THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF EMMANUEL NORTHWOOD

England & Wales · Charity number 1132091

Details

Other names	EMMANUEL NORTHWOOD PCC
Status	Registered
Legal form	Previously excepted
Registered	2009-10-13
Register	View on the Charity Commission register

Contact

Address	Emmanuel Church Church Road Northwood HA6 1AS
Phone	01923845201
Email	ecnoffice@ecn.org.uk
Website	www.ecn.org.uk

Activities

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

Activities: Education and Training.

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
- Hillingdon

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£584,675	£609,733	£2,459,551	7
2024-12-31	£625,816	£590,591	£2,494,078	6
2023-12-31	£564,469	£591,822	£2,363,064	6
2022-12-31	£737,212	£751,790	£2,369,074	7
2021-12-31	£579,598	£528,723	£2,415,842	7
2020-12-31	£560,729	£518,187	£2,200,854	5

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Trustees

Name	Role	Appointed
TIM MEATHREL	Chair	2017-09-05
Aitua Ekhaese		2026-04-26
Ben Pearkes		2021-04-25
Brian Cox		2024-04-28
CHRISTOPHER DAVID DAYKIN		2021-04-25
Catherine Mary Brewer		2022-04-01
Emmanuel Nnatuanya		2022-04-01
Geoffrey Richard Gale		2020-10-18
John Martin Giles DENHAM		2024-04-28
Keren Ruth Pollock		2023-05-14
Lynne Marie Burke		2020-10-18
Mark Mugglestone		2025-05-11
Mehdi Rasaei		2026-04-26
Michael Davey		2022-04-01
Nichola Rani Davis		2026-04-26
Paul Gareth Bronnert		2021-04-25
Pauline Amanda Smith		2021-04-25
Rev Nina Oskarsdottir		2021-01-14
Sarah Groves		2026-04-26
Stanley Musa		2026-04-26
Stephen Walter James Hall		2024-04-28
Weng-Yuen Wong		2025-05-11

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF EMMANUEL NORTHWOOD

England & Wales - Charity number 1132091

Accounts

emmanuel church northwood

Annual 2025 Report of the Trustees of Emmanuel Church Northwood

Activities of the
Parochial Church Council
with Financial Statements
for the year ended
31/12/25

Registered Charity No. 1132091

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1 Introduction

Emmanuel Church Northwood (ECN) is an Anglican Evangelical Charismatic church that has served its parish for over 100 years. In 2025, it held three Sunday services: traditional worship (9:00 am), informal worship with groups for children and young people (10:30 am), and contemporary worship (5:30 pm).

The church leadership consists of

Senior Leader	Rev. Tim Meathrel
Senior Leader	Kate Meathrel
Associate Leader	Rev. Dave Scott (until March 2025)
Associate Leader	Rev. Nína Smith Óskarsdóttir
Operations Manager	Jon Whitmarsh

1.1 Our Mission

A church of missional disciples seeking to love God and love each other; influencing our community, city, nation and world with the love of Jesus that we might see His Kingdom come.

1.2 Our Values

We believe that God is calling us to be...

- a church for our local community; focused on loving, serving and reaching those who don't yet know Jesus.
- a family of missional disciples who are bold and courageous, unafraid to take risks and step out in faith
- willing to follow God's leading and direction and to pay the price of being obedient to his call in the use of ourselves, our time and our resources.
- committed to the Word, the Spirit, worship and prayer.

2 PCC Governance and Structure

The church's Parochial Church Council (PCC) operates under the Church of England and is a registered charity. The PCC follows Charity Commission guidelines on public benefit, engaging in various ministries for children, young people, and adults within the church, parish, and beyond. The membership of the PCC is given in the section 15.2.
The members of the PCC are the Trustees for ECN and hence present this annual report along with financial statements for the year ending 31 December 2025, adhering to *Statement of Recommended Practice (SORP)* applicable to charities preparing their accounts in accordance with the *Financial Reporting Standard (FRS)* applicable in the UK and Republic of Ireland: SORP FRS 102.
The PCC plays a vital role in ensuring the church functions legally, ethically, and effectively. Compliance with charity law, safeguarding policies, and financial regulations is crucial, alongside maintaining the spiritual and community mission of the church.

2.1 Organisation

The PCC is chaired by Tim Meathrel as Vicar and Senior Leader. It has various sub-committees. These play an important role in supporting the PCC's responsibilities, managing assigned budgets, and furthering the church's vision.
The PCC selects sub-committee chairpersons in the first meeting following the Annual Parochial Church Meeting (APCM). While they are typically PCC members, this is not always the case. Nor is sub-committee membership restricted to PCC members, and broader participation from the congregation is actively encouraged.

Tim Meathrel and the two churchwardens serve as ex-officio members of all sub-committees.
The chairpersons and membership of each committee are listed in the Administrative Information section 15.

2.1.1 Standing Committee

This handles PCC business between meetings, following PCC directions.

2.1.2 Finance Committee

The Finance Committee oversees the finances of Emmanuel. It monitors income and expenditure, recommends budgets to the PCC, maintains appropriate financial controls and co-ordinates reviews of Christian stewardship and encouragement of efficient planned giving.
The Financial Review for 2025 is available in section 14.

2.1.3 HR Committee

The HR Committee acts as an advisory body to the PCC on the appointment andremuneration of non-clerical staff and other HR related matters.

2.1.4 Property Committee

The Property Committee works to ensure that church buildings, fabric and ornaments remain in good order. A formal report to the APCM is delivered each year and can be found in section 12.

As well as overseeing the maintenance of the Church buildings the Property Committee oversees the other properties owned by the PCC.

2.1.5 Risk Committee

The Risk Committee is in place to ensure Emmanuel is addressing its risks appropriately.
The risks to the church are divided into 8 'baskets': Finance, Safeguarding for Children and Vulnerable Adults, Key Compliance, Health and Safety, IT & Data, Staffing Matters, Strategic Planning and Volunteers.
The committee meets at least twice a year and works through each of the risk baskets at least once every 18 months. The risk basket holder is invited for that specific meeting. At all meetings there is also the opportunity to raise 'arising risks' which are reviewed and evaluated.
During the meetings, the risk committee challenge the risk basket holder to identify any changes to the current scoring (increasing or decreasing the current risk to the church) and discuss new and current mitigation to confirm the risk is being addressed appropriately.
The current Risk Profile is given in section 15.9.

