a tremendous success contributing around £4,100 to our funds.

The Beer festival was lucky with the weather and is hopefully becoming better known so contributed £4,300 instead of the £1,000 budgeted.

The Fee income from Weddings and Funerals again surprised us by bringing in much the same as last year despite the poor outlook at the time of budgeting. This is in part due to not being able to judge the number of funerals.

Hall letting income has again improved on the previous year by more than inflation which has to be really encouraging, especially as the Budget had been based on a more pessimistic estimate.

So, the accounts this year are again a good news event, but with the underlying story being that the Parish finances are becoming ever more dependent on income that comes from sources other than our membership giving.

The PCC has again agreed a Budget for 2025 which has a significant deficit, despite being drawn up using the out turn figures from 2024 as the guide. We shall see whether the confidence/optimism of the PCC will be proved right yet again.

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We remain grateful to the Friends of St Mary's and the Church Commissioners who have funded significant maintenance work at St Mary's.

The planned pew re-ordering has been tendered during the year and it is hoped that work will be carried out in 2025.

St Mary's has continued to open between 10am and 5 pm every day and by the number of candles lit and prayer notes posted, as well as the comments in the Visitors Book, this continues to be appreciated in the community.

Both churches and St Mary's Hall continue to have ongoing maintenance budgets and these seem to help to keep all three buildings in reasonable shape.

Reserves Policy

At the November 2024 PCC the reserves for 2025 were set to a range from 14k (the minimum needed to pay a month's outgoings) and 30k (three months average budget expenditure). The actual position to be discussed at each PCC.

Volunteers

We would like to thank all the volunteers, including members of the PCC, who work so hard to support our church, both within itself and through its outreach. We are particularly grateful to our Churchwardens; Gordon and Rosina Gaddes at St Paul's and Emmeline Lambert and Rosamund Russell at St Mary's, along with their deputies; Malcolm Taylor, and Norma Podmore, whose hard work and commitment throughout the year is much appreciated. The financial value of such work is incalculable and without it our church could not operate.

We also want to thank the full time, non-stipendiary and retired clergy who have continued to serve us lovingly and dependably. Their leadership, service and loving care are appreciated by both parishioners and by those outside the congregation who, through bereavement, marriage or just a life situation, come into contact with them.

The Parish was represented on the Hemel Hempstead Deanery Synod by Yemi Wilde-Halim and Lindsay Kemp. We thank them all for maintaining this important link. The Parish has active membership of the local Interfaith Network and personal links are forged through this forum. Thanks, are also due to the Finance Committee, the Treasury Team of volunteers and also Norma Howie – along with Sheila Neep - in the Team Office for their dedicated work during the last year. It is only with their highly relevant, uncomplaining and systematic work, that necessary but challenging tasks are completed.

Public Benefit

Under the Charity Commission registration, the Parish is described as an 'established church providing regular public worship open to all; pastoral work including visiting the sick and the bereaved and promoting the whole mission of the church through the provision of activities for senior citizens, parents, toddlers and

other groups.

This is a challenging mission statement but in all their decision making the Parochial Church Council have the Mission aims in mind, and the Parish remains clear that the church, as an organisation, is there for the benefit of the whole community and not just the gathered worshipping church and wider supporters. Whilst it is often tempting for the parish to act in a way which is building centred, we should remember that much of the undocumented work of the parish takes place away from our buildings and is not widely known to anyone other than the recipients.

Structure, Governance and Management

Reference and administration details of the Church, its trustees, and advisers
for the Year ended 31st December 2024

Team Rector

The Revd Canon John Williams
The Rectory
High Street
Hemel Hempstead
HP1 3AE

Address for Correspondence

The Parish office
High Street
Hemel Hempstead
Herts
HP1 3AF

Bankers

Lloyds
Marlowes
Hemel Hempstead
Herts
HP1 1BH

Accountants

Melwoods - Chartered Certified Accountants
Imex Building
575-599 Maxted Road
Hemel Hempstead
Hertfordshire
HP2 7DX

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The Parochial Church Council (PCC) is a charity that was exempted (until January 2009) from the requirements to register with the Charity Commission. It is now registered with number 1130644.

The members of the PCC are the trustees of the charity during the year 2024
membership of the PCC was as follows

Churchwardens

St Mary's: Emmeline Lambert
Rosamund Russell
St Paul's: Gordon Gaddes
Rosina Gaddes (Lay Co-Chair)

Elected Lay Deanery Synod Representatives

Lindsay Kemp
Yemi Wilde-Halim

Elected Lay Members of the PCC

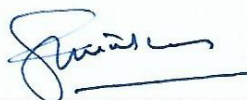
Brian Crawley	elected at 28 th April 2024 APCM
Yvonne Doran	elected at 28 th April 2024 APCM
Moji Agunda	elected at 28 th April 2024 APCM
Sheila Barton	elected at 28 th April 2024 APCM
Susan Kemp	elected at 28 th April 2024 APCM
Jane Lynskey	elected at 28 th April 2024 APCM
Malcolm Taylor	elected at 28 th April 2024 APCM
Alan Younger	elected at 28 th April 2024 APCM
Roger Sygrave	elected at 28 th April 2024 APCM
Michael Boardman	tenure ceased at 28 th April 2024 APCM
Jenny Bowes	tenure ceased at 28 th April 2024 APCM
Andrew Williams	tenure ceased at 28 th April 2024 APCM
Norma Podmore	tenure ceased at 28 th April 2024 APCM

Clergy

The Revd Canon John Williams	Team Rector in the Hemel Hempstead Team Ministry
The Revd Luke Geoghegan	Self Supporting Associate Minister Ex-officio member of PCC
The Revd Canon Richard Leslie	Permission to Officiate Clergy Member but not a member of the PCC (to October 2024, when he moved away)

On behalf of the PCC

Signed by the Chairman.....



John Keith Williams, Team Rector

17-3-25

.....
Date

**The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024**

Independent Examiner's Report to the Trustees of The Parish of St Mary and St Paul, Hemel Hempstead

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2024 which are set out on pages 10 to 21

Respective responsibilities of trustees and examiner

As the charity's trustees, you are responsible for the preparation of the accounts; you consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility

to examine the accounts under section 145 of the 2011 Act;
to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act;
to state whether particular matters have come to my attention.

Basis of independent examiner's statement:

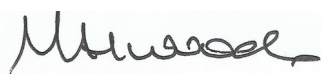
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

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:

1. the accounting records were not kept in accordance with section 130 of the Charity Act: or
2. the accounts did not accord with the accounting records; or
3. 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 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.



