THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST STEPHEN, EAST TWICKENHAM

England & Wales · Charity number 1131378

Details

Other names	ST STEPHEN'S, EAST TWICKENHAM
Status	Registered
Legal form	Previously excepted
Registered	2009-08-26
Register	View on the Charity Commission register

Contact

Address	30 Crown Road Twickenham TW1 3EE
Phone	02088925258
Email	office@st-stephens.org.uk
Website	www.st-stephens.org.uk

Activities

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

Activities: ST STEPHEN'S IS AN ANGLICAN CHURCH SERVING THE PARISH OF EAST TWICKENHAM IN THE DIOCESE OF LONDON.

Classification

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

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Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- Richmond Upon Thames

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£1,253,699	£1,153,525	£2,125,446	16
2023-12-31	£1,240,172	£1,303,441	£2,025,272	15
2022-12-31	£1,310,867	£1,331,146	£2,088,541	18
2021-12-31	£1,026,184	£1,073,852	£2,108,820	14
2020-12-31	£1,041,327	£978,286	£2,156,488	13

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Trustees

Name	Role	Appointed
Colin Matthews	Chair	2019-04-29
ANTHONY JOHN DIXON		
Alastair Hugh Bateman		2025-05-19
Alison Mary Guy Purves		2023-05-15
BRIDGET ANNE WALLACE		2023-05-15
Christopher Mark Askwith		2019-04-29
Dr Chloe Cooke		2024-05-20
Dr Olumbunmi Olayisade		2024-05-20
Elaine Johnston		2020-10-19
Elizabeth Mary Helen Thomas		2023-05-15
James Michael Bentley		2025-05-19
Jeremy Michael James Booker		2024-05-20
Joanne Dixon		2019-07-15
King Tin Tan		2025-05-19
Leslie Victor Taylor		2017-04-23
MICHAEL WILKINSON		
MRS HELEN CHEN		2013-04-29
Mark Myddelton		2022-04-25
Matthew Baird		2017-04-23
Nicola Elizabeth Bridget Jackson		2024-05-20
Rev Elizabeth Lucy Talbot		2024-01-15
Rev Lauren Ruth Talbot		2024-06-29
Rev Mathew David Ineson		2023-09-03
Rev Thomas Francis Quicksell		2024-06-29
Ross Yarrow		2018-05-21
SANDRA MARY ASHTON-JENNINGS		
Sarah Parthina Gough		2015-04-27

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Name	Role	Appointed
Wai Hing Chan		2022-04-25
Zachary Alexander Jacka Jopling		2019-04-29

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST STEPHEN, EAST TWICK

England & Wales - Charity number 1131378

Accounts

Charity registration number 1131378

ST STEPHEN'S CHURCH, TWICKENHAM

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

ST STEPHEN'S CHURCH, TWICKENHAM

LEGAL AND ADMINISTRATIVE INFORMATION

Charity number	1131378
Church office	Church Office 30 Crown Road Twickenham Middlesex TW1 3EE
Church building	St Stephens Church Richmond Road Twickenham TW1 2PD
Auditor	Caladine Limited Chantry House 22 Upperton Road Eastbourne East Sussex BN21 1BF
Bankers	Barclays Bank PLC 1 Churchill Place London E14 5HP
Investment managers	CCLA Investment Management Ltd Senator House 85 Queen Victoria Street London EC4V 4ET

ST STEPHEN'S CHURCH, TWICKENHAM

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ST STEPHEN'S CHURCH, TWICKENHAM

PAROCHIAL CHURCH COUNCIL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The Parochial Church Council presents its annual report and financial statements for the year ended 31 December 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

Background
St Stephen's is a friendly, vibrant church. We are a growing community of all ages and stages of life and love to make new people feel welcome.

St Stephen’s has been a place of Christian worship ever since it first opened its doors in 1875 and has always stayed true to the Bible’s writings which, we believe, were inspired by the Spirit of God to shape and guide our lives. We believe that Jesus Christ is risen, alive and at work in our lives and the world – bringing hope, healing, purpose and direction through the power of the Holy Spirit.

Our vision
Our vision is to be an outward-looking church, serving our community and the wider world with the good news of Jesus. This focus is sustained and empowered through encountering God in worship, prayer and study of the Bible, and our relationships with each other as we encourage, honour and care for one another.

We want to be known for:

- Loving God,
- Growing Disciples,
- Transforming Communities.

We value hospitality, generosity, the dignity of every person, appreciating the traditional and contemporary, embracing Word and Spirit, encountering the presence of God, and maintaining a good sense of humour amidst it all!

Our Strategic Priorities are:

GROW whole-life discipleship:
We will envision and empower each other to live and grow as disciples who make disciples.

GROW younger:
Together we will invest in and build on what we already do well by exploring opportunities to reach and disciple the younger generations.

GROW & resource the wider church:
We will continue to play our part in the transformation of the nations by being a courageously generous church.

We seek humbly to work out this vision ‘not by might, nor by power, but by my Spirit, says the Lord Almighty’ (Zechariah 4 v 6).

The role of the Parochial Church Council (PCC)
St Stephen’s Parochial Church Council (PCC) is responsible for cooperating with the incumbent in promoting in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social, and ecumenical. The PCC is also specifically responsible for the maintenance of the church building, its associated grounds and buildings (the Crossway and two Richmond Road properties on the church site), the church office building at 30 Crown Road and two further PCC-owned residential properties (in Kenley Road and Heathfield South).

The PCC works alongside the vicar in promoting the whole mission of the Church in the Parish and beyond. Ensuring that the church's, worship, events and activities are aligned with our vision and strategy and that St Stephen's is a church where people can encounter God and grow as disciples of Jesus.

The PCC is committed to Safeguarding and has complied with its duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due awareness and regard to the House of Bishops' guidance on safeguarding children and vulnerable adults. The PCC has reviewed and ensured that the necessary safeguarding policies and procedures are implemented.

Public benefit

When planning activities for the year, St Stephen's PCC has considered the Commission's guidance on public benefit and the supplementary guidance on charities for the advancement of religion. In particular, we try to enable every person to live out their faith as part of our parish community through:

- Worship and prayer, learning about the Gospel, and developing their knowledge and trust in Jesus,
- Provision of pastoral care for people living in the parish,
- Missionary and outreach work.

To facilitate this work, we maintain the fabric of the Church of St Stephen's and its associated grounds and buildings.

Achievements and performance

During 2024 we continued to run four regular services on Sundays at 9am, 10.45am, 6pm and online. Attendance has increased across all these services. We continued this regular pattern throughout August (in place of only two services in the past).

We welcomed Revd Libby Talbot, as our new Vicar, at a service of Institution and Induction on 15 January 2024.

Revd Lauren Talbot and Revd Thomas Quicksell were ordained in June 2024 and joined us as curates. Lauren has overseen the work of Groups and is jointly responsible for Safeguarding. Thomas leads on students' ministry and Alpha.

Families ministries have continued to thrive in 2024. Kids Pastor, Lauren Goodall and her team have cared for and discipled up to 70 children in Kids Church and continue to support local schools through lessons and assemblies. In April, we held our annual children's Holiday Club with 90 children attending many of whom were non-church children.

Refresh welcomes around 70 families each week. Our Little Acorns pre-school group has seen a significant increase in uptake particularly with new families from the local community.

Youth Pastor, Rach Ferguson, started with us January 2024 and oversees Older and Younger Youth with over 70 teenagers attending each week, and events including a residential trip to Focus.

The 6pm service continues to serve people of all ages, including many young adults and students.

Monday Night Football is a safe and encouraging sporting environment for more than 70 young adults.

Seniors Ministry provides many opportunities (Monday lunches and talks, Chairobics exercise classes, Bible study, worship services in two care homes and a seaside trip) for older people to meet together and grow as disciples.

This ministry also facilitates the midweek 'By Still Waters' church service (any age welcome!) which has been attended by a growing congregation and is well supported by clergy.

Drop-In offering a hot meal and warm welcome to people who are vulnerable and potentially struggling with mental or physical health, loneliness, or housing and finance issues.

In May we hosted a confirmation and baptism service, led by Bishop Emma. In September, we held a further adult baptism service.

In May, we also held the Annual Parochial Church meeting with good attendance and discussions.

In July we took a record 125 people from St Stephen's to Focus 2024, drawn from across the generations. This included 30 Youth.

In September, we welcomed a new Creative Communications Lead and Media, Production and Sound Technician.

In the Autumn 'Rooted' was launched, a bespoke discipleship and ministry development programme for St Stephen's, for those in their 20s and 30s who are already playing a significant role leading in Church.

In November we held Giving Sunday which raised £37,236 in one-off gifts and generated an uplift in regular giving of 6,863 a month.

Nearly 2000 people attended Christmas services in 2024.

We have continued to support organisations and individuals in Global Engagement and within our own community in 2024. The year saw a review of our mission strategy led by a task group.

Our support of UK charities enabled us to have a positive impact on our community in 2024. In addition to our financial contribution to St Stephen's School and CPAS, we offered funding and office space to Crosslight (TWMAS), and also to SEEN.

Our groups continue to thrive – with the number of groups increasing - and we have also hosted several courses, such as, Parenting courses, the Bible Course and Confident Christianity. We have run Alpha every term with an average attendance of 24 people.

We are grateful to staff and all those who volunteer on teams to enable the ministry of St Stephen's to happen.

Financial review

Background

The accounts include all property except the Church building itself and its 'inalienable' contents. Inalienable means those things that we cannot dispose of without the permission of a faculty from the Diocese (e.g. the baptismal font). The PCC manages the resources of the Church using an annual budget which covers every area of the Church's ministry.

The PCC manages three types of funds: unrestricted, designated, and restricted.
Unrestricted funds: where the application of resources is determined by the PCC.

Designated funds: from time to time the PCC may decide to transfer funds from the unrestricted funds into designated funds earmarked for a particular purpose such as the Buildings/Capital Fund or Fixed Asset Reserve. These funds remain unrestricted and under the PCC discretion.

Restricted funds: donations may be limited to a specific purpose and are segregated into restricted funds which can only be used for the purpose for which they were donated.

Income and expenditure account

Total income in 2024 was £1,253,699 (2023: £1,240,172). The PCC is extremely grateful for the generosity of the congregation especially with the challenges of the current cost of living.

Unrestricted regular voluntary donations have increased from 2023 by £48,627 to £603,782. The generosity of the congregation during Giving Sunday in November exceeded expectations by raising £34,050 (plus £3,186 in Gift Aid). During the year, a very encouraging £224,280 was donated in one-off gifts which enabled an additional £45,944 to be recovered in Gift Aid. In the prior year, 2023, restricted income included £56,552 (including Gift Aid) raised for All Saints Church, Isleworth.

In 2024, the unrestricted funds had an excess of income over expenditure of £128,874 (2023: excess of expenditure over income of £34,066).

St Stephen's PCC paid £183,000 Common Fund to the London Diocesan Fund, comprising Parish Standard Cost (PSC) of £91,300 plus a 'support' contribution of £91,700. The PSC covers the total cost of our Vicar, our share of the cost of curates employed in the Diocese, training for ordination and other Diocesan costs. The support contribution is commensurate with the amounts requested from and given by other large churches in the Kensington Area and goes towards supporting churches in the London Diocese that are not able to cover PSC in full, including those that have been recently planted to churches in urban deprivation areas, where incomes are very low.

St Stephen's continues to be generous to missionary and charitable giving. Note 10 shows that a total of £158,166 was given. This includes £43,644 towards global engagement - both partner organisations and individual mission partners, £22,822 towards UK engagement and long-term UK relationships in addition to the £91,700 common fund support.

At the end of the year the unrestricted funds balance was £1,068,498 of which £572,019 is held as fixed assets (mostly properties) with most of the balance of £496,479 held as cash. The restricted funds total £1,056,948 represents; the Crossway and the two ancillary residential properties, the Vicar's Discretionary Fund which provides confidential relief of hardship at the discretion of the Vicar and the centrally managed Hardship Fund, established in 2020, for those who are members of the Church family.

Reserves

At 31 December 2024, the cash position stands at £483,529. It is PCC policy to maintain sufficient unrestricted cash balances to meet near term expenditure, including any emergencies that may arise from time to time and a Building/ Capital reserve to meet maintenance demands of the church. In practice this means that we aim to maintain a general fund cash balance of between two and four months expenditure. Our general cash balance represents approximately three and a half months of expenditure budgeted in 2025 excluding the Building/Capital reserve which stands at £165,749.

Cash management

It is our policy to invest longer-term cash balances in the CBF Church of England Deposit Fund, which offers a competitive rate of interest. They also use a mechanism which enables us to limit our exposure to bank default risk as the total value of our cash deposits significantly exceed the maximum amount which can be protected under the Financial Services Compensation Scheme. £146,000 of the total cash balance at 31 December 2024, was held in the deposit fund.

Shorter-term working capital is held on our current account at Barclays Bank UK PLC.

Financial position

The PCC is satisfied with the financial position of the Church and considers that it is appropriately placed to manage its risks successfully during the current economic conditions. The PCC considers there to be adequate resources for the Church to continue in operational existence for the foreseeable future and that there are sufficient funds to support current and planned activities. Accordingly, it continues to adopt the going concern basis in preparing the accounts.

Buildings Management

Over the last year, all routine maintenance has continued to be undertaken across the sites, including some improvement projects.

Both the triennial fire risk assessment and general risk assessment were carried out at the church, Crossway and church office and it was acknowledged that risks from the previous risk assessments were being addressed including routine fire safety checks and of legionella risk assessments at all PCC properties.

Items from the last quinquennial inspection of the church building have continued to be addressed according to priority and Health and Safety risk. A new rope handrail was installed in the church tower and lychgate repairs are currently underway. A stonework condition survey was commissioned to identify a system for tackling the stonework in the most cost-effective way and according to risk rating.

An energy audit was also undertaken at the church in December. Following on from the survey's recommendations, the Estate and Facilities Manager will be applying for a decarbonisation grant from the Diocese to fund a heating control optimisation programme for the heating in the church and Crossway.

Phase 2 of the tech upgrade at church is underway which includes updated hardware and software to be installed in a new combined sound and visuals desk.

In the Crossway, a new boiler was installed in the summer.

304 Richmond Road and 94 Kenley Road continue to be let on a commercial basis. The tenants at both 308 Richmond Road and 64 Heathfield South were served section 21 notices in the summer of 2024 and both properties underwent a schedule of refurbishment works to accommodate the incoming curates and their families. 94 Kenley Road has had some damp proofing works together with a replacement back door, installation of heated towel rail, as well as some minor remedial works.

Major risks

The PCC periodically reviews the major risks to which the church is exposed. This involves identifying the types of risks faced, their potential impact and likelihood of occurrence. This analysis, together with any controls and processes to mitigate risks, is documented in a risk register maintained and regularly reviewed by the PCC. The St Stephen's risk Register was last fully reviewed and updated in 2022, underwent a more limited review and update in 2023, and is now being fully reviewed again.

Plans for future periods

We will be working hard on implementation plans under the new strategy.

2025 marks the 150-year anniversary since the founding of St Stephen's with various celebrations planned for the Autumn.

On 1 January 2025, Amy Baird was appointed as Community Families Pastor.

We will be launching our 'Collective' ministry for people aged 18-35.

'Under the Sea' Holiday Club will be taking place this year during the Easter holidays.

The new creative prayer club led by Lauren Goodall at St Stephen's Primary School is thriving.

St Stephen's will once again be attending Focus, our annual Summer event for all the HTB Network churches.

In Autumn 2025, some of our congregation plan to revisit Seelampur with Asha.

We will continue to run Alpha courses throughout the year. Our groups continue to thrive – with the number of groups increasing and new leaders emerging.

Structure, governance and management

In accordance with the Parochial Church Council (Powers) Measure 1956 the PCC is to co-operate with the minister in promoting the whole mission of the Church (pastoral, evangelistic, social, and ecumenical) in the Parish. The PCC is constituted in accordance the Church Representation Rules 2020, and consists of the Clergy, Church Wardens and representatives of the laity elected at the Annual Parochial Church Meeting (APCM).

PCCs with an annual income of more than £100,000 must be registered with the Charity Commission and PCC members are considered charity trustees. In coordination with the Vicar, the PCC is ultimately accountable for the way in which the church is directed and run. In particular, the PCC must ensure that the church is solvent, well-run (i.e. its funds and resources are stewarded appropriately), and that the church delivers its missional outcomes for the benefit of the congregation, parishioners and wider beneficiaries.

The PCC has four sub-committees in addition to the Standing Committee to ensure appropriate focus on key areas in Church life. These are the Finance, Audit and Buildings Committee, Personnel and Safeguarding Committee, Mission and Ministry Committee and the UK and Global Engagement Committee.

Compliance 4 Control —the PCC seeks to understand and comply with all applicable legal and regulatory requirements, ensuring that sound financial and management controls are in place. The PCC should consider any risks and opportunities which St Stephen's faces and manage these prudently while pursuing the missional vision of the church. Operational matters are largely delegated to the Vicar and senior staff team, with the PCC monitoring that the matters delegated are being performed efficiently and effectively.

All new members of the PCC are given a handbook which sets out PCC structure and the role and responsibilities of PCC members. The handbook was updated in 2025.

The members of the Parochial Church Council who served during the year and up to the date of signature of the financial statements were:

Chair
Colin Matthews (SC, P&S)

Clergy

Rev. Libby Talbot	(appointed 15 January 2024)
Rev. Mat Ineson	
Rev. Lauren Talbot	(appointed 29 June 2024)
Rev. Thomas Quicksell	(appointed 29 June 2024)

Wardens
Colin Matthews (SC, P&S)
Sarah Gough (SC, FAB, M&M Chair, UK&GE)

Secretary and lay members
Nicola Patel (Secretary co-opted, non-voting, SC, FAB, P&S)
Caroline Perry (PCC Assistant, co-opted)

Lay readers
Les Taylor (M&M)
Jo Dixon (M&M)

Deanery Synod members

Joyce Chadwick (FAB)	(appointed 20 May 2024)
Tony Dixon (FAB)	
Mike Wilkinson	
Anne Wallace	
Sandra Jennings	
Liz Thomas	
Zac Jopling (P&S)	
David Parish	(to 20 May 2024)
Matt Norman	(to 20 May 2024)

Elected lay members

Matthew Baird (SC, Treasurer, FAB Chair)	
Ross Yarrow (FAB)	
Helen Chen	
Alison Purves (M&M)	
David Sandford	
Jerry Booker (M&M)	(appointed 20 May 2024)
Chris Askwith (P&S, Safeguarding Officer)	
Nicola Jackson	(appointed 20 May 2024)
Ben Pearman (M&M)	
Shammah Banerjee (M&M)	
Elaine Johnston (P&S, SC)	
Maggie Chan (P&S)	
Mark Myddelton (FAB)	
Bunmi Olayisade (P&S)	(appointed 20 May 2024)
Chloe Cooke (M&M)	(appointed 20 May 2024)
Molly Baker (co-opted)	
Rohan Chen (co-opted)	
Brenda Begg (SC)	(to 22 January 2024)
Mike Wainer (FAB)	(to 20 May 2024)
Louise Messer (M&M)	(to 20 May 2024)

SC denotes members of the Standing Committee
FAB denotes member of the Finance, Audit and Buildings
P&S denotes members of the Personnel and Safeguarding
M&M denotes members of the Mission and Ministry
UK&GE denotes UK and Global Engagement Committee (from March 2025)

Other matters

Staff & Volunteers

We employ a paid staff team to work alongside the clergy in developing the ministries of the church in accordance with our vision. As well as providing leadership or support to the various activities and areas of ministry offered by the church, an important role of the team is to encourage and guide congregational members in the development of their own gifts. As a result, a large proportion of the congregation is actively involved in ministries within and outside St. Stephen's. It is the generosity and commitment of our church members through giving of their time and financial contributions that enables us to fulfill our vision of serving our local community.

We would like to thank all the volunteers who work so hard to make our church the lively and vibrant community it is.

Church Membership

People that identify St Stephen's as their home church and who complete an Electoral roll form are counted as the membership of the church. The Electoral roll number for 2024 as reported at the Annual Parochial Church Meeting was 586 (552 in 2023).

The Parochial Church Council report was approved by the Parochial Church Council.

Mr Colin Matthews
Chair

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30 April 2025

ST STEPHEN'S CHURCH, TWICKENHAM

STATEMENT OF PAROCHIAL CHURCH COUNCIL RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2024

The Parochial Church Council is responsible for preparing the Parochial Church Council Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Parochial Church Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

In preparing these financial statements, the Parochial Church Council is required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent;

- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Parochial Church Council is responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable it to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. It is also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

ST STEPHEN'S CHURCH, TWICKENHAM

INDEPENDENT AUDITOR'S REPORT

TO THE PAROCHIAL CHURCH COUNCIL OF ST STEPHEN'S CHURCH, TWICKENHAM

Opinion

We have audited the financial statements of St Stephen's Church, Twickenham (the 'charity') for the year ended 31 December 2024 which comprise the statement of financial activities, the statement of financial position, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 26 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Parochial Church Council use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Parochial Church Council with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Parochial Church Council is responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Parochial Church Council report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Parochial Church Council

As explained more fully in the statement of Parochial Church Council responsibilities, the Parochial Church Council is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Parochial Church Council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Parochial Church Council is responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Parochial Church Council either intend to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with Parochial Church Council, and from our commercial knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Companies Act 2006, Charities Act 2011 and employment legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE PAROCHIAL CHURCH COUNCIL OF ST STEPHEN'S CHURCH, TWICKENHAM

Audit response to risks identified
To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC and relevant regulators

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Parochial Church Council and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Other matters
Your attention is drawn to the fact that the charity has prepared financial statements in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with current Generally Accepted Accounting Practice.

Caladine

Caladine Limited 2 May 2025

Chartered Certified Accountants
Statutory Auditor

Chantry House
22 Upperton Road
Eastbourne
East Sussex
BN21 1BF

Caladine Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

ST STEPHEN'S CHURCH, TWICKENHAM

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	**3**	1,037,216	4,727	1,041,943	940,667	63,335	1,004,002
Charitable activities	**4**	35,596	-	35,596	50,420	-	50,420
Rents and lettings	**5**	164,648	-	164,648	179,592	-	179,592
Investments	**6**	7,137	222	7,359	5,877	130	6,007
Other income	**7**	4,153	-	4,153	151	-	151
Total income		1,248,750	4,949	1,253,699	1,176,707	63,465	1,240,172
Expenditure on:							
Rental properties	**8**	81,933	1,741	83,674	77,144	1,741	78,885
Charitable activities	**9**	1,025,259	44,592	1,069,851	1,120,367	104,189	1,224,556
Total expenditure		1,107,192	46,333	1,153,525	1,197,511	105,930	1,303,441
Net income/(expenditure)		141,558	(41,384)	100,174	(20,804)	(42,465)	(63,269)
Transfers between funds	**20**	(12,684)	12,684	-	(13,262)	13,262	-
Net movement in funds	**12**	128,874	(28,700)	100,174	(34,066)	(29,203)	(63,269)
Reconciliation of funds:							
Fund balances at 1 January 2024		939,624	1,085,648	2,025,272	973,690	1,114,851	2,088,541
Fund balances at 31 December 2024		1,068,498	1,056,948	2,125,446	939,624	1,085,648	2,025,272

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

ST STEPHEN'S CHURCH, TWICKENHAM

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Property, plant and equipment	**16**		1,616,727		1,680,061
Current assets					
Trade and other receivables	**17**	77,918		113,435	
Cash at bank and in hand		483,529		304,041	
		561,447		417,476	
Current liabilities	**18**	(52,728)		(72,265)	
Net current assets			508,719		345,211
Total assets less current liabilities			2,125,446		2,025,272
The funds of the charity					
Restricted funds					
Crossway		1,044,708		1,074,097	
Other		12,240		11,551	
			1,056,948		1,085,648
Unrestricted funds					
General funds		330,730		252,911	
Fixed asset reserve		572,019		605,964	
Building/Capital fund		165,749		80,749	
			1,068,498		939,624
			2,125,446		2,025,272

The financial statements were approved by the Parochial Church Council on 30 April 2025

Mr Colin Matthews
Chair

Mr Matthew Baird
Treasurer

ST STEPHEN'S CHURCH, TWICKENHAM

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	**24**		183,775		(24,042)
Investing activities					
Purchase of property, plant and equipment		(11,646)		(53,367)	
Investment income received		7,359		6,007	
Net cash used in investing activities			(4,287)		(47,360)
Net increase/(decrease) in cash and cash equivalents			179,488		(71,402)
Cash and cash equivalents at beginning of year			304,041		375,443
Cash and cash equivalents at end of year			483,529		304,041

1 Accounting policies

Charity information

St Stephen's Church is a registered charity in England & Wales governed by the Parochial Church Councils Powers Measure (1956) as Amended and Church Representation Rules.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP ("Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102))" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Parochial Church Council has a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Parochial Church Council continues to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Parochial Church Council in furtherance of its charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the Parochial Church Council for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies (Continued)

Income from Other trading activities has been labelled as Rents and lettings on the Statement of Financial Activities.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Expenditure on Raising funds has been labelled as Rental properties on the Statement of Financial Activities.

1.6 Property, plant and equipment

Items of property, plant and equipment used within the Church and other premises are capitalised where the acquisition value exceeds £1,000. Property, plant and equipment are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following basis:

Freehold land and buildings	50 years
Fixtures, fittings and equipment	4 or 10 years

The gain or loss arising on the disposal of an asset is the difference between the sale proceeds and the carrying value of the asset and is recognised in the statement of financial activities.

Properties located at 304 Richmond Road and 94 Kenley Road currently generate income. The Church holds a number of properties with the long term intention to provide housing for clergy. Should this intention change with regard to a property it would be reclassified as an investment property.

1.7 Impairment of non-current assets

At each reporting date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication they have suffered an impairment loss and the extent of any.

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1 Accounting policies (Continued)

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including trade and other payables and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of holiday entitlements are recognised in the period in which employees services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1 Accounting policies (Continued)

1.11 Retirement benefits

The charity participates in the Pension Builder Scheme section of Church Workers Pension Fund (CWPF) for lay staff. CWPF is administered by the Church of England Pensions Board, which holds the CWPF assets separately from those of the Employer and other participating employers.

CWPF has two sections:

1. the Defined Benefits Scheme
2. the Pension Builder Scheme, which has two subsections;
    a. a deferred annuity section known as Pension Builder Classic, and,
    a. a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

Both sections of the Pension Builder Scheme are classed as defined benefit schemes.

Pension Builder Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Discretionary increases may also be added, depending on investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are disclosed in note 19.

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2022.

For the Pension Builder Classic section, the valuation revealed a surplus of £34.8m on the ongoing assumptions used. At the most recent annual review effective 1 January 2025, the Board chose to grant a discretionary bonus of 6.7% to both pensions not yet in payment and pensions in payment in respect of service prior to April 1997; and a bonus on pensions in payment in respect of post April 2006 service so that the pension increase was 2.7% (where usually it would be calculated based on inflation up to 2.5%). This followed improvements in the funding position over 2024. There is no requirement for deficit payments at the current time.

The next valuation is due as at 31 December 2025.

For the Pension Builder 2014 section, the valuation revealed a surplus of £8.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, the charity could become responsible for paying a share of the failed employer's pension liabilities.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Parochial Church Council is required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The following judgements and estimates are considered by the PCC to have the most significant effect on amounts recognised in the financial statements.

(i) Useful Economic Lives
The annual depreciation charge for property, plant and equipment is sensitive to change in the estimated useful economic lives and residual values of assets. These are reassessed annually and amended where necessary to reflect current circumstances.

(ii) Support cost allocations
The allocation of support costs between activities is based on estimates of the resources used by Central Services on each of these activities.

3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	994,299	4,727	999,026	919,667	63,335	983,002
Legacies	33,081	-	33,081	21,000	-	21,000
Grants	9,836	-	9,836	-	-	-
	1,037,216	4,727	1,041,943	940,667	63,335	1,004,002
Donations and gifts						
Regular giving	603,782	-	603,782	555,155	-	555,155
Gift aid recoverable on regular giving	115,889	-	115,889	113,361	-	113,361
Single gifts	219,951	4,329	224,280	203,116	48,985	252,101
Gift aid recoverable on single gifts	45,546	398	45,944	42,705	9,904	52,609
Collections at all services	9,131	-	9,131	5,330	4,446	9,776
	994,299	4,727	999,026	919,667	63,335	983,002

4 Income from charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Income from events		
Children's events	11,643	12,442
Youth events	6,366	6,335
Evangelism and pastoral events	11,342	22,781
Focus	2,987	2,850
Fees	3,258	6,012
	35,596	50,420

5 Income from rents and lettings

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Crossway & Church lettings	93,588	86,665
Property rent	71,060	92,927
Other trading activities	164,648	179,592

6 Income from investments

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Interest receivable	7,137	222	7,359	5,877	130	6,007

7 Other income

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Other income	4,153	151

8 Expenditure on raising funds from rental properties and Crossway lettings

	Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£	£	£	£
Rental properties						
Maintenance	6,345	-	6,345	4,271	-	4,271
Agency fees	1,062	-	1,062	1,152	-	1,152
Upkeep	1,510	-	1,510	1,658	-	1,658
Consumables	52	-	52	207	-	207
Resources	-	-	-	48	-	48
Staff costs	33,989	-	33,989	27,323	-	27,323
Depreciation and impairment	-	1,741	1,741	-	1,741	1,741
Support costs	38,975	-	38,975	42,485	-	42,485
	81,933	1,741	83,674	77,144	1,741	78,885

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

9 Expenditure on charitable activities

	Church Services & Activities	Outreach & Social Action	Growing Younger	Discipleship	Global Engagement	UK Engagement	Total
	2024	2024	2024	2024	2024	2024	2024
Direct costs	£	£	£	£	£	£	£
Staff costs	117,344	-	78,384	22,820	-	-	218,548
Depreciation and impairment	73,239	-	-	-	-	-	73,239
Common Fund (Note 10)	91,300	-	-	-	-	-	91,300
Consumables	17,835	9	2,647	343	-	-	20,834
Maintenance	43,607	-	-	-	-	-	43,607
Resources	9,790	10	121	40	-	-	9,961
Other staff costs	22,383	1,286	10,811	1,286	-	-	35,766
Travel	-	-	45	-	-	-	45
Property upkeep	53,546	-	-	-	-	-	53,546
Fees	4,039	-	-	-	-	-	4,039
Event and group costs	33	13,462	17,276	17,238	-	-	48,009
	433,116	14,767	109,284	41,727	-	-	598,894
External giving - Missionary and charitable giving (see note 10)	-	-	-	-	43,644	114,522	158,166
Share of support and governance costs (see note 11)							
Support	80,125	30,373	132,586	43,899	1,115	3,190	291,288
Governance	4,995	4,345	7,818	4,345	-	-	21,503
	518,236	49,485	249,688	89,971	44,759	117,712	1,069,851
Analysis							
Unrestricted funds	490,588	49,485	249,688	89,971	29,759	115,768	1,025,259
Restricted funds	27,648	-	-	-	15,000	1,944	44,592
	518,236	49,485	249,688	89,971	44,759	117,712	1,069,851

9 Expenditure on charitable activities (Continued)

Previous year:	Church Services & Activities	Outreach & Social Action	Growing Younger	Discipleship	Global Engagement	UK Engagement	Total
	2023	2023	2023	2023	2023	2023	2023
Direct costs	£	£	£	£	£	£	£
Staff costs	84,778	21,773	111,039	26,128	-	-	243,718
Depreciation and impairment	77,408	-	-	-	-	-	77,408
Common Fund (Note 10)	87,775	-	-	-	-	-	87,775
Consumables	20,742	332	2,976	20	55	-	24,125
Maintenance	37,992	-	-	-	-	-	37,992
Resources	9,371	531	1,658	60	-	72	11,692
Other staff costs	46,343	2,592	2,221	12,753	-	-	63,909
Travel	1,875	-	52	198	-	-	2,125
Property upkeep	61,907	-	-	-	-	-	61,907
Fees	6,842	-	-	-	-	-	6,842
Event and group costs	16,316	10,660	22,658	12,229	-	1,600	63,463
	451,349	35,888	140,604	51,388	55	1,672	680,956
External giving - Missionary and charitable giving (see note 10)	-	-	-	-	43,223	164,196	207,419
Share of support and governance costs (see note 11)							
Support	85,740	33,036	145,083	47,778	1,311	3,423	316,371
Governance	4,602	4,002	7,204	4,002	-	-	19,810
	541,691	72,926	292,891	103,168	44,589	169,291	1,224,556
Analysis by fund							
Unrestricted funds	514,042	72,926	292,891	103,168	27,366	109,974	1,120,367
Restricted funds	27,649	-	-	-	17,223	59,317	104,189
	541,691	72,926	292,891	103,168	44,589	169,291	1,224,556

10 External giving - Missionary and charitable giving

	Global Engagement 2024	**UK Engagement 2024**	**Total 2024**	Global Engagement 2023	UK Engagement 2023	Total 2023
	£	**£**	**£**	£	£	£
Grants to institutions:						
Radstock Ministries	4,410	-	4,410	4,388	-	4,388
CPAS	-	3,000	3,000	-	3,000	3,000
SEEN	-	6,200	6,200	-	6,200	6,200
St Stephen's School	-	5,000	5,000	-	-	-
TWMAS/Crosslight	-	6,000	6,000	-	6,000	6,000
ASI Grant	-	-	-	-	56,552	56,552
Tearfund/Hope Church	643	-	643	2,223	2,223	4,446
ASHA	15,000	-	15,000	15,000	-	15,000
Common Fund - support to other parishes	-	91,700	91,700	-	88,225	88,225
Other	-	1,322	1,322	-	488	488
	20,053	113,222	133,275	21,611	162,688	184,299
Grants to individuals	23,591	1,300	24,891	21,612	1,508	23,120
	43,644	114,522	158,166	43,223	164,196	207,419

In addition to the £91,300 Parish Standard Cost that St Stephen's PCC paid to the London Diocesan Fund, a ‘support’ contribution of £91,700 was made to help support churches in the London Diocese that are not able to cover PSC in full, including those that have been recently planted to churches in urban deprivation areas, where incomes are very low.