2.1.6 International Mission Committee (IMC)

The IMC remains dedicated to fostering the church's engagement in the Great Commission, focusing on education, mission partner support, youth involvement, and integrating prayer for world mission into church life. A fuller report is available in section 0 and a list of mission partners in section 15.11.2.

2.1.7 Safeguarding Committee

The Safeguarding Committee purpose and role is:

- To provide a lead on safeguarding children, young people and vulnerable adults within ECN
- To take the lead on developing and reviewing, on an ongoing basis, ECN's safeguarding policy, practice and evolving safeguarding strategy.
- To keep safeguarding policy and practices a high profile within ECN

The committee meets as required but at least four times a year and reports to the PCC monthly about any open cases or incidents after any personal details have been anonymised.
Further information about Safeguarding is found in section 11.

2.1.8 Eco Committee

The Eco Committee's main objective is to remind people of the story of God's Creation, its beauty and God's instruction to look after the planet and its people.

3 PCC Secretary Report

Ten meetings took place in 2025. Key topics included:

3.1.1 Monthly Summary of PCC Proceedings

January

Mission: Mission Partners had reduced in numbers due to retirements.
Property: A building review found old boilers, heating and toilet problems, limited space, disabled access concerns, and a need for flexible rooms.
Finance: The 2024 surplus came from a legacy and lower costs; £36,000 from a legacy was allocated to designated funds.
Pastoral Care Challenges: Workloads for Tim, Kate, and Nina were recorded as being unsustainable. Congregation was asked to only contact clergy outside working hours in emergencies.
Living in Love and Faith (LLF): The PCC decided to use the Ephesian Fund for contributing to the diocese for clergy stipends to register concern about Diocese direction without disrupting operations.
Third Age Ministry Report: The Wednesday Fellowship's membership remained steady but is aging, with few younger retirees joining. This may pose future challenges as retirement patterns change.

February

Finance: 2024 accounts and the 2025 budget were presented.
Property: The PCC discussed balancing the church's sacred purpose with flexible use. Hall heating was found lacking; options considered included infrared and gas.
Governance: Annual Report and Accounts for 2024 were approved.
Trustee Report: The APCM draft detailed PCC functions and committees, summarised 2024 reports, and named contributors.
Policy: The 2025 Safeguarding Policy was approved and signed.

March

Ministry Report: The Youth Ministry was growing but more volunteers are needed.
Property Report: Carpet replacement quotes for the lounge and offices were reviewed.
Finance Report: 2024 accounts were approved.

April

Property: The cabling in church project showed positive development.
Governance: Following the APCM, officers were (re) appointed: Giles Denham (Vice-Chair), Paul Cluett (Secretary), Jon Whitmarsh (Electoral Roll Officer) and Chris Daykin (Treasurer).
Finance: Bank signatories were updated following the change in Church Wardens.

May

Governance: PCC trustees' legal and spiritual roles were highlighted.
Risk Report: The Risk Committee identified 45–50 risks; top concerns are: not meeting church strategy, finances, safeguarding, and volunteer shortages.
Property: New carpets were installed.
Mission: It was decided that World Mission Sunday focus should be on the Persecuted Church.

June

Property: A quote for a new Hall gas heater was accepted.
Children and Families Ministry Report: Strong engagement, but fewer regular volunteers.
Finance: PCC approved the 2026 budget, with a Common Fund contribution of £149,170.

July

Safeguarding Training: Leadership training dominated the meeting.
Property: Cabling within the main church is nearly complete, new screens are installed, and hall heating update is set for August.
Staffing: Daniel Stringer appointed Property Supervisor; Associate Vicar interviews scheduled.

September

Worship Report: The report highlighted the growth of youth worship nights and technical improvements to sound and video.
Property: The Hall gas heater was reported as being fully operational, and the old coffee shop boiler had been removed.
Mission: Plans were finalised for the Worldwide Weekend and commissioning a member for the OM Step Programme.
LLF: A detailed presentation covered the "Alliance" campaign and the breakdown of trust with the House of Bishops. The PCC began to consider drafting a protest letter.

October

Staffing: Nina's funding moved to the Common Fund; Brian Cox became a volunteer Assistant Pastor.
Property: The DAC approved the Servery application, with the faculty application moving forward to court.
Pioneering Evangelism Report: The PCC discussed boosting faith-sharing confidence through mentorship and training.
LLF: The PCC reviewed a draft letter to bishops, but paused it based on "Alliance" advice pending updates.

November

Property: AV system installation in Lounge is nearly finished.
Finance: £36,000 from designated funds approved for Lounge/Kitchen upgrades.
Strategy: SWOT analysis of future plans conducted in small groups.
LLF: CofE situation remains chaotic; PCC will monitor with no action yet.

3.1.2 Common Threads & Recurring Themes

Safeguarding: Discussed at every meeting, with consistently high workloads and monthly case tracking.
Living in Love and Faith (LLF): Concerns over governance and trust in bishops led to financial protest and alignment with "The Alliance." A planned protest letter was paused after bishops changed their approach in October.
Property & Building Works: A busy year with major refurbishment work completed in the church hall, lounge and main kitchen, including new heating and lighting systems. The need to apply for a faculty to install a permanent servery in the Westgate had held up that project.
Finance: The church uses a faith-based budget, often ending in surplus due to legacies and budget underspends. The Ephesian Fund is used strategically to signal LLF-related concerns to the Diocese.
Staffing: Major staff changes included Dave Scott's departure and new appointments of Daniel Stringer (Property) and Brian Cox (Volunteer Assistant Pastor).

3.1.3 Specific Training & Group Work Activities

January: Group discussions on building usage, vision, and space needs.
February: Working group began drafting the "Statement of Need".
May: Training session on PCC Trustee roles and Charity Commission duties.
July: Safeguarding Leadership session led by Gill Denham and David Sinclair.
September: LLF history presentation.
October: Discussions on faith sharing confidence.
November: Small groups performed SWOT analysis for strategy.

4 Church Vision

In 2025, ECN launched a new vision:

Encountering

Restoring

Discipling

Sending

4.1.1 Encountering

We believe that God is calling Emmanuel to be a place of encounter. A church where people can encounter the true, living God. A church where we encounter each other as family.

4.1.2 Restoring

We believe that God is calling Emmanuel to be a church where lives, marriages, families, church, and community are restored. We long to be a church renewed in the power of the Holy Spirit where all people can experience love, hope and freedom.

4.1.3 Discipling

We believe that God is calling Emmanuel to be church family where everyone is discipled in the way of Jesus. We long to be a church of missional disciples, living out a wholehearted, risk-taking discipleship, shaping our lives and ministry on Jesus.