Martin F M Eynaud FCCA
Melwoods
Chartered Certified Accountants
Imex Building 575-599
Maxted Road
Hemel Hempstead
Hertfordshire
HP2 7DX
Date: 06 March 2025

The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024

Statement of Financial Activities 31 December 2024

	Notes	Unrestricted Funds	Restricted Funds	2024 TOTAL FUNDS	2023 TOTAL FUNDS
INCOMING RESOURCES					
Voluntary Income	2(a)	73,929	34,094	108,023	87,383
Activities for generating funds	2(b)	10,624	14,178	24,802	12,085
Income from investments	2(c)	1,185	1,263	2,448	1,405
Income from church activities	2(d)	40,808	448	41,256	38,609
Other incoming resources	2(e)	1,566	1,200	2,766	15,520
TOTAL INCOMING RESOURCES		128,112	51,183	179,295	155,002
RESOURCES EXPENDED					
Generation of voluntary income	3(a)	81	9,638	9,719	9,085
Fundraising costs	3(b)	2,026	3,105	5,131	3,136
Church activities	3(c)	116,759	37,367	154,126	165,416
Church Governance costs	3(d)	1,500		1,500	1,500
TOTAL RESOURCES EXPENDED		120,366	50,110	170,476	179,137
NET INCOMING/(OUTGOING) RESOURCES		7,746	1,073	8,819	(24,135)
TRANSFERS BETWEEN FUNDS (GF/RF)					
Gross Transfers between funds - in		33	2,507	2,540	3,897
Gross Transfers between funds - out		(55)	(2,485)	(2,540)	(3,897)
Net incoming / outgoing before other gains / losses		7,724	1,095	8,819	(24,135)
GAIN ON CCLA INVESTMENT BOND		645		645	2,441
Net movement in funds		8,369	1,095	9,464	(21,694)
Balances carried forward 1st January 2023		29,697	45,994	75,691	97,385
Balances carried forward 31st December 2024		38,066	47,089	85,155	75,691

The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024

Balance Sheet 31 December 2024

	Notes	Unrestricted Funds	Restricted Funds	2024 TOTAL FUNDS	2023 TOTAL FUNDS
		£	£	£	£
FIXED ASSETS					
CCLA Bond	6	17,882	10,926	28,808	28,163
CURRENT ASSETS					
Debtors	8	11,888		11,888	5,655
Short term deposits			4,032	4,032	3,985
CCLA deposit	6		32,131	32,131	30,512
Cash at bank and in hand		21,562		21,562	19,072
		33,450	36,163	69,613	59,224
LIABILITIES: AMOUNTS FALLING DUE WITHIN ONE YEAR					
Creditors	7	13,266		13,266	11,696
		13,266	0	13,266	11,696
NET ASSETS	5	38,066	47,089	85,155	75,691
FUNDS					
Unrestricted		38,066		38,066	29,697
Restricted	9		47,089	47,089	45,994
TOTAL FUNDS		38,066	47,089	85,155	75,691

Approved on behalf of the Parish

On behalf of the PCC

Signed by the Chairman.....

John Keith Williams, Team Rector

17-3-25

Date

The notes on subsequent pages form part of these accounts

Notes to Financial Statements for year ended 31st December 2024

1 Accounting policies

The financial statements have been prepared in accordance with the Church Accounting Regulations 1997 as amended by the Church Accounting (Amendment) Regulations 2006 together with applicable accounting standards and the Charities SORP (2005).

The financial statements have been prepared under the historical cost convention.

Funds

General funds represent the funds of the PCC that are not subject to any restrictions 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.

Restricted funds represent funds of the PCC which are donated for a purpose which is specified by the donor.

The accounts 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 or those that are informal gatherings of church members.

Income

Collections are recognised when received by or on behalf of the PCC.

Planned giving is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when the income is recognised.

Grant and legacies are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its receipt certain.

Other income

Hall rent is recognised when received.

Resources

Grants and donations are accounted for when paid over or when awarded if that award creates a binding obligation on the PCC.

Activities directly relating to the work of the Church

The diocesan share is accounted for when paid.

Payment for utilities and other services is accounted for when an invoice is paid or a direct debit/standing order mandate is recorded in the bank statement.

Fixed Assets

Consecrated property and moveable church furnishings.

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 Church wardens on special trust for the PCC which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the church Inventory. There have been no such acquisitions since 1 January 2001 and therefore no depreciations charges have been made.

All minor items are written off when purchased.

Other fixtures fittings and office equipment

Items costing less than £1,000 are written off when the asset is acquired. There are no items over this value that are less than four years old.

Fixtures and fittings are depreciated at 20% per annum on the straight-line basis.

Current assets

Amounts owing to the PCC at 31 December in respect of fees, or other income are shown as debtors where their receipt is assured.

Short term deposits include cash held on deposit with the CBF Church of England Funds or at the bank.

The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024

Not e	Unrestricte d Funds	Restricted Funds	2024 Total Funds	2023 Total Funds
* expanded in Note Subsections				
2 INCOMING RESOURCES	£	£	£	£
2(a) Voluntary Income				
Planned giving:				
Gift Aid donations	49,260	0	49,260	47,907
Income tax recoverable	11,165	969	12,134	10,697
Gift Aided Gifts	1,957	3,711	5,668	972
Loose Plate at all services	960	536	1,496	1,145
GASDS recovered	3,692	0	3,692	3,428
Church gift boxes	6,064	151	6,215	10,792
* Grants	200	25,216	25,416	7,612
* Donations	631	3,511	4,142	3,199
Legacies	0	0	0	1,631
	73,929	34,094	108,023	87,383
2(b) Activities for generating funds				
* Events	10,624	12,283	22,907	10,735
100 Club Receipts	0	1,895	1,895	1,350
	10,624	14,178	24,802	12,085
2(c) Income from investments				
Interest	1,185	1,263	2,448	1,405
	1,185	1,263	2,448	1,405
2(d) Income from church activities				
Halls rent and key Deposits	35,014	288	35,302	31,468
Fees weddings and funerals	5,794	160	5,954	7,141
	40,808	448	41,256	38,609
2(e) Other incoming resources				
* Surplus Receipts	210	0	210	492
"Stomp" Magazine	69	0	69	97
Cost recovery: Supplies	704	0	704	461
Cost recovery: Refunds	4	0	4	803
Team Office Copying	579	0	579	867
Quinquennial fund	0	1,200	1,200	800
Donations from CBF Fund	0	0	0	12,000
	1,566	1,200	2,766	15,520
TOTAL INCOMING RESOURCES	128,112	51,183	179,295	155,002

The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024

Note	Unrestricted Funds	Restricted Funds	2024 TOTAL FUNDS	2023 TOTAL FUNDS
* expanded in Note Subsections				
3 RESOURCES EXPENDED	£	£	£	£
3(a) Generation of voluntary income				
Cost of Stewardship campaign	81	0	81	0
Fees to Fundraisers	0	9,638	9,638	9,085
	81	9,638	9,719	9,085
3(b) Fundraising costs				
Events	249	2,455	2,704	705
100 club payments	0	650	650	650
* Surplus Payments	1,777	0	1,777	1,781
	2,026	3,105	5,131	3,136
3(c) Church activities				
Ministry: diocesan parish share	57,117	0	57,117	56,133
Clergy expenses	1,695	0	1,695	2,175
* Churches running costs	18,171	0	18,171	18,356
Churches maintenance - routine	7,319	3,846	11,165	6,511
* Churches maintenance - major	0	29,501	29,501	41,599
Upkeep of services	2,561	976	3,537	3,415
Upkeep of services Clergy	178	0	178	1,008
* StM Hall costs	8,079	420	8,499	8,712
StP Hall costs	2,610	493	3,103	2,104
Organ and piano tuning	882	0	882	996
Children and Young people	200	0	200	1,297
Organist fee	2,600	0	2,600	2,250
Team Administrator	8,799	0	8,799	8,446
* Administration	2,835	0	2,835	2,691
Reprographics	1,233	0	1,233	1,391
Stationery	875	0	875	384
Later Recovered	116	0	116	386.00
Team Office Costs	61	0	61	352.00
Return of Hall Deposits and Prepayments	18	438	456	128.00
Security measures	210	0	210	111.00
* Payments from special collections	0	1,693	1,693	6,171.00
Quinquennial Fund	1,200	0	1,200	800.00
	116,759	37,367	154,126	165,416
3(d) Church Governance costs				
Accountant's fees	1,500		1,500	1,500
	1,500	0	1,500	1,500
TOTAL RESOURCES EXPENDED	120,366	50,110	170,476	179,137

Note 4 to Staff Costs

During 2024 we had two direct employees. Other cleaning and organ-playing services were bought from self-employed people.