11 Support costs allocated to activities

	2024	2023
	£	£
Staff costs	223,039	259,770
Resources	28,172	26,878
Other staff costs	19,815	14,906
Travel	57	1,252
Office upkeep	14,626	10,338
Crossway	38,576	40,169
Consumables	5,763	5,343
Governance costs	21,718	20,010
	351,766	378,666
Analysed between:		
Rental properties	38,975	42,485
Church Services & Activities	85,120	90,342
Outreach & Social Action	34,718	37,038
Growing Younger	140,404	152,287
Discipleship	48,244	51,780
Global Engagement	1,115	1,311
UK Engagement	3,190	3,423
	351,766	378,666

Governance costs comprise:	2024 £	2023 £
Current auditor fees	10,800	-
Former auditor fees (and 2023 under accrual)	1,800	13,000
Legal and professional	5,648	2,749
Agency fees	1,320	2,124
Bank charges	614	601
Payroll administration	1,536	1,536
	21,718	20,010

12 Net movement in funds

	2024	2023
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable to the auditor:		
- for the audit of the charity's financial statements	7,800	5,000
- for other financial services	4,536	8,000
Depreciation of owned property, plant and equipment	74,980	79,149

13 Parochial Church Council

On appointment as Curate in the year, Thomas Quicksell received allowances of £5,734 (2023: £nil) for vestments and resettlement costs. He was also reimbursed £254 (2023: £nil) for food and travel expenses.

Lauren Talbot received housing allowance of £825 (2023: nil) in the year.

Libby Talbot had travel and phone expenses of £797 (2023: £674) reimbursed in the year.

Tony and Jo Dixon received £960 (2023: nil) allowance for accommodating one of our interns.

No others on the Parochial Church Council received any remuneration or benefits from the charity during the year.

The members and other related parties have donated an aggregate sum of £120,948 to the charity in the year.

14 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
	16	20

Employment costs	2024 £	2023 £
Wages and salaries	412,941	464,030
Social security costs	34,600	37,195
Other pension costs	28,035	29,586
	475,576	530,811

There were no employees whose annual Gross remuneration was more than £60,000.

Remuneration of key management personnel
The stipend of the vicar who is the key executive is paid by the Diocese of London.

15 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

16 Property, plant and equipment

	Freehold land and buildings	Fixtures, fittings and equipment	Total
	£	£	£
Cost			
At 1 January 2024	2,619,361	455,835	3,075,196
Additions	-	11,646	11,646
At 31 December 2024	2,619,361	467,481	3,086,842
Depreciation and impairment			
At 1 January 2024	1,032,388	362,747	1,395,135
Depreciation charged in the year	41,423	33,557	74,980
At 31 December 2024	1,073,811	396,304	1,470,115
Carrying amount			
At 31 December 2024	1,545,550	71,177	1,616,727
At 31 December 2023	1,586,973	93,088	1,680,061

17 Trade and other receivables

	2024	2023
Amounts falling due within one year:	£	£
Other receivables	65,847	104,040
Prepayments and accrued income	12,071	9,395
	77,918	113,435

18 Current liabilities

	2024	2023
	£	£
Other taxation and social security	8,737	10,205
Other payables	15,692	7,829
Accruals and deferred income	28,299	54,231
	52,728	72,265

19 Retirement benefit schemes

	2024	2023
Defined contribution schemes	£	£
Charge to profit or loss in respect of defined contribution schemes	28,035	29,586

19 Retirement benefit schemes (Continued)

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. See accounting policies 1.11 for further details.

20 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	£	£	£	£	£
Crossway	1,074,097	-	(29,389)	-	1,044,708
Ukrainian fund	2,425	-	-	-	2,425
Global Engagement fund	-	2,960	(15,644)	12,684	-
Focus Bursary	336	250	-	-	586
Hardship fund	5,607	-	-	-	5,607
Vicar's fund	3,183	222	(1,300)	-	2,105
Drop-in fund	-	1,054	-	-	1,054
Youth/Children fund	-	200	-	-	200
Football fund	-	263	-	-	263
	1,085,648	4,949	(46,333)	12,684	1,056,948

Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
	£	£	£	£	£
Crossway	1,103,487	-	(29,390)	-	1,074,097
Ukrainian fund	2,425	-	-	-	2,425
Global Engagement fund	-	3,961	(17,223)	13,262	-
UK Engagement fund	-	2,222	(2,222)	-	-
Focus Bursary	-	600	(264)	-	336
All Saints Isleworth	-	56,552	(56,552)	-	-
Hardship fund	5,607	-	-	-	5,607
Vicar's fund	3,332	130	(279)	-	3,183
	1,114,851	63,465	105,930	13,262	1,085,648

Crossway - The fund balance represents the net book value of the Crossway and the two ancillary residential properties, 304 Richmond Road (lower flat), and 308 Richmond Road (upper house).

Ukrainian fund - Established from donations at Christmas 2022 to welcome and assist Ukrainian refugees.

Global Engagement fund - Monies donated towards global engagement, including partner organisations and individual mission partners.

20 Restricted funds (Continued)

Focus Bursary - Established in 2023 from donated monies to enable low-income families to attend the 'Focus' church network event.

All Saints Isleworth - During the Spring Gift Day (2023), £56,552 was raised for All Saints Church, Isleworth. These funds were distributed during the year (2023) and the fund is now closed.

Hardship fund - Established in 2020 to provide relief of hardship for those who are members of the Church family.

Vicar's fund - Provides confidential relief of hardship at the discretion of the Vicar.

Drop-in fund - Donations and grants given specifically to fund beneficial activities for St Stephen's Drop-In guests.

Youth/Children fund - Monies received specifically for St Stephen's Kids/Youth activities.

Football fund - Monies raised from a charity auction for use by St Stephen's football group.

21 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	£	£	£	£	£
Fixed asset reserve	605,964	-	-	(33,945)	572,019
Building/Capital fund	80,749	-	-	85,000	165,749
General funds	252,911	1,248,750	(1,107,192)	(63,739)	330,730
	939,624	1,248,750	(1,107,192)	(12,684)	1,068,498

Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
	£	£	£	£	£
Fixed asset reserve	602,356	-	-	3,608	605,964
Building/Capital fund	100,000	-	(38,051)	18,800	80,749
General funds	271,334	1,176,707	(1,159,460)	(35,670)	252,911
	973,690	1,176,707	1,197,511	(13,262)	939,624

21 Unrestricted funds (Continued)

Fixed asset reserve - represents the value of fixed assets purchased from unrestricted funds, largely made up of properties carried at cost.

Building/Capital fund - funds set aside to meet the maintenance demands of the church particularly larger projects. The £85,000 transfer represents additional monies set aside in the year.

General funds - unrestricted funds to meet near term expenditure with a cash balance aim of between two and four months expenditure.

22 Analysis of net assets between funds

	Unrestricted funds 2024 £	Designated funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 December 2024:				
Property, plant and equipment	-	572,019	1,044,708	1,616,727
Current assets/(liabilities)	365,730	130,749	12,240	508,719
	365,730	702,768	1,056,948	2,125,446

	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 December 2023:				
Property, plant and equipment	-	605,964	1,074,097	1,680,061
Current assets/(liabilities)	252,911	80,749	11,551	345,211
	252,911	686,713	1,085,648	2,025,272

23 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

A close family member of Matt Baird, who is a member of the PCC, invoiced the charity £9,525 (2023: £2,130) for assisting with Church groups and activities during the year.

A close family member of Chloe Cooke (who was appointed as a member of the PCC on 20 May 2024) received remuneration of £29,727 during the year. They were employed prior to Chloe's appointment. A company owned by the same family member invoiced the charity £1,270 for staff training services.

Three close family members (2023: three) of Ben Pearman, who is a member of the PCC, received aggregate remuneration of £7,920 (2023: £29,694) during the year.

A business owned by a close family member of Thomas Quicksell (who was appointed as a member of the PCC on 29 June 2024) invoiced the charity £30 for baked goods.

24 Cash generated from operations

	2024	2023
	£	£
Surplus/(deficit) for the year	100,174	(63,269)
Adjustments for:		
Investment income recognised in statement of financial activities	(7,359)	(6,007)
Depreciation and impairment of property, plant and equipment	74,980	79,149
Movements in working capital:		
Decrease/(increase) in trade and other receivables	35,517	(29,406)
(Decrease) in trade and other payables	(19,537)	(4,509)
Cash generated from/(absorbed by) operations	183,775	(24,042)

25 Analysis of changes in net funds

The charity had no material debt during the year.

26 Non-audit services provided by auditor

In common with many charities of our size and nature we use our auditor to assist with the preparation of the financial statements and payroll services.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST STEPHEN, EAST TWICK

England & Wales - Charity number 1131378

Accounts

ST. STEPHEN'S

St Stephen's Church, Twickenham
Registered charity number 1131378

Annual report & accounts

31 December 2023

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Trustee's Annual Report

The Parochial Church Council of St. Stephen's Church, East Twickenham, TW1 2PD presents its annual report and audited accounts for the year ending 31 December 2023.

Background

St Stephen's is a friendly, vibrant church. We are a growing community of all ages and stages of life and love to make new people feel welcome.

St Stephen's has been a place of Christian worship ever since it first opened its doors in 1876 and has always stayed true to the Bible's writings which, we believe, were inspired by the Spirit of God to shape and guide our lives. We believe that Jesus Christ is risen, alive and at work in our lives and the world – bringing hope, healing, purpose and direction through the power of the Holy Spirit.

Our Vision

Our vision is to be an outward looking church, serving our community and the wider world with the good news about Jesus. This focus is sustained and empowered through encountering God in worship, prayer and study of the Bible, and our relationships with each other as we encourage, honour and care for one another.

We want to be known for:

- Loving God,
- Growing Disciples,
- Transforming Communities.

We value hospitality, generosity, the dignity of every person, appreciating the traditional and contemporary, embracing Word and Spirit, encountering the presence of God, and maintaining a good sense of humour amidst it all!

Our Vision Priorities are:

Growing.....as a generous Resource Church in the London Diocese, planting more churches in future
Growing.....every member of St Stephen's in their journey of discipleship with Jesus
Growing.....our confidence in sharing the good news of Jesus, especially amongst an emerging generation

We seek humbly to work out this vision 'not by might, nor by power, but by my Spirit, says the Lord Almighty' (Zechariah 4 v 6).

The role of the Parochial Church Council (PCC)

St Stephen's Parochial Church Council (PCC) is responsible for cooperating with the incumbent in promoting in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social, and ecumenical. The PCC is also specifically responsible for the maintenance of the Church building, its associated grounds and buildings (the Crossway and two Richmond Road properties on the church site), the Church office building at 30 Crown Road and two further PCC-owned residential properties (in Kenley Road and Heathfield South).

The PCC works to welcome as many people as possible to worship at our Church and to have a positive and enriching experience if they are a visitor or guest, or to become a valued and active member of our community at St Stephen's. The PCC oversees St Stephen's worship services, events and activities and aims to enable the St Stephen's community to live out a vibrant and deepening faith that is visible to all with whom we are in contact, and which practically demonstrates our faith to the local and global communities we serve. The PCC is committed to the protection of children, young people, and vulnerable adults, both in society and in its own community. St Stephen's PCC has complied with its duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having

due awareness and regard to the House of Bishops' guidance on safeguarding children and vulnerable adults. The PCC has reviewed and ensured that the necessary safeguarding policies, procedures, and practices are currently in place in our organisation.

When planning activities for the year, St Stephen's PCC has considered the Commission's guidance on public benefit and the supplementary guidance on charities for the advancement of religion. In particular, we try to enable every person to live out their faith as part of our parish community through:

Worship and prayer, learning about the Gospel, and developing their knowledge and trust in Jesus,
Provision of pastoral care for people living in the parish,
Missionary and outreach work.

To facilitate this work, we maintain the fabric of the Church of St Stephen's and its associated grounds and buildings.

Achievements and Performance in 2023

During 2023 we continued to run four regular services on Sundays at 9am, 10.45am, 6pm and online. Attendance has increased across all these services.

Our Families ministries have continued to thrive in 2023. Kid's Pastor, Lauren Goodall and her team have cared for and discipled up to 90 children in Kids' church on a Sunday morning and continue to support local schools with lessons and assemblies. In April, we held our annual children's Holiday Club with a 'Greatest Story' theme. Numbers reached 110 with 70 of those being non-church children.

Amy Baird and her volunteer team have continued to run the Refresh Cafe which welcomes around 70 families. Our Little Acorns pre-school group has seen a significant increase in uptake particularly with new families from the local community.

Our Youth Pastors, Josh Felstead and Vicki Kenyon oversaw a successful season of Older and Younger Youth sessions, outreaches and events including ice-skating with over 50 young people and a residential trip.

The 6pm evening gathering continued to provide a worshipping home for many young adults including new students from St Mary's University following our visit to their Freshers Fayre. Our Monday Night Football attendance doubled in 2023, providing a safe and encouraging sporting environment for more than 70 young adults.

Our Seniors Ministry led by Victoria Byrne provided support and blessing to older people with care home visits, Monday lunches and talks, Chairobics exercise classes, annual seaside trip, and 'By Still Waters' church services. In 2023, we ran the Eternity Course for the first time.

During the first half of 2023, we hosted Drop-In evenings offering a hot meal and warm welcome to people who are vulnerable and potentially struggling with mental or physical health, loneliness, or housing and finance issues. We were pleased to be able to reintroduce Drop-In evenings later in the year.

In May, we held the Annual Parochial Church meeting with good attendance and discussions.

In June, our Curate, Dave Cokayne, left to lead a church graft to nearby All Saints Church Isleworth, joined by 11 people from St Stephen's.

In July we said farewell to Jez Barnes, our Vicar over the previous 14 years, and his family. Jez had been appointed as Chaplain of an independent school in Wiltshire.

Our church wardens, Sarah Gough and Colin Matthews, worked with the PCC, our Patron (CPAS) and the Diocese to recruit our new vicar. In July, Rev'd Libby Talbot, the Associate Vicar of St Paul's and St George's Church in

Edinburgh, was appointed to become the incumbent. Libby was licensed in January 2024. The Church wardens are grateful to Rev'd Rachel Bedford for leading the church and staff team during the interregnum - supported by Nicola Patel (Operations Director) and Ciara Pearman (Associate Pastor).

In September 2023, Lauren Talbot, launched our new 'Groups' ministry, namely all of our midweek discipleship spaces, including home-based Bible studies, courses and interest-based gatherings.

In October we held another successful Alpha course.

Nearly 2000 people attended Christmas services in 2023 and £4,445 was raised for our two chosen charities – Hope Church Hounslow and the Tearfund Middle East Crisis Appeal. Bags of Kindness were distributed to our Drop In guests and Hope Church Hounslow.

We have continued to support organisations and individuals in Global Engagement. A team from St Stephen's went to Seelampur with Asha in February. The financial support for families and individuals includes supporting micro-finance initiatives in Central Asia, teaching and training ministries in Bulgaria, rebuilding lives and livelihoods in Lebanon and expanding work in the Mediterranean region.

Our support of UK charities enabled us to have a positive impact on our community in 2023. In addition to our financial contribution to St Stephens School and CPAS, we offered funding and office space to Crosslight money advice service to help people struggling with debt, and also to SEEN which helps those facing baby loss or unplanned pregnancy.

Plans for future periods

Revd Libby Talbot took up the position of Vicar in January 2024.

Our Easter services this year will include a midday Ash Wednesday service.

Into the Wild holiday club will be taking place this year during the Easter holidays.

We will be launching our Summer term groups post-Easter. The number of groups we are facilitating is increasing and attendance is encouraging.

We are looking forward to another adult baptisms and confirmations service in May 2024, led by Rt Revd Emma Ineson, Bishop of Kensington.

We continue to run Alpha courses throughout the year.

St Stephen's will once again be attending Focus, our annual Summer event for all the HTB Network churches.

From July, ordinands Lauren Talbot and Thomas Quicksell, will become licensed as Curates to St Stephen's.

Staff & Volunteers

We employ a paid staff team to work alongside the clergy in developing the ministries of the church in accordance with our vision. As well as providing leadership or support to the various activities and areas of ministry offered by the church, an important role of the team is to encourage and guide congregational members in the development of their own gifts. As a result, a large proportion of the congregation is actively involved in ministries within and outside St. Stephen's. It is the generosity and commitment of our church members through giving of their time and financial contributions that enables us to fulfill our vision of serving our local community.

We would like to thank all the volunteers who work so hard to make our church the lively and vibrant community it is.

Church Membership

People that identify St Stephen's as their home church and who complete an Electoral roll form are counted as the membership of the church. The Electoral roll number for 2023 as reported at the Annual Parochial Church Meeting was 584 (552 in 2022).

Functioning of the Parochial Church Council (PCC)

In accordance with the *Parochial Church Council (Powers) Measure 1956* the PCC is to co-operate with the minister in promoting the whole mission of the Church (pastoral, evangelistic, social, and ecumenical) in the Parish. The PCC is constituted in accordance the *Church Representation Rules 2020*, and consists of the Clergy, Church Wardens and representatives of the laity elected at the Annual Parochial Church Meeting (APCM).

PCCs with an annual income of more than £100,000 must be registered with the Charity Commission and PCC members are considered charity trustees. In coordination with the Vicar, the PCC is ultimately accountable for the way in which the church is directed and run. In particular, the PCC must ensure that the church is solvent, well-run (i.e. its funds and resources are stewarded appropriately), and that the church delivers its missional outcomes for the benefit of the congregation, parishioners and wider beneficiaries.

The PCC has three sub-committees in addition to the Standing Committee to ensure appropriate focus on key areas in Church life. These are the Finance, Audit and Buildings Committee, Personnel and Safeguarding Committee and the Mission and Ministry Committee.

Compliance & Control – the PCC seeks to understand and comply with all applicable legal and regulatory requirements, ensuring that sound financial and management controls are in place. The PCC should consider any risks and opportunities which St Stephen's faces and manage these prudently while pursuing the missional Vision of the church. Operational matters are largely delegated to the Vicar and senior staff team, but this delegation requires the PCC to monitor the performance of its delegates and to ensure that the boundaries of delegation are observed, and the matters delegated are being performed efficiently and effectively.

A PCC handbook describing the PCC structure and articulating the role and responsibilities of PCC members, was reissued in May 2019, and is issued to all new members.

The PCC is required to hold a sufficient number of meetings to enable the efficient transaction of its business.

Risk Management

The PCC periodically reviews the major risks to which the church is exposed. This involves identifying the types of risks faced, their potential impact and likelihood of occurrence. This analysis, together with any controls and processes to mitigate risks, is documented in a risk register maintained and regularly reviewed by the PCC. The St Stephen's Risk Register was last fully reviewed and updated in 2022, underwent a more limited review and update in 2023, and will be fully reviewed again during 2024.

Advisers and Auditors

A resolution to re-appoint our auditors, MGI Midgley Snelling LLP, Ibex House, Baker Street, Weybridge, Surrey KT13 8AH will be put to the Annual Parochial Church Meeting.

The Charity's bankers and investment managers are CCLA Investment Management Ltd, Senator House 85 Queen Victoria Street London EC4V 4ET and Barclays Bank UK PLC, 1 Churchill Place London E14 5HP.

The members who held office from 1 January 2023 until the date of signature of this report and the accounts were:

Lay Chair	Colin Matthews (SC, P&S)		
Clergy	Rev. Libby Talbot (from 15 Jan 24)	Rev. Jez Barnes (SC, M&M, P&S) (to 23 Jul 23)	
	Rev. Rachel Bedford (M&M) (to 19 Dec 23)	Rev. Dave Cokayne (M&M) (to 18 Jul 23)	
Wardens	Colin Matthews (SC, P&S)	Sarah Gough (SC, FAB, M&M Chair, P&S)	
Secretary and lay members	Nicola Patel (Secretary Co-opted, non-voting, SC, FAB, P&S)	Caroline Perry (PCC Assistant, co-opted, M&M)	
Lay readers	Les Taylor (M&M)	Jo Dixon (M&M)	
Deanery Synod members	David Parish	Tony Dixon (FAB)	
	Mike Wilkinson	Anne Warren (to 15 May 23)	
	Sandra Jennings	Zac Jopling (M&M)	
Elected lay members	Jen McCole (P&S Chair, SC) (to 15 May 23)	Jeannie Mee (P&S) (to 15 May 23)	Mike Wainer (FAB)
	Matthew Baird (SC, Treasurer, FAB Chair)	Ross Yarrow (M&M, FAB)	Helen Chen
	David Sandford (M&M to May 2023)	Brenda Begg (SC) (to 22 Jan 24)	Chris Askwith (P&S, Safeguarding Officer)
	Louise Messer (M&M)	Ben Pearman (M&M)	Shammah Banerjee (M&M)
	Elaine Johnston (P&S)	Maggie Chan (P&S)	Mark Myddelton (FAB)
	Amelia McLauchlan (to 21 Sept 2023)		

SC *denotes members of the Standing Committee*
P&S *denotes members of the Personnel and Safeguarding*
FAB *denotes member of the Finance, Audit and Buildings*
M&M *denotes members of the Mission and Ministry*

Financial review

Background

The accounts include all property except the Church building itself and its 'inalienable' contents. Inalienable means those things that we cannot dispose of without the permission of a faculty from the Diocese (e.g. the baptismal font). The PCC manages the resources of the Church using an annual budget which covers every area of the Church's ministry.

The PCC manages three types of funds: unrestricted, designated, and restricted.

Unrestricted funds: where the application of resources is determined by the PCC.

Designated funds: from time to time the PCC may decide to transfer funds from the unrestricted funds into designated funds earmarked for a particular purpose. These funds remain unrestricted and under the PCC discretion.

Restricted funds: donations may be limited to a specific purpose and are segregated into restricted funds which can only be used for the purpose for which they were donated.

Income and expenditure account

Total income in 2023 was £1,240,172 (2022: £1,310,867). The PCC is extremely grateful for the generosity of the congregation especially with the challenges of the current cost-of-living crisis.

Unrestricted regular voluntary donations have decreased from 2022 by £34,408. The generosity of the congregation during the two Gift Days far exceeded expectations, which is so encouraging. During the Spring Gift Day, £56,552 was raised for All Saints Church, Isleworth.

Restricted fund income includes monies received by St Stephens during the year for Global Engagement.

In 2023, the unrestricted funds had an excess of expenditure over income of £34,066 (2022: excess of income over expenditure of £7,530). £3,608 of expenditure was capitalised as fixed assets which included new equipment in the Church, Crossway and office.

St Stephens PCC paid £176,000 Common Fund to the London Diocesan Fund, comprising Parish Standard Cost (PSC) of £87,775 a 'support' contribution of £88,225. The PSC covers the total cost of our Vicar, our share of the cost of curates employed in the Diocese, training for ordination and other Diocesan costs. The support contribution is commensurate with the amounts requested from and given by other large churches in the Kensington Area and goes towards supporting churches in the London Diocese that are not able to cover PSC in full, including those that have been recently planted to churches in urban deprivation areas, where incomes are very low.

The PCC continues to be generous to missionary and charitable giving. Note 4 shows that a total of £207,418 was given. This includes £44,677 towards global engagement - both partner organisations and individual mission partners, £74,517 towards UK engagement and long-term UK relationships in addition to the £88,225 common fund support.

At the end of the year the unrestricted funds balance was £939,624 of which £605,964 is held as fixed assets (mostly properties) with most of the balance of £333,660 held as cash. The restricted funds total £1,085,648 which represents; the Crossway and the two ancillary residential properties, the Vicar's Discretionary Fund which provides confidential relief of hardship at the discretion of the Vicar and the centrally managed Hardship Fund, established in 2020, for those who are members of the Church family.

Reserves

At 31 December 2023, the cash position stands at £304,041. (The reduction in cash resources from the prior year is attributable to a £54,000 increase in income tax debtor). It is PCC policy to maintain sufficient unrestricted cash balances to meet near term expenditure, including any emergencies that may arise from time to time and a Building/Capital reserve to meet maintenance demands of the church. In practice this means that we aim to maintain a general fund cash balance of between two and four months expenditure. Our general cash balance represents approximately three months of expenditure budgeted in 2024 and includes the Building/Capital reserve of £80,749.

Cash management

It is our policy to invest longer-term cash balances in the CBF Church of England Deposit Fund, which offers a competitive rate of interest. They also use a mechanism which enables us to limit our exposure to bank default risk as the total value of our cash deposits significantly exceed the maximum amount which can be protected under the Financial Services Compensation Scheme. £138,642 of the total cash balance at 31 December 2023, was held in the deposit fund.

Shorter-term working capital is held on our current account at Barclays Bank UK PLC.

Financial position

The PCC is satisfied with the financial position of the Church and considers that it is appropriately placed to manage its risks successfully during the current economic conditions. The PCC considers there to be adequate resources for the Church to continue in operational existence for the foreseeable future and that there are sufficient funds to support current and planned activities. Accordingly, it continues to adopt the going concern basis in preparing the accounts.

Buildings Management

Despite a period of being without a Property Manager, all routine maintenance was undertaken together with some improvements during 2023.

At church, the gutters were cleared and repaired, the gas safety check was undertaken in the church kitchen and improvements were made to the lightning protection system. Other quinquennial works were also addressed including repairs to cracks in the external boiler house. We successfully completed Phase 1 of the tech upgrade project - installing two new projectors on the side aisles in the church as well as new equipment at the visuals desk.

In the Crossway, the doors to the Oak Room and fire escape were adjusted to limit the possibility of water ingress.

At the church office in Crown Road, the Venue (basement) was redecorated providing an additional meeting room and hot desking space.

The residential properties in Richmond Road remained let on a commercial basis during 2023 raising additional income for St Stephen's. During the summer, Dave Cokayne and family vacated the property in Heathfield South. The property was redecorated and a number of running repairs were undertaken before being let. Our residential property in Kenley Road continues to be let. It is anticipated that 68 Heathfield South and 308 Richmond Road will be required for clergy housing in 2024.

Statement of Parochial Church Council's responsibilities

The Church Accounting Regulations 2006 require the PCC to prepare annual financial statements which give a true and fair view of the state of affairs of the church and of the financial activities for that period. In preparing those financial statements, the PCC is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the accounts on the going concern basis unless it is manifestly inappropriate to presume that the activities of the church will continue.

The PCC is responsible for keeping accounting records which disclose, with reasonable accuracy the financial position of the church and which enable them to ensure that the financial statements comply with the Charities Act 2011 and the Church Accounting Regulations 2006. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and to prevent and detect fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charity's auditors are unaware; and;
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Public Benefit

The PCC is aware of the Charity Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion and have taken account of it in the administration of the church.

The PCC believes that by promoting the Christian faith it provides a benefit to the public by

- Providing facilities for public worship, pastoral care and spiritual development, both for existing church members and for anyone who wishes to benefit from what the church offers; and
- Promoting Christian values and service by members of the church in and to their communities to the benefit of individuals and to society as a whole.