4.1.4 Sending

We believe God is calling Emmanuel to be a sending church. A church that equips and sends us all as disciples of Jesus to bring God's kingdom everywhere we go. We believe that God is calling us to be a storehouse which gives away what God has entrusted to us.

4.2 Making a Difference

We are seeking to be a church that is making a difference. We are seeking to be a renewed, growing, confident church where more people's lives are transformed by the love of the Father as they encounter Jesus by the power of the Holy Spirit.

We long to be a church where people from every nation and background find a home, a family, hope and freedom. We are seeking to be disciple making disciples, patterning our lives on Jesus. We long to be a church of missional disciples building God's kingdom in our homes, schools, workplaces, and social spaces.

We are seeking to be a church restoring individual lives and communities, impacting our city, nation, and world.

5 Worship and Ministry

The 'Statistics for Mission Return' requires details of the numbers attending church in October, numbers attending during Christmas/Easter, information regarding the size of our worshiping community and electoral roll information each year. The last 3 years are shown below.

5.1 October Sunday Services

Across the 3 services the following was recorded for each Sunday:

	Sunday in Oct.	Adults	Under 18s
2023	1st	244	61
	2nd	213	64
	3rd	262	72
	4th	225	58
	Totals	***944***	***255***
2024	Sunday in Oct.	Adults	Under 18s
	1st	259	54
	2nd	277	56
	3rd	280	54
	4th	255	57
	Totals	***1071***	***221***
2025	Sunday in Oct.	Adults	Under 18s
	1st	275	51
	2nd	274	53
	3rd	243	54
	4th	236	51
	Totals + change from 2024	**1028 (-43)**	**209 (-12)**

Table 1: October Sunday Attendance

5.2 Christmas Services

2023

Attendance record for special services NOT including Christmas Eve and Christmas Day:

- Congregation and local community: **1197** people
- Schools: **2453** children

Attendance record for Christmas Eve and Christmas Day: **680** people

2024

Attendance record for special services NOT including Christmas Eve and Christmas Day:

- Congregation and local community: **636** people
- Schools: **2400** children

Attendance record for Christmas Eve and Christmas Day: **559** people

2025

Attendance record for special services NOT including Christmas Eve and Christmas Day:

- Congregation and local community: **1399** people
- Schools: **2780** children

Attendance record for Christmas Eve and Christmas Day: **555** people

5.3 Easter Services

2023: 268 people attended and received Communion on Easter Day.
2024: 265 people attended and received Communion on Easter Day.
2025: 476 people attended and received Communion on Easter Day.

5.4 Rites Performed

	Wedding(s)	Funerals performed in church- including memorial/ thanksgiving services	Funerals conducted in addition at the Crematorium	Infant(s) baptised	Thanksgiving services for young people	Thanksgiving services for adults
2023	1	8	7	1	6	2
2024	2	5	4	4	4	8
2025	3	6	1	4	7	2

Table 2: Rites performed

5.5 Electoral Roll

2023: The number on the Ecclesiastical Electoral Roll was **336**.
2024: The number on the Ecclesiastical Electoral Roll was **339**.
2025: The number on the Ecclesiastical Electoral Roll was **291**
The Electoral Roll Officer during 2025 was Jon Whitmarsh.

6 Small Groups

Kate Meathrel reports:

6.1.1 Vision and Values

The small group ministry is guided by the vision of ensuring "Every person connected"—emphasising the importance of connection with God and others for spiritual growth, wellbeing, and community witness. Small groups foster Fellowship, Formation, and Mission, bringing together individuals of diverse backgrounds to grow in faith and outreach.

6.1.2 Group Membership

Emmanuel Church has 20 small groups, structured as follows:

- 15 Home Group-style small groups meeting in homes/online
- 4 specialist groups: Oyster, Space, Contemplative Prayer, and Bible Journalling
- 1 short term study group meeting for 10 weeks at a time and reviewing
- Most of the groups meet in person, some meet via zoom, and some are hybrid.
- Meetings occur weekly, fortnightly or at less regular intervals and meet at various times and days of the week.
- Further details can be found on the church website: www.ecn.org.uk/small-groups.

6.1.3 Developments in 2025

- The group leaders have met together termly for encouragement, prayer to share resources and look ahead at the coming term including linking studies with the preaching series.
- We have been delighted to see the group primarily focussing on Young Adults thriving and welcoming new members
- We have planted a post Alpha group under the leadership of Michael and Catherine Davey.
- There have been changes of leadership in a few of the groups with some leaders stepping back and others stepping up

6.1.4 Strengths and challenges

- Groups provide excellent support for members, including those facing illness, bereavement, or unable to attend Sunday services as well as support for new parents and those getting married. Those who attend groups really appreciate the community and care they receive with many appreciating the prayer WhatsApp groups many groups have.
- We remain extremely grateful to all those who lead and host small groups for the excellent discipleship they provide as well as the community and friendship fostered in the groups.
- Those who are part of small groups feel more connected into the life of Emmanuel and are more likely to serve in the church and show a deeper level of personal discipleship.
- There are still many in the church family not in a group and encouraging church members into groups is still challenging.

7 Music and Worship Team

Matt Bird reports:

This past year has been a real encouragement, as we have journeyed as a church deeper in our worship. One of the main things to happen in this past year has been the move into a new vision of Encountering, Discipling, Restoring and Sending.
We have had highlights such as the Encounter evenings, and the introduction of the Worship Team Nights, which have been a great success in giving an opportunity for those to develop their skills and spend time together in community.
We have had some large technical projects, including the ongoing projects, re-cabling in the church and revamping the tech systems in the lounge.
From a team side, we have 64 different worship team members serving across all three of our services, 9.00, 10.30, and 5.30.
At the 9.00 am service, we had a couple of personnel move on, but we have been so encouraged by the many people who offered to step up and plug the gaps.
During the Summer, Matt's contract was renegotiated with new hours, from 17.5 hours a week, to 28 hours a week. Thank you for all those who were part of the process.

I am so excited to see what this next year holds as we continue to discover and live out the vision of Encountering, Discipling, Restoring and Sending!

Please pray that as people continue to encounter, and be discipled, that some will feel restored and find the courage to be sent out again.