Mrs Norma Howie continues to be employed as Team Administrator. Mr T McDougall continues to be employed as the cleaner at St Mary's Hall.

The Parish continues to pay the Living Wage as its minimum hourly rate.

Mr L Kemp, Mr M Taylor, and Mr M Russell received fees from either the Team Benefice Fees account in connection with services and or weddings and funerals or from the Parish account in connection with Hall lettings.

Mr Kemp was elected to the PCC in October 2020, Mr Taylor was elected to the PCC in April 2024. Mr M Russell is the son of Mrs R Russell who was elected as Churchwarden in April 2021 and continues in office.

No other Officer or PCC member received any money except by way of reimbursement of monies expended on the Church's behalf and against receipts.

As required by legislation, the PCC continues to be registered with NEST as their pension provider in the event of any employee wishing to take up the required offer to start a pension fund. Both of our employees are in the categories where starting a pension fund is optional rather than compulsory and, after consultation, both have decided against taking out a pension.

Note	Unrestricted Funds	Restricted Funds	2024 TOTAL FUNDS	2023 TOTAL FUNDS
4 STAFF COSTS				
Wages and salaries	11,962		11,962	11,337
	11,962	0	11,962	11,337
5 ANALYSIS OF NET ASSETS BY FUND				
Current Assets	33,450	36,163	69,613	59,224
Current Liabilities	(13,266)	0	(13,266)	(11,696)
CCLA investment bond	17,882	10,926	28,808	28,163
Fund balance	38,066	47,089	85,155	75,691
6 CCLA Investments	2,024	2,023		
CCLA deposit	32,131	30,512		
CCLA Bond	28,808	28,163		
	60,939	58,675		

The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024

7	Accounts Payable	2,024	2,023
	StP electric	524	822
	StP insurance	771	750
	StM gas	864	390
	StM electric	337	369
	StM insurance	2,387	2,322
	StM Hall gas	366	290
	StM Hall electric	119	130
	StM Hall insurance	369	360
	Accountancy Fee	1,500	1,500
	Administrator Q4 PAYE	466	420
	StM cleaner Q4 PAYE	4	0
	Organist	450	500
	Incumbent expenses (JW)	0	1,495
	Incumbent Expenses (LG)	170	170
	Children's Expenses	0	150
	StP Cleaning	120	87
	Ian Pankhurst (Service Fee)	69	0
	RF Groom (Church maintenance)	58	0
	DM Music (Sound desk)	1,835	0
	KCS copier charges	0	76
	Organ Tuning	0	360
	Admin expenses	0	4
	StM Hall Maintenance	0	136
	Upkeep of services	0	75
	GASDS correction (2023)	1,290	1,290
	GASDS correction (2024)	1,567	0
	Total	13,266	11,696
8	Accounts Receivable	2,024	2,023
	St Marys hall lettings	1,380	1,821
	St Paul's weekly collections	0	239
	St Mary's weekly collections	55	490
	PCC Fees	0	54
	Grant from Children's Trust	0	700
	StM Alms boxes	107	103
	Loose plate Christmas	516	0
	Stewardship S/O	765	0
	Gift Aid (from HMRC)	4,404	885
	Gift Aid (from HMRC)	969	54
	GASDS (from HMRC 2023)	1,567	0
	GASDS (from HMRC)	2,125	1,309
	Total	11,888	5,655

The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024

9	RESTRICTED FUNDS	Opening Balance	Income	Outgoings	Transfers	2024 FUND TOTAL
	Capital Works	26,815	28,173	28,332	(382)	26,274
	Repairs	3,688	40	0	1,135	4,863
	St Paul's Fabric Fund	3,443	3,313	4,084	993	3,665
	St Mary's Net Zero	0	600	0	150	750
	Quinquennial	(976)	1,200	857	0	(633)
	Legacy Fund	2,312	0	0	0	2,312
	Bursary to fund spiritual journeys	1,427	0	0	0	1,427
	Community Outreach	577	0	0	0	577
	Youth Support (ex Ruth Milbank)	4,951	0	0	0	4,951
	Ben Neep Bequest Re StM Altar Fabrics	1,220	0	0	0	1,220
	Jonas Bequest (Bells)	1,193	535	1,789	61	0
	Christmas Collections	673	687	673	0	687
	Other Restricted Collections	0	680	760	80	0
	Nicaragua	0	476	260	32	248
	Hundred Club	350	1,855	650	(1,135)	420
	Art in the Nave	0	12,092	12,092	0	0
	St Mary's Flowers	126	274	172	0	228
	Hall Key Deposits	250	0	150	0	100
	HMRC Gift Aid buffer	(55)	970	0	(915)	0
	WEGB Hall Hire	0	288	288	0	0
		45,994	51,183	50,107	19	47,089

Note for information on the Various Funds:	2024	2023
Salisbury Trust		
Funds held in CCLA CBF Investment Fund **	27,766	27,144
Funds held in CCLA Deposit	1,102	297
Funds transferred to Parish Accounts	Nil	12,000
Buckley Benevolent Fund		
Funds held in CCLA CBF Investment Fund **	15,076	14,713
Funds held in Deposit	439	1
Funds used for Charitable aims	Nil	1,050
Buckley Fabric Fund		
Funds held in CCLA CBF Investment Fund **	15,353	14,984
Funds held in Deposit Account	766	1,030
Funds used for charitable aims	715	935
Children's Training		
Funds held in CCLA CBF Investment Fund **	15,099	14,736
Funds held in Deposit Account	567	327
Funds used for charitable aims	200	700

** The value of all these Funds is subject to Market fluctuations

There are 2 Benefice Trust. These are the Children's Trust (£2,960 Cap +£197 accrued interest, £450 used for charitable aims) and the Benevolent Trust (£4,440 Cap + £176 accrued interest, Nil used for charitable aims)

The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024

Note Subsections

Grants (2a)	2024	2023
Children's Trust	200	700
Friends of StM - Roof Lead		433
DCMS VAT Recovery	954	
Friends of StM - South Porch	1,750	
Herts CC - St Paul's	700	
VAT recovery - Roof Lead		132
Friends of StM - Quinquennial work	21,812	1,711
Friends of StM - Gutters/Down pipes		2,275
VAT Recovery - Window guards		2,361
Total	25,416	7,612