Approved by the PCC and signed on its behalf by

Colin Matthews

Lay Chair

Principal Office at 30 Crown Road

Twickenham, Middlesex, TW1 3EE

Independent auditors' report to the PCC of St Stephen's Church, East Twickenham

We have audited the financial statements of St Stephen's Church (the 'charity') for the year ended 31 December 2023 which comprise the statement of financial activity, balance sheet, cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2023, and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the PCCs' Responsibilities Statement set out on page 9, the trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

We performed the following audit procedures after consideration of the above risks which included the following:

- enquiry of management of actual and potential litigation and claims;
- reviewing minutes of PCC meetings;
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

The engagement partner has assessed that all engagement team members were made aware of the relevant laws and regulations and potential fraud risks and were reminded to remain alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

8 May 2024

Sarah Squires ACA (Senior Statutory Auditor)
For and on behalf of MGI Midgley Snelling LLP
Chartered Accountants, Statutory Auditors

Ibex House, Baker Street
Weybridge, Surrey, KT13 8AH

	Notes	2023 Unrestricted Funds £	2023 Restricted Funds £	2023 Total Funds £	2022 Unrestricted Funds £	2022 Restricted Funds £	2022 Total Funds £
INCOME FROM:							
Donations and legacies							
Voluntary Income from Donors		919,666	63,335	983,001	1,001,531	11,970	1,013,501
Other voluntary income		21,000	-	21,000	113,783	-	113,783
		940,666	63,335	1,004,001	1,115,314	11,970	1,127,284
Charitable activities		230,164	-	230,164	181,839	-	181,839
Investment income - interest		5,877	130	6,007	1,691	53	1,744
TOTAL INCOME	2	1,176,707	63,465	1,240,172	1,298,844	12,023	1,310,867
EXPENDITURE ON:							
Charitable activities		1,197,511	105,930	1,303,441	1,280,951	50,195	1,331,146
TOTAL EXPENDITURE	3	1,197,511	105,930	1,303,441	1,280,951	50,195	1,331,146
Net income / (expenditure)		(20,804)	(42,465)	(63,269)	17,893	(38,172)	(20,279)
Gross transfers between funds	12	(13,262)	13,262	-	(10,363)	10,363	-
Net movement in funds		(34,066)	(29,203)	(63,269)	7,530	(27,809)	(20,279)
RECONCILIATION OF FUNDS							
Total funds brought forward		973,690	1,114,851	2,088,541	966,160	1,142,660	2,108,820
TOTAL FUNDS CARRIED FORWARI	16	**939,624**	**1,085,648**	**2,025,272**	**973,690**	**1,114,851**	**2,088,541**

The statement of financial activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

	Notes	£	2023 £	£	2022 £
Tangible Fixed assets	9		1,680,061		1,705,843
Current assets					
Debtors	10	113,435		84,029	
Cash at bank and in hand		304,041		375,443	
		417,476		459,472	
Creditors: falling due within one year	11	(72,265)		(76,774)	
Net current assets			345,211		382,698
Net assets less current liabilities			2,025,272		2,088,541
Net assets			2,025,272		2,088,541
Reserves					
Restricted funds:					
Crossway	12	1,074,097		1,103,487	
Vicar's discretionary fund	12	3,183		3,332	
Hardship fund	12	5,607		5,607	
Focus Bursary	12	336		-	
Ukrainian fund	12	2,425		2,425	
			1,085,648		1,114,851
Unrestricted funds:					
General fund	12	252,911		271,334	
Building/Capital fund	12	80,749		100,000	
Fixed asset reserve	12	605,964		602,356	
			939,624		973,690
	16		2,025,272		2,088,541

The accounts have been prepared in accordance with the Financial Reporting Standard 102.

These accounts were approved by the PCC on 22nd April 2024 and were signed on its behalf by

C Matthews

.....
C Matthews *Lay Chair*

M Baird

.....
M Baird *Honorary Treasurer*

	2023 £	2022 £
Cash flows from operating activities	(18,035)	92,514
Cash flows from investing activities		
Purchase of fixed assets	(53,367)	(34,088)
Cash flows from financing activities	-	-
Change in cash and cash equivalents in the year	(71,402)	58,426
Cash and cash equivalents at the beginning of the year	375,443	317,017
Cash and cash equivalents at the end of the year	304,041	375,443

Reconciliation of net income/(expenditure) to net cash flows from operating activities

	2023 £	2022 £
Net income/(expenditure) for the year	(63,269)	(20,279)
Depreciation	79,149	66,093
(Increase)/decrease in debtors	(29,406)	35,919
Increase/(decrease) in creditors	(4,509)	10,781
	(18,035)	92,514

The notes on pages 16 to 24 form part of these financial statements

1. Accounting policies

St Stephen's Church is a registered charity in England & Wales. Its principal activities and principal address are stated in the trustees' report.

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the church's accounts.

Basis of preparation
The accounts have been prepared in accordance with the Church Accounting Regulations 2006 together with applicable accounting standards and the Charities Statement of Recommended Practice, in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The Charities SORP, FRS 102) and under the historical cost accounting rules.

The financial statements have been prepared on the going concern basis. The members of the PCC assesses whether the use of going concern is appropriate and have identified no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

St Stephen's Church meets the definition of a public benefit entity under FRS 102.

Income
The accounts are prepared on the accruals basis of accounting: income is recognised when receivable, except for donations of all kinds that are recognised when received; income tax recoverable is recognised at the same time as the donation.

Funds generated through special events and sales of books and magazines are accounted for gross.

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

Rental income from letting of church premises is recognised when the rental is due.

Legacies are only recognised when received. Donated goods are recognised at fair value.

Expenditure
'Resources expended' has a wider meaning than 'expenditure': it excludes the costs of fixed assets that are capitalised but includes their subsequent depreciation on the basis set out below. The categories as defined by the SORP are:

- Costs of generating funds are those costs incurred in fundraising.
- Charitable expenditure comprises those costs incurred by the PCC in the delivery of its activities and services. It includes all costs that can be allocated directly to such charitable activities.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees.
- Support costs are allocated based on usage levels.

Funds
General funds represent funds that are not subject to any restrictions regarding their use and are available for application on the general purposes of the PCC. Restricted funds are those which have been given for a specific purpose such as for building the CrossWay or improving the Church building, further details of which are set out under "Financial review" in the Annual report; they include other funds designated by the PCC for a specific fund.

Fixed assets and depreciation
Consecrated land and buildings and movable church property are excluded from the accounts by s10 of the Charities Act 2011. Expenditure on improvements to the church and additions to moveable church property are expensed as incurred. Such assets are considered inalienable property and require a faculty for their disposal.

Items of plant and equipment used within the church and other premises are capitalised where the acquisition value exceeds £1,000. Depreciation is provided on these assets so as to write off their cost or valuation less any estimated residual value by equal instalments over their estimated useful economic lives as follows:

Freehold buildings	-	50 years
Plant and machinery	-	4 or 10 years

No depreciation is provided on freehold land.

Leases
Assets acquired under finance leases are capitalised and the outstanding future lease obligations are shown in creditors. Operating lease rentals are charged to the profit and loss account on a straight line basis over the period of the lease.

Cash at bank and in hand
Cash at bank and in hand includes funds deposited with CBF Church of England funds.

Pensions
The church participates in the Pension Builder Scheme section of the Church Workers Pension Fund for its staff. The scheme is administered by the Church of England Pensions Board, which holds the assets of the scheme separately from those of the Employer and the participating employers.

The scheme is considered to be a multi-employer scheme as described in section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme.

Debtors
Debtors are recognised at the settlement amount due after any discounts offered.

Creditors
Creditors are recognised where the church has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Financial instruments
The church's financial assets and financial liabilities all qualify as basic financial instruments. They include other debtors and creditors and are initially recognised at transaction value and subsequently measured at their settlement value.

Critical accounting estimates and areas of judgement
In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. The following judgements and estimates are considered by the PCC to have the most significant effect on amounts recognised in the financial statements.

(i) Useful Economic Lives
The annual depreciation charge for property, plant and equipment is sensitive to change in the estimated useful economic lives and residual values of assets. These are reassessed annually and amended where necessary to reflect current circumstances.

(ii) Support cost allocations
The allocation of support costs between activities is based on estimates of the resources used by Central Services on each of these activities.

2 TOTAL INCOME

	2023			2022		
	General Unrestricted Funds	*Restricted Funds*	*Total*	*General Unrestricted Funds*	*Restricted Funds*	*Total*
	£	£	£	£	£	£
Voluntary income from donors						
Regular giving	555,155	-	555,155	589,563	-	589,563
Income tax recoverable on standing orders	113,361	-	113,361	125,444	-	125,444
Single gifts						
- direct & via charitable agencies	203,116	48,985	252,101	241,297	9,570	250,867
Income tax recoverable on single gifts	42,705	9,904	52,609	42,431	2,400	44,831
Collections at all services	5,330	4,445	9,776	2,796	-	2,796
	919,667	63,335	983,001	1,001,531	11,970	1,013,501
Other voluntary incoming resources						
Legacies	21,000	-	21,000	113,783	-	113,783
	21,000	-	21,000	113,783	-	113,783
Total Donations and legacies	940,667	63,335	1,004,001	1,115,314	11,970	1,127,284
Activities for generating funds						
Insurance claims	151	-	151	4,137	-	4,137
Crossway & Church lettings	86,665	-	86,665	67,552	-	67,552
Property rent	92,927	-	92,927	75,574	-	75,574
	179,743	-	179,743	147,263	-	147,263
Incoming resources from charitable activities						
Income from events *(note 7)*	44,409	-	44,409	32,441	-	32,441
Fees	6,012	-	6,012	2,135	-	2,135
	50,421	-	50,421	34,576	-	34,576
Total resources from charitable activities	230,164	-	230,164	181,839	-	181,839
Interest income						
Vicar's discretionary fund	-	130	130	-	53	53
Unrestricted fund	5,877	-	5,877	1,691	-	1,691
Total investment income	5,877	130	6,007	1,691	53	1,744
Total incoming resources	1,176,707	63,465	1,240,172	1,298,844	12,023	1,310,867

3 TOTAL EXPENDITURE

	2023			2022		
	General Unrestricted Funds	*Restricted Funds*	*Total*	*General Unrestricted Funds*	*Restricted Funds*	*Total*
	£	£	£	£	£	£
Grants – see note 4						
Global engagement	27,454	17,223	44,677	70,997	20,200	91,197
UK engagement	15,200	59,317	74,517	27,578	587	28,165
Common Fund – support to other parishes in London Diocese	88,225	-	88,225	89,800	-	89,800
	130,879	76,540	207,418	188,375	20,787	209,162
Activities directly relating to the work of the church						
Common Fund – Parish standard cost	87,775	-	87,775	85,200	-	85,200
Additional clergy and parish costs	107,090	-	107,090	103,752	-	103,752
Children's work	56,802	-	56,802	84,602	-	84,602
Youth work	60,780	-	60,780	67,734	-	67,734
Pastoral	40,534	-	40,534	63,615	-	63,615
Worship	58,167	-	58,167	47,596	-	47,596
Houses: rent, upkeep & depreciation	39,558	6,965	46,523	41,435	6,963	48,398
Church running costs & maintenance	112,030	-	112,030	88,117	-	88,117
Service fees	4,337	-	4,337	3,268	-	3,268
Fees (Cof E)	2,505	-	2,505	1,461	-	1,461
Events expenditure *(note 7)*	62,337	-	62,337	54,432	-	54,432
	631,916	6,965	638,881	641,210	6,963	648,173
Support costs - see note 5						
Administrative & support staff	219,749	-	219,749	236,530	19	236,549
Communication, publicity and Sunday content	92,750	-	92,750	102,322	-	102,322
Church office	39,978	-	39,978	41,985	-	41,985
Bank charges	601	-	601	550	-	550
Crossway	68,638	22,425	91,063	57,179	22,425	79,604
Governance costs - audit and other financial fees	13,000	-	13,000	12,800	-	12,800
	434,717	22,425	457,142	451,366	22,445	473,811
Total cost of charitable activities	1,197,511	105,930	1,303,441	1,280,951	50,195	1,331,146

4 Grants - Missionary and charitable giving

	2023			2022		
	Global Engagement £	**UK engagement £**	**Total £**	Global Engagement £	UK engagement £	Total £
To institutions						
Radstock Ministries (Paul Williams)	4,388	-	4,388	3,948	-	3,948
CPAS	-	3,000	3,000	-	3,000	3,000
SEEN	-	6,200	6,200	-	6,200	6,200
St Stephen's School	-	-	-	-	6,800	6,800
TWMAS/Crosslight	-	6,000	6,000	-	6,000	6,000
St Marys and St Albans - Activate	-		-	-	3,000	3,000
St Paul's PCC	1,230	-	1,230	-	-	-
Alpha Churches Poland	-	-	-	50,750	-	50,750
ASI Graft	-	56,552	56,552	-	-	-
1 (2022:4) grants less than £1,000	250	-	250	429	656	1,085
Global partnership						
Tearfund/Hope Church	2,223	2,222	4,445	-	-	-
SOMA	-	-	-	5,000	-	5,000
ASHA	15,000	-	15,000	15,000	-	15,000
To individuals:						
Bob & Becky Faber	5,513	-	5,513	7,350	-	7,350
Richard Gordon-Smith	7,980	-	7,980	7,660	-	7,660
Anna & Klas Stol	7,770	-	7,770	-	-	-
4 (2022:15) grants less than £1,500	324	543	867	1,060	2,509	3,569
Total	44,677	74,517	119,193	91,197	28,165	119,362
To the Diocese of London						
Common Fund – support to other parishes	-	88,225	88,225	-	89,800	89,800
Total	44,677	162,741	207,418	91,197	117,965	209,162
Being:			-			
Unrestricted Fund	27,454	103,425	130,879	70,997	117,378	188,375
Restricted Funds	17,223	59,317	76,540	20,200	587	20,787
	44,677	162,741	207,418	91,197	117,965	209,162

5 Support Costs

	Children	Youth	Pastoral	Worship	Events	Property	Total	Basis of allocation
	£	£	£	£	£	£	£	£
Administration and support	70,320	54,937	26,370	26,370	24,172	17,580	219,749	Usage
Communication, publicity and Sunday content	27,825	27,825	9,275	18,550	9,275	-	92,750	Usage
Church office	7,996	11,993	5,997	1,999	3,998	7,996	39,978	Usage
Bank charges	120	120	120	120	120	-	601	Usage
Crossway	18,213	-	9,106	18,213	-	45,532	91,063	Usage
Governance costs	4,160	3,250	1,560	1,560	1,429	1,040	13,000	Usage
	128,633	98,126	52,428	66,812	38,994	72,147	457,142	

6 Resources expended include

	2023	2022
	£	£
Diocesan Common Fund		
- Parish standard cost	87,775	85,200
- Support to other parishes in London Diocese	88,225	89,800
	176,000	175,000
Auditors' remuneration	6,000	6,000
Other services payable to auditors	5,000	5,000
Total auditor expenses	11,000	11,000

7 Events income and expenditure

	2023			2022		
	Incoming resources	Resources expended	Net income /(spend)	Incoming resources	Resources expended	Net income /(spend)
	£	£	£	£	£	£
Children's events	11,288	2,989	8,299	6,747	707	6,040
Youth events	6,335	15,368	(9,032)	10,101	16,430	(6,329)
Evangelism and pastoral events	25,060	34,001	(8,941)	9,481	16,818	(7,337)
Focus	1,725	9,980	(8,255)	6,112	20,477	(14,365)
	44,409	62,337	(17,929)	32,441	54,432	(21,991)

The net cost of events is considered to be part of achieving our vision of Loving God, Growing Disciples and Transforming Communities. They include some activities that support the disadvantaged in our community.

8 Staff numbers and costs

The average number of staff (full time equivalent but excluding those within the diocesan quota, namely the vicar and curate) working for St Stephen's during the year was as follows:

	2023	2022
Clergy	1	2
Lay ministers	8	9
Administration	6	7
Total	15	18

No employee was paid more than £60,000 (2022: None). The aggregate payroll costs were as follows:

	£	£
Wages and salaries	519,366	546,196
Termination payment	3,000	25,000
Social security costs	37,195	40,599
Other pension costs	29,586	34,850
	589,147	646,645

During the period, a termination payment was made to one employee of the charity. An amount of £3,000 (2022: £25,000) was paid to the employee, with no amounts outstanding at the year end. Redundancy and termination costs are recognised as an expense in accordance with the terms of the contractual agreement with the employee.

9 Tangible fixed assets	Freehold land & buildings	Plant and equipment	Total
	£	£	£
Cost or valuation			
At beginning of year	2,619,361	402,468	3,021,829
Additions	-	53,367	53,367
Disposals	-	-	-
At end of year	2,619,361	455,835	3,075,196
Depreciation			
At beginning of year	990,965	325,021	1,315,986
Disposals	-	-	-
Charged in year	41,423	37,726	79,149
At end of year	1,032,388	362,747	1,395,135
Net book value			
At 31 December 2023	1,586,973	93,088	1,680,061
At 31 December 2022	1,628,396	77,447	1,705,843

Land and buildings	**2023**	2022
At Cost	£	£
Church Office, 30 Crown Road	197,343	197,343
Two residential properties, Richmond Road	457,303	457,303
Church Hall, Crossway	1,370,328	1,370,328
Two other residential properties	594,387	594,387
	2,619,361	2,619,361

The current open market value of all properties, apart from the Crossway, is likely to be significantly higher than the book values shown above. The Crossway is difficult to value and if sold may require us to return some of the sale proceeds to those who gave restricted donations. The former church hall is let to St Stephen's School at a peppercorn rent under a lease expiring in 2035 which requires the tenant fully to repair and maintain the property.

10 Debtors

	2023	2022
	£	£
Income tax recoverable	100,311	46,245
Other debtors	3,729	1,681
Prepayments and accrued income	9,395	36,103
	113,435	84,029

11 Creditors due within one year

	2023	2022
	£	£
Other creditors	7,829	13,345
Social security and other taxes	10,205	9,951
Accruals and deferred income	54,231	53,478
	72,265	76,774

12 Unrestricted and restricted - movement in funds

	At 31 Dec 2022	Incoming resources	Resources expended	Transfers	**Balance at 31 Dec 2023**
	£	£	£	£	£
Unrestricted funds					
Fixed asset reserve	602,356	-	-	3,608	605,964
Building/Capital fund	100,000	-	(38,051)	18,800	80,749
General fund	271,334	1,176,707	(1,159,460)	(35,670)	252,911
Total unrestricted funds	973,690	1,176,707	(1,197,511)	(13,262)	939,624
Restricted funds					
Crossway	1,103,487	-	(29,390)	-	1,074,097
Ukrainian fund	2,425	-	-	-	2,425
Global Engagement fund	-	3,961	(17,223)	13,262	-
UK Engagement fund	-	2,222	(2,222)		-
Focus Bursary	-	600	(264)	-	336
All Saints Isleworth	-	56,552	(56,552)	-	-
Hardship fund	5,607	-	-	-	5,607
Vicar's fund	3,332	130	(279)	-	3,183
Total restricted funds	1,114,851	63,465	(105,930)	13,262	1,085,648
Total funds	2,088,541	1,240,172	(1,303,441)	-	2,025,272

13 Related Party Disclosures

No trustees have been paid any remuneration or received any other benefits from their association with the charity.

No trustees (2022: three) received a £1,000 allowance during the year to cover for cost of living expenses.

Three close family members (2022: three) of Ben Pearman, who was a member of the PCC, received aggregate remuneration of less than £20,000 during the year. In addition, a close family member of Matt Baird, who was also a member of the PCC, invoiced the company for their services during the year which totalled less than £5,000.

14 Pensions

The charity participates in the Pension Builder Scheme section of the Church Workers Pension Fund for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the charity and the other participating employers. The charity's pension is held in the Pension Builder 2014 section which is classed as a defined benefit scheme.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SOFA in the year are the contributions payable of £29,586 (2022: £34,850). Contributions amounting to £4,126 (2022: £4,921) were outstanding at the year end and are included in creditors.

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 December 2019. For the Pension Builder 2014 section, the 2019 valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time. The next valuation is due as at 31 December 2022. Calculations for this are currently underway.

For the Pension Builder Classic section, the 2019 valuation revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review effective 1 January 2024, the Board chose to grant a discretionary bonus of 6.7% to both pensions not yet in payment and pensions in payment in respect of service prior to April 1997; and a bonus on pensions in payment in respect of post April 2006 service so that the pension increase was 5% (where usually it would be calculated based on inflation up to 2.5%). This followed improvements in the funding position over 2023. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, the charity could become responsible for paying a share of that employer's pension liabilities.

15 Commitments

There are no payments due under non-cancellable operating leases expiring within two to five years (2022: £Nil).

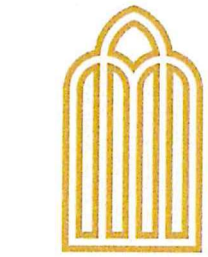
16 Analysis of fund assets

	Crossway	Vicar's fund	All Saints Isleworth	Ukrainian fund	Global engagement fund	UK engagement fund	Focus Bursary	Hardship fund	Unrestricted	Total
	£	£	£	£	£	£	£	£	£	£
As at 31 December 2023										
Cash at bank and in hand	-	3,183	-	2,425	2,222	2,222	336	5,607	288,046	304,041
Debtors	-	-	8,714	-	358	-	-	-	104,363	113,435
	-	3,183	8,714	2,425	2,580	2,222	336	5,607	392,409	417,476
Current creditors	-	-	(8,714)	-	(2,580)	(2,222)	-	-	(58,749)	(72,265)
Net current assets	-	3,183	-	2,425	-	-	336	5,607	333,660	345,211
Fixed assets	1,074,097	-	-	-	-	-	-	-	605,964	1,680,061
	1,074,097	**3,183**	**-**	**2,425**	**-**	**-**	**336**	**5,607**	**939,624**	**2,025,272**
As at 31 December 2022										
Cash at bank and in hand	-	3,332	-	2,425	-	-		5,607	364,079	375,443
Debtors	-	-	-	-	1,022	-		-	83,007	84,029
	-	3,332	-	2,425	1,022	-		5,607	447,086	459,472
Current creditors	-	-		-	(1,022)	-		-	(75,752)	(76,774)
Net current assets	-	3,332	-	2,425	-	-		5,607	371,334	382,698
Fixed assets	1,103,487	-	-	-	-	-		-	602,356	1,705,843
	1,103,487	3,332	-	**2,425**	-	-		**5,607**	973,690	2,088,541

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST STEPHEN, EAST TWICK

England & Wales - Charity number 1131378

Accounts



St Stephen's Church, Twickenham
Registered charity number 1131378

Annual report & accounts

31 December 2022

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Trustee's Annual Report

The Parochial Church Council of St. Stephen's Church, East Twickenham, TW1 2PD presents its annual report and audited accounts for the year ending 31 December 2022.

Background

St Stephen's is a friendly, vibrant church. We are a growing community of all ages and stages of life and love to make new people feel welcome.

St Stephen's has been a place of Christian worship ever since it first opened its doors in 1876 and has always stayed true to the Bible's writings which, we believe, were inspired by the Spirit of God to shape and guide our lives. We believe that Jesus Christ is risen, alive and at work in our lives and the world – bringing hope, healing, purpose and direction through the power of the Holy Spirit.

Our Vision

Our vision at St Stephen's is to be an outward looking church, serving our community and the wider world with the good news about Jesus. This outward-looking focus is sustained and empowered through encountering God in worship, prayer and study of the Bible, and our relationships with each other as we support, encourage, honour and care for one another.

As we look to the years ahead, we want to be known for loving God, growing disciples, and transforming communities.

In everything we do we value hospitality, generosity, the dignity of every person, appreciating the traditional and contemporary, embracing Word and Spirit, encountering the presence of God, and maintaining a good sense of humour amidst it all!

Our Vision Priorities are:

Growing.....as a generous Resource Church in London Diocese, planting more churches in future
Growing.....every member of St Stephen's in their journey of discipleship with Jesus
Growing.....our confidence in sharing the good news of Jesus, especially amongst an emerging generation

In all that we do, we seek humbly to work out this vision 'not by might, nor by power, but by my Spirit, says the Lord Almighty' (Zechariah 4 v 6).

The role of the Parochial Church Council (PCC)

St Stephen's Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent, the Rev. Jez Barnes, in promoting in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social, and ecumenical. The PCC is also specifically responsible for the maintenance of the Church building, its associated grounds and buildings (the Crossway and two Richmond Road properties on the church site), the Church office building at 30 Crown Road and two further PCC-owned residential properties (in Kenley Road and Heathfield South).

The PCC is committed to enabling as many people as possible to worship at our Church and to have a positive and enriching experience if they are a visitor or guest, or to become a valued and active member of our community at St Stephen's. The PCC maintains an oversight of St Stephen's worship services, events and activities and aims to enable the St Stephen's community to live out a vibrant and deepening faith that is visible to all with whom we are in contact, and which practically demonstrates our faith to the local and global communities we serve. The PCC is also committed to the protection of children, young people, and vulnerable adults, both in society and in its own community. St Stephen's PCC has complied with its duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due awareness and regard to the House of Bishop's guidance on safeguarding children and vulnerable adults. The PCC has reviewed and ensured that the necessary safeguarding policies,

procedures, and practices are currently in place in our organisation.

When planning activities for the year, St Stephen's PCC has considered the Commission's guidance on public benefit and the supplementary guidance on charities for the advancement of religion. In particular, we try to enable every person to live out their faith as part of our parish community through:

Worship and prayer, learning about the Gospel, and developing their knowledge and trust in Jesus,
Provision of pastoral care for people living in the parish,
Missionary and outreach work.

To facilitate this work, it is important that we maintain the fabric of the Church of St Stephen's and its associated grounds and buildings.

Achievements and Performance

Back in February we held our first Chinese New Year lunch and were thrilled to host several families from Hong Kong and their friends. Several of them spoke of the warm welcome they had encountered at St Stephen's, whilst still facing the challenge of leaving behind their homes in Hong Kong. The event was so successful, it looks set to become an annual event!

During March, we facilitated discussions around the Church of England's conversations around Living in Love and Faith, with a series of evenings in which participants heard each other's views in a respectful way.

In April, we were thrilled to be able to hold the first in-person Holiday Club since the pandemic – with encouraging numbers of children attending (75).

The Annual Parochial Church meeting was held in May, during Jez's sabbatical, chaired by Rachel Bedford.

September also saw a successful joint PCC/staff morning where we celebrated meeting together again and reflecting on the goals aligned to our vision priorities. We invited the leaders of our church plants to share their stories and challenges in their respective communities. We spent time praying for and encouraging them.

In October we held a significant baptism and confirmation service (8 baptisms – including an entire family – and 17 confirmations, led jointly by Jez and the Bishop of Islington (as Acting Bishop of Kensington).

In the Autumn we were thrilled to host our first in-person Alpha course since the pandemic. This was very successful and well-attended (just under 50 including team). A number of groups continue to meet to discuss faith.

Christmas Carols by Candlelight, Family Carols and our Christmas Day services were all well-attended. We were pleased to host Christmas Day lunch for over 100 people enjoying a delicious meal, cooked and served by our wonderful team. We also held a successful Drop In Christmas meal with Bags of Kindness given to the guests.

Attendance has significantly increased across all the services and kids church is flourishing (averaging 80 a week).

Plans for future periods

We are excited to be able to express our vision to be a resourcing church by offering our Refresh Café model; we continue to extend our welcome and hospitality and offering a response to the current refugee crisis; extending our digital communications; celebrating the testimonies coming out of our ministries and seeking to extend our reach into the local community; highlighting prayer and worship among the congregation.

Our Church Wardens began leading the process of recruiting a new Vicar in light of the news that Jez and his family would be leaving in July 2023 following his appointment as Chaplain at Dauntsey's School in Wiltshire. After 14 amazing years as Vicar of St Stephen's, Jez will be sorely missed.

Staff & Volunteers

We employ a paid staff team to work alongside the clergy in developing the ministries of the church in accordance with our vision. As well as providing leadership or support to the various activities and areas of ministry offered by the church, an important role of the team is to encourage and guide congregational members in the development of their own gifts. As a result, a large proportion of the congregation is actively involved in ministries within and outside St. Stephen's. It is the generosity and commitment of our church members through giving of their time and financial contributions that enables us to fulfill our vision of serving our local community.

We would like to thank all the volunteers who work so hard to make our church the lively and vibrant community it is.

Church Membership

People that identify St Stephen's as their home church and who complete an Electoral roll form are counted as the membership of the church. The Electoral roll number for 2022 as reported at the Annual Parochial Church Meeting was 552 (539 in 2021).

Functioning of the Parochial Church Council (PCC)

In accordance with the *Parochial Church Council (Powers) Measure 1956* the PCC is to co-operate with the minister in promoting the whole mission of the Church (pastoral, evangelistic, social, and ecumenical) in the Parish. The PCC is constituted in accordance the *Church Representation Rules 2020*, and consists of the Clergy, Church Wardens and representatives of the laity elected at the Annual Parochial Church Meeting (APCM).

PCCs with an annual income of more than £100,000 must be registered with the Charity Commission and PCC members are considered charity trustees. In coordination with the Vicar, the PCC is ultimately accountable for the way in which the church is directed and run. In particular, the PCC must ensure that the church is solvent, well-run (i.e. its funds and resources are stewarded appropriately), and that the church delivers its missional outcomes for the benefit of the congregation, parishioners and wider beneficiaries.

The PCC has three sub-committees in addition to the Standing Committee to ensure appropriate focus on key areas in Church life. These are the Finance, Audit and Buildings Committee, Personnel and Safeguarding Committee and the Mission and Ministry Committee.

Compliance & Control – the PCC seeks to understand and comply with all applicable legal and regulatory requirements, ensuring that sound financial and management controls are in place. The PCC should consider any risks and opportunities which St Stephen's faces and manage these prudently while pursuing the missional Vision of the church. Operational matters are largely delegated to the Vicar and senior staff team, but this delegation requires the PCC to monitor the performance of its delegates and to ensure that the boundaries of delegation are observed, and the matters delegated are being performed efficiently and effectively.

A PCC handbook describing the PCC structure and articulating the role and responsibilities of PCC members, was reissued in May 2019, and is issued to all new members.

The PCC is required to hold a sufficient number of meetings to enable the efficient transaction of its business.

Risk Management

The PCC periodically reviews the major risks to which the church is exposed. This involves identifying the types of risks faced, their potential impact and likelihood of occurrence. This analysis, together with any controls and processes to mitigate risks, is documented in a risk register maintained and regularly reviewed by the PCC. The St Stephen's Risk Register was reviewed in May 2022.

Advisers and Auditors

A resolution to re-appoint our auditors, MGI Midgley Snelling LLP, Ibex House, Baker Street, Weybridge, Surrey KT13 8AH will be put to the Annual Parochial Church Meeting.

The Charity's bankers and investment managers are CCLA Investment Management Ltd, Senator House 85 Queen Victoria Street London EC4V 4ET and Barclays Bank UK PLC, 1 Churchill Place London E14 5HP.