8 Pastoral Care

Tim Meathrel reports:

8.1 3rd Age Ministry

At Emmanuel, we strive to provide meaningful ministry and support to those in the '3rd Age' of life. Our Sunday services continue to cater to this group, alongside significant pastoral care provided by our pastoral and staff teams. The Wednesday Fellowship and Oyster Midweek Group remain our primary 3rd Age ministries.

8.1.1 Wednesday Fellowship

Wednesday Fellowship (WF) has continued throughout the year, providing friendship and fellowship for its members. Attendance increased throughout the year from a regular attendance of 35-40 to averaging 45 members weekly. However, the number attending sometimes exceeds 50. Meetings occur weekly on Wednesday afternoons during school terms, offering a mix of fun activities, hymns, talks, prayers, and guest speakers. For our attendees, WF functions as a midweek worship service. Pastoral care is integral to WF, as members often face health challenges and bereavement.

8.1.2 Oyster Midweek Group

The Oyster Midweek Group meets weekly on Monday afternoons in Betty's Room. It provides fellowship, Bible study, prayer, and refreshments for a committed group of seniors.

8.1.3 Sunday Services

We remain committed to offering services that accommodate all age groups. While 3rd Age members attend all three weekly services, the 9:00 am service continues to provide traditional worship. This service has seen encouraging growth in attendance.

8.1.4 Pastoral Care

Pastoral care for the 3rd Age remains a priority. With increasing loneliness in society, WF remains an important point of contact and place where we can care for our members.

8.2 Pastoral Work

8.2.1 Pastoral Ministry Overview

Our Pastoral Team continues to provide pastoral care focusing on crisis support and home visits, including home communion visits. Our staff and dedicated teams ensure ongoing care for those unable to attend church. Emmanuel's strong culture of care is evident in the extensive pastoral support occurring naturally through services, small groups, and friendships.

8.2.2 Pastoral Team

Pastoral work is primarily led by Tim, Kate, Nina and Brian Cox supported by a dedicated team of 18 individuals providing varying levels of care. Additionally, many church members offer informal yet vital support within their networks.

8.2.3 Structure and Management

Pastoral needs are reviewed weekly in our Pastoral meeting. Three key teams provide structured care:

- **Home Communion Team** (coordinated by Brian Cox) – including a dedicated team conducting services in four local care homes.
- **Visiting Team** (coordinated by Brian Cox).
- **Bereavement Team** (coordinated by Jackie Madge).

8.2.4 Nature of Pastoral Work

Most pastoral needs are met informally within church groups and friendship networks. However, our team actively supports over 40 individuals facing challenges such as bereavement, debt, relationship issues, health concerns, and mental illness. Where safeguarding is required, we liaise with Gill Denham, the Parish Safeguarding Officer (PSO) and, if required, external agencies.

8.2.5 The Freedom Course

The Freedom Course was held in Spring 2025, led by Dave Scott, Keren Pollock, Lynne Burke, and Michael Davey. Four sessions were followed by prayer appointments, with around 15 participants.

8.2.6 Practical Support

Practical support is provided through church networks, as well as structured initiatives such as the Foodbank and Compassion Fund. In 2025, the Compassion Fund Team [Tim, Dave, Jan Fell, Judith Cox, Maria Pearkes, and Mark (Monty) Johnson] distributed around £2.7k to 11 recipients (8 church members and 3 from the local community).

9 Children and Youth Ministry

9.1 Children's Ministry

Chris Nalder reports:

9.1.1 The Sunday Children's Groups

Throughout the year we've managed to run our 4 groups (Blaze, Shine, Sparklers, and Twinkle) despite some challenges in the numbers of team members available.
We've successfully catered for up to 57 church family children weekly, and all our visitors additionally (24 just in the autumn term!), supported by a minimum of eight team members and parent volunteers.

The themed sessions over the three terms have focused on exploring what it means:

- **To follow Jesus** (Real Disciples - 'Disciples Are...'),
- **To get to know the real Jesus** ('Real Encounters- Getting to Know Jesus'), and
- **To be God's ordinary unsung heroes** (Real Purpose - 'Not all Heros Wear Capes') - like those in the Old Testament whom God was able to use so powerfully.

While the involvement of church members in these groups has been encouraging, the departure/ movement of several key leaders and helpers over the previous 18 months posed a challenge in finding suitable replacements.
We managed to get 2 new leaders to start, with 2 more being supported to move from 'helping' to 'leading' roles. We've also supported another few helpers to get started.

In the latter part of the year, following encouragements to join the team from the front, in Emmanuel News, and in person, we made the decision to re-arrange the groups. The balance of children attending at that time was:

1. High in Blaze and Shine,
2. Low in Sparklers, and
3. Least in Twinkle.

So, the agreed plan was to change Twinkle into a self-serve creche (with accessible areas both at the back of church, and in Betty's Room with live stream). This has freed up Twinkle team members to move up into the groups where we have had the key team shortages.

Huge thanks for the grace with which team members have responded to this change, and for all the hard work that goes into prepping sessions, leading sessions, and welcoming and caring for our children.

Huge thanks too to all those who pray for our children Sunday by Sunday!

9.1.2 Weekly Babies & Toddlers Group

A safe and stimulating environment for children under four and their caregivers.

Since the changes made in 2024 to better accommodate the needs of mothers with infants, this session has picked up in numbers of mothers attending through 2025, regaining a healthier balance alongside carers. Further growth has been seen both in engagement with monthly Wiggle & Worship sessions, and with the numbers of families coming through to attend church services/events -especially at Easter & Christmas, the Cassiobury Park trip in May, and even Tuesday morning Space sessions.

Judith, with support from Nina and our dedicated volunteer team, has continued to coordinate and lead these sessions effectively. The ministry offers great welcome, care and support, and continues to benefit from occasional visits by Hillingdon Children & Family and Health Care specialists. The main planned changes for 2026 are finding the people needed to cover Nina's involvement, as the emphasis of her ministry role changes and she steps back from BAT.

9.1.3 Monthly *Who Let the Dads Out* (WLTDO)

Beyond the regular involvement of several church families, these sessions have involved a small core of 4 or 5 families, plus occasional newcomers, who have really appreciated the opportunities provided for chat/fellowship, shared breakfast, play, and the occasional craft. We have continued developing more active and varied play and games in the hall, and in offering an outing to Ruislip Lido. Huge thanks to our small but faithful WLTDO volunteer team, including some little volunteers who help set up the space so beautifully each month. Going into 2026 we will have to do more work engaging our church family to invite non-churched friends/neighbours, and in raising the profile of this valuable session; Saturday is such a hugely busy day for families with so many options and activities competing for their attention/involvement.