Donations (2a)	2024	2023
PGS One-Off donations	148	
EIG Trust130 Fund	260	
In memory Mr & Mrs Casimir-Mrowczyn	2,500	
Light of Bethlehem	80	
St Paul's Nicaragua	186	
Old Town Market		1,140
Buckingham Organists Association		40
In Memory of Marion Smith		299
One-off Donations PGS	148	
Ron Tindall - Salt Bin	200	
Other	968	1,720
Total	4,142	3,199

the above are the major donations

Events (2b)	2024	2023
Easy Fundraising	0	17
Beer Festival	4,307	269
Beer Festival snacks	267	0
Sale of Lead	65	0
Amazon Smile	0	13
Art in the Nave	4,117	4,033
Vintage & Table Top Bazaar	1,561	0
Other	14,151	6,403
Total	22,907	10,735

Church Running Costs (3c)	2024	2023
StM Church Gas	3,175	2,110
StM Church Electric	3,997	4,756
StM Church Water	89	5
StM Church Insurance	4,775	4,643
StP Electric	4,463	5,337
StP Water	130	5
StP Insurance	1,542	1,500
Total	18,171	18,356

The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024

Church Maintenance Major (3c)	2024	2023
StM Lead Roof		520
StM AV electrical		20,255
StM North Aisle reordering	2,980	
StP Landscaping	1,588	
StM Gutters/Down pipes painting		2,275
StM South Porch	2,100	144
StM Quinquennial tasks	1,719	15,288
StM Quinquennial tasks	21,114	1,889
other	0	1,228
Total	29,501	41,599

StM Hall Costs (3c)	2024	2023
StM Hall Cleaner	3,163	2,892
StM Hall Gas	1,250	756
StM Hall Electric	1,411	1,365
StM Hall Water	203	58
StM Hall Insurance	738	720
StM Hall Upkeep	1,314	2,921
Total	8,079	8,712

Administration (3c)	2024	2023
Team Office Telephone/Internet	1,763	1,665
Website	233	215
CRB Checks - Children's Work	27	18
Annual subscriptions	142	130
Copyright Licences	656	512
Other	14	151
Total	2,835	2,691

Payments from Special Collections (3c)	2024
Children's Society	73
Dacorum Community Trust	300
Christian Aid : Nicaragua	260
Zimbabwe Chappel	460
DENS	300
Others	300
Total	1,693

Surplus Receipts (2e)/Surplus Payments (3b)	2024	2023
TransferIn	210	491
TransferOut	1776	1,781

Transient Income is money paid in by accident or design

The items were

- 1) £10 AIN paid in and out due to overpayment
- 2) £100 paid in and out for bellringers, not to ring
- 3) £1,566 excess claim from HMRC for GASDS
- 4) £100 Weddings and Funeral fees over payment

The Parish of St Mary and St Paul, Hemel Hempstead

Annual Report and Accounts

for the year ended 31 December 2024

Contents

The Annual Report
Structure, Governance and Management
Independent Examiner's Report
Income and Expenditure Account
Balance Sheet
Notes to the Accounts

The Annual Report

The Parochial Church Council (PCC) of the Parish of St Mary and St Paul is chaired by the Team Rector of the Benefice, the Revd Canon John Williams, (inducted on 30th March 2017). He is supported by the three Team Vicars in the wider benefice and in the parish by self-supporting (The Revd Luke Geoghegan) and retired clergy (The Revd Canon Richard Leslie, until October 2024).

Aims and Purposes

The PCC understands that the purpose of the church in this parish is to promote within the ecclesiastical parish - and the church congregations - the pastoral, evangelistic, social and ecumenical mission of the Christian Faith as set out by the Church of England and reflected in the catholic creeds. The PCC is also specifically responsible for the maintenance of St Mary's Church and Hall in the Old Town centre of Hemel Hempstead and St Paul's building complex in Highfield. The buildings are viewed as a resource to be used by the congregations for public worship, baptisms, weddings, thanksgivings and funerals, parish organised activities and also extensively by the local community.

Objectives and Activities

During 2024 the PCC decided not to update the parish Mission Action Plan but rather to concentrate on core activities particularly working to reduce the deficit in our budget by: maximising the community use of our buildings, hiring out the downstairs office space in St Mary's Hall (now redesignated as the 'Meeting Room'), ensuring the continued success of Art-in-the-Nave and the Beer Festival and starting a Vintage Fair inside St Mary's Church. Some items from our last MAP remain a priority including improving our notice boards inside and outside our buildings, keeping the website up to date and relevant, supporting Highfield Fridge and other local charities, developing our work with children and young people and building upon our recent eco-audit. These goals will be reviewed and revised during 2025.

Focus and Meaning of our Activities

The regular Sunday and weekday services give a focus and meaning for everything else that happens in parish life. The worship of Almighty God is central to the way the Christian functions and the parish seeks to nurture and encourage this and to draw the whole community into this expression of God's love and forgiveness. Remembering our historic status as the Established Church and our responsibility to welcome everyone - with or without a faith – into buildings which speak of God's unconditional love, we seek to keep our buildings open and welcoming as much as possible.

The church tries to foster and encourage outreach and charitable works both from individual members of the church community and by PCC initiatives. The Clergy support Church and community by carrying out baptisms, weddings, funerals and special blessings for those who, regardless of their connection with the local worshipping community, feel at these important times a church service and the human contact that surround this is important. The connections with our local

schools and the Uniformed (Scouting) Organisations within the parish continue to grow with regular engagement and special events throughout the year. The buildings we care for are greatly valued by these groups and this is very encouraging.

Pastoral Care

The Church seeks to offer pastoral support and care to church members and people within the community especially our schools, shops, businesses and residential homes. The monthly Pastoral Group continues to meet on the first Monday of each month to discuss current pastoral needs and to pray for the sick and departed, to discuss ministry to others on the margins and in need and to pray for them. This reflects the pastoral care exercised by everyone in the Body of Christ, not just licensed ministers. The Team Clergy also meet most Tuesday mornings to encourage one another and look at wider pastoral care issues.

Mission and Community Support

Within the Parish there continues to be a strong sense of the need to support the under privileged here and abroad. The Parish was one of the main drivers to establish DENS (Dacorum Emergency Night Shelter) in the early 90's and continues to support it through gifts of food and occasional donations. St Paul's support of the Highfield Fridge and Community Café increased during 2024 and this remains an important charity and focus for the parish. The parish has also continued support for Liberty Tea Rooms in the town and used their voucher scheme to help the increasing number of homeless who come to church seeking help.

The parish seeks to support local charities that help in defined ways like the Foodbanks, Liberty Tea Rooms, Christians Against Poverty, chaplaincy to the waterways, the local Hospices and Dacorum Community Trust.

Since 1998 St Paul's has supported Christian Aid's initiatives in Nicaragua and other donations from the whole parish included: The Bishop's Harvest Appeal, the Children's Society and other charities.

Members of the Parish established the UK Langa Pre-School Trust (LTPT) in 2011 and this independent trust is run on a voluntary basis in support of 500 children in Cape Town, South Africa. The Trust is supported in many ways by the Parish and each year sees some wonderful new and regular events to raise money and awareness for this important cause.