The members who held office from 1 January 2022 until the date of signature of this report and the accounts were:

Lay Chair	Colin Matthews (SC, P&S)		
Clergy	Rev. Jez Barnes (SC, M&M, P&S)	Rev. Rachel Bedford (M&M)	
	Rev. Dave Cokayne (M&M)		
Wardens	Colin Matthews (SC, P&S)	Sarah Gough (SC, FAB, M&M Chair, P&S)	
Secretary and note-taker	Nicola Patel (Secretary, non-voting, SC, FAB, P&S)	Caroline Perry (Note-taker, M&M)	
Lay readers	Les Taylor (M&M)	Jo Dixon	
Deanery Synod members	David Parish	Tony Dixon (FAB)	
	Mike Wilkinson	Anne Warren	
	Sandra Jennings	Zac Jopling (M&M)	
Elected lay members	Jen McCole (P&S Chair, SC)	Jeannie Mee (P&S)	Mike Wainer (FAB)
	Matthew Baird (SC, Treasurer, FAB Chair)	Ross Yarrow (M&M)	Helen Chen
	David Sandford (M&M)	Brenda Begg (SC)	Chris Askwith (P&S, Safeguarding Officer)
	Louise Messer (M&M)	Ben Pearman (M&M)	Shammah Banerjee (M&M)
	Elaine Johnston (P&S)	Maggie Chan (P&S) (from 25 April 2022)	Mark Myddleton (from 25 April 2022)
	Amelia McLauchlan (from 25 April 2022)	Loretta Kiritharan (to 25 April 2022)	

SC *denotes members of the Standing Committee*
P&S *denotes members of the Personnel and Safeguarding*
FAB *denotes member of the Finance, Audit and Buildings*
M&M *denotes members of the Mission and Ministry*

Reflections from our Church Wardens, Colin Matthews & Sarah Gough

The work of St Stephen's is achieved by the combined efforts of hundreds of people, and we thank every one. We acknowledge and appreciate the hard work of Jez Barnes and all the team employed by St Stephen's both clergy and lay. The same goes for the many volunteers and church members whose work is essential even when invisible.

We thank members of the PCC for their work to oversee the wide and varied activities within our church. The PCC has devoted time to the ongoing development of our safeguarding arrangements, including widespread training. We expect this focus to continue. Towards the end of the year, Jez Barnes told us about his intention to take a new role from September 2023 after 14 years of service to St Stephen's. The PCC has spent, and will continue to spend, considerable time on the search for Jez' successor.

We expect the cost-of-living crisis to put pressure on our finances, and we will exercise correspondingly careful cost control. We are humbled by the continuing financial generosity of St Stephens congregation. This has enabled St Stephens to continue to deliver the vision of Loving God, Growing Disciples and Transforming Communities.

We hope as you read this report you will be encouraged.

Reports from the Ministry Teams

Services from Rachel Bedford:
During 2022, we held 4 services every Sunday at St Stephens: 9am, 10.45, 6pm and online. We have seen attendance levels return to their pre-COVID levels and celebrate that of all our services, the 6pm has grown the most numerically.

In our teaching, we began the year with an extended focus on Hospitality and Welcome *('Invited')* and also taught from the book of James and the Psalms during the summer term. In the Autumn term, we focused on Vision and then a series called *Seeing ourselves in the Gospels* prior to Advent.

Our seasonal services were well attended, including during Holy Week, Easter and our annual Service of Light. It was a joy for us to be able to hold all our Christmas services without COVID restrictions – Christingle, Family Carols and two Carols by Candlelight services. On 24th and 25th December alone it was a privilege to welcome approximately 1200 people into our church building – either for a service or Christmas lunch.

We celebrate the continuing flourishing of our midweek congregation at the By Still Waters Thursday service. Alongside our regular Sunday services, we have worked to establish creative 'one off' Sunday services – for instance, our half termly all-in intergenerational worship services, Kingdom Come evenings of worship and prayer and our Youth takeover evenings.

Worship from Ciara Pearman:
We are so grateful for all God has done this year in worship at St Stephen's. A sense of new freedom in sung worship has been evident. 'The winter is past; the rains are over and gone...the season of singing has come'. Song of Songs 2:11. This scripture comes to mind as I reflect on this year past.

Tom, our new Worship Pastor and Evangeline, Worship Intern have both settled in seamlessly and enhanced our worship in so many ways. It has been a huge joy to amalgamate Worship and Comms into one new 'Creative' team - we 'relaunched' our workspace - now known now as 'The Studio', and have worked hard to ensure we are getting the best out of the incredibly talented and dedicated staff we have. Some of the fruit of that is evident in the powerful and professional video and audio content e.g. worship recordings on Church Online and other digital platforms.

We considered effective ways to resource other churches, through sharing our recordings, sending team and inviting others to join our training evenings. We have also started a network of local worship team leads, in order to provide mutual support, share best practice and build a sense of community.

We had a goal to grow the volunteer team - with a focus on increasing diversity, and intentionally playing forward our young people. The Christmas Carols team had an age range of 13 to 80's, and we have seen an increase in all kinds of diversity across the team. Youth have been integrally involved in Youth Band / Youth Take-over and are emerging as key leaders in the 6pm team. We couldn't do what we do without the support of our amazing volunteers, and I am so grateful for them every day. Praise God!

Social Transformation from Fiona Smith:
We have focussed on safety first this year and ensured that all of our volunteers have been safely recruited and safeguarding trained where appropriate.

Our ongoing work with the homeless and vulnerable adults and seniors has been joined by our work with Ukrainian refugees and we now welcome over 100 mothers and children every week, and over 20 of our volunteers offer hospitality, baking, English conversation classes and help with gaining employment.

We have developed a regular review and coordination of our pastoral care, which has reduced overlap of efforts and ensured people's needs are met in a timely manner. We have also run a bereavement and a wellbeing course that were well attended and appeared to be of help to the participants.

We also had our most ambitious Christmas social action programme ever, delivering over 200 bags of food and basics to those in need and hosting over 400 people across all of our Christmas meals for those on their own on Christmas Day, Ukrainian Women and Children, Homeless and vulnerable adults and our own seniors and also many from the local community.

We have run a well-attended retreat each term and trialled times of silence, briefing intercessors more regularly about world and national events, developing creative prayer experiences for Kingdom Come events and championing, training, and growing the individual prayer ministry teams in each service.

'Refresh' Family Ministry from Caroline Montgomery:
In the Spring term, we ran another online Parenting for Faith Course, equipping parents to raise God connected children, with several parents from other churches joining us.

In February we were invited to speak again at the Babies and Toddlers online Conference and shared the vision for Refresh, how to run it, along with inspiring testimonies. It was a popular seminar with delegates wanting to explore how they too could connect more intentionally with families in their communities using the Refresh model.

Our Refresh continues to thrive with on average 65 adults, 75 children and 12 team attending each session. We have a very strong team and welcome new non-church families every week. It is a joy to share something of God's love with so many who don't know Him, through our short, relevant, and accessible 'thought for the day'.

I had 4 months unpaid leave over the summer to write a book about Refresh as a resource to equip and enable other churches to set up their own Refresh, (to be published in July 2023). Amy Baird led Refresh brilliantly during that time. I have now laid down much of the Family Life Ministry to focus on leading and pioneering Refresh at St Stephens and beyond.

Kids Ministry from Lauren Goodall:
In 2022 we were able to run an in-person holiday club, we ran Mission Impossible Holiday Club and by the end of the three days we learnt together that the mission is possible because of God.

Our relationship with St Stephen's school continues to grow through weekly assemblies, support in RE lessons and the running of a school RE day. It has been amazing to introduce live worship in assemblies too.

One highlight of 2022 was bringing some Children in from Kids Church to share pictures and words to the congregation.

In October, 100 Kids came to our light party. It was amazing to be able to host an event where so many from the community attended. 2022 was a really great year in the Kids ministry.

Youth Ministry from Josh Felstead:
We have enjoyed another great year in youth ministry, experiencing steady growth in numbers. But, even more crucially, growth in spiritual maturity, growth in connections and in the confidence of young people to step out and use their gifts.

We have also been so aware of how incredible our volunteer team has been this year. We have had some incredible additions jump straight in, but also seen our longer standing team blossom even more as amazing youth workers.

During the last year we began a very important mission: to make youth a lot more accessible for young people with additional needs. We are challenging the way we have always run our ministry and the ways it has limited engagement and inclusion for those with additional needs. We have been experimenting with different approaches for sessions and activities and had some successes that we will continue going forward. We have also brought in the Accessibility Lead from Urban Saints, to train our team and look forward to him returning to lead a session with our parents.

Evening gathering and 20s30s from Dave Cokayne:
This has been a great year of growth in both the 20s and 30s ministry and also the 6pm ministries.

20s30s have grown both in number but also in community. This has partly been down to our weekly pub gatherings that occur after the 6pm where we see on average 18 people come. These have acted as entry points for people to start to build relationships with those who they may not otherwise get chance to speak with. We have also enjoyed a number of successful socials that complement our 2 small groups well, in creating spaces to go deeper in friendship but also in faith.

Our 6pm service has grown greatly. It is a space where we encourage creativity, freedom in worship and challenge in teaching. We have been really excited to see the number of older youth that have been attending regularly as well. The service has therefore acted as a great point of crossover from Youth to wide church life.

Communications from Catherine Johnson:
During 2022, the Comms team and Worship team made the decision to merge to become the 'Creative' team. In terms of skills and talent, there is much overlap on the teams and we decided we would be 'stronger together'!

Some of the projects that we have worked on in recent months include new worship videos (scheduling, leading worship, filming, sound and video editing) as well as other trial projects. Harry - our talented designer and film editor - voluntarily leads worship on a regular basis and Matt's time was already split between the Comms and Worship teams.

Over the past six months we have been liaising with various suppliers and are project managing a technical upgrade in the church. This has been a time intensive piece of work to ensure that suppliers fully understand the requirements and limited budget.

As a team we have also evolved our social media output to create more inspirational posts. This has resulted in a good uptake of new followers, particularly on Instagram. Our aim across the website, Church Online, digital, print media, social media etc. is to remain in line with our vision to Love God, Grow Disciples and Transform Communities as we serve the different ministries across the Church.

Global Engagement from Luc Herren, Amanda Clegg, John Watson:
We in the Global Engagement team continue to be encouraged by the support of the congregation for our initiatives. Although activities during 2022 continued to be affected by the COVID pandemic, our GE partners were active in all sorts of ways: Tearfund continued with its efforts among refugees in the Middle East. SOMA began to plan new initiatives under the leadership of Richard Moy. Asha continued to support students in Delhi, India, with their school and college education. A St Stephen's team started preparation for a visit to Seelampur in early 2023.

We held GE brunches on two Saturdays (26 February, when Richard Moy spoke, and 18 June when Mihail from Romania was with us) and a GE lunch on 6 November, where the focus was on individuals working abroad and supported by St Stephen's. Their activities include supporting micro-finance initiatives in Central Asia, teaching and training ministries in Bulgaria, rebuilding lives and livelihoods in Lebanon and expanding work in the Eastern Mediterranean region.

Crosslight from Stephanie Jenkins:
Crosslight Advice continue to help the most vulnerable in our local community who find themselves in debt and do not know what to do. Our clients come from all walks of life - some battle addictions, many are single parent families with no support from partners, some face domestic abuse, others had better lives before covid but have been unable to get back to where they were. All are on very low incomes relying either only on benefits or receiving very low wages. They do not know where else to turn. The cost-of-living crisis has further exacerbated an already difficult situation and many of our clients are unable to heat their flats as well as provide food and clothing for their families. A high proportion of our clients have physical as well as mental illness.

We continue to hold our appointments in the St Stephen's Church office on a Monday night and the Crossway on a Thursday. We also hold appointments at foodbanks in Hounslow Hope Church. During 2022 we were able to obtain client grants/increase benefits by £80k and gain debt write-offs/reduction in debts by £417k thus lifting the financial burden from these clients and enabling them to face their future with hope. We are so very thankful to St Stephen's for all the support provided which enables us to help our community in such a tangible way.

SEEN from Fay Hamilton:
2022 has been an exciting year for SEEN. We saw 162 clients, with 10% of them being recommended by a friend or a relative. By Q2, our crisis and pregnancy loss clients had doubled from 2021. Demand from pregnancy loss clients has increased by 28% which in turn saw us recruit two new listening volunteers, and for the first year, we ran two support groups, for baby loss and miscarriage. We also saw crisis clients increase by 46% compared to 2021.

We returned to prison in the Autumn term and 7 prisoners took part in the 'I Am' project. We facilitated 479 client sessions and taught 500 young people about healthy relationships and sex education. We piloted youth groups sessions at Castelnau Community Project in Barnes. In addition, we launched our new name, SEEN, welcomed our new trustee Nicola Patel, and implemented an IT helpdesk. Several fundraising events took place including half park runs in London, Pilates in the Park, Firewalk Challenges, Dinner & Dance and a Christmas screening at the Twickenham Exchange.

Building Management from Paul Sulma:
Despite financial and staffing constraints, much maintenance and improvement has been achieved in 2022.

At the Church, all the exterior timber doors were restored and repainted. Attractive new church signage was produced and sited, safety features installed on the fire escape landing, and the electrical installation condition report (EICR) carried out.

In the 'Crossway' centre, the Oak room timber floor was replaced, and the Chestnut room recarpeted. As relocation of the fire alarm panel was required, the opportunity was taken to update the system and add a new monitoring facility.

At the Church office building in Crown Road, the reception area and rear office were redecorated, and a commercial digital signage window screen installed.

The residential property in Richmond Road was redecorated and partly recarpeted. Formerly used as clergy accommodation, the property was commercially let in 2022 raising additional income for St Stephen's.

The property in Heathfield South continues to provide accommodation for clergy. In 2022, the rear elevation was repaired and redecorated and hard-wired smoke and heat detectors were installed.

Financial review

Background

The accounts include all property except the Church building itself and its 'inalienable' contents. Inalienable means those things that we cannot dispose of without the permission of a faculty from the Diocese (e.g. the baptismal font). The PCC manages the resources of the Church using an annual budget which covers every area of the Church's ministry.

The PCC manages three types of funds: unrestricted, designated, and restricted.

Unrestricted funds: where the application of resources is determined by the PCC.

Designated funds: from time to time the PCC may decide to transfer funds from the unrestricted funds into designated funds earmarked for a particular purpose. These funds remain unrestricted and under the PCC discretion.

Restricted funds: donations may be limited to a specific purpose and are segregated into restricted funds which can only be used for the purpose for which they were donated.

Income and expenditure account

Total income in 2022 was £1,310,867 (2021: £1,026,184). The PCC is extremely grateful for the generosity of the congregation especially with the challenges of the current cost-of-living crisis.

Unrestricted regular voluntary donations have increased from 2021 by £4,000 and the generosity of the congregation during the two Gift Days far exceeded expectations, which is so encouraging. During the Spring Gift Day, 50% of funds raised, equating to £50,750, were designated to Alpha Churches in Poland.

Restricted fund income includes monies received by St Stephens during the year for Global Engagement and the Ukrainian Christmas Collection.

In 2022, the unrestricted funds had an excess of income over expenditure of £7,530 (2021: deficit of £20,285). £34,088 of expenditure was capitalised as fixed assets which included new equipment in the Church, Crossway and office.

St Stephens PCC paid £175,000 Common Fund to the London Diocesan Fund, comprising Parish Standard Cost (PSC) of £85,200, a 'support' contribution of £89,800. The PSC covers the total cost of our Vicar, our share of the cost of curates employed in the Diocese, training for ordination and other Diocesan costs. The support contribution is commensurate with the amounts requested from and given by other large churches in the Kensington Area and goes towards supporting churches in the London Diocese that are not able to cover PSC in full, including those that have been recently planted to churches in urban deprivation areas, where incomes are very low.

The PCC continues to be generous to missionary and charitable giving. Note 4 shows that a total of £209,362 was given. This includes £91,197 towards global engagement - both partner organisations and individual mission partners, £118,165 towards UK engagement and long-term UK relationships in addition to the £90,000 common fund support.

At the end of the year the unrestricted funds balance was £973,690 of which £602,356 is held as fixed assets (mostly properties) with most of the balance of £371,334 held as cash. The restricted funds total £1,114,851 which represents; the Crossway and the two ancillary residential properties, the Vicar's Discretionary Fund which provides confidential relief of hardship at the discretion of the Vicar and the centrally managed Hardship Fund, established in 2020, for those who are members of the Church family.

Reserves

At 31 December 2022, the cash position stands at £375,443. It is PCC policy to maintain sufficient unrestricted cash balances to meet near term expenditure, including any emergencies that may arise from time to time and a Building/Capital reserve to meet maintenance demands of the church. In practice this means that we aim to maintain a general fund cash balance of between two and four months expenditure. Our general cash balance represents

approximately three months of expenditure budgeted in 2023. In addition, the Building/Capital reserve held £100,000 at the end of the year.

Cash management

It is our policy to invest longer-term cash balances in the CBF Church of England Deposit Fund, which offers a competitive rate of interest. They also use a mechanism which enables us to limit our exposure to bank default risk as the total value of our cash deposits significantly exceed the maximum amount which can be protected under the Financial Services Compensation Scheme. £134,336 of the total cash balance at 31 December 2022, was held in the deposit fund.

Shorter-term working capital is held on our current account at Barclays Bank UK PLC.

Financial position

The PCC is satisfied with the financial position of the Church and considers that it is appropriately placed to manage its risks successfully during the current economic conditions. The PCC considers there to be adequate resources for the Church to continue in operational existence for the foreseeable future and that there are sufficient funds to support current and planned activities. Accordingly, it continues to adopt the going concern basis in preparing the accounts.

Statement of Parochial Church Council's responsibilities

The Church Accounting Regulations 2006 require the PCC to prepare annual financial statements which give a true and fair view of the state of affairs of the church and of the financial activities for that period. In preparing those financial statements, the PCC is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the accounts on the going concern basis unless it is manifestly inappropriate to presume that the activities of the church will continue.

The PCC is responsible for keeping accounting records which disclose, with reasonable accuracy the financial position of the church and which enable them to ensure that the financial statements comply with the Charities Act 2011 and the Church Accounting Regulations 2006. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and to prevent and detect fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charity's auditors are unaware; and;
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Public Benefit

The PCC is aware of the Charity Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion and have taken account of it in the administration of the church.

The PCC believes that by promoting the Christian faith it provides a benefit to the public by

- Providing facilities for public worship, pastoral care and spiritual development, both for existing church members and for anyone who wishes to benefit from what the church offers; and
- Promoting Christian values and service by members of the church in and to their communities to the benefit of individuals and to society as a whole.

Approved by the PCC and signed on its behalf by

Colin Matthews

Lay Chair

Principal Office at 30 Crown Road

Twickenham, Middlesex, TW1 3EE

Independent auditors' report to the PCC of St Stephen's Church, East Twickenham

We have audited the financial statements of St Stephen's Church (the 'charity') for the year ended 31 December 2022 which comprise the statement of financial activity, balance sheet, cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2022, and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the PCCs' Responsibilities Statement set out on page 13, the trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

We performed the following audit procedures after consideration of the above risks which included the following:

- enquiry of management of actual and potential litigation and claims;
- reviewing minutes of PCC meetings;
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

The engagement partner has assessed that all engagement team members were made aware of the relevant laws and regulations and potential fraud risks and were reminded to remain alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

24 April 2023.

Sarah Squires ACA (Senior Statutory Auditor)
For and on behalf of MGI Midgley Snelling LLP
Chartered Accountants, Statutory Auditors

Ibex House, Baker Street
Weybridge, Surrey, KT13 8AH

	Notes	2022 Unrestricted Funds £	2022 Restricted Funds £	2022 Total Funds £	2021 Unrestricted Funds £	2021 Restricted Funds £	2021 Total Funds £
INCOME FROM:							
Donations and legacies							
Voluntary Income from Donors		1,001,531	11,970	1,013,501	855,708	29,404	885,112
Other voluntary income		113,783	-	113,783	50,000	-	50,000
		1,115,314	11,970	1,127,284	905,708	29,404	935,112
Charitable activities		181,839	-	181,839	91,003	-	91,003
Investment income - interest		1,691	53	1,744	67	2	69
TOTAL INCOME	2	1,298,844	12,023	1,310,867	996,778	29,406	1,026,184
EXPENDITURE ON:							
Charitable activities		1,280,951	50,195	1,331,146	1,014,962	58,890	1,073,852
TOTAL EXPENDITURE	3	1,280,951	50,195	1,331,146	1,014,962	58,890	1,073,852
Net income / (expenditure)		17,893	(38,172)	(20,279)	(18,184)	(29,484)	(47,668)
Gross transfers between funds	12	(10,363)	10,363	-	(2,101)	2,101	-
Net movement in funds		7,530	(27,809)	(20,279)	(20,285)	(27,383)	(47,668)
RECONCILIATION OF FUNDS							
Total funds brought forward		966,160	1,142,660	2,108,820	986,445	1,170,043	2,156,488
TOTAL FUNDS CARRIED FORWARD	16	973,690	1,114,851	2,088,541	966,160	1,142,660	2,108,820

The statement of financial activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

The notes on pages 19 to 27 form part of these financial statements

	Notes	£	2022 £	£	2021 £
Tangible Fixed assets	9		1,705,843		1,737,849
Current assets					
Debtors	10	84,029		119,947	
Cash at bank and in hand		375,443		317,017	
		459,472		436,964	
Creditors: falling due within one year	11	(76,774)		(65,993)	
Net current assets			382,698		370,971
Net assets less current liabilities			2,088,541		2,108,820
Net assets			2,088,541		2,108,820
Reserves					
Restricted funds:					
Crossway	12	1,103,487		1,132,876	
Vicar's discretionary fund	12	3,332		3,746	
Hardship fund	12	5,607		5,807	
Ukrainian fund	12	2,425			
Christchurch Feltham	12	-		60	
Global Engagement fund	12	-		171	
			1,114,851		1,142,660
Unrestricted funds:					
Fixed asset reserve	13	602,356		604,973	
Building/Capital fund	13	100,000		75,000	
General fund	13	271,334		286,187	
			973,690		966,160
	16		2,088,541		2,108,820

The accounts have been prepared in accordance with the Financial Reporting Standard 102.

These accounts were approved by the PCC on 17th April 2023 and were signed on its behalf by

C Matthews

.....
C Matthews *Lay Chair*

M Baird

.....
M Baird *Honorary treasurer*

The notes on pages 19 to 27 form part of these financial statements

	2022 £	2021 £
Cash flows from operating activities	92,514	(33,923)
Cash flows from investing activities Purchase of fixed assets	(34,088)	(40,281)
Cash flows from financing activities	-	-
Change in cash and cash equivalents in the year	58,426	(74,204)
Cash and cash equivalents at the beginning of the year	317,017	391,221
Cash and cash equivalents at the end of the year	375,443	317,017

Reconciliation of net income/(expenditure) to net cash flows from operating activities

	2022 £	2021 £
Net income/(expenditure) for the year	(20,279)	(47,668)
Depreciation	66,094	59,586
(Increase)/decrease in debtors	35,919	(67,886)
Increase/(decrease) in creditors	10,781	22,044
	92,514	(33,923)

The notes on pages 19 to 27 form part of these financial statements

1. Accounting policies

St Stephen's Church is a registered charity in England & Wales. Its principal activities and principal address are stated in the trustees' report.

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the church's accounts.

Basis of preparation
The accounts have been prepared in accordance with the Church Accounting Regulations 2006 together with applicable accounting standards and the Charities Statement of Recommended Practice, in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The Charities SORP, FRS 102) and under the historical cost accounting rules.

The financial statements have been prepared on the going concern basis. The members of the PCC assesses whether the use of going concern is appropriate and have identified no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

St Stephen's Church meets the definition of a public benefit entity under FRS 102.

Income
The accounts are prepared on the accruals basis of accounting: income is recognised when receivable, except for donations of all kinds that are recognised when received; income tax recoverable is recognised at the same time as the donation.

Funds generated through special events and sales of books and magazines are accounted for gross.

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

Rental income from letting of church premises is recognised when the rental is due.

Legacies are only recognised when received. Donated goods are recognised at fair value.

Expenditure
'Resources expended' has a wider meaning than 'expenditure': it excludes the costs of fixed assets that are capitalised but includes their subsequent depreciation on the basis set out below. The categories as defined by the SORP are:

- Costs of generating funds are those costs incurred in fundraising.
- Charitable expenditure comprises those costs incurred by the PCC in the delivery of its activities and services. It includes all costs that can be allocated directly to such charitable activities.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees.
- Support costs are allocated based on usage levels.

Funds
General funds represent funds that are not subject to any restrictions regarding their use and are available for application on the general purposes of the PCC. Restricted funds are those which have been given for a specific purpose such as for building the CrossWay or improving the Church building, further details of which are set out under "Financial review" in the Annual report; they include other funds designated by the PCC for the specific purpose.

Fixed assets and depreciation
Consecrated land and buildings and movable church property are excluded from the accounts by s10 of the Charities Act 2011. Expenditure on improvements to the church and additions to moveable church property are expensed as incurred. Such assets are considered inalienable property and require a faculty for their disposal.

Items of plant and equipment used within the church and other premises are capitalised where the acquisition value exceeds £1,000. Depreciation is provided on these assets so as to write off their cost or valuation less any estimated residual value by equal instalments over their estimated useful economic lives as follows:

Freehold buildings - 50 years
Plant and machinery - 4 or 10 years
No depreciation is provided on freehold land.

Leases
Assets acquired under finance leases are capitalised and the outstanding future lease obligations are shown in creditors. Operating lease rentals are charged to the profit and loss account on a straight line basis over the period of the lease.

Cash at bank and in hand
Cash at bank and in hand includes funds deposited with CBF Church of England funds.

Pensions
The church participates in the Pension Builder Scheme section of the Church Workers Pension Fund for its staff. The scheme is administered by the Church of England Pensions Board, which holds the assets of the scheme separately from those of the Employer and the participating employers.

The scheme is considered to be a multi-employer scheme as described in section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme.

Debtors
Debtors are recognised at the settlement amount due after any discounts offered.

Creditors
Creditors are recognised where the church has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Financial instruments
The church's financial assets and financial liabilities all qualify as basic financial instruments. They include other debtors and creditors and are initially recognised at transaction value and subsequently measured at their settlement value.

Critical accounting estimates and areas of judgement
In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. The following judgements and estimates are considered by the PCC to have the most significant effect on amounts recognised in the financial statements.

(i) Useful Economic Lives
The annual depreciation charge for property, plant and equipment is sensitive to change in the estimated useful economic lives and residual values of assets. These are reassessed annually and amended where necessary to reflect current circumstances.

(ii) Support cost allocations
The allocation of support costs between activities is based on estimates of the resources used by Central Services on each of these activities.

2 TOTAL INCOME

	2022			2021		
	General Unrestricted Funds	*Restricted Funds*	*Total*	*General Unrestricted Funds*	*Restricted Funds*	*Total*
	£	£	£	£	£	£
Voluntary income from donors						
Regular giving	589,563	-	589,563	585,562	-	585,562
Income tax recoverable on standing orders	125,444	-	125,444	125,507	-	125,507
Single gifts						
- direct & via charitable agencies	241,297	9,570	250,867	118,530	24,730	143,260
Income tax recoverable on single gifts	42,431	2,400	44,831	24,673	4,001	28,674
Collections at all services	2,796	-	2,796	1,436	673	2,109
	1,001,531	11,970	1,013,501	855,708	29,404	885,112
Other voluntary incoming resources						
Legacies	113,783	-	113,783	50,000	-	50,000
	113,783	-	113,783	50,000	-	50,000
Total Donations and legacies	1,115,314	11,970	1,127,284	905,708	29,404	935,113
Activities for generating funds						
Insurance claims	4,137	-	4,137	-	-	-
Crossway & Church lettings	67,552	-	67,552	26,431	-	26,431
Property rent	75,574	-	75,574	48,537	-	48,537
	147,263	-	147,263	74,968	-	74,968
Incoming resources from charitable activities						
Little Acorns/Refresh	6,259	-	6,259	1,386	-	1,386
Income from events *(note 7)*	26,182	-	26,182	10,291	-	10,291
Fees	2,135	-	2,135	4,358	-	4,358
	34,576	-	34,576	16,035	-	16,035
Total resources from charitable activities	181,839	-	181,839	91,003	-	91,003
Interest income						
Vicar's discretionary fund	-	53	53	-	2	2
Unrestricted fund	1,691	-	1,691	67	-	67
Total investment income	1,691	53	1,744	67	2	69
Total incoming resources	1,298,844	12,023	1,310,867	996,778	29,406	1,026,184

3 TOTAL EXPENDITURE

	2022			2021		
	General Unrestricted Funds	*Restricted Funds*	*Total*	*General Unrestricted Funds*	*Restricted Funds*	*Total*
	£	£	£	£	£	£
Grants – see note 4						
Global engagement	70,997	20,200	91,197	19,308	28,500	47,808
UK engagement	27,578	587	28,165	27,645	1,002	28,647
Common Fund – support to other parishes in London Diocese	89,800	-	89,800	85,000	-	85,000
	188,375	20,787	209,162	131,953	29,502	161,455
Activities directly relating to the work of the church						
Common Fund – Parish standard cost	85,200	-	85,200	85,000	-	85,000
Additional clergy and parish costs	103,752	-	103,752	51,404	-	51,404
Children's work	84,602	-	84,602	71,777	-	71,777
Youth work	67,734	-	67,734	78,371	-	78,371
Pastoral	63,615	-	63,615	43,590	-	43,590
Worship	47,596	-	47,596	32,534	-	32,534
Houses: rent, upkeep & depreciation	41,435	6,963	48,398	48,470	6,963	55,433
Church running costs & maintenance	88,117	-	88,117	81,247	-	81,247
Service fees	3,268	-	3,268	4,073	-	4,073
Fees (Cof E)	1,461	-	1,461	2,433	-	2,433
Events expenditure *(note 7)*	54,432	-	54,432	10,064	-	10,064
	641,210	6,963	648,173	508,962	6,963	515,925
Support costs - see note 5						
Administrative & support staff	236,530	19	236,549	137,597	-	137,597
Communication and publicity	102,322	-	102,322	131,317	-	131,317
Church office	41,985	-	41,985	42,294	-	42,294
Bank charges	550	-	550	515	-	515
Crossway	57,179	22,425	79,604	51,324	22,425	73,749
Governance costs - audit and other financial fees	12,800	-	12,800	11,000	-	11,000
	451,366	22,445	473,811	374,047	22,425	396,472
Total cost of charitable activities	1,280,951	50,195	1,331,146	1,014,962	58,890	1,073,852

4 Grants - Missionary and charitable giving

	2022			2021		
	Global Engagement £	UK engagement £	Total £	Global Engagement £	UK engagement £	Total £
To institutions						
Radstock Ministries (Paul Williams)	3,948	-	3,948	3,938	-	3,938
CPAS	-	3,000	3,000	-	3,000	3,000
Crossway Pregnancy Crisis Centre	-	6,200	6,200	-	6,200	6,200
St Stephen's School	-	6,800	6,800	-	6,800	6,800
TWMAS/Crosslight	-	6,000	6,000	-	3,000	3,000
St Peters Church	-	-	-	-	4,500	4,500
St Marys and St Albans - Activate	-	3,000	3,000	-	3,000	3,000
Alpha Churches Poland	50,750	-	50,750	-	-	-
4 (2021:1) grants less than £1,000	429	656	1,085	-	500	500
Global partnership						
Tearfund		-	-	8,000	-	8,000
SOMA	5,000	-	5,000	5,000	-	5,000
ASHA	15,000	-	15,000	15,500	-	15,500
To individuals:						
Bob & Becky Faber	7,350	-	7,350	7,350	-	7,350
Richard Gordon-Smith	7,660	-	7,660	7,660	-	7,660
15 (2021:7) grants less than £1,500	1,060	2,509	3,569	360	1,647	2,007
Total	91,197	28,165	119,362	47,808	28,647	76,455
To the Diocese of London						
Common Fund – support to other parishes	-	89,800	89,800	-	85,000	85,000
Total	91,197	117,965	209,162	47,808	113,647	161,455
Being:			-			
Unrestricted Fund	70,997	117,378	188,375	19,308	112,645	131,953
Restricted Funds	20,200	587	20,787	28,500	1,002	29,502
	91,197	117,965	209,162	47,808	113,647	161,455

5 Support Costs

	Children	Youth	Pastoral	Worship	Events	Property	Total	Basis of allocation
	£	£	£	£	£	£	£	£
Administration and support	75,696	59,137	28,386	28,386	26,020	18,924	236,549	Usage
Communication and publicity	30,697	30,697	10,232	20,464	10,232	-	102,322	Usage
Church office	8,397	12,596	6,298	2,099	4,199	8,397	41,985	Usage
Bank charges	110	110	110	110	110	-	550	Usage
Crossway	15,921	-	7,960	15,921	39,802	-	79,604	Usage
Governance costs	4,096	3,200	1,536	1,536	1,407	1,024	12,800	Usage
	134,916	105,739	54,522	68,516	81,770	28,345	473,810	

6 Resources expended include

	2022	2021
	£	£
Diocesan Common Fund		
- Parish standard cost	85,200	85,000
- Support to other parishes in London Diocese	89,800	85,000
	175,000	170,000
Auditors' remuneration	6,000	6,000
Other services payable to auditors	5,000	5,000
Total auditor expenses	11,000	11,000

7 Events income and expenditure

	2022			2021		
	Incoming resources	Resources expended	Net income /(spend)	Incoming resources	Resources expended	Net income /(spend)
	£	£	£	£	£	£
Children's events	488	707	(219)	1,180	794	386
Youth events	10,101	16,430	(6,329)	7,028	5,638	1,390
Evangelism and pastoral events	9,481	16,818	(7,337)	2,083	3,632	(1,549)
Focus & other festivals	6,112	20,477	(14,365)	-	-	-
	26,182	54,432	(28,250)	10,291	10,064	227

The net cost of events is considered to be part of achieving our vision of Loving God, Growing Disciples and Transforming Communities. They include some activities that support the disadvantaged in our community.