9.1.4 Rock Up Friday Clubs

Running monthly -with the help of a small, dedicated volunteer team- these sessions have drawn 20-25 older children monthly, offering a mix of sports, games, and crafts.

It is a testament to the welcome and spirit with which they lead activities, how much the children look forward to each next Rock Up club. It's been a real encouragement to see the number of children who then continue to attend with us at the Hangout when they move up to Year 7, and to be able to engage some children from quite troubled backgrounds.

This initiative continues to provide an excellent opportunity for church members to invite friends and neighbours. It's also been a springboard for other significant events, such as the

- **Pancake Challenge** (February),
- **Easter Messy Good Friday**,
- **Cassiobury Park Trip** (May),
- **Big Summer Celebration** (July),
- **Summer Holiday Club** (August),

- **Light Party** (October) and the
- **Christmas family services**.

9.1.5 Summer Holiday Club

On the back of *Treasure Seekers* (2024), a wonderful team again helped run our ECN Kids Summer Holiday Club over 3 days, with the apologetics-oriented theme *The Investigators*.
It unpacked daily nuggets and key messages through stunning artistic backdrops, and themed drama instalments and team challenges each day, as well as connected team focus activities, and arts 'n crafts, sports, and games activities.

Children were introduced to the clear order and beauty of God's handiwork in the created universe, marvelling at the balance and purpose of species -even at the micro level of ants, bees, coral & algae - to oxygenate and sustain a planet fit for human life; before being transported back through time to dig up artefact proofs of the real history of Jesus and the earliest church communities.

Huge thanks to all who worked so hard to make this possible.

9.1.6 Schools Work

This spans six local primary schools featuring:

- LionHeart After-School Club at Eastbury Farm Primary School, which offers insight into/unpacking and exploring key elements of Christian faith week by week with children from diverse backgrounds. Huge thanks to our small volunteer team who run this, as well as to those who pray faithfully for this work week by week.
- Whole School Assemblies, and some significant Year Group Church Visits which have introduced the Christian bible, Christian prayer and Christian worship in fun, interactive and engaging/accessible ways to so many children, teachers and accompanying parents.

Highlights this year have been:

- Doors opening in St Helen's prep school to deliver both Easter and Christmas assemblies across all year groups and receiving two year-group visits to Emmanuel.
- The development -and extremely encouraging take up of an Immersive Easter Experience telling the story of Jesus and his disciples through the 1st Easter week from Palm Sunday to Resurrection Sunday.
- Amazing to see some teachers moved to tears and asking almost immediately if we can please run this again next year. Huge thanks to all those involved.
- Prayer Rooms which we ran over 2 days in October in Hillside Junior School – every school year took up the opportunity to come through, and there was some really encouraging feedback from children and staff.
- The positive and quite significant feedback from a couple of the schools following their Christmas Carol Services, which highlight an awareness of 'something different' (A.K.A. God's presence) in the church and again underscores the importance of prayer support for this important work.

We recognise that much of this work can be intensive and costly in terms of human resources committed (especially at Easter and Christmas), but we are contesting for something very, very

significant, and it's so encouraging to hear feedback from schools about how much they value these opportunities, and what they experience when they come.

9.1.7 Other important events

- **Palm Sunday**: Family Picnic in the hall following the morning service.
- **Messy Good Friday**: Exciting morning of crafts, games, balloons, and an interactive Messy Good Friday message.
- **Families Trip Out**: to Cassiobury Park on a beautiful day end of May.
- **Light Party**: A fun-packed, interactive Christian event clearly and unashamedly introducing Jesus: The Light of the World.
- **Family Events**: Family Carols Service and Family Nativity at Christmas.

9.2 Youth Ministry

Lucy Thampi reports:

9.2.1 Regular groups

Our youth program was relaunched this September with an all-youth welcome night. We introduced TOGETHER which replaces youth night. It's a small groups evening, where older youth and younger youth have a separate space to chat about life and God and take time to pray for each other.

Extatic Sunday mornings split into 2, with an older youth group and a younger one. We meet both in the Loft and the coffee shop. We've had to recruit lots of new leaders and helpers, who have really stepped up to lead sessions. This term we've been exploring Youth Alpha together.

The Evening Chill is for our older youth, year 9 and above. We meet monthly, after the 5.30 pm service. It's a lovely space to chat and eat food together. It's always been quite small but a great place to connect with our older youth.

The Hangout is our Friday night social space and is going strong. Many of our year 7's joined and a few more young people, not otherwise connected with church, have come up from Rock-up Fridays.

9.2.2 One-off events

We've had several after church team games socials, as well as a crazy golf social at Putt & play in Harrow. A particular highlight has been the beginning of Bishop Ramsey Worship nights, where young people from all over the area gathered to worship and pray. Several of our young people have attended and they are going from strength to strength.

10 Mission and Evangelism

10.1 Local Community

Nína Smith Óskarsdóttir reports:

Emmanuel is a church in and for our local community. Due to the work of faithful volunteers running regular and one-off outreach events and groups, 2025 was another year of many people visiting Emmanuel or meeting us out in the local community. People are in general welcomed well and some have come to faith through the past year. Changes have been introduced successfully at both the English Language Café and Foodbank.

Alpha was running during the Autumn 2024 and the core group remaining towards the end of the course then went on to do the Bible Course and became a small group led by Catherine and Michael Davey around Easter 2025. The Alpha Course again ran successfully Autumn 2025 in the Coffee Shop, with a mixture of people attending.

Talking Jesus ran online in January 2025 with nine people participating each week considering how to share their faith in their day-to-day. It offered an opportunity to those who had not done the course in-person in January 2024. Follow Up events from Christmas and Easter has proven challenging with limited or no interest for those visiting us during those seasons. The numbers at Easter and Christmas were however both high, with many visitors, reflecting the increased interest in the Christian faith across our nation at this time, but also reflecting the regular work we do to reach out to our local community. Some come along and join us at the church after these special seasons.

It has been encouraging to see multiple people at ECN step up to lead socials and gatherings at Emmanuel to enable friendships within the church, but also as easy-invite opportunities for friends and family to experience something of Emmanuel.

10.1.1 Wiggle & Worship:

In the Autumn of 2024, we started Wiggle and Worship as a monthly 'add on' to Babies & Toddlers. It is a short service aimed at below 3s with prayers, worship, a Bubble Blessing, and Bible stories. Through the year it has developed and offer a simple next step for those attending our toddler group.