The Buildings

The Parish are custodians of buildings that need to be looked after and in particular one of these is Grade 1 listed, which needs maintaining and to be available to the public for church services, community & school events as well as for the general visitor. The Parish provides the framework that allows the maintenance of these historic buildings and the opening to the public to happen, so that the buildings are available to be visited by the public without charge as well as allowing them to be passed on to future generations. Work has continued both at St Mary's and St Paul's to improve the condition of all our buildings so that they are better able to serve

community and parish. The PCC is grateful to the Friends of St Mary's and all who make repair and maintenance possible.

Reaching out and coming in

In 2023 our new audio-visual systems allowed us to stream services from both churches on YouTube and this ministry has continued and seen a growing interest. Funeral and wedding services that have been recorded have proved particularly popular and we remain grateful to our technical team for making all this happen. The Diocese of St Albans recognises this 'Church at Home' ministry as increasingly significant and people who are house bound, sick, away from Hemel, former parishioners, family and friends and others report the continuing value of this service.

The fourth year of 'Open Church' at St Mary's, with people able to visit every day between 10 and 5, has seen a great number of people visit, more candles lit and more personal prayers posted than ever before. This has become a key, important ministry of the parish and the PCC is very grateful to all those who have made this possible especially by opening, closing and cleaning and maintaining the building.

Our engagement with the Old Town market and businesses within the High Street commercial community has continued to develop despite the economic downturn caused by the energy crisis and increased cost of living. This link brings a great variety of different people in to St Mary's and increases our opportunity for pastoral conversations.

St Paul's have continued to maximise the use of their hall and parish room, seeing increased use by community focussed groups during the year. The second full year of the church sharing arrangement with the local Roman Catholic Ordinariate Group has continued to build upon a solid ecumenical relationship with us all trying to live out and fulfil the desire of Jesus that 'we may all be one'.

Financial Review

This has been an extraordinary year as regards the finances. At the end of last year, the approved Budget showed a projected deficit for the year of around £13,000. The PCC's approval of this without any requirement for remedial action was probably based on the fact that previous deficit budgets had usually turned out OK, although they had never been as large as £13k. There was however a hope that the second year of the beer festival would show a significantly better profit than the first year, and the need for improved income was also taken on board as a driver for action where ever appropriate.

At the end of the year the PCC's confidence has proved to be well founded as the year ended showing a surplus of around £8,400. This can be seen in several different ways, an example of poor budgeting, a reward for the efforts of concerned and motivated individuals, or God's providence.

In fact, probably all three came into play. Our Budgeting turned out to be unnecessarily pessimistic as regards wedding fees and energy use, encouragement considerably improved the weekly giving of the St Paul's congregation, the Rector

The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024

initiated profitable monthly table top sales and God made the sun shine for the Beer Festival, encouraged more visitors to St Mary's to donate using the boxes and card machine, and encouraged increased use – and so rental income – for our halls.

The main drivers for changing the deficit to a surplus were: -
Wedding and funeral fees up £3,100 (much as the previous year), non PGS Pledged Giving up £1,450, Hall rental income up £7,000 (in excess of the good previous year that had been discounted), Visitor donations up £1,800, Fund raising (Art in the Nave, Beer Festival and Table top sales) up £5700 and reduced expenditure on energy and external clergy gave a £4,300 saving. A total improvement of around £23,000 showing a surplus for the year after other minor adjustments of just under £8,400.

This variation from budget that turns a significant deficit budget into a significant surplus can sometimes happen, but is dangerous if it encourages complacency: and so, for 2025 there has been a definite decision not to budget based on worst case scenarios for income, and to revisit usage figures for heating energy which seem to be decreasing, recognising, perhaps, that the winters are getting warmer.

However, the situation also illustrates how exposed the Parish Income is to the ups and downs associated with fundraising and hall rental as compared to the comfortable certainty of Stewardship pledged income. Less than half of our income comes from planned giving.

Sadly, our pledged giving income received via the Parish Giving scheme reduced by over £1000 despite the inflationary increases that our PGS members continue to generously honour.

Art in the Nave was once again a tremendous success contributing around £4,100 to our funds.

The Beer festival was lucky with the weather and is hopefully becoming better known so contributed £4,300 instead of the £1,000 budgeted.

The Fee income from Weddings and Funerals again surprised us by bringing in much the same as last year despite the poor outlook at the time of budgeting. This is in part due to not being able to judge the number of funerals.

Hall letting income has again improved on the previous year by more than inflation which has to be really encouraging, especially as the Budget had been based on a more pessimistic estimate.

So, the accounts this year are again a good news event, but with the underlying story being that the Parish finances are becoming ever more dependent on income that comes from sources other than our membership giving.

The PCC has again agreed a Budget for 2025 which has a significant deficit, despite being drawn up using the out turn figures from 2024 as the guide. We shall see whether the confidence/optimism of the PCC will be proved right yet again.

**The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024**

We remain grateful to the Friends of St Mary's and the Church Commissioners who have funded significant maintenance work at St Mary's.

The planned pew re-ordering has been tendered during the year and it is hoped that work will be carried out in 2025.

St Mary's has continued to open between 10am and 5 pm every day and by the number of candles lit and prayer notes posted, as well as the comments in the Visitors Book, this continues to be appreciated in the community.

Both churches and St Mary's Hall continue to have ongoing maintenance budgets and these seem to help to keep all three buildings in reasonable shape.

Reserves Policy

At the November 2024 PCC the reserves for 2025 were set to a range from 14k (the minimum needed to pay a month's outgoings) and 30k (three months average budget expenditure). The actual position to be discussed at each PCC.

Volunteers

We would like to thank all the volunteers, including members of the PCC, who work so hard to support our church, both within itself and through its outreach. We are particularly grateful to our Churchwardens; Gordon and Rosina Gaddes at St Paul's and Emmeline Lambert and Rosamund Russell at St Mary's, along with their deputies; Malcolm Taylor, and Norma Podmore, whose hard work and commitment throughout the year is much appreciated. The financial value of such work is incalculable and without it our church could not operate.

We also want to thank the full time, non-stipendiary and retired clergy who have continued to serve us lovingly and dependably. Their leadership, service and loving care are appreciated by both parishioners and by those outside the congregation who, through bereavement, marriage or just a life situation, come into contact with them.

The Parish was represented on the Hemel Hempstead Deanery Synod by Yemi Wilde-Halim and Lindsay Kemp. We thank them all for maintaining this important link. The Parish has active membership of the local Interfaith Network and personal links are forged through this forum. Thanks, are also due to the Finance Committee, the Treasury Team of volunteers and also Norma Howie – along with Sheila Neep - in the Team Office for their dedicated work during the last year. It is only with their highly relevant, uncomplaining and systematic work, that necessary but challenging tasks are completed.

Public Benefit

Under the Charity Commission registration, the Parish is described as an 'established church providing regular public worship open to all; pastoral work including visiting the sick and the bereaved and promoting the whole mission of the church through the provision of activities for senior citizens, parents, toddlers and

other groups.