8 Staff numbers and costs

The average number of staff (full time equivalent but excluding those within the diocesan quota, namely the vicar and curate) working for St Stephen's during the year was as follows:

	2022	2021
Clergy	2	1
Lay ministers	9	8
Administration	7	5
Total	18	14

No employee was paid more than £60,000 (2021: none). The aggregate payroll costs were as follows:

	£	£
Wages and salaries	546,196	421,877
Termination payment	25,000	-
Social security costs	40,599	28,073
Other pension costs	34,850	24,327
	646,645	474,277

During the period, a termination payment was made to one employee of the charity. An amount of £25,000 was paid to the employee, with no amounts outstanding at the year end. Redundancy and termination costs are recognised as an expense in accordance with the terms of the contractual agreement with the employee.

9 Tangible fixed assets	Freehold land & buildings	Plant and equipment	Total
	£	£	£
Cost or valuation			
At beginning of year	2,619,361	376,059	2,995,420
Additions	-	34,088	34,088
Disposals	-	(7,679)	(7,679)
At end of year	2,619,361	402,468	3,021,829
Depreciation			
At beginning of year	949,542	308,029	1,257,571
Disposals	-	(7,679)	(7,679)
Charged in year	41,423	24,671	66,094
At end of year	990,965	325,021	1,315,986
Net book value			
At 31 December 2022	1,628,396	77,447	1,705,843
At 31 December 2021	1,669,819	68,030	1,737,849

Land and buildings	**2022**	2021
At Cost	£	£
Church Office, 30 Crown Road	197,343	197,343
Two residential properties, Richmond Road	457,303	457,303
Church Hall, Crossway	1,370,328	1,370,328
Two other residential properties	594,387	594,387
	2,619,361	2,619,361

The current open market value of all properties, apart from the Crossway, is likely to be significantly higher than the book values shown above. The Crossway is difficult to value and if sold may require us to return some of the sale proceeds to those who gave restricted donations. The former church hall is let to St Stephen's School at a peppercorn rent under a lease expiring in 2035 which requires the tenant fully to repair and maintain the property.

10 Debtors

	2022	2021
	£	£
Income tax recoverable	46,245	99,538
Other debtors	1,681	9,573
Prepayments and accrued income	36,103	10,836
	84,029	119,947

11 Creditors due within one year

	2022	2021
	£	£
Other creditors	13,345	9,043
Social security and other taxes	9,951	8,336
Accruals and deferred income	53,478	48,614
	76,774	65,993

12 Unrestricted and restricted - movement in funds

	At 31 Dec 2021	Incoming resources	Resources expended	Transfers	Balance at 31 Dec 2022
	£	£	£	£	£
Unrestricted funds					
Fixed asset reserve	604,973	-	-	(2,617)	602,356
Alpha Churches Poland collection	-	50,750	(50,750)	-	-
Building/Capital fund	75,000	-	-	25,000	100,000
General fund	286,187	1,248,094	(1,230,201)	(32,746)	271,334
Total unrestricted funds	966,160	1,298,844	(1,280,951)	(10,363)	973,690
Restricted funds					
Crossway	1,132,876	-	(29,389)	-	1,103,487
Ukrainian fund	-	2,425	-	-	2,425
Global Engagement fund	171	9,485	(20,019)	10,363	-
Christchurch Feltham	60	60	(120)	-	-
Hardship fund	5,807	-	(200)	-	5,607
Vicar's fund	3,746	53	(467)	-	3,332
Total restricted funds	1,142,660	12,023	(50,195)	10,363	1,114,851
Total funds	2,108,820	1,310,867	(1,331,147)	-	2,088,541

13 Unrestricted Fund

	2022	2021
	£	£
Reserves at the beginning of the year	966,160	986,445
Net (outgoing)/incoming reserves	7,530	(20,285)
Reserves at the end of the year	973,690	966,160
represented by:		
Cash reserves (net current assets)	371,334	361,187
Fixed asset reserve	602,356	604,973
	973,690	966,160

14 Pensions

The charity participates in the Pension Builder Scheme section of the Church Workers Pension Fund for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the charity and the other participating employers. The charity's pension is held in the Pension Builder 2014 section which is classed as a defined benefit scheme.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SOFA in the year are the contributions payable of £34,850 (2021: £24,327). Contributions amounting to £4,921 (2021: £2,922) were outstanding at the year end and are included in creditors.

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 December 2019. The next valuation is due as at 31 December 2022, however this is not expected to be received until early 2024.

For the Pension Builder 2014 section, the valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, the charity could become responsible for paying a share of that employer's pension liabilities.

15 Commitments

There are no payments due under non-cancellable operating leases expiring within two to five years (2021: £Nil).

16 Analysis of fund assets

	Crossway	Vicar's fund	Christ-church Feltham	Ukrainian fund	Global engagement fund	Hardship fund	Unrestricted	Total
	£	£	£	£	£	£	£	£
As at 31 December 2022								
Cash at bank and in hand	-	3,332	-	2,425	-	5,607	364,079	375,443
Debtors	-	-	-	-	1,022	-	83,007	84,029
	-	3,332	-	2,425	1,022	5,607	447,086	459,472
Current creditors	-	-	-	-	(1,022)	-	(75,752)	(76,774)
Net current assets	-	3,332	-	2,425	-	5,607	371,334	382,698
Fixed assets	1,103,487	-	-	-	-	-	602,356	1,705,843
	1,103,487	**3,332**	-	**2,425**	-	**5,607**	**973,690**	**2,088,541**
As at 31 December 2021								
Cash at bank and in hand	-	3,746	-		-	5,807	307,464	317,017
Debtors	-	-	60		1,994	-	117,893	119,947
	-	3,746	60		1,994	5,807	425,357	436,964
Current creditors	-	-			(1,823)	-	(64,170)	(65,993)
Net current assets	-	3,746	60		171	5,807	361,187	370,971
Fixed assets	1,132,876	-	-		-	-	604,973	1,737,849
	1,132,876	3,746	60		171	5,807	966,160	2,108,820

17 Related Party Disclosures

No trustees have been paid any remuneration or received any other benefits from their association with the charity.

Three trustees (2021: None) received a £1,000 allowance during the year to cover for cost of living expenses.

Three close family members (2021: three) of Ben Pearman, who was a member of the PCC, received aggregate remuneration of less than £20,000 during the year.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST STEPHEN, EAST TWICK

England & Wales - Charity number 1131378

Accounts

St Stephen's Church, Twickenham
Registered charity number 1131378

Annual report & accounts

31 December 2021

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Trustees' Annual Report

The Parochial Church Council of St. Stephen's Church, Twickenham presents its annual report and audited accounts for the year ending 31 December 2021.

Background

St Stephen's is a friendly, vibrant church in East Twickenham, London. We are a growing community of all ages and stages of life and love to make new people feel welcome.

St Stephen's has been a place of Christian worship ever since it first opened its doors in 1876 and has always stayed true to the Bible's writings which, we believe, were inspired by the Spirit of God to shape and guide our lives. We believe that Jesus Christ is risen, alive and at work in our lives and the world – bringing hope, healing, purpose and direction through the power of the Holy Spirit.

Our Vision

Our vision at St Stephen's is to be an outward looking church, serving our community and the wider world with the good news about Jesus. This outward-looking focus is sustained and empowered through encountering God in worship, prayer and study of the Bible, and our relationships with each other as we support, encourage, honour and care for one another.

As we look to the years ahead, we want to be known for loving God, growing disciples, and transforming communities.

In everything we do we value hospitality, generosity, the dignity of every person, appreciating the traditional and contemporary, embracing Word and Spirit, encountering the presence of God, and maintaining a good sense of humour amidst it all!

Our Vision Priorities are:

> Growing.....as a generous Resource Church in London Diocese, planting more churches in future
> Growing.....every member of St Stephen's in their journey of discipleship with Jesus
> Growing.....our confidence in sharing the good news of Jesus, especially amongst an emerging generation

In all that we do, we seek humbly to work out this vision 'not by might, nor by power, but by my Spirit, says the Lord Almighty' (Zechariah 4 v 6).

The role of the Parochial Church Council (PCC)

St Stephen's Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent, the Rev. Jez Barnes, in promoting in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social, and ecumenical. The PCC is also specifically responsible for the maintenance of the Church building, its associated grounds and buildings (the Crossway and two Richmond Road properties on the church site), the Church Office building at 30 Crown Road and two further PCC-owned residential properties (in Kenley Road and Heathfield South).

The PCC is committed to enabling as many people as possible to worship at our church and to have a positive and enriching experience if they are a visitor or guest, or to become a valued and active member of our community at St Stephen's. The PCC maintains an oversight of St Stephen's worship services, events and activities and aims to enable the St Stephen's community to live out a vibrant and deepening faith that is visible to all with whom we are in contact and which practically demonstrates our faith to the local and global communities we serve. The PCC is also committed to the protection of children, young people, and vulnerable adults, both in society and in its own community. St Stephen's PCC has complied with its duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due awareness and regard to the House of Bishop's guidance on safeguarding children and vulnerable adults.

The PCC has reviewed and ensured that the necessary safeguarding policies, procedures, and practices are currently in place in our organisation.

When planning activities for the year, St Stephen's PCC has considered the Commission's guidance on public benefit and the supplementary guidance on charities for the advancement of religion. In particular, we try to enable every person to live out their faith as part of our parish community through:

Worship and prayer, learning about the Gospel, and developing their knowledge and trust in Jesus,
Provision of pastoral care for people living in the parish,
Missionary and outreach work.

To facilitate this work, it is important that we maintain the fabric of the Church of St Stephen's and its associated grounds and buildings.

Achievements and Performance

Following the lockdown of 2020, church services continued online until Easter 2021 when we were thrilled to open our doors again for in-person services. Some Government restrictions still applied for those attending. Other highlights of 2021 included:

The enjoyment of starting in person ministries part way through the year more fully again whilst continuing to offer online options where feasible and strategic.

Christmas Carols by Candlelight services which featured a hybrid mix of virtual and in-person contributions. As usual, the choir gave an outstanding performance. The two services were very well-attended. The Omicron outbreak sadly interrupted plans for the family carols service.

We continued our participation in the *Love Your Neighbour* initiative with a takeaway Christmas lunch. These were delivered by members of the congregation to those who had signed up or been nominated to receive a meal. The packages included Christmas gifts donated by members of the congregation and community. The feedback was extremely positive and moving.

We were pleased to welcome many new joiners to the church from September including several families from Hong Kong. Welcome teas were well-attended and gave opportunity to meet with existing members of staff as well as new people.

September also saw a successful joint PCC/staff morning where we celebrated meeting together again and reflecting on the goals aligned to our vision priorities. The staff team also enjoyed two INSET days together in September where we welcomed recent new joiners to the team – Harry Cooke, Yvette Dixon, Catherine Jones, Jennalise Kassanis, Fiona Smith and Cerys Wainer. Other new joiners during the year included Anna Gibbs-Santos, Nisha Glencross, Emma Tidy and Nicola Patel. We said goodbye to Hugo Foxwood, Julie Haworth, Ella and Jon Morley, Caryn Weber and Jonny Newton.

The Annual Parochial Church meeting was held online in May.

The Race & Ethnicity Working Group continued its excellent work to promote diversity and inclusion at St Stephen's and informing PCC discussions about hiring policies and practices. We remain very grateful to Brenda Begg, Pete Van Marken and their team for ably leading this work.

Similarly, we were also very grateful to Anne and Stewart Messer Cox for leading a working group to extend our welcome and hospitality at St Stephen's. The Group's remit was to review our current practices of welcome and hospitality as a church to see what is working well already and what improvements could be made to make things even better in the future.

Plans for future periods

We are excited to be able to express our vision to be a resourcing church by offering our Refresh Café model; we continue to extend our welcome and hospitality and offering a response to the current refugee crisis; developing our digital offering through *Bite Size Church;* celebrating the testimonies coming out of our ministries and seeking to extend our reach into the local community; highlighting prayer and worship among the congregation. We are also having exciting discussions about how we best engage, serve, inspire and mobilise those who are in their late 40s/50s/60s and older who are transitioning into a new phase of life.

Staff & Volunteers

We employ a paid staff team to work alongside the clergy in developing the ministries of the church in accordance with our vision. As well as providing leadership or support to the various activities and areas of ministry offered by the church, an important role of the team is to encourage and guide congregational members in the development of their own gifts. As a result, a large proportion of the congregation is actively involved in ministries within and outside St Stephen's. It is the generosity and commitment of our church members through giving of their time and financial contributions that enables us to fulfill our vision of serving our local community.

We would like to thank all the volunteers who work so hard to make our church the lively and vibrant community it is.

Church Membership

People that identify St Stephen's as their home church and who complete an Electoral Roll form are counted as the membership of the church. The Electoral roll number for 2021 as reported at the Annual Parochial Church Meeting was 539 (543 in October 2020).

Church attendance is down since we closed for the pandemic. We re-opened slowly to allow proper social distancing and continue to welcome back those who only now have the confidence to join large gatherings. However, in common with much of the voluntary sector, we are experiencing a slower return to more active participation in church activities.

Similarly, the number of volunteers has decreased from pre-pandemic levels. Volunteers play a valuable role in the success of St Stephen's and so we are hoping to encourage increased involvement in 2022.

Functioning of the Parochial Church Council (PCC)

In accordance with the *Parochial Church Council (Powers) Measure 1956* the PCC is to co-operate with the minister in promoting the whole mission of the Church (pastoral, evangelistic, social, and ecumenical) in the Parish. The PCC is constituted in accordance the *Church Representation Rules 2020*, and consists of the Clergy, Churchwardens and representatives of the laity elected at the Annual Parochial Church Meeting (APCM).

PCCs with an annual income of more than £100,000 must be registered with the Charity Commission and PCC members are considered charity trustees. In coordination with the Vicar, the PCC is ultimately accountable for the way in which the church is directed and run. In particular, the PCC must ensure that the church is solvent, well-run (i.e. its funds and resources are stewarded appropriately), and that the church delivers its missional outcomes for the benefit of the congregation, parishioners and wider beneficiaries.

The PCC has three Sub-Committees in addition to the Standing Committee to ensure appropriate focus on key areas in Church life. These are the Finance, Audit and Buildings Committee, Personnel and Safeguarding Committee and the Mission and Ministry Committee.

Compliance & Control – the PCC seeks to understand and comply with all applicable legal and regulatory requirements, ensuring that sound financial and management controls are in place. The PCC should consider any risks and opportunities which St Stephen's faces and manage these prudently while pursuing the missional Vision of the church. Operational matters are largely delegated to the Vicar and senior staff team, but this delegation requires the

PCC to monitor the performance of its delegates and to ensure that the boundaries of delegation are observed, and the matters delegated are being performed efficiently and effectively.

A PCC handbook describing the PCC structure and articulating the role and responsibilities of PCC members, was reissued in May 2019, and is issued to all new members.

The PCC is required to hold a sufficient number of meetings to enable the efficient transaction of its business.

Risk Management

The PCC periodically reviews the major risks to which the church is exposed. This involves identifying the types of risks faced, their potential impact and likelihood of occurrence. This analysis, together with any controls and processes to mitigate risks, is documented in a risk register maintained and regularly reviewed by the PCC. The St Stephen's Risk Register is next due to be reviewed in the second quarter of 2022.

Advisers and Auditors

A resolution to re-appoint our auditors, MGI Midgley Snelling LLP, Ibex House, Baker Street, Weybridge, Surrey, KT13 8AH will be put to the Annual Parochial Church Meeting.

The Charity's bankers and investment managers are CCLA Investment Management Ltd, Senator House 85 Queen Victoria Street, London, EC4V 4ET and Barclays Bank PLC, 1 Churchill Place, London, E14 5HP.

The members who held office from 1 January 2021 until the date of signature of this report and the accounts were:

Chair	Colin Matthews (SC, P&S)		
Clergy	Rev. Jez Barnes (SC, M&M, P&S)	Rev. Hugo Foxwood (to June 2021)	
	Rev. Rachel Bedford (M&M)	Rev. Dave Cokayne (M&M)	
Wardens	Colin Matthews (SC, P&S)	Sarah Gough (SC, FAB, M&M Chair, P&S)	
Secretary and lay members	Julie Haworth (Secretary to June 2021)	Caroline Perry (Note-taker, co-opted, M&M)	Nicola Patel (Secretary, co-opted, non-voting, SC, FAB, P&S (from May 2021)
Lay readers	Les Taylor (M&M)	Jo Dixon	
Deanery Synod members	David Parish	Tony Dixon (FAB)	Anne Warren
	Mike Wilkinson	Bob Miller (to May 2021)	Jasmine Morse-Woolford (to May 2021)
	Sandra Jennings	Zac Jopling (M&M)	
Elected lay members	Jen McCole (P&S Chair, SC)	Jeannie Mee (P&S)	Mike Wainer (FAB)

Matthew Baird (SC, Treasurer, Chair FAB)	Ross Yarrow (M&M)	Helen Chen
David Sandford (M&M)	Brenda Begg	Chris Askwith (P&S, Safeguarding Officer)
Louise Messer (M&M)	Ben Pearman (M&M)	Shammah Banerjee (M&M)
Loretta Kiritharan	Elaine Johnston (P&S)	Marvette Uto-Uko (From May 2021 to December 2021)

SC *denotes members of the Standing Committee* FAB *denotes member of the Finance, Audit and Buildings*
P&S *denotes members of the Personnel and Safeguarding* M&M *denotes members of the Mission and Ministry*

Services

Sunday services 2021 began in lockdown so we remained livestreaming one service from the church building. We re-opened the church building by Easter and began to hold three worship services, in which we offered a range of worship styles for different ages and stages. We continued online with a 30-minute pre-recorded service broadcast each Sunday morning. By the end of 2021 there were four services each week: 9am, 10.45am, 6pm all in person and 9am (online).

Midweek 'By Still Waters', the midweek reflective service that began online during 2020, became hybrid in 2021 – alternating weeks between online and in person. This service happens on Thursday mornings and is enabled by a committed volunteer team.

Special services Between April-December 2021 9 baptism/thanksgivings were held, two weddings were held and six funerals/thanksgivings took place. Our annual Service of Light was held in November, enabling friends and family who have lost loved ones to express grief and give thanks for their lives.

Easter, Advent and Christmas Easter was a real celebration as we began to open the Church buildings again. We remained online for those who felt uncomfortable coming to church due to high covid infection levels. During Advent we were able to hold services that had been cancelled in 2020, namely our popular Candlelight Carols services and Midnight Communion service. We were thrilled to welcome so many people from the parish into the church at this time.

Reflections from our Church Wardens, Colin Matthews & Sarah Gough

As is evident from this report, the work of St Stephen's is achieved by the combined efforts of many people, and we thank every single one. We acknowledge and appreciate the hard work of Jez Barnes and all the team employed by St Stephen's both clergy and lay. The same goes for the many volunteers and church members whose work is essential even if sometimes invisible.

In particular we thank members of the PCC for their work to oversee the wide and varied activities within our church. The relatively recent structuring of PCC business under several committees has worked well, and we always look for further improvements in our governance. During the year, the PCC has spent additional time to consider the response to the pandemic, to develop our safeguarding routines, in line with the greater focus on this topic in the wider church, and on recruitment to fill several vacant roles.

We are humbled by the continuing financial generosity of the St Stephen's congregation during the challenges of Covid and related economic uncertainties. This has enabled St Stephen's to continue to deliver the vision of Loving God, Growing Disciples and Transforming Communities. We hope as you read this report you will be encouraged in the way we have been able to extend hospitality, pastoral care and Jesus' hope to many - both within and outside of the church.

We pray that you are encouraged in your walk with God – all the more so as we are able to regather in person.

Reports from the Ministry Teams

Teaching from Rachel Bedford:
Throughout 2021 we covered a range of themes and topics. In Jan-Feb we undertook an 8 week series *'Building on the Word'* looking at the importance of building our lives on Scripture. The series aimed to resource the congregation with different, creative ways they could read the Bible. A highlight was the inclusion of zoom testimonies where church members shared the way they read the Bible. In March we taught from *Jonah* and in May we taught a series from *Ephesians 'Rooted in Christ'*. A popular series for many church members was our June deep dive into *Creation Care* – which had accompanying resources for small groups. In the evening services during March we looked at Bishop Graham's book *'Why being yourself is a bad idea'* which particularly resonated with our young adults. In September as more people began to return to the building, we taught from *Nehemiah* looking at the theme of *'Rebuilding'* in the morning services. This was alongside a creative 6pm series on *Psalm 23*. Our Advent theme was *'Love.Hope.Joy'* and we published a magazine alongside this, inviting people from the parish into our services. This bore fruit, and the church was full over Christmas.

***Worship from Ciara Pearman*:**
It has been a privilege to see the worship ministry team regather, replant and grow over the last year. Many of the team coming back to in person services had not sung or played their instruments for a very long time, and there was a process of relearning and adapting to being back for in person services. It was a humbling experience to lead worship to a congregation unable to sing whilst wearing masks, but we were amazed that as we offered our sacrifice of praise, God was able to meet with us and be worshiped despite it all. It has been so wonderful to experience worship back in a full church without restrictions and constraints and to see a new freedom and passion for worship develop. The challenge and disruption of the pandemic has also spurred us on to new learning. The adaptation to online services has accelerated our capability to record and produce worship music for online services and 'Bitesize church' to a new level of excellence. This has been a really successful collaboration between the worship and comms teams, and we hear stories of those who would be unlikely to attend church engaging with and enjoying this content. It has been a priority to ensure that we have more diversity on the worship team and God has faithfully answered our prayers in this area. We have also welcomed a number of new members onto the team including some of our extremely talented youth. It has been a very stretching time with a very under resourced team, not enough volunteers, the constant uncertainty around covid and the unfilled position of Associate Worship Pastor (now Worship Pastor). God has been so faithful to answer prayers and many of our volunteers have stepped in with amazing dedication and passion to help fill the gaps. We have upgraded a significant amount of worship equipment - having inherited a number of broken instruments and some very dated equipment. We will need to upgrade the worship rehearsal space next. I look forward to having a full time Worship Pastor in post and continuing to support a culture of worship throughout the church.

Social Transformation from Fiona Smith:
Prayer, pastoral care, safeguarding, and social action were brought together into a new social transformation team in September 2021, following the departure of Hugo Foxwood. The new team has four part-time staff members: Fiona Smith as team lead and Social Transformation Pastor, Victoria Byrne who has been ably overseeing our seniors work for 14 years now, Yvette Dixon, our new Ordinand, who has joined us as leader of the Drop in Team, School Governor at St Stephen's School & and leader of the men's mental health bible study/support group and Jennalise Kassanis, who joined as our new Pastoral and Safeguarding Coordinator, with additional responsibility for prayer ministry coordination.

Prayer - We have reconvened our prayer ministry teams within each of our three services and relaunched with a training evening, re-introducing an approach that echoes our pre-existing model of prayer. We have continued with our early morning prayer meeting, listening prayer and prophetic prayer groups. We have paused our corporate prayer and have begun to extend our approach to prayer within the services. We have softly repositioned our prayer shield and prayer support, continuing to offer prayer support by request from a dedicated online team. We trialled a more contemplative approach in one of our Advent services.

Care - We have repositioned pastoral care as prayer and care support, which can be accessed directly via prayerandcaresupport@st-stephens.org.uk bringing together both offers of prayer and care with an option to choose which is most helpful or select both. We have gathered those who are involved in care and relaunched our 3-tier approach as every day, crisis and professional care. We offered pastoral care phone calls to the housebound during the lockdown periods of 2021.

Safeguarding - The PCC has signed off new safeguarding and social media policies. Chris Askwith has remained as our safeguarding officer and Caryn Weber has become our Diocesan Safeguarding Officer. We have implemented the Safer Recruitment & People Management Guidance. We have carried out a Safeguarding Parish Audit and taken action to ensure that we are compliant. We have had several safeguarding concerns that were referred to the Diocese and successfully resolved or supported.

Social action - Our approach to social action in 2021 has focussed on our work with seniors, the homeless and vulnerable adults and partnerships that offer debt advice and pregnancy crisis support.

Seniors - In 2021 we continued to stay connected with isolated people and offered online and in person mid-week services and activities. Seniors have proved their resilience through this pandemic and are flourishing as a vibrant community. 2021 also saw a big push on ensuring that the whole team had enhanced levels of safeguarding training. Seniors Life Group has enjoyed Bible study and prayer together. Jane Tucker led much appreciated Chairobics Zoom sessions. Monday Lunch Club dropped 'club' from its name to relaunch with an offer of a real welcome without commitment. Since restarting in September, new members have joined, and a fresh layout has enhanced the convivial atmosphere. Mike English is now leading the ministry to Care homes and has led a few worship services and gathered a fresh team. We continued to offer support to seniors and their families who sought help throughout 2021.

Homeless and Vulnerable Adults - Our Drop In evening every week offers a hot meal, company, and a warm welcome to people who are vulnerable and potentially struggling with mental or physical health issues, housing, finance, isolation, or loneliness issues. We have had to pause this periodically during lockdown and offer takeaway soup and sandwiches instead and offered a Christmas meal for collection. There has been a change in leadership, a renewed focus on safeguarding and recruitment of a volunteer chef, who has relieved the burden on existing volunteers.

Local partnerships and networks - We have agreed to partner with a new repair café in St Margarets Church. We have also established new relationships with local refugee charities and services. We continue to partner with the Crosslight TW Money Advice Service and Crossway Pregnancy Crisis Centre.

Social action initiatives - We delivered approximately fifty meals to people who would have otherwise been alone on Christmas Day as part of the Love Christmas initiative.

Families Life Ministry from Caroline Montgomery:
2021 has been a combination of in person and online ventures for families. In February we spoke about our Refresh Café at the Babies and Toddlers online Conference and shared the vision for Refresh and how to run it along with testimonies. About 300 delegates joined our seminar and we have since received many enquiries from other churches interested in setting up their own Refresh. We ran a Parenting for Faith Course online in the Spring. This course enables and equips parents to raise God connected children. It went very well, and we had 46 parents participate. We then ran an adapted practical Parenting Course online in the Summer term for parents of 0-10s using short talks we wrote and filmed ourselves. We also hosted some St Stephen's families as part of a Parenting for Faith Course with a teen focus run by Rachel Turner online in the Autumn Term. During the season of Covid restrictions we ran monthly Family Services which catered specifically to families with children. We set up safely spaced tables for each family

with buckets containing a variety of activities to keep everyone engaged during the services. These were so popular we had to run them twice on those Sundays. Our Refresh Café re-opened in September 2021 and has been very popular with 45+ families coming along each week. We have moved to Wednesday mornings, have a very strong team and welcome new families each week. We also now have a Facebook page to help our guests stay connected. Me and My Dad restarted in September 2021 with Matt Baird and Dave Cokayne heading it up and many dads attended with their 5s and under and had a great morning.

Kids Ministry from Lauren Goodall:
2021 started off with Kids online continuing with groups unable to go ahead in person. Due to being online we were unable to do Rainbow club in person. We did not want another year to pass by without activity so we livestreamed for three days and even though we couldn't be in person, we were able to connect and encounter God together and have a whole lot of fun. Fast forward to summer 2021 we re-opened Kids Church albeit with some restrictions and it was amazing to be back in person. Since September 2021 Kids Church has fully returned. It was amazing to gather together and to have kids back in the building, learning about God and having fun. In September 2021 the wonderful Kids team grew with the appointment of Cerys Wainer as Kids and Families Intern and Catherine Jones as Associate Children's Pastor. Both Cerys and Catherine have been a great addition to the team. As a church we started monthly All In Services in the autumn. This came from a desire to become more intergenerational and our vision for these services is to worship God, connect with each other and learn together. Our relationship with St Stephen's primary school continues to flourish. We have provided a mixture of online and in person weekly assemblies and we continued to support the school with RE lessons. In November 2021 we supported them by leading an RE day with Bishop Graham. Little Acorns toddler group reopened in September 2021. It has been great to gather with toddlers, parents and grandparents and carers from the local community each week.

Youth Ministry from Josh Felstead:
The last year in St Stephen's Youth has been amazing. After being apart for so long it has been incredible to 'replant' our youth ministry again with a new vision, for young people to: Know their Creator, Find Where they Belong and to Make a Difference. At its new home in Deer Park School Younger Youth has grown beyond its pre-pandemic numbers and has an energy and excitement we've not seen for years and been a great place for those joining us from Hong Kong. Older Youth, at its new location in the church, has been a place to grow deep friendships, discuss faith and connect with God. Now that we are 'replanted' we are looking into the next season to help our young people build deeper roots for a lifetime of faith. And outside of the church walls, it has been slow progress, but after 2 years of getting out on the streets to meet young people from Orleans Park we are slowly building connections and relationships with our chocolate giveaways and weekly challenges and soul searching (or sometimes silly!) discussion questions. Over the next year we will be searching for new ways to engage and connect in deeper ways with those students.