10.1.2 Easter Experience for local schools:

Before Easter Chris, Lucy, myself, and team of wonderful volunteers invited children in Reception and Year 4 from local schools to the Easter Experience at Emmanuel. Children from six local schools journeyed through the Easter Story.

10.1.3 Summer Celebration:

On July 12th we hosted the Summer Celebration at Emmanuel with a Family Fun Day and café in the morning and a Garden Party in the afternoon. Despite the hot weather, the event went well, with over eighty people serving in different ways to reach out to our local community. We think 10-15 new people joined us for church on Sunday July 13th as a result.

10.1.4 Christmas:

Many people joined us for Christmas at Emmanuel this year with a varied programme and multiple school visits and services in local nursing homes. All visitors were offered to pick up a Luke's Gospel at the end of the services, and we gave out approximately 150 booklets.

10.2 International Mission

Colin Sheppard reports:

10.2.1 Vision and Strategy

The International Mission Committee (IMC) remains committed to encouraging the Church to fully engage in the Great Commission across the world – along with our local community and in the UK. Our strategy continues to focus on:

- Educating and equipping the congregation on the biblical mandate for global, especially to the "least reached" peoples.
- Identifying, supporting, and resourcing Mission Partners through training and collaboration – with special emphasis on encouraging Emmanuel to be a "sending Church".
- Encouraging and providing prayer and care to our Mission Partners – including visits.
- Encouraging youth and young adults to engage in mission, including through short- term trips.
- Identifying, coaching, and mentoring any called to full-time mission abroad.
- Encouraging and integrating prayer for global mission into Church life.

10.2.2 Review of 2025

- **Financial Planning**: The IMC is responsible for allocation of the budget provided by the PCC from the overall Church budget between the approved Mission Partners during 2025 - see section 15.11.2.
- **Worldwide Weekend (WWW)** – 4/5 October 2025
  This year the IMC extended the focus on Worldwide Mission to include a social quiz evening with some Mission content.
  The emphasis for the Sunday was the Persecuted Church. In the morning Open Doors Director for Church Communications preached at both Services. In the evening, we heard more from some of our Mission Partners who are engaged with the persecuted Church. Tim Meathrel preached on a Mission theme.
  On the Sunday afternoon, there were updates from each of the Mission Partners and some prayer for each.
- **Mission Partner visits to Emmanuel:**
  On 27th July, T & S visited the Church whilst in the UK from North Africa
  On 14th September, Fiona Bunford visited whilst in the UK from Zimbabwe-including preaching in the evening.
  We were delighted to see or hear from all our Mission Partners over the WWW.
- **Mission Partners:**
  On Sunday 5th October, during the WWW, Sharon and David Morgan thanked the Church for partnership over the decades (as our Partnership finished in December 2025)

Also on 5th October, Emma Cluett was commissioned by Emmanuel as she was about to travel to the Caribbean to be on the OM ship Logos Hope for three months.

- **Mission Visits:**
  In June, Jon Whitmarsh (from Emmanuel) and Steve & Sandie Davies (OM) led a party of five others from Emmanuel to Poland for Mission support for Ukrainian refugees with a local Polish Church.
  In November, Tim Meathrel led an Emmanuel team of three to Finland on a Mission Visit with New Wine.
- **Support for Mission Partners:**
  Each Mission Partner is supported in prayer and care by at least one of the Church's small Groups-as well as contact from one of the IMC members.

11 Safeguarding

11.1 Introduction and Context

Sadly, during the last year, further historical sexual abuse cases have been exposed within the Church of England and have been investigated by the police. In consequence, awareness and understanding of safeguarding and the associated risks in our church context are becoming increasingly well developed. Indeed, we have never had so many people attend training and ask questions about what to do when faced with a concern. This leads to heightened vigilance, which is a good thing and creates a protective barrier around our church.

This year the vast majority of the people who have attended our in-house scenario- based training have accepted that abuse can and, sadly, does happen within the Anglican Church and at ECN. Attendees have realised that the best defence is to deal with any concerns proactively, from 'a funny feeling' to a physical mark.

This has resulted in a further flurry of concerns being submitted, but the safeguarding team's view is that we would rather have more referrals than less. This way we can keep a watching brief on every case and most issues can be resolved by seeking information, pastoral support and signposting to other agencies.

Indeed, average we have had three safeguarding concerns raised each month over the last year. Most of these require monitoring only, and some are repeated issues with the same individual or family, but there a few complex cases. This year, there has also been a heightened awareness of duties to safeguard from the diocese, with the diocesan safeguarding advisor requiring us to inform her of all live cases, even when we consider the case to be a pastoral matter, rather than safeguarding concern. Moreover, some cases require the action and involvement of other agencies, such as social care, the police or the NHS, as well as the diocese. Overall, the workload of the safeguarding team at ECN is definitely increasing.

Naturally, safeguarding concerns do not occur on a schedule and so, sometimes the workload or number of minor concerns can seem overwhelming, especially when partner agencies are overstretched and under-funded. If you are tempted to give up or turn a blind eye, remember that the current context of economic struggles and a lack of community care provides us with a unique opportunity to minister to those within and outside the church.

Feedback from staff, church leaders and members, outside agencies such as the police, social care and our Diocesan safeguarding advisor and, indeed from the people who come to us for help, continues to confirm that safeguarding is a consistent strength running through all our church and pastoral activities. Moreover, those leaders within the ECN community who have undertaken training either through the Church of England online or through an 'in house' session have become increasingly engaged in this and are now signing up to further training offered free, or for a small fee, by the Church. Examples include the Naked Truth workshops and the 'Spiritual Abuse within the Church' course online, offered by the National Safeguarding Team. Delegates have also reported that this has equipped them with the knowledge of, at least, how to seek help when faced with a disclosure or having to raise a concern.

Finally, there has been a move by the Church of England national safeguarding team, to make clergy responsible for remembering when their safeguarding training needs renewing. This is an additional burden, and we have fed back our opinion that this is unhelpful.

11.2 Concerns reported and referrals made

All concerns logged over the last year have been submitted electronically on the appropriate form. Concern forms are completed carefully, often give a great deal of background information and are generally objectively written and factual. This makes the safeguarding team's work of assessing concerns and knowing when to refer them on easier. It shows the church community's commitment to getting this right in practice.

Over the last two years ECN has worked towards compliance with the five national safeguarding standards: culture, leadership and capacity; prevention; recognising assessing and managing risk; victims and survivors and learning and supervision and support. This includes regularly surveying groups of adults within the church using a bespoke online questionnaire to ascertain whether we have a healthy culture here. If you have not been asked to complete one of these yet, never fear, we will catch up with you soon.