This is a challenging mission statement but in all their decision making the Parochial Church Council have the Mission aims in mind, and the Parish remains clear that the church, as an organisation, is there for the benefit of the whole community and not just the gathered worshipping church and wider supporters. Whilst it is often tempting for the parish to act in a way which is building centred, we should remember that much of the undocumented work of the parish takes place away from our buildings and is not widely known to anyone other than the recipients.

Structure, Governance and Management

Reference and administration details of the Church, its trustees, and advisers for the Year ended 31st December 2024

Team Rector

The Revd Canon John Williams
The Rectory
High Street
Hemel Hempstead
HP1 3AE

Address for Correspondence

The Parish office
High Street
Hemel Hempstead
Herts
HP1 3AF

Bankers

Lloyds
Marlowes
Hemel Hempstead
Herts
HP1 1BH

Accountants

Melwoods - Chartered Certified Accountants
Imex Building
575-599 Maxted Road
Hemel Hempstead
Hertfordshire
HP2 7DX

**The Parish of St Mary and St Paul, Hemel Hempstead
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The Parochial Church Council (PCC) is a charity that was exempted (until January 2009) from the requirements to register with the Charity Commission. It is now registered with number 1130644.

The members of the PCC are the trustees of the charity during the year 2024
membership of the PCC was as follows

Churchwardens

St Mary's: Emmeline Lambert
Rosamund Russell
St Paul's: Gordon Gaddes
Rosina Gaddes (Lay Co-Chair)

Elected Lay Deanery Synod Representatives

Lindsay Kemp
Yemi Wilde-Halim

Elected Lay Members of the PCC

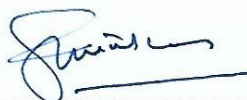
Brian Crawley	elected at 28 th April 2024 APCM
Yvonne Doran	elected at 28 th April 2024 APCM
Moji Agunda	elected at 28 th April 2024 APCM
Sheila Barton	elected at 28 th April 2024 APCM
Susan Kemp	elected at 28 th April 2024 APCM
Jane Lynskey	elected at 28 th April 2024 APCM
Malcolm Taylor	elected at 28 th April 2024 APCM
Alan Younger	elected at 28 th April 2024 APCM
Roger Sygrave	elected at 28 th April 2024 APCM
Michael Boardman	tenure ceased at 28 th April 2024 APCM
Jenny Bowes	tenure ceased at 28 th April 2024 APCM
Andrew Williams	tenure ceased at 28 th April 2024 APCM
Norma Podmore	tenure ceased at 28 th April 2024 APCM

Clergy

The Revd Canon John Williams	Team Rector in the Hemel Hempstead Team Ministry
The Revd Luke Geoghegan	Self Supporting Associate Minister Ex-officio member of PCC
The Revd Canon Richard Leslie	Permission to Officiate Clergy Member but not a member of the PCC (to October 2024, when he moved away)

On behalf of the PCC

Signed by the Chairman.....



John Keith Williams, Team Rector

17-3-25

.....
Date

**The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024**

Independent Examiner's Report to the Trustees of The Parish of St Mary and St Paul, Hemel Hempstead

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2024 which are set out on pages 10 to 21

Respective responsibilities of trustees and examiner

As the charity's trustees, you are responsible for the preparation of the accounts; you consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility

to examine the accounts under section 145 of the 2011 Act;
to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act;
to state whether particular matters have come to my attention.

Basis of independent examiner's statement:

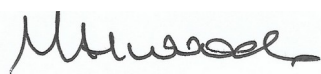
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

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:

1. the accounting records were not kept in accordance with section 130 of the Charity Act: or
2. the accounts did not accord with the accounting records; or
3. 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 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.



Martin F M Eynaud FCCA
Melwoods
Chartered Certified Accountants
Imex Building 575-599
Maxted Road
Hemel Hempstead
Hertfordshire
HP2 7DX
Date: 06 March 2025

The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024

Statement of Financial Activities 31 December 2024

	Notes	Unrestricted Funds	Restricted Funds	2024 TOTAL FUNDS	2023 TOTAL FUNDS
INCOMING RESOURCES					
Voluntary Income	2(a)	73,929	34,094	108,023	87,383
Activities for generating funds	2(b)	10,624	14,178	24,802	12,085
Income from investments	2(c)	1,185	1,263	2,448	1,405
Income from church activities	2(d)	40,808	448	41,256	38,609
Other incoming resources	2(e)	1,566	1,200	2,766	15,520
TOTAL INCOMING RESOURCES		128,112	51,183	179,295	155,002
RESOURCES EXPENDED					
Generation of voluntary income	3(a)	81	9,638	9,719	9,085
Fundraising costs	3(b)	2,026	3,105	5,131	3,136
Church activities	3(c)	116,759	37,367	154,126	165,416
Church Governance costs	3(d)	1,500		1,500	1,500
TOTAL RESOURCES EXPENDED		120,366	50,110	170,476	179,137
NET INCOMING/(OUTGOING) RESOURCES		7,746	1,073	8,819	(24,135)
TRANSFERS BETWEEN FUNDS (GF/RF)					
Gross Transfers between funds - in		33	2,507	2,540	3,897
Gross Transfers between funds - out		(55)	(2,485)	(2,540)	(3,897)
Net incoming / outgoing before other gains / losses		7,724	1,095	8,819	(24,135)
GAIN ON CCLA INVESTMENT BOND		645		645	2,441
Net movement in funds		8,369	1,095	9,464	(21,694)
Balances carried forward 1st January 2023		29,697	45,994	75,691	97,385
Balances carried forward 31st December 2024		38,066	47,089	85,155	75,691

The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024

Balance Sheet 31 December 2024

	Notes	Unrestricted Funds	Restricted Funds	2024 TOTAL FUNDS	2023 TOTAL FUNDS
		£	£	£	£
FIXED ASSETS					
CCLA Bond	6	17,882	10,926	28,808	28,163
CURRENT ASSETS					
Debtors	8	11,888		11,888	5,655
Short term deposits			4,032	4,032	3,985
CCLA deposit	6		32,131	32,131	30,512
Cash at bank and in hand		21,562		21,562	19,072
		33,450	36,163	69,613	59,224
LIABILITIES: AMOUNTS FALLING DUE WITHIN ONE YEAR					
Creditors	7	13,266		13,266	11,696
		13,266	0	13,266	11,696
NET ASSETS	5	38,066	47,089	85,155	75,691
FUNDS					
Unrestricted		38,066		38,066	29,697
Restricted	9		47,089	47,089	45,994
TOTAL FUNDS		38,066	47,089	85,155	75,691

Approved on behalf of the Parish

On behalf of the PCC

Signed by the Chairman.....

John Keith Williams, Team Rector

17-3-25

Date

The notes on subsequent pages form part of these accounts

Notes to Financial Statements for year ended 31st December 2024

1 Accounting policies

The financial statements have been prepared in accordance with the Church Accounting Regulations 1997 as amended by the Church Accounting (Amendment) Regulations 2006 together with applicable accounting standards and the Charities SORP (2005).

The financial statements have been prepared under the historical cost convention.

Funds

General funds represent the funds of the PCC that are not subject to any restrictions 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.