Evening gathering and 20s30s from Dave Cokayne:
Since September 2021 we've seen real growth in our evening service as we've begun to open up and regather after the various restrictions that have been in place during the pandemic. There has been a real sense of relief and celebration as we've been able to come together but also, a mindset of re-planting. We have had a number of new people come 'looking for a new church' having moved to the area. With all this in mind we have placed a lot of effort into our welcome and ensuring that those who come are able to find a sense of community. A couple of ways that we have done this is through our weekly post services socials at the Rising Sun Pub and also through our monthly service socials. These have included pizza nights, BBQs, quizzes etc. Through this process we have also seen growth in our number of 20s30s in the life of the church. In September we started with around 8 and recently had 20 sign ups to a social.

Communications from Catherine Johnson:
2021 was an exciting year for the media & comms team. Jonny Newton left in August to move on to pastures new at the Diocese of Guildford. We successfully advertised and interviewed for the slightly different role of 'Creative Content Designer' and were delighted when Harry Cooke joined our team at the beginning of September having done a short handover with Jonny. Harry has been an amazing asset to the team and has brought some new life and creative dynamic to our work alongside his skills in photography and film editing. Together with Matt Madanat they have worked hard at moving us up a gear in terms of our digital content output. We've continued producing our 'fourth' Sunday service Online as well as recently launching Bitesize church. The comms team are integral in supporting all

the different ministries across St Stephen's in various ways – communicating to the wider congregation (weekly update email, updating the website, social media content etc) and creating print materials and video content for the various teams. We also produced our first evangelistic magazine to the parish this Christmas and our vision is to produce and deliver those bi-annually. Our next one will be in July. Matt became a permanent member of the staff team in February (he was previously on a fixed term contract) and has an invaluable contribution to make across both comms and worship. We continue to focus on how we can improve our communication across the staff team, to the wider church congregation and to those outside the church to enable our vision of Loving God, Growing Disciples and Transforming Communities.

Global Engagement from Jyoti Banerjee:
We in the Global Engagement team are very appreciative of the continuing generosity of the congregation at St Stephen's. Through 2021, with the pandemic impacting our ability to send teams abroad, we continued to support and pray for our three selected partners: Asha's work in the slums of Delhi, India, Tearfund's efforts among refugees in the Middle East, and SOMA's ministry in Asia and Africa, focused on church-building and discipleship. We continue to host Global Engagement breakfasts, and held three in 2021. This provides congregation members the opportunity to hear about the work being carried out in other parts of the world, and gives them the opportunity to hear for themselves from our mission partners. We have a number of individuals and couples from St Stephen's who have continued to work abroad. Paul Williams is in central Asia, where he supports work focused on micro-finance and micro-enterprise. Bob and Becky Faber are based in Sofia, Bulgaria, where they teach at seminary, and invest in the lives of children at risk. Richard and Trudy Gordon-Smith have settled in Lebanon during the course of this year, alongside their son.

Crosslight from Stephanie Jenkins:
We continue to support Crosslight TW Money Advice Service financially and to provide office space, both in the Crossway on a Thursday and at the church offices on a Tuesday evening. We now offer both in person client appointments and telephone appointments. The biggest difficulty still surrounds obtaining documentary evidence of a client's financial situation. Sometimes the client doesn't speak much English or has communication challenges so an in-person appointment can be invaluable in these instances. During 2021 our team helped 140 clients with debts totalling well over £1,400,000 and demand for our services continues to be strong. The core of our client base continues to be those on benefits or low incomes with mental disabilities or health conditions. We also have many clients who are in paid employment with assets and rather complicated circumstances. With our more computer literate clients we have been able to provide advice and direction which they can then act on. At busy times we have also been able to provide those in more desperate need with advice and direction until we've been in a position to assist them more proactively. This approach has enabled us to continue helping our more vulnerable clients but also to provide a service to a wider number of people in financial jeopardy. Some of our clients have come through local churches, including Hope Church in Hounslow where we provide advice at a drop-in desk at the foodbank. Others have heard about Crosslight through local non-church connections such as Riverbank & Hestia. Clients span all ages and family profiles. We have helped families in temporary accommodation, single mothers with dependent children, those who are homeless, and retired people. We thank and value the support from St Stephen's advisers, trustees and supporters.

Building Management from Paul Sulma:
In 2021, and notwithstanding Covid restrictions, we were able to undertake and complete the majority of major planned building projects which included the following:

The Crossway
The replacement of the hard flooring in the Maple room, main entrance, the stairs and first floor landing.
The replacement of the existing dated kitchenette.
The redecoration of the Maple room and common parts excluding the toilets.

The Church
The redecoration of the Spring following on from latent defect repairs carried out to part of the floor and the subsequent replacement of the floor covering.
The installation of 'step-over' stairs above the Centenary Room to allow for safe access to plant and machinery located there.

The Church office

The repair and redecoration of the shop front.
Essential fire-proofing works to various doors within the office.
Installation of additional new and replacement of old emergency lighting.
Refurbishment of Jez's office and the re-configuration of other office space.

With Covid restrictions having now predominantly been lifted in their entirety, the 5 year planned maintenance programme will be reviewed once again and revised.

Financial review

Background

The accounts include all property except the church building itself and its 'inalienable' contents. Inalienable means those things that we cannot dispose of without the permission of a faculty from the Diocese (e.g. the baptismal font). The PCC manages the resources of the church using an annual budget which covers every area of the church's ministry.

The PCC manages three types of fund: Unrestricted funds, where the application of these resources is determined by the PCC. From time to time the PCC may decide to transfer funds from the unrestricted funds into designated funds earmarked for a particular purpose - these funds remain unrestricted and under the PCC discretion. Donations may be limited to a specific purpose and are segregated into restricted funds which can only be used for the purpose for which they were donated.

Income and expenditure account

Income

2021 total income was £1,026,184 (2020: £1,041,327). The PCC is extremely grateful to the generosity of the congregation especially in the extremely challenging year of the ongoing pandemic.

Unrestricted: 2021 regular voluntary donations have increased from 2020 which is an encouraging sign. Single gifts however have decreased since 2020.

Restricted: The restricted fund income includes the money received by St Stephen's during the Christmas Collection and Gift Day which was divided between Friends of Asha, Tearfund, Soma and the Love Christmas initiative.

Unrestricted funds

At the end of the year the unrestricted funds total was £966,160 of which £604,973 is held as fixed assets (mostly properties) with most of the balance of £361,187 held as cash.

The unrestricted funds have an excess of expenditure over income of £20,285. This is due mainly to a combination of staff recruitment and increased maintenance spend. Maintenance included the postponed works from 2020 and also additional works in response to the opportunity of closed buildings during lockdown. In 2021, £40,281 of expenditure was capitalised as fixed assets which included extensive improvements to the Crossway centre.

St Stephen's PCC paid £170,000 to the London Diocesan Common Fund, comprising Parish Standard Cost (PSC) of £85,000 and a "support" contribution of £85,000. The PSC covers the total cost of our vicar, our share of the cost of curates employed in the Diocese, training for ordination and other Diocesan costs. The additional support contribution is commensurate with the amounts requested from and given by other large churches in the Kensington Area and goes towards supporting churches in the London Diocese that are not able to cover PSC in full, including those that have been recently planted to churches in urban deprivation areas, where incomes are very low.

The PCC continues to be generous to missionary and charitable giving. Note 4 shows that a total of £161,455 was given away. This includes £47,808 towards global engagement - both partner organisations and individual mission partners, £28,647 towards UK engagement and long-term UK relationships in addition to the £85,000 common fund support.

Restricted funds

At the end of the year the restricted funds total £1,142,660 which represents; the Crossway and the two ancillary residential properties, the Vicar's Discretionary Fund which provides confidential relief of hardship at the discretion of

the Vicar and the centrally managed Hardship Fund, established in 2020, for those who are members of the church family.

Reserves

The cash position stands at £317,017 at 31 December 2021. It is PCC policy to maintain sufficient unrestricted cash balances to meet near term expenditure, including any emergencies that may arise from time to time. In practice this means that we aim to maintain a general fund cash balance of between two and four months expenditure. Our cash balances represent approximately fifteen weeks of expenditure budgeted in 2022.

Cash management

It is our policy to invest longer-term cash balances in the CBF Church of England Deposit Fund ("the Fund"), which offers a competitive rate of interest. They also use a mechanism which enables us to limit our exposure to bank default risk as the total value of our cash deposits significantly exceed the maximum amount which can be protected under the Financial Services Compensation Scheme.

Shorter-term working capital is held on our current and reserve accounts at Barclays.

Financial position

The PCC is satisfied with the financial position of the Church and considers that it is appropriately placed to manage its risks successfully during the current economic conditions. The PCC considers there to be adequate resources for the Church to continue in operational existence for the foreseeable future and that there are sufficient funds to support current and planned activities. Accordingly, it continues to adopt the going concern basis in preparing the accounts.

Statement of Parochial Church Council's responsibilities

The Church Accounting Regulations 2006 require the PCC to prepare annual financial statements which give a true and fair view of the state of affairs of the church and of the financial activities for that period. In preparing those financial statements, the PCC is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the accounts on the going concern basis unless it is manifestly inappropriate to presume that the activities of the church will continue.

The PCC is responsible for keeping accounting records which disclose, with reasonable accuracy the financial position of the church and which enable them to ensure that the financial statements comply with the Charities Act 2011 and the Church Accounting Regulations 2006. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the church and to prevent and detect fraud and other irregularities.

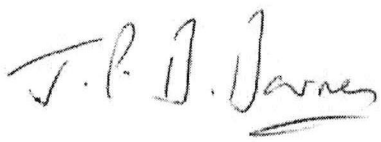
In so far as the trustees are aware:

- there is no relevant audit information of which the charity's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Public Benefit
The PCC is aware of the Charity Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion and have taken account of it in the administration of the church.

The PCC believes that by promoting the Christian faith it provides a benefit to the public by:

- Providing facilities for public worship, pastoral care and spiritual development, both for existing church members and for anyone who wishes to benefit from what the church offers; and
- Promoting Christian values and service by members of the church in and to their communities to the benefit of individuals and to society as a whole.



Approved by the PCC and signed on its behalf by
Rev J P B Barnes
Chairman

Principal Office at 30 Crown Road
Twickenham, Middlesex
TW1 3EE

Independent auditors' report to the PCC of St Stephen's Church, East Twickenham

We have audited the financial statements of St Stephen's Church (the 'charity') for the year ended 31 December 2021 which comprise the statement of financial activity, balance sheet, cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2021, and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the PCCs' Responsibilities Statement set out on page 13, the trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

We performed the following audit procedures after consideration of the above risks which included the following:

- enquiry of management of actual and potential litigation and claims;
- reviewing minutes of PCC meetings;
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

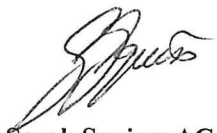
The engagement partner has assessed that all engagement team members were made aware of the relevant laws and regulations and potential fraud risks and were reminded to remain alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



21.4.22.

Sarah Squires ACA (Senior Statutory Auditor)
For and on behalf of MGI Midgley Snelling LLP
Chartered Accountants, Statutory Auditors

Ibex House, Baker Street
Weybridge, Surrey, KT13 8AH

	Notes	2021 Unrestricted Funds £	2021 Restricted Funds £	2021 Total Funds £	2020 Unrestricted Funds £	2020 Restricted Funds £	2020 Total Funds £
INCOME FROM:							
Donations and legacies							
Voluntary Income from Donors		855,708	29,404	885,112	946,524	6,702	953,226
Other voluntary income		50,000	-	50,000	21,984	-	21,984
		905,708	29,404	935,112	968,508	6,702	975,210
Charitable activities		91,003	-	91,003	65,518	-	65,518
Investment income - interest		67	2	69	597	2	599
TOTAL INCOME	2	996,778	29,406	1,026,184	1,034,623	6,704	1,041,327
EXPENDITURE ON:							
Charitable activities		1,014,962	58,890	1,073,852	914,981	63,305	978,286
TOTAL EXPENDITURE	3	1,014,962	58,890	1,073,852	914,981	63,305	978,286
Net income / (expenditure)		(18,184)	(29,484)	(47,668)	119,642	(56,601)	63,041
Gross transfers between funds	12	(2,101)	2,101	-	(34,992)	34,992	-
Net movement in funds		(20,285)	(27,383)	(47,668)	84,650	(21,609)	63,041
RECONCILIATION OF FUNDS							
Total funds brought forward		986,445	1,170,043	2,156,488	901,795	1,191,652	2,093,447
TOTAL FUNDS CARRIED FORWARD	16	**966,160**	**1,142,660**	**2,108,820**	**986,445**	**1,170,043**	**2,156,488**

The statement of financial activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

	Notes	£	2021 £	£	2020 £
Tangible Fixed assets	9		1,737,849		1,757,154
Current assets					
Debtors	10	119,947		52,062	
Cash at bank and in hand		317,017		391,221	
		436,964		443,283	
Creditors: falling due within one year	11	(65,993)		(43,949)	
Net current assets			370,971		399,334
Net assets less current liabilities			2,108,820		2,156,488
Net assets			2,108,820		2,156,488
Reserves					
Restricted funds:					
Crossway	12	1,132,876		1,162,264	
Vicar's discretionary fund	12	3,746		1,994	
Hardship fund	12	5,807		5,785	
Christchurch Feltham	12	60		-	
Global Engagement fund	12	171		-	
			1,142,660		1,170,043
Unrestricted funds:					
General fund	13	361,187		391,555	
Fixed asset reserve	13	604,973		594,890	
			966,160		986,445
	16		2,108,820		2,156,488

The accounts have been prepared in accordance with the Financial Reporting Standard 102.

These accounts were approved by the PCC on 28/03/2022 and were signed on its behalf by

J P B Barnes

.....
Rev J P B Barnes *Chairman*

M Baird

.....
M Baird *Honorary Treasurer*

The notes on pages 20 to 28 form part of these financial statements

	2021 £	2020 £
Cash flows from operating activities	(33,923)	131,389
Cash flows from investing activities		
Purchase of fixed assets	(40,281)	(50,270)
Cash flows from financing activities	-	-
Change in cash and cash equivalents in the year	(74,204)	81,119
Cash and cash equivalents at the beginning of the year	391,221	310,102
Cash and cash equivalents at the end of the year	317,017	391,221

Reconciliation of net income/(expenditure) to net cash flows from operating activities

	2021 £	2020 £
Net income/(expenditure) for the year	(47,668)	63,041
Depreciation	59,586	55,748
(Increase)/decrease in debtors	(67,886)	32,797
Increase/(decrease) in creditors	22,044	(20,198)
	(33,923)	131,389

The notes on pages 20 to 28 form part of these financial statements

1. Accounting policies

St Stephen's Church is a registered charity in England & Wales. Its principal activities and principal address are stated in the trustees' report.

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the church's accounts.

Basis of preparation
The accounts have been prepared in accordance with the Church Accounting Regulations 2006 together with applicable accounting standards and the Charities Statement of Recommended Practice, in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The Charities SORP, FRS 102) and under the historical cost accounting rules.

The financial statements have been prepared on the going concern basis. The members of the PCC assesses whether the use of going concern is appropriate and have identified no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

St Stephen's Church meets the definition of a public benefit entity under FRS 102.

Income
The accounts are prepared on the accruals basis of accounting: income is recognised when receivable, except for donations of all kinds that are recognised when received; income tax recoverable is recognised at the same time as the donation.

Funds generated through special events and sales of books and magazines are accounted for gross.

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

Rental income from letting of church premises is recognised when the rental is due.

Legacies are only recognised when received. Donated goods are recognised at fair value.

Expenditure
'Resources expended' has a wider meaning than 'expenditure': it excludes the costs of fixed assets that are capitalised but includes their subsequent depreciation on the basis set out below. The categories as defined by the SORP are:

- Costs of generating funds are those costs incurred in fundraising.
- Charitable expenditure comprises those costs incurred by the PCC in the delivery of its activities and services. It includes all costs that can be allocated directly to such charitable activities.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees.
- Support costs are allocated based on usage levels.

Funds
General funds represent funds that are not subject to any restrictions regarding their use and are available for application on the general purposes of the PCC. Restricted funds are those which have been given for a specific purpose such as for building the CrossWay or improving the Church building, further details of which are set out under "Financial review" in the Annual report; they include other funds designated by the PCC for the specific purpose.

Fixed assets and depreciation
Consecrated land and buildings and movable church property are excluded from the accounts by s10 of the Charities Act 2011. Expenditure on improvements to the church and additions to moveable church property are expensed as incurred. Such assets are considered inalienable property and require a faculty for their disposal.

Items of plant and equipment used within the church and other premises are capitalised where the acquisition value exceeds £1,000. Depreciation is provided on these assets so as to write off their cost or valuation less any estimated residual value by equal instalments over their estimated useful economic lives as follows:

Freehold buildings	-	50 years
Plant and machinery	-	4 or 10 years

No depreciation is provided on freehold land.

Leases
Assets acquired under finance leases are capitalised and the outstanding future lease obligations are shown in creditors. Operating lease rentals are charged to the profit and loss account on a straight line basis over the period of the lease.

Cash at bank and in hand
Cash at bank and in hand includes funds deposited with CBF Church of England funds.

Pensions
The church participates in the Pension Builder Scheme section of the Church Workers Pension Fund for its staff. The scheme is administered by the Church of England Pensions Board, which holds the assets of the scheme separately from those of the Employer and the participating employers.
The scheme is considered to be a multi-employer scheme as described in section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme.

Debtors
Debtors are recognised at the settlement amount due after any discounts offered.

Creditors
Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Financial instruments
The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments, including other debtors and creditors are initially recognised at transaction value and subsequently measured at their settlement value.

Critical accounting estimates and areas of judgement
In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. The following judgements and estimates are considered by the PCC to have the most significant effect on amounts recognised in the financial statements.

(i) Useful Economic Lives
The annual depreciation charge for property, plant and equipment is sensitive to change in the estimated useful economic lives and residual values of assets. These are reassessed annually and amended where necessary to reflect current circumstances.

(ii) Support cost allocations
The allocation of support costs between activities is based on estimates of the resources used by Central Services on each of these activities.

2 TOTAL INCOME

	2021			2020		
	General Unrestricted Funds	*Restricted Funds*	*Total*	*General Unrestricted Funds*	*Restricted Funds*	*Total*
	£	£	£	£	£	£
Voluntary income from donors						
Regular giving	585,562	-	585,562	580,655	-	580,655
Income tax recoverable on standing orders	125,507	-	125,507	123,743	-	123,743
Single gifts						
- direct & via charitable agencies	118,530	24,730	143,260	196,306	2,096	198,402
Income tax recoverable on single gifts	24,673	4,001	28,674	36,548	120	36,668
Collections at all services	1,436	673	2,109	9,271	4,487	13,758
	855,708	29,404	885,112	946,524	6,702	953,226
Other voluntary incoming resources						
Grant income - COVID-19	-	-	-	19,806	-	19,806
Legacies	50,000	-	50,000	2,178	-	2,178
	50,000	-	50,000	21,984	-	21,984
Total Donations and legacies	905,708	29,404	935,113	968,508	6,702	975,210
Activities for generating funds						
Crossway & Church lettings	26,431	-	26,431	19,435	-	19,435
Property rent	48,537	-	48,537	37,204	-	37,204
	74,968	-	74,968	56,639	-	56,639
Incoming resources from charitable activities						
Little Acorns/Refresh	1,386	-	1,386	1,899	-	1,899
Income from events *(note 7)*	10,291	-	10,291	3,790	-	3,790
Fees	4,358	-	4,358	3,190	-	3,190
	16,035	-	16,035	8,879	-	8,879
Total resources from charitable charitable activities	91,003	-	91,003	65,517	-	65,517
Interest income						
Vicar's discretionary fund	-	2	2	-	2	2
Unrestricted fund	67	-	67	597	-	597
Total investment income	67	2	69	597	2	599
Total incoming resources	996,778	29,406	1,026,184	1,034,623	6,704	1,041,327

3 TOTAL EXPENDITURE

	2021			2020		
	General Unrestricted Funds	*Restricted Funds*	*Total*	*General Unrestricted Funds*	*Restricted Funds*	*Total*
	£	£	£	£	£	£
Grants – see note 4						
Global engagement	19,308	28,500	47,808	21,008	30,215	51,223
UK engagement	27,645	1,002	28,647	36,818	1,330	38,148
Common Fund – support to other parishes in London Diocese	85,000	-	85,000	85,000	-	85,000
	131,953	29,502	161,455	142,826	31,545	174,371
Activities directly relating to the work of the church						
Common Fund – Parish standard cost	85,000	-	85,000	85,000	-	85,000
Additional clergy and parish costs	51,404		51,404	71,014	2,372	73,386
Children's work	71,777	-	71,777	86,676	-	86,676
Youth work	78,371	-	78,371	57,691	-	57,691
Pastoral	43,590	-	43,590	53,531	-	53,531
Worship	32,534	-	32,534	30,193	-	30,193
Houses: rent, upkeep & depreciation	48,470	6,963	55,433	35,330	6,963	42,293
Church running costs & maintenance	81,247	-	81,247	75,839	-	75,839
Service fees	4,073	-	4,073	2,532	-	2,532
Fees (Cof E)	2,433	-	2,433	1,067	-	1,067
Events expenditure *(note 7)*	10,064	-	10,064	1,047	-	1,047
	508,962	6,963	515,925	499,920	9,335	509,255
Support costs - see note 5						
Administrative & support staff	137,597	-	137,597	90,190	-	90,190
Communication and publicity	131,317	-	131,317	62,623	-	62,623
Church office	42,294	-	42,294	58,246	-	58,246
Bank charges	515	-	515	500	-	500
Crossway	51,324	22,425	73,749	46,681	22,425	69,106
Governance costs - audit and other financial fees	11,000		11,000	13,995	-	13,995
	374,047	22,425	396,472	272,234	22,425	294,659
Total cost of charitable activities	1,014,962	58,890	1,073,852	914,981	63,305	978,286

4 Grants - Missionary and charitable giving

	2021			2020		
	Global Engagement £	**UK engagement £**	**Total £**	Global Engagement £	UK engagement £	Total £
To institutions						
Radstock Ministries (Paul Williams)	3,938	-	3,938	3,938	-	3,938
Operation Mobilisation UK (Johnsons)	-	-	-	1,800	-	1,800
CPAS	-	3,000	3,000	-	3,000	3,000
Crossway Pregnancy Crisis Centre	-	6,200	6,200	-	6,200	6,200
St Stephen's School	-	6,800	6,800	-	6,800	6,800
Crosslight	-	3,000	3,000	-	13,500	13,500
St Peters Church	-	4,500	4,500	-	-	-
St Marys and St Albans - Activate	-	3,000	3,000	-	-	-
Athooch Diocese Sudan	-	-	-	1,331		1,331
St Pauls Hounslow West Food Bank	-	-	-	-	6,667	6,667
1 (2020:3) grants less than £1,000	-	500	500	-	600	600
Global partnership						
Tearfund	8,000	-	8,000	8,294	-	8,294
SOMA	5,000	-	5,000	5,295	-	5,295
ASHA	15,500	-	15,500	15,295	-	15,295
						-
From Christmas collection						-
Resurgo SPEAR	-	-	-	-	240	240
						-
To individuals:						-
Bob & Becky Faber	7,350	-	7,350	7,350	-	7,350
Richard Gordon-Smith	7,660	-	7,660	7,560	-	7,560
7 (2020:5) grants less than £1,500	360	1,647	2,007	360	1,141	1,501
Total	47,808	28,647	76,455	51,223	38,148	89,371
To the Diocese of London						
Common Fund – support to other parishes	-	85,000	85,000	-	85,000	85,000
Total	47,808	113,647	161,455	51,223	123,148	174,371
Being:			-			
Unrestricted Fund	19,308	112,645	131,953	21,008	121,818	142,826
Restricted Funds	28,500	1,002	29,502	30,215	1,330	31,545
	47,808	113,647	161,455	51,223	123,148	174,371

5 Support Costs

	Children	Youth	Pastoral	Worship	Events	Property	Total	Basis of allocation
	£	£	£	£	£	£	£	£
Administration and support	44,031	34,399	16,512	16,512	15,136	11,008	137,597	Usage
Communication and publicity	39,395	39,395	13,132	26,263	13,132	-	131,317	Usage
Church office	8,459	12,688	6,344	2,115	4,229	8,459	42,294	Usage
Bank charges	103	103	103	103	103	-	515	Usage
Crossway	14,750	-	7,375	14,750	36,875	-	73,749	Usage
Governance costs	3,520	2,750	1,320	1,320	1,209	880	11,000	Usage
	110,258	89,336	44,785	61,063	70,683	20,347	396,472	

6 Resources expended include

	2021	2020
	£	£
Diocesan Common Fund		
- Parish standard cost	85,000	85,000
- Support to other parishes in London Diocese	85,000	85,000
	170,000	170,000
Auditors' remuneration	6,000	6,000
Other services payable to auditors	5,000	3,312
Total auditor expenses	11,000	9,312

7 Events income and expenditure

	2021			2020		
	Incoming resources	Resources expended	Net income /(spend)	Incoming resources	Resources expended	Net income /(spend)
	£	£	£	£	£	£
Children's events	1,180	794	386	77	132	(55)
Youth events	7,028	5,638	1,390	380	20	360
Evangelism and pastoral events	2,083	3,632	(1,549)	3,332	785	2,547
Focus & other festivals	-	-	-	-	110	(110)
	10,291	10,064	227	3,790	1,047	2,743

8 Staff numbers and costs

The average number of staff (full time equivalent but excluding those within the diocesan quota, namely the vicar and curate) working for St Stephen's during the year was as follows:

	2021	2020
Clergy	1	1
Lay ministers	8	8
Administration	5	4
Total	14	13

No employee was paid more than £60,000 (2020: none). The aggregate payroll costs were as follows:

	£	£
Wages and salaries	421,877	358,048
Social security costs	28,073	25,083
Other pension costs	24,327	22,925
	474,277	406,056

9 Tangible fixed assets	Freehold land & buildings £	Plant and equipment £	Total £
Cost or valuation			
At beginning of year	2,619,361	335,778	2,955,139
Additions	-	40,281	40,281
Disposals	-	-	-
At end of year	2,619,361	376,059	2,995,420
Depreciation			
At beginning of year	908,119	289,866	1,197,985
Disposals	-	-	-
Charged in year	41,423	18,163	59,586
At end of year	949,542	308,029	1,257,571
Net book value			
At 31 December 2021	1,669,819	68,030	1,737,849
At 31 December 2020	1,711,242	45,912	1,757,154

Land and buildings	**2021**	2020
At Cost	**£**	£
Church Office, 30 Crown Road	197,343	197,343
Two residential properties, Richmond Road	457,303	457,303
Church Hall, Crossway	1,370,328	1,370,328
Two other residential properties	594,387	594,387
	2,619,361	2,619,361

The current open market value of all properties included in the above register, apart from the Crossway, is likely to be significantly higher than the book values shown above. The Crossway is difficult to value and if sold may require us to return some of the sales proceeds to donors who gave them in restricted form. The former church hall is let to St Stephen's School at a peppercorn rent under a lease expiring in 2035 which requires the tenant fully to repair and maintain the property.

10 Debtors

	2021	2020
	£	£
Income tax recoverable	99,538	39,209
Other debtors	9,573	10,208
Prepayments and accrued income	10,836	2,645
	119,947	52,062

11 Creditors due within one year

	2021	2020
	£	£
Other creditors	9,043	15,900
Social security and other taxes	8,336	7,134
Accruals and deferred income	48,614	20,915
	65,993	43,949

12 Unrestricted and restricted - movement in funds

	At 31 Dec 2020	Incoming resources	Resources expended	Transfers	**Balance at 31 Dec 2021**
	£	£	£	£	£
Unrestricted funds					
Fixed asset reserve	594,890	-	-	10,083	604,973
Building maintenance fund	75,000	-	-	-	75,000
General fund	316,555	996,778	(1,014,962)	(12,184)	286,187
Total unrestricted funds	986,445	996,778	(1,014,962)	(2,101)	966,160
Restricted funds					
Crossway	1,162,264	-	(29,388)	-	1,132,876
Global Engagement fund	-	28,671	(28,500)	-	171
Christchurch Feltham	-	60	-	-	60
Hardship fund	5,785	673	(752)	101	5,807
Vicar's fund	1,994	2	(250)	2,000	3,746
Total restricted funds	1,170,043	29,406	(58,890)	2,101	1,142,660
Total funds	2,156,488	1,026,184	(1,073,852)	-	2,108,820

13 Unrestricted Fund

	2021	2020
	£	£
Reserves at the beginning of the year	986,445	901,795
Net (outgoing)/incoming reserves	(20,285)	84,650
Reserves at the end of the year	966,160	986,445
represented by:		
Cash reserves (net current assets)	361,187	391,555
Fixed asset reserve	604,973	594,890
	966,160	986,445

14 Pensions

The charity participates in the Pension Builder Scheme section of the Church Workers Pension Fund for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the charity and the other participating employers. The charity's pension is held in the Pension Builder 2014 section which is classed as a defined benefit scheme.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SOFA in the year are the contributions payable of £24,327, (2020: £22,925). Contributions amounting to £2,922 (2020: £2,967) were outstanding at the year end and are included in creditors.

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 December 2019. The next valuation is due as at 31 December 2022.

For the Pension Builder 2014 section, the valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, the charity could become responsible for paying a share of that employer's pension liabilities.

15 Commitments

There are no payments due under non-cancellable operating leases expiring within two to five years (2020: £Nil).

16 Analysis of fund assets

	Crossway	Vicar's fund	Christ-church Feltham	Global engagement fund	Special collections	Unrestricted	Total
	£	£		£		£	£
As at 31 December 2021							
Cash at bank and in hand	-	3,746	-	-	5,807	307,464	317,017
Debtors	-	-	60	1,994	-	117,893	119,947
	-	3,746	60	1,994	5,807	425,357	436,964
Current creditors	-	-	-	(1,823)	-	(64,170)	(65,993)
Net current assets	-	3,746	60	171	5,807	361,187	370,971
Fixed assets	1,132,876	-	-	-	-	604,973	1,737,849
	1,132,876	**3,746**	**60**	**171**	**5,807**	**966,160**	**2,108,820**
As at 31 December 2020							
Cash at bank and in hand	-	1,994	-	821	5,885	382,522	391,222
Debtors	-	-	-	63	25	51,974	52,062
	-	1,994	-	884	5,910	434,496	443,283
Current creditors	-	-		(884)	(125)	(42,940)	(43,949)
Net current assets	-	1,994	-	-	5,785	391,555	399,334
Fixed assets	1,162,264	-	-	-	-	594,890	1,757,154
	1,162,264	1,994	-	-	5,785	986,445	2,156,488

17 Related Party Disclosures

No trustees have been paid any remuneration or received any other benefits from their association with the charity.

No expenses were paid to members (2020: Nil) of the PCC during the year in respect of travel and subsistence (2020: £Nil).