A healthy culture will be demonstrated by everyone understanding their safeguarding responsibilities, taking part in training voluntarily, without having to be coerced and being able to raise concerns freely. It will also be evidenced by leaders being transparent about the level of safeguarding concerns and discussing their learning from live cases openly. I am pleased to say that all these hallmarks of safeguarding best practice are often evident from the majority of our ECN community members. Whilst this is still a work in progress, we are moving in the correct direction.

When the Diocesan Safeguarding Advisor visited in January 2025, she was pleased with our efforts and was able to provide guidance in terms of compiling evidence of our impact, especially for standard 4, which relates to supporting victims and survivors.

11.3 Commitment to the Diocese of London's Safeguarding Policy and practice

Over the last year, we have endeavoured to fulfil the requirements of the Diocese of London's Safeguarding Policy and practice as outlined below:

'Safer churches' – a key priority for our 2030 vision

Welcoming everyone into the life of the diocese, into a community where the value and dignity of everyone is valued and respected is not only core to the Gospel and our calling, but to safeguarding. Everyone should know that they are as safe as they can be and that safeguarding is an integral part of our life and ministry.

Safeguarding and the development of safer churches is everyone's responsibility

The care and protection of children, young people and adults who may be vulnerable, and who are involved in church and other activities within the diocese is the responsibility of the whole church and everyone who participates in the life of the church and diocese has a role to play.'

11.4 Training in 2025-26

- A face- to- face safeguarding training presentation was delivered to the whole PCC in July 2025
- Our annual session of in-house safeguarding was delivered online again this year, in January 2026
- Leaders and members of the congregation have continued to access the Church of England online safeguarding training.
- For the third-year running, the Leadership of ECN have set an expectation that anyone working in a leadership capacity in our church must complete the Church of England online training and ideally attend in-house training as well, especially if they work with children, young people or vulnerable adults. We asked the whole PCC to complete this training and everyone has. This is a real achievement and reflects the whole church's commitment to safeguarding as a priority.

The in-house training sessions use scenarios to get people to actively consider what they would do to address a safeguarding situation in practice. Whilst there was some robust discussion at the last online session regarding one of the scenarios, this training has definitely supported the development of church wide confidence and expertise. A blended model of in person and online training sets a realistic context and outlines general safeguarding principles and best practice applicable across the whole of society, not just within the Church of England or Emmanuel Northwood. This has proved particularly successful as it reminds team members and volunteers that we don't have to face safeguarding concerns alone, but within the context of a supportive team and structured procedural framework

11.5 Policies

Our ECN safeguarding policy is reviewed and ratified by the PCC in spring each year, the most recent version being agreed in February 2026. It is based on the revised safeguarding policy issued by the Diocese of London in October 2018 and revised several times, most recently in June 2025. The policy is also compliant with recent statutory guidance. We continue to also adopt the Church of England's Parish Safeguarding Handbook, published in October 2018. Both of these documents are available on our ECN website, along with our strategy for safeguarding, which prefaces our policy, a number of appendices, case studies and other useful resources, such as the national safeguarding standards.

11.6 Further actions

We regularly attend to the ongoing completion of the Parish Dashboard (which now includes compliance with the national safeguarding standards), the Parish Safeguarding Officer's contributions to the ECN risk register and updates to various policies. We also compile an annual schedule of safeguarding tasks and paperwork reviews, to ensure training, policies and procedures are consistently updated in line with current best practice and changes in statutory guidance. Finally, there are the annual training sessions, scenarios and case studies to prepare and deliver; and our learning to reflect upon as a team.

11.7 Disclosures and Barring Service Procedures

From January 2022 the Church of England has required all DBS clearances for all staff and volunteers to be updated every three years, instead of every five years as was the previous recommendation. Thanks are due to Jean Nunney and Jon Whitmarsh who continue to work diligently to get all our DBS clearances completed on schedule.

In 2024, we reviewed our process for recruiting and vetting volunteers to ensure it would not allow anyone to begin working without DBS clearance and two satisfactory references. We also require volunteers to sign a volunteer agreement form which makes a commitment to undertake annual safeguarding refresher training. Tim, as vicar, is also required to agree the appointment of any volunteer in advance and I check all the references and highlight any concerns to him before any volunteer commences work. All references and training attendance records are filed electronically on a secure drive on our server.

11.8 Conclusion

ECN as a 'safeguarding aware' community continues to evolve, in terms of our understanding of safeguarding, the potential risks it poses and how we can best mitigate and manage these. Somewhat curiously, it would appear that raising the profile of safeguarding has provided an opportunity for many of us to collaborate better, listen to each other and learn together; and so minister to the needs of our community.

Gill Denham, Parish Safeguarding Officer, March 2026.

12 Fabric, Buildings, and Property

Jon Whitmarsh and Giles Denham report:

12.1 Compliance

Gas Safety Certificates

Annual gas safety certificates have been obtained for all gas appliances operated on the church premises.

Fire Alarm Service

The church fire alarm underwent a full service and several batteries powering the remote sensors were replaced.

Electrical Certificate

The Church and associated buildings have had their five yearly 100% electrical testing. Some minor remedial work was necessary to get the 100% clean bill of health.

12.2 Church Premises

Carpets

New carpet has been fitted to the reception area, the Lounge, Betty's room, the staircase leading to the offices, the youth and music room, the youth storeroom, the small meeting room, the ops manager's room, the clergy room and the main office.

Church Cabling and Upgraded Side Screens

A major upgrade to the church cabling has been undertaken where old analogue cables have been replaced by new high definition (HD) cables which are able to run modern AV equipment. The old side aisle screens have been replaced by larger HD screens.

Faculty For the Servery in the Westgate

We have recently received Diocesan Advisory Committee (DAC) approval for our servery subject to detailing what the servery is to be made from. We have been provided with a series of forms which need to be submitted for the matter to go before the Consistory Court who have the power to grant a faculty.

Space Heating for the Church Hall

A new gas convector heater has been fitted in the hall and commissioned. It is very effective in heating up the hall but is obviously noisier than the old radiator system, but I think that people will get used to this.

Water Heating for Coffee Shop and Hall Toilets

The old gas boiler in the coffee shop has been decommissioned and removed. It was a liability and would have needed a gas safety certificate if it had remained in situ.