Restricted funds represent funds of the PCC which are donated for a purpose which is specified by the donor.

The accounts 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 or those that are informal gatherings of church members.

Income

Collections are recognised when received by or on behalf of the PCC.

Planned giving is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when the income is recognised.

Grant and legacies are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its receipt certain.

Other income

Hall rent is recognised when received.

Resources

Grants and donations are accounted for when paid over or when awarded if that award creates a binding obligation on the PCC.

Activities directly relating to the work of the Church

The diocesan share is accounted for when paid.

Payment for utilities and other services is accounted for when an invoice is paid or a direct debit/standing order mandate is recorded in the bank statement.

Fixed Assets

Consecrated property and moveable church furnishings.

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 Church wardens on special trust for the PCC which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the church Inventory. There have been no such acquisitions since 1 January 2001 and therefore no depreciations charges have been made.

All minor items are written off when purchased.

Other fixtures fittings and office equipment

Items costing less than £1,000 are written off when the asset is acquired. There are no items over this value that are less than four years old.

Fixtures and fittings are depreciated at 20% per annum on the straight-line basis.

Current assets

Amounts owing to the PCC at 31 December in respect of fees, or other income are shown as debtors where their receipt is assured.

Short term deposits include cash held on deposit with the CBF Church of England Funds or at the bank.

The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024

Not e	Unrestricte d Funds	Restricted Funds	2024 Total Funds	2023 Total Funds
* expanded in Note Subsections				
2 INCOMING RESOURCES	£	£	£	£
2(a) Voluntary Income				
Planned giving:				
Gift Aid donations	49,260	0	49,260	47,907
Income tax recoverable	11,165	969	12,134	10,697
Gift Aided Gifts	1,957	3,711	5,668	972
Loose Plate at all services	960	536	1,496	1,145
GASDS recovered	3,692	0	3,692	3,428
Church gift boxes	6,064	151	6,215	10,792
* Grants	200	25,216	25,416	7,612
* Donations	631	3,511	4,142	3,199
Legacies	0	0	0	1,631
	73,929	34,094	108,023	87,383
2(b) Activities for generating funds				
* Events	10,624	12,283	22,907	10,735
100 Club Receipts	0	1,895	1,895	1,350
	10,624	14,178	24,802	12,085
2(c) Income from investments				
Interest	1,185	1,263	2,448	1,405
	1,185	1,263	2,448	1,405
2(d) Income from church activities				
Halls rent and key Deposits	35,014	288	35,302	31,468
Fees weddings and funerals	5,794	160	5,954	7,141
	40,808	448	41,256	38,609
2(e) Other incoming resources				
* Surplus Receipts	210	0	210	492
"Stomp" Magazine	69	0	69	97
Cost recovery: Supplies	704	0	704	461
Cost recovery: Refunds	4	0	4	803
Team Office Copying	579	0	579	867
Quinquennial fund	0	1,200	1,200	800
Donations from CBF Fund	0	0	0	12,000
	1,566	1,200	2,766	15,520
TOTAL INCOMING RESOURCES	128,112	51,183	179,295	155,002

The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024

Note	Unrestricted Funds	Restricted Funds	2024 TOTAL FUNDS	2023 TOTAL FUNDS
* expanded in Note Subsections				
3 RESOURCES EXPENDED	£	£	£	£
3(a) Generation of voluntary income				
Cost of Stewardship campaign	81	0	81	0
Fees to Fundraisers	0	9,638	9,638	9,085
	81	9,638	9,719	9,085
3(b) Fundraising costs				
Events	249	2,455	2,704	705
100 club payments	0	650	650	650
* Surplus Payments	1,777	0	1,777	1,781
	2,026	3,105	5,131	3,136
3(c) Church activities				
Ministry: diocesan parish share	57,117	0	57,117	56,133
Clergy expenses	1,695	0	1,695	2,175
* Churches running costs	18,171	0	18,171	18,356
Churches maintenance - routine	7,319	3,846	11,165	6,511
* Churches maintenance - major	0	29,501	29,501	41,599
Upkeep of services	2,561	976	3,537	3,415
Upkeep of services Clergy	178	0	178	1,008
* StM Hall costs	8,079	420	8,499	8,712
StP Hall costs	2,610	493	3,103	2,104
Organ and piano tuning	882	0	882	996
Children and Young people	200	0	200	1,297
Organist fee	2,600	0	2,600	2,250
Team Administrator	8,799	0	8,799	8,446
* Administration	2,835	0	2,835	2,691
Reprographics	1,233	0	1,233	1,391
Stationery	875	0	875	384
Later Recovered	116	0	116	386.00
Team Office Costs	61	0	61	352.00
Return of Hall Deposits and Prepayments	18	438	456	128.00
Security measures	210	0	210	111.00
* Payments from special collections	0	1,693	1,693	6,171.00
Quinquennial Fund	1,200	0	1,200	800.00
	116,759	37,367	154,126	165,416
3(d) Church Governance costs				
Accountant's fees	1,500		1,500	1,500
	1,500	0	1,500	1,500
TOTAL RESOURCES EXPENDED	120,366	50,110	170,476	179,137

Note 4 to Staff Costs

During 2024 we had two direct employees. Other cleaning and organ-playing services were bought from self-employed people.

Mrs Norma Howie continues to be employed as Team Administrator. Mr T McDougall continues to be employed as the cleaner at St Mary's Hall.

The Parish continues to pay the Living Wage as its minimum hourly rate.

Mr L Kemp, Mr M Taylor, and Mr M Russell received fees from either the Team Benefice Fees account in connection with services and or weddings and funerals or from the Parish account in connection with Hall lettings.

Mr Kemp was elected to the PCC in October 2020, Mr Taylor was elected to the PCC in April 2024. Mr M Russell is the son of Mrs R Russell who was elected as Churchwarden in April 2021 and continues in office.

No other Officer or PCC member received any money except by way of reimbursement of monies expended on the Church's behalf and against receipts.

As required by legislation, the PCC continues to be registered with NEST as their pension provider in the event of any employee wishing to take up the required offer to start a pension fund. Both of our employees are in the categories where starting a pension fund is optional rather than compulsory and, after consultation, both have decided against taking out a pension.