Three close family members of Ben Pearman, who was a member of the PCC, received remuneration of less than £20,000 during the year. Last year, one family member of Jasmine Morse-Woolford received remuneration of less than £20,000.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST STEPHEN, EAST TWICK

England & Wales - Charity number 1131378

Accounts

ST. STEPHEN'S

St Stephen's Church, Twickenham
Registered charity number 1131378

Annual report & accounts

31 December 2020

St Stephen's Church, Twickenham
Registered charity number 1131378
Annual report and accounts

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Trustee's Annual Report

The Parochial Church Council of St. Stephen's Church, Twickenham presents its annual report and audited accounts for the year ending 31 December 2020.

Background

St Stephen's is a friendly, vibrant church in East Twickenham, London. We are a growing community of all ages and stages of life and love to make new people feel welcome.

St Stephen's has been a place of Christian worship ever since it first opened its doors in 1876 and has always stayed true to the Bible's writings which, we believe, were inspired by the Spirit of God to shape and guide our lives. We believe that Jesus Christ is risen, alive and at work in our lives and the world – bringing hope, healing, purpose and direction through the power of the Holy Spirit.

Our Vision

Our vision at St Stephen's is to be an outward looking church, serving our community and the wider world with the good news about Jesus. This outward-looking focus is sustained and empowered through encountering God in worship, prayer and study of the Bible, and our relationships with each other as we support, encourage, honour and care for one another.

As we look to the years ahead, we want to be known for loving God, growing disciples, and transforming communities.

In everything we do we value hospitality, generosity, the dignity of every person, appreciating the traditional and contemporary, embracing Word and Spirit, encountering the presence of God, and maintaining a good sense of humour amidst it all!

Our Vision Priorities are:

Growing.....as a generous Resource Church in London Diocese, planting more churches in future
Growing.....every member of St Stephen's in their journey of discipleship with Jesus
Growing.....our confidence in sharing the good news of Jesus, especially amongst an emerging generation

In all that we do, we seek humbly to work out this vision 'not by might, nor by power, but by my Spirit, says the Lord Almighty' (Zechariah 4 v 6).

The role of the Parochial Church Council (PCC)

St Stephen's Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent, the Reverend Jez Barnes, in promoting in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social, and ecumenical. The PCC is also specifically responsible for the maintenance of the Church building, its associated grounds and buildings (the Crossway and two Richmond Road properties on the church site), the Church Office building at 30 Crown Road and two further PCC-owned residential properties (in Kenley Road and Heathfield South).

The PCC is committed to enabling as many people as possible to worship at our church and to have a positive and enriching experience if they are a visitor or guest, or to become a valued and active member of our community at St Stephen's. The PCC maintains an oversight of St Stephen's worship services, events and activities and aims to enable the St Stephen's community to live out a vibrant and deepening faith that is visible to all with whom we are in contact and which practically demonstrates our faith to the local and global communities we serve. The PCC is also committed to the protection of children, young people, and vulnerable adults, both in society and in its own community. St Stephen's PCC has complied with its duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due awareness and regard to the House of Bishop's guidance on safeguarding children and vulnerable adults. The PCC has reviewed and ensured that the necessary safeguarding policies, procedures, and practices are currently in place in our organisation.

When planning activities for the year, St Stephen's PCC has considered the Commission's guidance on public benefit and the supplementary guidance on charities for the advancement of religion. In particular, we try to enable every person to live out their faith as part of our parish community through:

Worship and prayer, learning about the Gospel, and developing their knowledge and trust in Jesus
Provision of pastoral care for people living in the parish
Missionary and outreach work

To facilitate this work, it is important that we maintain the fabric of the Church of St Stephen's and its associated grounds and buildings.

Achievements and Performance

2020 was an extraordinary year that saw the church rapidly respond to the global pandemic. The experience and confidence gained in the church's ability to adapt at speed in response to threats and to maintain flexibility is a valuable asset for the future. This rapid change was achieved through the hard work and outstanding leadership by the Vicar with support from the Church Wardens, Senior Leadership Team and the PCC members to whom the church is extremely grateful.

In a few days, the church and its ministries went from being held in person to being delivered 100% online. Some highlights for 2020 were: -

- The first online church service on Sunday 22nd March, led by Jez Barnes speaking to camera and no congregation in church
- The importance of Life Groups which helped people to continue to connect and journey together in small groups, in person and online through the ups and downs of the year
- The Christmas church choir who gave an outstanding online performance. Their individual pieces were skilfully technically crafted together to produce the finished version. Choir members practiced together online without hearing each other and managed to deliver an extraordinary piece of Christmas worship
- Introduction of a new reflective weekly Thursday service, "By Still Waters", in person when possible or online
- Youth always being the first team back in church or gathering for outdoor socials whenever it was possible
- The Annual Parochial Church Meeting was deferred to October and held by video call
- The outpouring of generosity and help from the congregation and St Stephen's primary school for Love Christmas where gifts were given to those in need over Christmas
- We welcomed new staff members – Rachel Bedford, Dave Cokayne and Matt Madanat and said goodbye to Rich Hickman and Mandy Turner. Dave, who joined in June, has still to experience a full In Person church service or the pre pandemic way of working and has found different ways to reach out and connect with the congregation
- The completion of the communications strategy and the implementation of new St Stephen's branding
- This year, we tracked the achievement of goals aligned to our vision priorities. These goals were exceeded for the number of new joiners, the increase in church members committed to a Life Group or equivalent and numbers of people giving. With the switch to online church and ministry, we were able to review numbers watching services and measure how engaging and relevant the content was to the audience. This helped to see how connecting was so important to people which meant the coffee chat and prayer ministry across Zoom after the services and evening Zoom gathering for a different part of the church congregation, were both added later in the year to address these needs.

Plans for future periods

There is a high level of uncertainty about the circumstances we face in 2021. We are currently in lockdown in the UK and await government advice on the easing of the restrictions. We all look forward to the time when we can gather again in person and are able to spend time with loved ones and family. Despite the circumstances, we rejoice in a God that is steadfast and dependable and who gives us everlasting hope. We thank the NHS and scientists who have developed the vaccines that should help release the country from the grips of the pandemic. The church's vision and goals remain unchanged and we continue to look forward to introducing more people to Jesus and the church community growing in

faith and numbers. We expect to continue with church online which enables a more extensive reach, as well as offering in person services which may be restricted in numbers physically present until later this year.

Staff & Volunteers

We employ a paid staff team to work alongside the clergy in developing the ministries of the church in accordance with our vision. As well as providing leadership or support to the various activities and areas of ministry offered by the church, an important role of the team is to encourage and guide congregational members in the development of their own gifts. As a result, a large proportion of the congregation is actively involved in ministries within and outside St. Stephen's. It is the generosity and commitment of our church members through giving of their time and financial contributions that enables us to fulfill our vision of serving our local community.

We would like to thank all the volunteers who work so hard to make our church the lively and vibrant community it is.

Church Membership

People that identify St Stephen's as their home church and who complete an Electoral Roll form are counted as the membership of the church. The Electoral roll number for 2020 as reported at the Annual Parochial Church Meeting in October 2020 were 543, up from 518 in 2019.

Functioning of the Parochial Church Council (PCC)

In accordance with the *Parochial Church Council (Powers) Measure 1956* the PCC is to co-operate with the minister in promoting the whole mission of the Church (pastoral, evangelistic, social, and ecumenical) in the Parish. The PCC is constituted in accordance the *Church Representation Rules 2020*, and consists of the Clergy, Churchwardens and representatives of the laity elected at the Annual Parochial Church Meeting (APCM).

PCCs with an annual income of more than £100,000 must be registered with the Charity Commission and PCC members are considered charity trustees. In coordination with the Vicar, the PCC is ultimately accountable for the way in which the church is directed and run. In particular, the PCC must ensure that the church is solvent, well-run (i.e. its funds and resources are stewarded appropriately), and that the church delivers its missional outcomes for the benefit of the congregation, parishioners and wider beneficiaries.

The PCC has three Sub-Committees in addition to the Standing Committee to ensure appropriate focus on key areas in Church life. These are the Finance, Audit and Buildings Committee, Personnel and Safeguarding Committee and the Mission and Ministry Committee.

Compliance & Control – the PCC seeks to understand and comply with all applicable legal and regulatory requirements, ensuring that sound financial and management controls are in place. The PCC should consider any risks and opportunities which St Stephen's faces and manage these prudently while pursuing the missional Vision of the church. Operational matters are largely delegated to the Vicar and senior staff team, but this delegation requires the PCC to monitor the performance of its delegates and to ensure that the boundaries of delegation are observed, and the matters delegated are being performed efficiently and effectively.

A PCC handbook describing the PCC structure and articulating the role and responsibilities of PCC members, was reissued in May 2019, and is issued to all new members.

The PCC is required to hold a sufficient number of meetings to enable the efficient transaction of its business.

Risk Management

The PCC periodically reviews the major risks to which the church is exposed. This involves identifying the types of risks faced, their potential impact and likelihood of occurrence. This analysis, together with any controls and processes to mitigate risks, is documented in a risk register maintained and regularly reviewed by the PCC. The St Stephen's Risk Register was last reviewed in February 2021.

We felt the effects of the COVID-19 pandemic from March 2020 and, as described elsewhere in this report, put in place

measures to protect everyone at St Stephen's. Our response had a profound effect on the way we operated but the measures we took enabled our mission to continue safely, effectively and without harm to our viability.

We recognise and take steps to mitigate other key risks as follows:

Staff – We moderate the effects of staff absences though monitoring of workloads; documentation of systems, plans and projects; regular one to one discussions; and appraisals and development plans. These, together with our recruitment processes, limit any negative impact of staff turnover and potential employment issues.

Health & Safety – we mitigate organisational and reputational risk from harm to employees, volunteers and the public through clear lines of responsibility and sensible management of mental and physical risks. Risk assessments are kept under regular review.

Safeguarding – see report below on page 12

Funding – In common with may voluntary organisations, much of our funding is weighted towards a few large donors. Our reserves position and regular contact with these donors mitigate this risk.

Data management and social media – We have established and maintain firewalls and processes to protect private data, to prevent unintentional transmissions and to manage media conversations.

Advisers and Auditors

A resolution to re-appoint our auditors, MGI Midgley Snelling LLP, Ibex House, Baker Street, Weybridge, Surrey KT13 8AH will be put to the Annual Parochial Church Meeting.

The Charity's bankers and investment managers are CCLA Investment Management Ltd, Senator House 85 Queen Victoria Street London EC4V 4ET and Barclays Bank Plc, 1 Churchill Place London E14 5HP.

The members who held office from 1 January 2020 until the date of signature of this report and the accounts were:

Chair	Colin Matthews (SC, P&S)		
Clergy	Rev. Jez Barnes (SC, M&M, P&S)	Rev. Hugo Foxwood (FAB) (M&M to October 2020)	
	Rev. Rachel Bedford (from April 2020)	Rev. Dave Cokayne (from July 2020, M&M)	
Wardens	Colin Matthews (SC, P&S)	Sarah Gough (SC, FAB, M&M Chair, P&S)	
Secretary and lay members	Julie Haworth (Secretary, co-opted, non-voting, SC, FAB, P&S)	Caroline Perry (Note-taker, co-opted, M&M)	
Lay readers	Barry Armstrong (to December 2020)	Jo Dixon	Les Taylor (M&M)
	Gena Smith (on sabbatical from November 2020)		
	David Parish	Tony Dixon (FAB)	Anne Warren

Deanery Synod members	Mike Wilkinson	Bob Miller (P&S)	Bea Millard (SC) M&M to October 2020
	Sandra Jennings	Zac Jopling (M&M)	
Elected lay members	David Tennant (to October 2020)	Jen McCole (P&S Chair, SC)	Jerry Booker (to October 2020, P&S)
	Jeannie Mee (P&S)	Mike Wainer (FAB)	Helen Chen
	Ross Yarrow (M&M)	Brenda Begg (from October 2020)	Matthew Baird (SC, Treasurer, Chair FAB)
	David Sandford (M&M from October 2020)	Chris Askwith (P&S, Safeguarding Officer)	Ben Pearman (M&M)
	Louise Messer (M&M)	Jasmine Morse-Woolford (M&M)	Shammah Banerjee (M&M, from October 2020)
	Loretta Kiritharan (from October 2020)	Elaine Johnston (P&S, from October 2020)	

SC *denotes members of the Standing Committee* FAB *denotes member of the Finance, Audit and Buildings*
P&S *denotes members of the Personnel and Safeguarding* M&M *denotes members of the Mission and Ministry*

Reports from the Ministry Teams

Reflections from our Church Wardens, Colin Matthews & Sarah Gough

We warmly thank Jez, and the staff team under his leadership, for their dedication, hard work and flexibility in adapting to the changed circumstances of 2020. From the 'in-person' mode in January 2020, Jez and his team quickly developed the digital skills and operational changes to deliver St Stephen's goals: in a fully on-line mode from March; in a hybrid mode from late summer; and back to lockdown mode in late autumn. Through the challenges, the team have focused on delivering St Stephen's three growth goals – to grow new believers, to grow every member and to grow the wider church – with an emphasis on the younger generations.

We are humbled by the financial generosity of the St Stephen's congregation during Covid and thank the many people who generously give their time to serve in a variety of ways. What you do is so valuable, often behind the scenes and invisible, and without you our ministry would not happen. We are grateful for your gifts and talents and pray that God blesses you in His service. We encourage as many church members as possible to get involved, both to serve the community and to benefit from the closer integration into the church family as we look forward to life beyond lockdown.

We thank church members for your continued commitment to St Stephens. We pray that you encountered God in 2020 in St Stephen's, through the necessary changes. We pray that in 2021 we will be able to meet more often in person with our diverse community of fellow believers.

In our role as warden, we enjoy meeting regularly with Jez to support and encourage him as he leads the church. We are privileged to be part of the PCC and thank its members for the work they do, including on the relatively recently established PCC committees: Mission and Ministry, Finance, Audit and Buildings and Personnel and Safeguarding.

As you read the rest of this report, we hope you join us in thanksgiving for the work God is doing through St Stephens.

Services

Sunday Services: Before Covid, each Sunday there were three worship services, in which we aimed to cater for all ages and for different styles of worship to which everyone was welcome. For the majority of 2020, the services have been delivered online with a short period when we were able to have a small number of people sign up and attend church in person, alongside an online service. At the time of writing, in lockdown, there are two distinct Sunday online services, 10:30am and an evening gathering at 6pm.

Midweek Service: A new reflective worship service was started in September, initially in person in church, to meet the need for people who missed gathering for the pre-Covid traditional Sunday 9am service. Named "By Still Waters", which (please note) is for a general congregation of any age, the service runs weekly on Thursday morning and is enabled by a terrific volunteer team. When lockdown was reinstated, it was moved swiftly onto video call and telephone, where the service has an even wider reach. As with all that the church does in replanning post lockdown three, we look to God for guidance for the future shape of this worship service.

Celebration of special life milestones: During Covid, there were severe restrictions on the opportunity for the community to celebrate and thank God at the milestones of life. However, this didn't stop the church and new ways where found to share these services with family and friends and to include those not able to attend because of number restrictions through use of different online technologies. Between January and December 2020: four baptism/thanksgivings were held, six weddings were also celebrated, and nine funerals/thanksgiving services were conducted in our church. Our annual Service of Light was also held in November online, enabling friends and family that have lost loved ones to express grief and give thanks for their lives.

Easter, Advent and Christmas season services: Easter was early in the first lockdown and the Good Friday and Easter Sunday online services both had very high viewings, more than we would usually expect in church. As we analysed the viewing data over time, we gained more awareness about audience engagement and the differences in delivering content online as opposed to a service with people in church. It was a real joy to be able to reach people in their own homes across the UK and other parts of the world.

The Christmas services were a mix of online delivered content: Christmas Carols Online, Christmas Day Family celebration, and In Person services on Christmas Eve. There were many restrictions to our normal Christmas activities, but the online services enabled people to share with friends and family much wider than ever in the past. Much joy was shared over Advent and Christmas.

Teaching from Rachel Bedford Our teaching at St Stephen's is largely focused around our second Vision objective – *Growing Disciples*. Our desire is to equip people, through our Sunday services and Life Group materials, to go deeper in their relationship with Jesus through developing their knowledge of the Bible and their daily experience of walking with Him. The task for us is largely to build biblical understanding, whilst drawing on Christian tradition and experience to teach what daily spiritual growth can look like.

We have taught a varied diet and a mixture of both biblical and thematic series.

Jan-Mar: *The Letter to the Hebrews*: this series was entitled 'Greater' and took as its theme the 'Greatness of Jesus' and the greatness of the call to live in relationship with him.

May: The country was deeply in the first lockdown at this point and we taught a series called: *Lockdown Life Essentials* which drew encouragement from Paul's letters to the churches.

June: As the daily death toll from Covid began to rise, we taught a series on *Hope* – which also spoke powerfully into the Black Lives Matter protests which emerged that month. We tackled tricky themes – such as life beyond the grave and the justice of God.

July: We taught from *Habakkuk* – seeking to encourage the congregation to embrace lament and encouraging a deeper intimacy and honesty in prayer.

The Autumn term was largely shaped by a lengthy series called *'Stay Humble'* – which sought to unpack biblical humility, looking first at the life of Jesus and then considering the sort of humility Jesus calls us into. During Advent we followed the Church of England's theme of – *'Comfort and Joy'*.

Since September 2020, I have sought to provide some additional group resources to accompany the Sunday teaching series. These Bible studies have been well used throughout our groups and are something I am keen to develop in 2021.

Prayer Ministry Prayer has always been a big part of St Stephen's life and this continued to be a source of great comfort and hope especially as we navigated the impact of the global pandemic on the church and for individuals. Daily prayer meetings were quickly set up in March which were a lifeline for many, especially during the initial lockdown. The need for the Prayer Warriors increased as people requested prayer for many different, difficult, and challenging situations and knew that an army of people were praying for them. There are weekly Listening Prayer and Morning Prayer online meetings. Prayer Meetings have now restarted online where the church gathers to pray for our church, community, nation, and world. At the Sunday services, prophetic words heard from the Listening Prayer groups are shared as encouragement to the congregation.

Worship from Ciara Pearman We have had some truly remarkable highlights as a worship team this year that would have been hard to envisage in many ways due to the turbulent year we have had. Following the departure of the worship pastor in April 2020 our team has pulled together and collectively risen to the challenge of continuously providing a quality and engaging sung worship experience for our wider church family. We have loved embracing the full range of sung worship styles for which St Stephen's is known and have now built up a bank of quality song recordings which we hope might even be a blessing to other churches. Many were recorded for our online services, but others for funerals, services of light or other celebrations. We have lots of opportunity to learn - many of us effectively setting up home recording studios and becoming session musicians overnight - suddenly familiar with technology and equipment many of us had never heard of! We have adapted to frequently changing restrictions and rules on singing in church with relative ease and a real sense of God's grace in the process. Despite social distancing, mask wearing, not being able to have congregational singing and many other limitations due to Covid, many of those attending church in person have described being able to worship and enjoy God's presence during some moving and powerful moments. One obvious highlight was the Christmas Services - both the three beautiful in-person services on Christmas Eve, but also the wonderful online Carols which brought into the 'recording team' a broader and more diverse range of our worship leaders and musicians. We collectively recorded both classical hymns and contemporary worship songs - all orchestrated at home, rehearsed on Zoom and recorded individually to keep everyone safe. We have been hugely blessed by the amazing musical and technical skill on the team - not least our talented sound and audio team who have laughed through our bloopers (always maintaining utmost discretion) and added all sorts of 'digital magic' to cover our mistakes. It has been a great privilege to see some of our emerging worship leaders continue to grow and develop in their leadership and there is a growing network of the wider worship-leading community pooling some best practice for online services and building some support networks across the country. Whilst we cannot deny the challenges - sometimes the experience of loneliness and frustrations associated with home recording, and the lack of social interaction amongst the team - we are also genuinely open to, and excited about, all that God has planned for this year ahead.

Life Groups from Hugo Foxwood Despite the challenges of not being able to meet in person, our Life Groups have proved resilient this year. Groups met in gardens and parks; they rose to the challenges of online meetings; some joined each other for online breakfasts; others kept in touch through WhatsApp and individual phone calls. Indeed, far from shrinking, the number of our Life Groups increased from 27 to 30. By the end of the year, and including those who had joined Alpha small groups, 57% of the congregation were members of a group. This is such an encouraging sign of our commitment to building community and growing disciples.

Family Life Ministry from Caroline Montgomery 2020 has been a very different year!

Our Refresh Café flourished as usual for the first three months with 65+ families attending each week and many coming along to our Sunday services. And 'Me and My Dad' met one Saturday morning before lockdown with about 35 local and church families.

Unfortunately, neither Refresh nor 'Me and My Dad' translated into online meetings. We have tried to maintain contact with as many people as possible and are looking forward to when we can restart both groups.

The Wednesday morning Life Group for Mums and their Little Ones met in person until March and since then has continued to meet regularly over Zoom with occasional walks in the park when the regulations have allowed.

The online HTB Marriage Course has been a great success and has enabled far more people to attend (no babysitters required). 15 St Stephens couples signed up during the first lockdown and many more have completed the course since then too.

Lauren Goodall and I also wrote a weekly blog 'Encouragements for Families' from March – September which seemed to be appreciated.

Kids Ministry from Lauren Goodall 2020 was certainly the year of change for everyone but also the year of creativity. Within the Kids ministry the year started off fairly normally, having Kids Church and Little Acorns weekly and continuing to go into the local school to do assemblies weekly.

Fast forward to March 2020 when everything changed, even though Kids Church only happened once after March. There is still lots to celebrate: Kids resources moved online and have had weekly videos since May 2020. When lockdown started to ease, we started to explore ways we could get families back in church and managed to have two family services which were certainly a highlight for me.

Caroline Montgomery and I managed to have one toddler service for those parents with children under five.

Our relationship with St Stephens Primary School has continued to flourish throughout this whole year. Each week we have provided a weekly video assembly, assisted with support in some of their RE lessons and even gave a virtual tour of the church to the Year Ones.

Youth Ministry from Josh Felstead 2020 has been a difficult year for our 11-18 year olds and for youth ministry. Having exams cancelled and uncertainty about grades, being stuck inside and isolation from friends has been rough. But this year we have sensed our calling to serve our young people more than ever. Each week over 2020, whether online or socially distanced in person, we have been building the unity of our community, with our We Are Family series, and we have been encouraging all of our young people to stay connected to Jesus through the rollercoaster of the pandemic with our two series Connected to the Vine and Who Are You Jesus?

To build our community and to provide an escape from the isolation, not only have we met for youth sessions every week, we have been doing socials for OY and YY fortnightly as well as up to four activities each week over the summer. We had loads of groups come out for a scavenger hunt in Richmond Park at the beginning of the summer, and our trip into central London. One of our biggest highlights was our Dominoes Christmas Party just before the latest lockdowns.

This year we have also made some small steps reaching out to Orleans Park students; before the pandemic we were outside the office giving out hot chocolates and at Christmas time we gave out £300 worth of Christmas presents to passing students.

We have been listening to what God has been saying in 2020, through all the tough stuff. We have been looking for what God is doing in our lives, with lessons and connection to take forward with us. But, that being said, we are excited for restrictions to ease in 2021; to see each other in person more, to head out on adventures and increase our impact on the local community.

Students & Young Adults from Jon Morley Like every ministry in church, and aspect of our broader lives, the planned events for 20s-30s in 2020 – such as curry nights, and 'big question' events – had to be scrapped and re-thought. But despite a challenging year there have been some things to celebrate in the ministry.

Our two Life Groups have continued to meet on zoom and have been a key source of support and encouragement in faith throughout the pandemic. We have even managed to set up a new Life Group in September which has been meeting regularly which is greatly encouraging. We have continued to do socials including games night with ingenious ways of playing Articulate via Zoom, and pub quizzes with interesting round themes. These things have kept us connected in a time when it is easy to feel detached or isolated.

The return of the Evening Gathering has been another very positive feature of this ministry which has given another place of belonging and we even managed to have a virtual St. Stephen's 'stall' at the St. Mary's University Welcome Fayre in September.

Investing in Young Leaders: Vicki O'Connor continued as a Youth intern in 2020 and also helped the Kids team for a period as Assistant Kid's pastor where her energy and enthusiasm and creativity was greatly appreciated.

Seniors Ministry from Victoria Byrne God shepherded through all the discernment, pastoral and innovation challenges of 2020. Thank you if you contacted someone at risk of isolation or loneliness during 2020, especially those offline. To augment what was happening naturally, as soon as Lockdown One loomed we called older members and found out their needs. We arranged for specific people to make regular phone calls. We found that those online didn't want even more Zooms, and 'off liners' mostly didn't want to attend by phone, so our groups have simply not met, but friendships have continued and even grown. People who engage with Seniors Ministry are mostly in their 80s and 90s, and internet usage is low - between about a third to a half of the members of our groups (e.g. Monday Lunch Club), so telephone connection was vital. I facilitated telephone access for most St Stephen's gatherings, so people could hear the recorded services, or join in the Zoom.

Thankfully 'our' care homes in this parish have mostly been spared the worst of Covid-19. We miss worshipping there, but Mike English and Beth Turner made them a special online carol service and we have kept in touch and prayed.

Daily through December, I gathered people for Advent Daily Connect, a 15-minute call/Zoom with a short Bible reading followed by prayer. Between 7 and 14 people joined daily by phone or online; we were all encouraged in the word and praying as God led. It was great!

2020 meant some intense pastoral collaboration with people to understand and then solve needs. We will value your prayers as we imagine what the upcoming series of transitional seasons looks like; praise God for his faithfulness!

Communications from Catherine Johnson The Communications team has expanded in 2020! From a team of one, Jonny Newton, it now includes Catherine Johnson and Matt Madanat both joining part-time towards the end of the year. Here's a snapshot of some of the highlights from 2020:

We had some great input and help from Communications consultant Chelsea Hayes for a period in 2020. She worked alongside Jonny and together they oversaw the transition and creation of our new-look website to a new platform which is much more user-friendly and adaptable. They also worked with an external brand designer and Jonny was closely involved with the development of the new branding for St Stephen's.

As soon as we went into lockdown Jonny was thrown into the production of online services and they quickly went from strength to strength as we all adapted to the new way of doing things. This culminated in a wonderful Online Carol Service at the end of 2020, which I hope you'll agree was a brilliant collaboration and something we can all be proud of (in the right sense of the word!). Our social media output has also been ramped up since lockdown as it's a great way to communicate with people and help them to feel connected.

Catherine Johnson came onto the team in November to help with the planning and oversight of communications and Matt Madanat also joined at the end of 2020 and has done a fantastic job enabling us to transition smoothly into the production of livestream services in 2021. He is training up a small team to support him in this.

And lastly, if you've walked past the church office recently, you may have noticed that we have a new digital advertising screen in the window! Hopefully this will enable our community to see that the church is very much 'open' and is a great way to keep them connected and informed about what we as a church are offering at the moment.

Global Engagement from Jyoti Banerjee Thanks to the continuing generosity of the congregation at St Stephen's, we have continued to support and pray for our three selected partners : Asha's work in the slums of Delhi, Tearfund's work among refugees in the Middle East, and SOMA's ministry in Africa and Asia in church-building and discipleship. Jo and Tony Dixon engaged in a SOMA mission to Malek, South Sudan in March but since then due to the pandemic restrictions, we have not been able to visit any of the ministries directly or receive their speakers at our

services. However, we have continued to highlight their work in our online services. Our Global Engagement breakfasts moved online and were well attended and gave us the opportunity to hear about the work of our partners. Becky and Bob Faber are in Sofia, Bulgaria, where for the past nearly 20 years they have been working on life transformation for children at risk. Paul Williams continues to be based in central Asia, supporting micro-enterprise and micro-finance initiatives. The Gordon-Smiths had planned to move to Lebanon, and started that move, but the pandemic and visa challenges got in the way, and so they have spent time with Trudy's family in Canada.

Ministry to the vulnerable from Hugo Foxwood Our Thursday night Drop-In sought to continue caring for the homeless and vulnerable as we adapted to the new context. In the early months of the pandemic, sandwiches and soup were served outside. After some deliberations and ongoing risk assessments we decided to create a Covid-safe environment inside, with careful controls around social distancing etc. This enabled us to serve a number of meals inside, including our annual Christmas dinner, held over two evenings for about 60 guests. This included the distribution of gifts gratefully received from members of St Stephen's. During the year, the team was also in contact with many guests by phone, offering friendship, pastoral support, and practical help where possible. In spite of all the challenges, the team sought to remain faithful to our vision for "a safe haven, a warm community of joy and peace, where our guests receive emotional, practical, and spiritual support to help them through the week.

Crosslight from Stephanie Jenkins We continue to support Crosslight TW Money Advice Service financially and to provide office space, now in the Crossway. The move has been necessary to ensure social distancing is possible when meeting clients when we are not in lockdown. Covid lockdowns have forced a move from 'in person' meetings to 'phone call' appointments. This has been surprisingly successful although it now takes longer on average to help a client. It takes more time to build a rapport and there are challenges at times around communications. The biggest difficulty comes in obtaining documentary evidence of a client's financial situation and their signature to authorise Crosslight to act on their behalf. During 2020 our team helped 60 local clients with debts totalling over £1,400,000. In the first Covid lockdown we experienced a dip in new client queries. This is very much in reverse now and demand for our help is strong. The evidence suggests that one quarter of adults are on the edge of financial disaster and we foresee that demand for our services will continue to rise. Whilst our client base in the main are people on low incomes with mental disabilities or health conditions, we have seen an increase in clients who have been holding their finances together, just, but being on furlough or losing their job has meant that they are in real financial trouble. With our more computer literate clients we have been able to provide advice and direction which they can then act on. This approach has enabled us to continue helping our more vulnerable clients but also provide a service to others also in financial jeopardy. We have seen an increase in financial complexity which has contributed to a slowing in case resolution. Some of our clients have come through local churches, including St Paul's Hounslow West where we have had to suspend our regular drop-in desk for the moment. Others have heard about Crosslight through local non-church connections such as Ruils or Spear. Clients span all ages and family profiles. We have helped single men living in supported accommodation, single mothers with dependent children, families, and retired people. We thank and value the support from St Stephen's advisers, trustees and supporters.

Crossway Pregnancy Crisis Centre from Karen Pitchford As might be expected 2020 has been challenging: we had to stop our face-to-face client support; we were unable to go into West Middlesex Hospital for six months; our prison work stopped; we were unable to teach in schools and youth clubs for much of the year; fundraising events had to be cancelled; and most staff had to be furloughed for months. As a result, the number of clients, patients, and young people we had contact with fell by around half.

However, the year has also had its blessings: our volunteers adapted quickly to supporting clients by phone and video call; we provided self-care bags for young people via food banks and schools; and our supporters raised funds online doing amazing sponsored challenges. We delivered over 400 client sessions and taught over 500 young people. Also, we have been able to use the time to start developing a new website, database, more flexible phone system and digitalising our office systems.