Note	Unrestricted Funds	Restricted Funds	2024 TOTAL FUNDS	2023 TOTAL FUNDS
4 STAFF COSTS				
Wages and salaries	11,962		11,962	11,337
	11,962	0	11,962	11,337
5 ANALYSIS OF NET ASSETS BY FUND				
Current Assets	33,450	36,163	69,613	59,224
Current Liabilities	(13,266)	0	(13,266)	(11,696)
CCLA investment bond	17,882	10,926	28,808	28,163
Fund balance	38,066	47,089	85,155	75,691
6 CCLA Investments	2,024	2,023		
CCLA deposit	32,131	30,512		
CCLA Bond	28,808	28,163		
	60,939	58,675		

The Parish of St Mary and St Paul, Hemel Hempstead
Annual Report and Accounts for year ended 31st December 2024

7	Accounts Payable	2,024	2,023
	StP electric	524	822
	StP insurance	771	750
	StM gas	864	390
	StM electric	337	369
	StM insurance	2,387	2,322
	StM Hall gas	366	290
	StM Hall electric	119	130
	StM Hall insurance	369	360
	Accountancy Fee	1,500	1,500
	Administrator Q4 PAYE	466	420
	StM cleaner Q4 PAYE	4	0
	Organist	450	500
	Incumbent expenses (JW)	0	1,495
	Incumbent Expenses (LG)	170	170
	Children's Expenses	0	150
	StP Cleaning	120	87
	Ian Pankhurst (Service Fee)	69	0
	RF Groom (Church maintenance)	58	0
	DM Music (Sound desk)	1,835	0
	KCS copier charges	0	76
	Organ Tuning	0	360
	Admin expenses	0	4
	StM Hall Maintenance	0	136
	Upkeep of services	0	75
	GASDS correction (2023)	1,290	1,290
	GASDS correction (2024)	1,567	0
	Total	13,266	11,696
8	Accounts Receivable	2,024	2,023
	St Marys hall lettings	1,380	1,821
	St Paul's weekly collections	0	239
	St Mary's weekly collections	55	490
	PCC Fees	0	54
	Grant from Children's Trust	0	700
	StM Alms boxes	107	103
	Loose plate Christmas	516	0
	Stewardship S/O	765	0
	Gift Aid (from HMRC)	4,404	885
	Gift Aid (from HMRC)	969	54
	GASDS (from HMRC 2023)	1,567	0
	GASDS (from HMRC)	2,125	1,309
	Total	11,888	5,655

The Parish of St Mary and St Paul, Hemel Hempstead
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9	RESTRICTED FUNDS	Opening Balance	Income	Outgoings	Transfers	2024 FUND TOTAL
	Capital Works	26,815	28,173	28,332	(382)	26,274
	Repairs	3,688	40	0	1,135	4,863
	St Paul's Fabric Fund	3,443	3,313	4,084	993	3,665
	St Mary's Net Zero	0	600	0	150	750
	Quinquennial	(976)	1,200	857	0	(633)
	Legacy Fund	2,312	0	0	0	2,312
	Bursary to fund spiritual journeys	1,427	0	0	0	1,427
	Community Outreach	577	0	0	0	577
	Youth Support (ex Ruth Milbank)	4,951	0	0	0	4,951
	Ben Neep Bequest Re StM Altar Fabrics	1,220	0	0	0	1,220
	Jonas Bequest (Bells)	1,193	535	1,789	61	0
	Christmas Collections	673	687	673	0	687
	Other Restricted Collections	0	680	760	80	0
	Nicaragua	0	476	260	32	248
	Hundred Club	350	1,855	650	(1,135)	420
	Art in the Nave	0	12,092	12,092	0	0
	St Mary's Flowers	126	274	172	0	228
	Hall Key Deposits	250	0	150	0	100
	HMRC Gift Aid buffer	(55)	970	0	(915)	0
	WEGB Hall Hire	0	288	288	0	0
		45,994	51,183	50,107	19	47,089

Note for information on the Various Funds:	2024	2023
Salisbury Trust		
Funds held in CCLA CBF Investment Fund **	27,766	27,144
Funds held in CCLA Deposit	1,102	297
Funds transferred to Parish Accounts	Nil	12,000
Buckley Benevolent Fund		
Funds held in CCLA CBF Investment Fund **	15,076	14,713
Funds held in Deposit	439	1
Funds used for Charitable aims	Nil	1,050
Buckley Fabric Fund		
Funds held in CCLA CBF Investment Fund **	15,353	14,984
Funds held in Deposit Account	766	1,030
Funds used for charitable aims	715	935
Children's Training		
Funds held in CCLA CBF Investment Fund **	15,099	14,736
Funds held in Deposit Account	567	327
Funds used for charitable aims	200	700

** The value of all these Funds is subject to Market fluctuations

There are 2 Benefice Trust. These are the Children's Trust (£2,960 Cap +£197 accrued interest, £450 used for charitable aims) and the Benevolent Trust (£4,440 Cap + £176 accrued interest, Nil used for charitable aims)

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Note Subsections

Grants (2a)	2024	2023
Children's Trust	200	700
Friends of StM - Roof Lead		433
DCMS VAT Recovery	954	
Friends of StM - South Porch	1,750	
Herts CC - St Paul's	700	
VAT recovery - Roof Lead		132
Friends of StM - Quinquennial work	21,812	1,711
Friends of StM - Gutters/Down pipes		2,275
VAT Recovery - Window guards		2,361
Total	25,416	7,612

Donations (2a)	2024	2023
PGS One-Off donations	148	
EIG Trust130 Fund	260	
In memory Mr & Mrs Casimir-Mrowczyn	2,500	
Light of Bethlehem	80	
St Paul's Nicaragua	186	
Old Town Market		1,140
Buckingham Organists Association		40
In Memory of Marion Smith		299
One-off Donations PGS	148	
Ron Tindall - Salt Bin	200	
Other	968	1,720
Total	4,142	3,199

the above are the major donations

Events (2b)	2024	2023
Easy Fundraising	0	17
Beer Festival	4,307	269
Beer Festival snacks	267	0
Sale of Lead	65	0
Amazon Smile	0	13
Art in the Nave	4,117	4,033
Vintage & Table Top Bazaar	1,561	0
Other	14,151	6,403
Total	22,907	10,735

Church Running Costs (3c)	2024	2023
StM Church Gas	3,175	2,110
StM Church Electric	3,997	4,756
StM Church Water	89	5
StM Church Insurance	4,775	4,643
StP Electric	4,463	5,337
StP Water	130	5
StP Insurance	1,542	1,500
Total	18,171	18,356

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Church Maintenance Major (3c)	2024	2023
StM Lead Roof		520
StM AV electrical		20,255
StM North Aisle reordering	2,980	
StP Landscaping	1,588	
StM Gutters/Down pipes painting		2,275
StM South Porch	2,100	144
StM Quinquennial tasks	1,719	15,288
StM Quinquennial tasks	21,114	1,889
other	0	1,228
Total	29,501	41,599

StM Hall Costs (3c)	2024	2023
StM Hall Cleaner	3,163	2,892
StM Hall Gas	1,250	756
StM Hall Electric	1,411	1,365
StM Hall Water	203	58
StM Hall Insurance	738	720
StM Hall Upkeep	1,314	2,921
Total	8,079	8,712

Administration (3c)	2024	2023
Team Office Telephone/Internet	1,763	1,665
Website	233	215
CRB Checks - Children's Work	27	18
Annual subscriptions	142	130
Copyright Licences	656	512
Other	14	151
Total	2,835	2,691

Payments from Special Collections (3c)	2024
Children's Society	73
Dacorum Community Trust	300
Christian Aid : Nicaragua	260
Zimbabwe Chappel	460
DENS	300
Others	300
Total	1,693

Surplus Receipts (2e)/Surplus Payments (3b)	2024	2023
TransferIn	210	491
TransferOut	1776	1,781

Transient Income is money paid in by accident or design

The items were

- 1) £10 AIN paid in and out due to overpayment
- 2) £100 paid in and out for bellringers, not to ring
- 3) £1,566 excess claim from HMRC for GASDS
- 4) £100 Weddings and Funeral fees over payment