Feedback from clients and young people

"The course and its structure have helped me to revisit emotions that might have been 'locked' and allow for all emotions to be let out and processed. I enjoyed and found journaling very helpful as it has provided me with new

insights to how I perceived all miscarriages, what I have learnt and above all allowed myself to grief in my own way and my own time".

"I wish this service was more known, people should be told of local services when booking an abortion as additional support if needed. The course helped me through the most difficult time in my life, and if I had not found them on the internet, I don't think I would have got through it."

"I learned that you have to have a strong foundation for a relationship."

"I learnt never to send nude pics under 18 because u can get in lots of trouble and then your gf or bf can spread it and then your life is ruined"

"I was very educated of consent and safety during sexual relationships"

Safeguarding at the heart of all Ministries: Safeguarding is at the heart of Jesus's call: caring for the vulnerable and protecting and prioritising the needs of children. We are thankful for Chris Askwith who has continued in the role of Safeguarding Officer working alongside Caryn Weber. Chris brings his experience to this role from his schools' work. Thirtyone:eight, formally known as CCPAS, promotes safeguarding as everyone's responsibility and at St Stephen's we aim to put this into action. Over the past year we have reviewed and updated our safeguarding policy and procedures to be in line with the updated Church of England guidance. From this we are promoting that all those who are working with children, youth and vulnerable adults are trained according to the Church of England guidance. We aim to have all our teams sufficiently trained by July 2021. Our ministry heads are mindful of safeguarding matters and respond appropriately to matters that arise. We continue to follow the safer recruiting process and are requested to complete the online diocese safeguarding training as a minimum. Safeguarding is a thread with which we aim to be woven into the fabric of St Stephen's, through all that we do in our life at church and strive that this is done well. As with everything there are areas of growth and we continue to adapt and update our policies, procedures, knowledge and skills.

Pastoral Care from Caryn Weber: At St Stephen's we aim to ensure that good pastoral care is readily available to the congregation.

"Each one will be like a shelter from the wind and a refuge from the storm, like streams of water in the desert and the shadow of a great rock in a thirsty land. Isaiah 32: 2"

All of us, at some stage or another, will have an opportunity to support those who are journeying through life's challenges. We may not even realise that this is part of pastoral care. The scriptures frequently encourage us to care for each other, and to share our lives as if we were one body (e.g. Ephesians 4: 2-4), so how at St Stephen's can we offer and receive pastoral care? At times, the impact of life and its challenges can become more than we feel we are able to navigate alone. We may already be receiving support from friends and our Life Groups but still finding it difficult to cope. At this point we may need additional help. This is where the Pastoral Care team can come alongside, listening, and praying with you for a fixed period. We continue to offer bereavement support to those who require this. We also offer a monthly well-being session for those who wish to join. If additional support is needed where life challenges/events or our general mental health decline to the point that they are having a significant impact on our overall wellbeing and we require specialist support, we can signpost people to professional services external to the church (e.g. counselling, therapy, mental health services).

Building Management from Paul Sulma The cost of running, maintaining and repairing the church property – church buildings and houses – is a significant amount of the total church costs – some 14% (2019:14%) of the total expenditure.

The Covid crisis significantly affected our stewardship of the church buildings in 2020 as a direct result of the first lockdown in early March, in particular with the complete closure of all the church buildings and both the Facilities Manager and I being furloughed until the end of June when the lockdown was eased. Thus, the projects and maintenance tasks that had been planned to be undertaken at the beginning of 2020 were not able to be carried out. However, as soon as it was possible to commence work again, the priority project that was tackled immediately was

the replacement of the church boilers and other associated equipment, in order to ensure that the church heating system would once again be fully operational and reliable going into the forthcoming winter and beyond. The installation and commissioning of the new boilers was completed in October 2020.

Other significant works which we were able to complete since the last report were as follows:

1. The installation of metal handrails to the north transept and prayer chapel doors.
2. The repair and re-varnishing of the Oak Room in the Crossway.
3. Replacement of emergency and other lighting in the church and Crossway.

Subject to Covid lockdown restrictions the following major building projects have been planned to be undertaken in 2021:

The Crossway:

1. The replacement of the hard flooring in the Maple Room, entrance, stairs and first floor landing.
2. The replacement of the kitchenette.
3. Redecoration of the Maple Room and common parts.

The Church:

1. The repair and re-varnishing of the main church timber floor.
2. The redecoration of the Spring following latent defect repairs to the floor and subsequent replacement of the floor covering.

The five-year planned maintenance programme will be reviewed and adjusted once all lockdown measures have been fully lifted to account for the time lost during the Covid pandemic period.

Financial review

Background

The accounts include all property except the church building itself and its 'inalienable' contents. Inalienable means those things that we cannot dispose of without the permission of a faculty from the Diocese (e.g. the baptismal font). The PCC manages the resources of the church using an annual budget which covers every area of the church's ministry.

The PCC manages three types of fund: Unrestricted funds, where the application of these resources is determined by the PCC. From time to time the PCC may decide to transfer funds from the unrestricted funds into designated funds earmarked for a particular purpose - these funds remain unrestricted and under the PCC discretion. Donations may be limited to a specific purpose and are segregated into restricted funds which can only be used for the purpose for which they were donated.

Income and expenditure account

Income

2020 total income was £1,041,000 slightly less than £1,149,000 in 2019 which included £182,000 held for Christ Church Feltham. The PCC is extremely grateful to the generosity of the congregation especially in the extremely challenging year of the pandemic.

Unrestricted: 2020 voluntary donations are slightly more than 2019 which is a very encouraging sign of the church growth and the ability for the church to invest in future growth in 2021.

Restricted funds: The restricted fund income includes the money received by St Stephens on behalf of Athooch Diocese in Sudan, Love Christmas and the Hardship fund. The Christmas collection for Resurgo's Spear programme was mainly given direct to the charity with a small amount collected by St Stephen's.

Unrestricted funds

At the end of the year the unrestricted funds total was £986,000 of which £595,000 is held as fixed assets (mostly

properties) with most of the remaining balance of £391,000 held as cash.

The unrestricted funds made a surplus of £85,000, this is due to a combination of staff vacancies and deferred maintenance spend partly due to lower staff capacity. In 2020, £50,000 of expenditure was capitalised as fixed assets, this included the investment in the upgrade to the church heating. £75,000 of the surplus will go into a designated fund for the future building investment needed over the next 5 years.

St Stephens PCC paid £170,000 to the London Diocesan Common Fund, comprising Parish Standard Cost (PSC) of £85,000 and a "support" contribution of £85,000. The PSC covers the total cost of our vicar, our share of the cost of curates employed in the Diocese, training for ordination and other central Diocese costs. The additional support contribution is commensurate with the amounts requested from and given by other large churches in the Kensington Area and goes towards supporting churches in the London Diocese that are not able to cover PSC in full, including those that have been recently planted to churches in urban deprivation areas, where incomes are very low.

The PCC continues to be generous to missionary and charitable giving. Note 4 shows that as with 2019, a total of £174,000 was given away. This includes £51,000 towards global engagement - both partner organisations and individual mission partners, £38,000 towards UK engagement and long-term UK relationships in addition to the £85,000 common fund support.

Restricted funds

At the end of the year the restricted funds total £1,170,000 which represents; the Crossway and the two ancillary residential properties, the Vicar's Discretionary Fund which provides confidential relief of hardship at the discretion of the Vicar and the centrally managed Hardship Fund, established in 2020, for those who are members of the church family.

Reserves

The cash position has increased by £81,000 to £391,000 at 31 December 2020. It is PCC policy to maintain sufficient unrestricted cash balances to meet near term expenditure, including any emergencies that may arise from time to time. In practice this means that we aim to maintain a general fund cash balance of between two and four months expenditure. Our cash balances represent approximately 20 weeks of expenditure budgeted in 2021.

Cash management

It is our policy to invest longer-term cash balances in the CBF Church of England Deposit Fund ("the Fund"), which offers a competitive rate of interest. They also use a mechanism which enables us to limit our exposure to bank default risk as the total value of our cash deposits significantly exceed the maximum amount which can be protected under the Financial Services Compensation Scheme.

Shorter-term working capital is held on our current and reserve accounts at Barclays.

Financial position

The PCC is satisfied with the financial position of the Church and considers that it is appropriately placed to manage its risks successfully during the current economic conditions. The PCC considers there to be adequate resources for the Church to continue in operational existence for the foreseeable future and that there are sufficient funds to support current and planned activities. Accordingly, it continues to adopt the going concern basis in preparing the accounts.

Statement of Parochial Church Council's responsibilities

The Church Accounting Regulations 2006 require the PCC to prepare annual financial statements which give a true and fair view of the state of affairs of the church and of the financial activities for that period. In preparing those financial statements, the PCC is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the accounts on the going concern basis unless it is manifestly inappropriate to presume that the activities of the church will continue.

The PCC is responsible for keeping accounting records which disclose, with reasonable accuracy the financial position of the church and which enable them to ensure that the financial statements comply with the Charities Act 2011 and the Church Accounting Regulations 2006. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the church and to prevent and detect fraud and other irregularities.

Public Benefit

The PCC is aware of the Charity Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion and have taken account of it in the administration of the church.

The PCC believes that by promoting the Christian faith it provides a benefit to the public by:

- Providing facilities for public worship, pastoral care and spiritual development, both for existing church members and for anyone who wishes to benefit from what the church offers; and
- Promoting Christian values and service by members of the church in and to their communities to the benefit of individuals and to society as a whole.

J. P. B. Barnes

Approved by the PCC and signed on its behalf by
Rev J P B Barnes
Chairman

29.3.21

Principal Office at 30 Crown Road
Twickenham, Middlesex
TW1 3EE

Independent auditors' report to the PCC of St Stephen's Church, East Twickenham

We have audited the financial statements of St Stephens Church (the 'charity') for the year ended 31 December 2020 which comprise the statement of financial activity, balance sheet, cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2020, and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the PCCs' Responsibilities Statement set out on page 15, the trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Sarah Squires ACA (Senior Statutory Auditor)
For and on behalf of MGI Midgley Snelling LLP
Chartered Accountants, Statutory Auditors

Ibex House, Baker Street
Weybridge, Surrey, KT13 8AH

7 April 2021.

	Notes	2020 Unrestricted Funds £	2020 Restricted Funds £	2020 Total Funds £	2019 Unrestricted Funds £	2019 Restricted Funds £	2019 Total Funds £
INCOME FROM:							
Donations and legacies							
Voluntary Income from Donors		946,524	6,702	953,226	909,638	135,038	1,044,675
Other voluntary income		21,984	-	21,984	1,000	-	-
		968,508	6,702	975,210	910,638	135,038	1,044,675
Charitable activities		65,518	-	65,518	103,381	-	103,381
Investment income - interest		597	2	599	955	3	955
TOTAL INCOME	2	1,034,623	6,704	1,041,327	1,014,974	135,041	1,149,011
EXPENDITURE ON:							
Charitable activities		914,981	63,305	978,286	940,136	244,799	1,184,935
TOTAL EXPENDITURE	3	914,981	63,305	978,286	940,136	244,799	1,184,935
Net income / (expenditure)		119,642	(56,601)	63,041	74,838	(109,759)	(34,920)
Gross transfers between funds	12	(34,992)	34,992	-	(32,814)	32,814	-
Net movement in funds		84,650	(21,609)	63,041	42,024	(76,945)	(34,920)
RECONCILIATION OF FUNDS							
Total funds brought forward		901,795	1,191,652	2,093,447	859,771	1,268,597	2,128,368
TOTAL FUNDS CARRIED FORWARD	16	986,445	1,170,043	2,156,488	901,795	1,191,652	2,093,447

The statement of financial activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

The notes on pages 21 to 29 form part of these financial statements

	Notes	£	2020 £	£	2019 £
Tangible Fixed assets	9		1,757,154		1,762,630
Current assets					
Debtors	10	52,062		84,859	
Cash at bank and in hand		391,222		310,102	
		443,283		394,961	
Creditors: falling due within one year	11	(43,949)		(64,144)	
Net current assets			399,334		330,816
Net assets less current liabilities			2,156,488		2,093,446
Net assets			2,156,488		2,093,446
Reserves					
Restricted funds:					
Crossway	12	1,162,264		1,191,651	
Vicar's discretionary fund	12	1,994		-	
Hardship Fund	12	5,785		-	
Global engagement fund	12	-		-	
			1,170,043		1,191,651
Unrestricted funds:					
General fund	13	391,555		330,816	
Fixed asset reserve	13	594,890		570,979	
			986,445		901,795
	16		2,156,488		2,093,446

The accounts have been prepared in accordance with the Financial Reporting Standard 102.

These accounts were approved by the PCC on 29th March 2021 and were signed on its behalf by

J P B Barnes
.....
Rev J P B Barnes *Chairman*

M Baird
.....
M Baird *Honorary treasurer*

The notes on pages 21 to 29 form part of these financial statements

	2020 £	2019 £
Cash flows from operating activities	131,391	6,271
Cash flows from investing activities		
Purchase of fixed assets	(50,270)	(1,012)
Cash flows from financing activities	-	-
Change in cash and cash equivalents in the year	81,121	5,259
Cash and cash equivalents at the beginning of the year	310,102	310,102
Cash and cash equivalents at the end of the year	391,222	310,102

Reconciliation of net income/(expenditure) to net cash flows from operating activities

	2020 £	2019 £
Net income/(expenditure) for the year	63,041	(34,920)
Depreciation	55,748	53,862
(Increase)/decrease in debtors	32,797	(16,784)
Increase/(decrease) in creditors	(20,196)	4,113
	131,391	6,271

The notes on pages 21 to 29 form part of these financial statements

Notes to the accounts

1. Accounting policies

St Stephens Church is a registered charity in England & Wales. Its principal activities and principal address are stated in the trustees' report.

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the church's accounts.

Basis of preparation

The accounts have been prepared in accordance with the Church Accounting Regulations 2006 together with applicable accounting standards and the Charities Statement of Recommended Practice, in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The Charities SORP, FRS 102) and under the historical cost accounting rules.

St Stephens Church meets the definition of a public benefit entity under FRS 102.

Going Concern

In light of the rapid global spread of the Coronavirus "COVID-19" in early 2020, that continues to be cause disruption into 2021, the trustees have reviewed and stress tested projections and budgets for the next twelve months. Following this review, the trustees consider the Charity to be a going concern. The trustees have taken steps to ensure that the charity has sufficient resources available to be resilient to the effects of COVID-19.

Income

The accounts are prepared on the accruals basis of accounting: income is recognised when receivable, except for donations of all kinds that are recognised when received; income tax recoverable is recognised at the same time as the donation.

Funds generated through special events and sales of books and magazines are accounted for gross.

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

Rental income from letting of church premises is recognised when the rental is due.

Legacies are only recognised when received. Donated goods are recognised at fair value.

Expenditure

'Resources expended' has a wider meaning than 'expenditure': it excludes the costs of fixed assets that are capitalised but includes their subsequent depreciation on the basis set out below. The categories as defined by the SORP are:

- Costs of generating funds are those costs incurred in fundraising.
- Charitable expenditure comprises those costs incurred by the PCC in the delivery of its activities and services. It includes all costs that can be allocated directly to such charitable activities.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees.
- Support costs are allocated based on usage levels.

Funds

General funds represent funds that are not subject to any restrictions regarding their use and are available for application on the general purposes of the PCC. Restricted funds are those which have been given for a specific purpose such as for building the CrossWay or improving the Church building, further details of which are set out under "Financial review" in the Annual report; they include other funds designated by the PCC for the specific purpose.

Notes to the accounts

Fixed assets and depreciation

Consecrated land and buildings and movable church property are excluded from the accounts by s10 of the Charities Act 2011. Expenditure on improvements to the church and additions to moveable church property are expensed as incurred. Such assets are considered inalienable property and require a faculty for their disposal.

Items of plant and equipment used within the church and other premises are capitalised where the acquisition value exceeds £1,000. Depreciation is provided on these assets so as to write off their cost or valuation less any estimated residual value by equal instalments over their estimated useful economic lives as follows:

Freehold buildings	-	50 years
Plant and machinery	-	4 or 10 years

No depreciation is provided on freehold land.

Leases

Assets acquired under finance leases are capitalised and the outstanding future lease obligations are shown in creditors. Operating lease rentals are charged to the profit and loss account on a straight line basis over the period of the lease.

Cash at bank and in hand

Cash at bank and in hand includes funds deposited with CBF Church of England funds.

Pensions

The church participates in the Pension Builder Scheme section of the Church Workers Pension Fund for its staff. The scheme is administered by the Church of England Pensions Board, which holds the assets of the scheme separately from those of the Employer and the participating employers.

The scheme is considered to be a multi-employer scheme as described in section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme.

Debtors

Debtors are recognised at the settlement amount due after any discounts offered.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments, including other debtors and creditors are initially recognised at transaction value and subsequently measured at their settlement value.

Critical accounting estimates and areas of judgement

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. The following judgements and estimates are considered by the PCC to have most significant effect on amounts recognised in the financial statements.

(i) Useful Economic Lives

The annual depreciation charge for property, plant and equipment is sensitive to change in the estimated useful economic lives and residual values of assets. These are reassessed annually and amended where necessary to reflect current circumstances.

(ii) Support cost allocations

The allocation of support costs between activities is based on estimates of the resources used by Central Services on each of these activities.

2 TOTAL INCOME

	2020			2019		
	General Unrestricted Funds	*Restricted Funds*	*Total*	*General Unrestricted Funds*	*Restricted Funds*	*Total*
	£	£	£	£	£	£
Voluntary Income from donors						
Regular giving	580,655	-	580,655	539,312	-	539,312
Income tax recoverable on standing orders	123,743	-	123,743	116,241	-	116,241
Single gifts						
- direct & via charitable agencies	196,306	2,096	198,402	189,097	116,583	305,679
Income tax recoverable on single gifts	36,548	120	36,668	38,113	13,834	51,947
Collections at all services	9,271	4,487	13,758	26,876	4,621	31,497
	946,524	6,702	953,226	909,638	135,038	1,044,676
Other voluntary incoming resources						
Grant income - COVID-19	19,806	-	19,806	-	-	-
Legacies	2,178	-	2,178	1,000	-	1,000
	21,984	-	21,984	1,000	-	1,000
Total Donations and legacies	968,508	6,702	975,211	910,638	135,038	1,045,676
Activities for generating funds						
Crossway & Church lettings	19,435	-	19,435	53,989	-	53,989
Property rent	37,204	-	37,204	20,146	-	20,146
	56,639	-	56,639	74,135	-	74,135
Incoming resources from charitable activities						
Little Acorns/Refresh	1,899	-	1,899	7,734	-	7,734
Income from events *(note 7)*	3,790	-	3,790	16,116	-	16,116
Fees	3,190	-	3,190	5,397	-	5,397
	8,879	-	8,879	29,246	-	29,246
Total resources from charitable charitable activities	65,518	-	65,517	103,381	-	103,381
Interest income						
Vicar's discretionary fund	-	2	2	-	3	-
Unrestricted fund	597	-	597	955	-	955
Total investment income	597	2	599	955	3	958
Total incoming resources	1,034,623	6,704	1,041,327	1,014,975	135,041	1,150,015

3 TOTAL EXPENDITURE

	2020			2019		
	General Unrestricted Funds	*Restricted Funds*	*Total*	*General Unrestricted Funds*	*Restricted Funds*	*Total*
	£	£	£	£	£	£
Grants – see note 4						
Global engagement	21,008	30,215	51,223	32,504	30,520	63,024
UK engagement	36,818	1,330	38,148	37,325	184,891	222,216
Common Fund – support to other parishes in London Diocese	85,000	-	85,000	78,200	-	78,200
	142,826	31,545	174,371	148,029	215,411	363,440
Activities directly relating to the work of the church						
Common Fund – Parish standard cost	85,000	-	85,000	82,800	-	82,800
Additional clergy and parish costs	71,014	2,372	73,386	43,614	-	43,614
Children's work	86,676	-	86,676	52,414	-	52,414
Youth work	57,691	-	57,691	59,841	-	59,841
Pastoral	53,531	-	53,531	78,857	-	78,857
Worship	30,193	-	30,193	68,723	-	68,723
Houses: rent, upkeep & depreciation	35,330	6,963	42,293	16,743	6,963	23,706
Church running costs & maintenance	78,371	-	78,371	63,330	-	63,330
Fees (Cof E)	1,067	-	1,067	3,593	-	3,593
Events expenditure *(note 7)*	1,047	-	1,047	20,455	-	20,455
	499,920	9,335	509,255	490,371	6,963	497,334
Support costs - see note 5						
Administrative & support staff	90,190	-	90,190	109,036	-	109,036
Communication and publicity	62,623	-	62,623	44,354	-	44,354
Church office	58,246	-	58,246	75,130	-	75,130
Bank charges	500	-	500	877	-	877
Crossway	46,681	22,425	69,106	57,617	22,425	80,042
Governance costs - audit and other financial fees	13,995	-	13,995	14,722	-	14,722
	272,234	22,425	294,659	301,736	22,425	324,161
Total cost of charitable activities	914,981	63,305	978,286	940,136	244,799	1,184,935

4 Grants - Missionary and charitable giving

	2020			2019		
	Global Engagement £	UK engagement £	Total £	Global Engagement £	UK engagement £	Total £
To institutions						
Christ Church Feltham	-	-	-	-	182,000	182,000
St Richards Church Hanworth	-	-	-	-	15,000	15,000
Radstock Ministries (Paul Williams)	3,938	-	3,938	4,034	-	4,034
Operation Mobilisation UK (Johnsons)	1,800	-	1,800	7,245	-	7,245
Church Mission Society (Cacouris)	-	-	-	6,500	-	6,500
CPAS	-	3,000	3,000	-	1,500	1,500
Crossway Pregnancy Crisis Centre	-	6,200	6,200	-	6,200	6,200
St Stephen's School	-	6,800	6,800	-	6,800	6,800
Crosslight	-	13,500	13,500	-	6,000	6,000
Athooch Diocese Sudan	1,331		1,331			
St Pauls Hounslow West Food Bank	-	6,667	6,667	-	-	-
3 (2019:2) grants less than £1,000	-	600	600	-	800	800
Global partnership						
Tearfund	8,294	-	8,294	8,000	-	8,000
SOMA	5,295	-	5,295	5,000	-	5,000
ASHA	15,295	-	15,295	15,000	-	15,000
						-
From Christmas collection						-
Tearfund	-	-	-	2,410	-	2,410
Houslow West Community Café	-	-	-	-	2,410	2,410
Richmond Food Bank	-	-	-	-	-	-
Resurgo SPEAR*	-	240	240	-	-	-
						-
To Individuals:						-
Bob & Becky Faber	7,350	-	7,350	7,140	-	7,140
Richard Gordon-Smith	7,560	-	7,560	7,245	-	7,245
5 (2019:8) grants less than £1,500	360	1,141	1,501	450	1,506	1,956
Total	51,223	38,148	89,371	63,024	222,216	285,240
To the Diocese of London						
Common Fund – support to other parishes	-	85,000	85,000	-	78,200	78,200
Total	51,223	123,148	174,371	63,024	300,416	363,440
Being:			-			
Unrestricted Fund	21,008	121,818	142,826	32,504	115,525	148,029
Restricted Funds	30,215	1,330	31,545	30,520	184,891	215,411
	51,223	123,148	174,371	63,024	300,416	363,440

* With further donations paid directly to SPEAR, a full year of support will be provided for one young person.

5 Support Costs

	Children	Youth	Pastoral	Worship	Events	Property	Total	Basis of allocation
	£	£	£	£	£	£	£	£
Administration and support	28,861	22,548	10,823	10,823	9,921	7,215	90,190	Usage
Communication and publicity	18,787	18,787	6,262	12,525	6,262	-	62,623	Usage
Church office	11,649	17,474	8,737	2,912	5,825	11,649	58,246	Usage
Bank charges	100	100	100	100	100	-	500	Usage
Crossway	13,821	-	6,911	13,821	34,553	-	69,106	Usage
Governance costs	4,478	3,499	1,679	1,679	1,538	1,120	13,995	Usage
	77,696	62,407	34,512	41,860	58,199	19,984	294,659	

6 Resources expended include

	2020	2019
	£	£
Diocesan Common Fund		
- Parish standard cost	85,000	82,800
- Support to other parishes in London Diocese	85,000	78,200
	170,000	161,000
Auditors' remuneration	6,000	4,850
Other services payable to auditors	3,312	2,056
Total auditor expenses	9,312	6,906

7 Events income and expenditure

	2020			2019		
	Incoming resources	Resources expended	Net income /(spend)	Incoming resources	Resources expended	Net income /(spend)
	£	£	£	£	£	£
Children's events	77	132	(55)	1,542	4,275	(2,733)
Youth events	380	20	360	5,228	5,990	(762)
Evangelism and pastoral events	3,332	785	2,547	5,066	3,751	1,315
Focus & other festivals	-	110	(110)	4,280	6,439	(2,159)
	3,790	1,047	2,743	16,116	20,455	(4,339)

8 Staff numbers and costs

The average number of staff (full time equivalent but excluding those within the diocesan quota, namely the vicar and curate) working for St Stephen's during the year was as follows:

	2020	2019
Clergy	1	1
Lay ministers	8	9
Administration	4	4
Total	13	14

No employee was paid more than £60,000 (2019: none). The aggregate payroll costs were as follows:

	£	£
Wages and salaries	358,048	347,954
Social security costs	25,083	25,275
Other pension costs	22,925	24,250
	406,056	397,479

9 Tangible fixed assets	Freehold land & buildings £	Plant and equipment £	Total £
Cost or valuation			
At beginning of year	2,619,362	296,411	2,915,772
Additions	-	50,270	50,270
Disposals	-	(10,903)	(10,903)
At end of year	2,619,362	335,778	2,955,139
Depreciation			
At beginning of year	866,697	286,444	1,153,141
Disposals	-	(10,903)	(10,903)
Charged in year	41,423	14,325	55,748
At end of year	908,120	289,866	1,197,985
Net book value			
At 31 December 2020	1,711,242	45,912	1,757,154
At 31 December 2019	1,752,664	9,967	1,762,631

Land and buildings	2020	2019
At Cost	£	£
Church Office, 30 Crown Road	197,343	197,343
Two residential properties, Richmond Road	457,303	457,303
Church Hall, Crossway	1,370,328	1,370,328
Two other residential properties	594,387	594,387
	2,619,361	2,619,361

The current open market value of all properties included in the above register, apart from the Crossway, is likely to be significantly higher than the book values shown above. The Crossway is difficult to value and if sold may require us to return some of the sales proceeds to donors who gave them in restricted form. The former church hall is let to St Stephen's School at a peppercorn rent under a lease expiring in 2035 which requires the tenant fully to repair and maintain the property.

10 Debtors

	2020	2019
	£	£
Income tax recoverable	39,209	73,022
Other debtors	10,208	9,037
Prepayments and accrued income	2,645	2,800
	52,062	84,859

11 Creditors due within one year

	2020	2019
	£	£
Other creditors	15,900	26,762
Social security and other taxes	7,134	8,461
Accruals and deferred income	20,915	28,921
	43,949	64,144

12 Unrestricted and restricted - movement in funds

	At 31st Dec 2019	Incoming resources	Resources expended	Transfers	Balance at 31st Dec 2020
	£	£	£	£	£
Unrestricted funds					
Fixed asset reserve	570,979	-	-	23,911	594,890
Building maintenance fund	-	-	-	75,000	75,000
General fund	290,816	1,034,623	(884,981)	(123,903)	316,555
Vision fund	40,000	-	(30,000)	(10,000)	-
Total unrestricted funds	901,795	1,034,623	(914,981)	(34,992)	986,445
Restricted funds					
Crossway	1,191,651	-	(29,387)	-	1,162,264
Global Engagement fund	-	2,215	(30,215)	28,000	-
Hardship fund	-	4,487	(3,702)	5,000	5,785
Vicar's fund	-	2	-	1,992	1,994
Total restricted funds	1,191,651	6,704	(63,304)	34,992	1,170,043
Total funds	2,093,446	1,041,327	(978,285)	-	2,156,488

13 Unrestricted Fund

	2020	2019
	£	£
Reserves at the beginning of the year	901,795	859,771
Net (outgoing)/incoming reserves	84,650	42,024
Reserves at the end of the year	986,445	901,795
represented by:		
Cash reserves (net current assets)	391,555	330,816
Fixed asset reserve	594,890	570,979
	986,445	901,795

14 Pensions

The charity participates in the Pension Builder Scheme section of the Church Workers Pension Fund for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the charity and the other participating employers. The charity's pension is held in the Pension Builder 2014 section which is classed as a defined benefit scheme.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SOFA in the year are the contributions payable 2020: £22,925, (2019: £24,250). Contributions amounting to £2,967 (2019: £2,133) were outstanding at the year end and are included in creditors.

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 December 2016. A valuation as at 31 December 2019 was under way as at 31 December 2020.

For the Pension Builder 2014 section, the valuation revealed a surplus of £1.8m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, the charity could become responsible for paying a share of that employer's pension liabilities.

15 Commitments

There are no payments due under non-cancellable operating leases expiring within two to five years (2019: £Nil).

16 Analysis of fund assets

	Crossway	Vicar's fund	Global engagement fund	Christ Church Feltham	Special collections	Unrestricted	Total
	£	£	£			£	£
As at 31st December 2020							
Cash at bank and in hand	-	1,994	821	-	5,885	382,522	391,222
Debtors	-	-	63	-	25	51,974	52,062
	-	1,994	884	-	5,910	434,496	443,283
Current creditors	-	-	(884)	-	(125)	(42,940)	(43,949)
Net current assets	-	1,994	-	-	5,785	391,555	399,334
Fixed assets	1,162,264	-	-	-	-	594,890	1,757,154
	1,162,264	1,994	-	-	5,785	986,445	2,156,488
As at 31st December 2019							
Cash at bank and in hand	-	(8)	-	-	-	310,110	310,102
Debtors	-	8	206	11,034	-	73,611	84,859
	-	-	206	11,034	-	383,721	394,961
Current creditors	-	- -	206 -	11,034	-	(52,904)	(64,144)
Net current assets	-	-	-	-	-	330,816	330,816
Fixed assets	1,191,651	-	-	-	-	570,979	1,762,630
	1,191,651	-	-	-	-	901,795	2,093,446

17 Related Party Disclosures

No trustees have been paid any remuneration or received any other benefits from their association with the charity.

No expenses were paid to members (2019: 2) of the PCC during the year in respect of travel and subsistence (2019: £2,129).

A close family member of Jasmine Morse-Woolford, who is a member of the PCC, received remuneration of less than £15,000 during the year.

18 Events after the reporting date

Since the reporting date, the impact of the COVID-19 pandemic across the world continues to led to some concerns for many charities.

The trustees have performed stress tests and applied these to various budgets and forecasts and the trustees believe this will not have a significant impact on the charity continuing as a going concern. Given the level of cash held by the charity and levels of reserves available, the charity is in a position to continue as a going concern for the next twelve months.

The ability to be able to provide services and deliver all the different forms of ministry virtually plays a key role in the charity meeting it's needs.