A new domestic size gas water heater like the one in the main kitchen has been fitted in the coffee shop boiler cupboard to heat water for the coffee shop and the hall lobby toilets. The old water tank used for hot water in the toilets has also been removed and so does not present a legionnaires risk.

12.3 Planned Future Works

We have asked our electrician for quotes to:

- Replace the existing lighting in the Lounge with LED lighting (to include a dimmer switch and a different lighting configuration so that the lights nearest the north wall can be turned off).
- Fit new LED lighting in the central partition which will improve the light coverage.
- Replace the lighting in the main kitchen with LEDs and to fit three small electric infra-red heaters. The main kitchen was currently without any heat source.

12.4 Church houses

4 Church Close

The through lounge, study and boot room have been decorated (ceiling, walls and woodwork). We are just deciding when to schedule the fitting of new carpet in the three bedrooms, landing and stairs and for the continuation of the solid flooring in the dining room to go into the lounge (to replace the old existing carpet).

Daniel and a team of volunteers have kept the gardens looking good.

64 Chester Road

We have had two leaks, the first was to the roof of the ground floor extension. The rear gutters were unblocked and new lead flashing fitted to where the roof tiles meet the house which has stopped the leak. The water damage done to the rear reception room has been rectified. The second leak concerned the bath drain trap which has been replaced. Remedial work needs to be done to the ground floor small front reception room in restoring the lighting and redecorating the ceiling.

13 Deanery

A Deanery Synod is a key part of the governance structure within the Church of England, acting as a bridge between parishes (local churches) and the diocese (a regional area overseen by a bishop, in our case Bishop Lusa Nsenga-Ngoy).
It serves as a forum for discussion, decision-making, and collaboration among parishes in a specific deanery (a group of neighbouring parishes). Our Harrow deanery is overseen by an Area Dean, who is appointed to provide leadership and pastoral support to the deanery's clergy and parishes.

13.1 Purpose

The Deanery Synod exists to:

1. **Elect representatives to higher levels of governance**: Members of the Deanery Synod vote in elections for the Diocesan Synod and General Synod, influencing the wider Church of England. This means the role of ECN lay members to the deanery is important in influencing the Church of England's direction in the future.
2. **Encourage collaboration between parishes**: Share resources, ideas, and best practices to support ministry and mission across the deanery.
3. **Facilitate communication**: Act as a link between the diocese and the parishes, ensuring that diocesan policies, initiatives, and concerns are communicated to parishes and vice versa.
4. **Provide a forum for discussion**: Discuss local, diocesan, and national issues affecting the Church of England. This might include topics such as mission strategy, safeguarding, or financial matters.

13.2 Membership

Membership includes both clergy and laity:

- **Clergy**: All licensed clergy (e.g., Senior Leaders, rectors, curates) in the deanery are automatically members.
- **Laity**: Lay members are elected by their respective parish Annual Parochial Church Meeting (APCM). **This year ECN has 7 members to elect**.

Each parish has a set number of lay representatives based on the size of its electoral roll. The list of ECN members is given in section 15.3.

13.3 Responsibilities and Activities

A Deanery Synod typically:

1. **Meets regularly** (e.g., 2–3 times a year) to discuss matters of mutual interest.
2. **Supports deanery mission plans**, such as outreach projects or resource-sharing initiatives.
3. **Provides training and support** for clergy and lay leaders.
4. **Reviews and contributes** to diocesan decisions, such as the allocation of the parish share (the financial contribution each parish makes to the diocese).

13.4 Harrow Deanery Synod leadership

The Harrow Deanery Synod is chaired by the Area Dean, Revd Matthew Stone, and the elected Lay Chair who is Clive Scowen. The Honorary Secretary is the Revd Emma Watson.

They work together to set agendas, facilitate discussions, and ensure the smooth running of the synod.

13.5 Church Governance

The Deanery Synod is a vital part of the Church of England's synodical system:

- It allows for local decision-making while ensuring accountability to the wider church.
- It empowers parishes to have a voice at diocesan and national levels through their elected representatives.
- It supports the practical outworking of the Church's mission at the grassroots level.

13.6 Annual Report

Revd Emma Watson (Honorary Secretary) reports:

The Deanery Synod met three times in 2025. The *first meeting* took place at St Peter's West Harrow on 4th February. The Revd Jon Lindsay-Scott (Vicar) welcomed synod members, guests and led us in worship. The Revd Matthew Stone (Area Dean) conducted brief Synod business including welcoming the Revd Irene Lawrence and reviewing deanery vacancies. This was followed by updates from Diocesan and General Synods.
The main part of the meeting focused on the return of the Willesden Area Roadshow led by Bishop Lusa Nsenga-Ngoy, Archdeacon Catherine Pickford, and the Directors of Mission and Ministry. They reminded Synod members of the Diocesan Vision and how in Willesden there is an overwhelming desire to create a culture of leaning into being intergenerational, intercultural and missional.

The *second meeting* on 10th July, at St Paul's South Harrow, began with Evening prayer led by the Revd Steve Taylor (Joint Vicar), followed by an introduction to the church and worship.

The focus of the evening was churches and disability, led by the Revd John Beauchamp, Diocesan Disability Ministry Enabler. John noted that while some churches are well equipped, there is always room for improvement. He emphasised the responsibility to ensure that buildings and services are accessible and inclusive for all. There are many things we can each do, John encouraged us to start by looking at the easy wins, and pointed those present to accessible resources to assist in this.
This was followed by a short presentation of the Ministry Experience Scheme, a review of deanery accounts, and four applications with presentations of £1,000 Mission Fund Grant.
All four applications were successful: St Anselm, Hatch End to improve the sound system; St Peter West Harrow towards "Bubble Church"; St Anselm Belmont for improved signage; St Mary Kenton towards the Mission Experience Scheme.
Further Synod business included welcoming new clergy, celebrating the newly ordained priests, Diocesan and General Synod Reports, Confirmation of elections (Emma Webber as Honorary Secretary, Graham Hamwijk as Foundation Governor Holy Trinity School Northwood, Graham Nicholson and Marjorie Mott as foundation governors of St John's School, Stanmore. Following the meeting Mike Still was elected as a clergy representative on the Deanery Standing Committee. And finally, Robert May was thanked for over 16 years of exemplary service as deanery secretary.

The *third and final meeting* of the year began with refreshments and student led worship at Holy Trinity School, Northwood on 4th November. The choir were from Holy Trinity, the orchestra from

St John's School Stanmore. This was followed by a welcome and introduction to the new grouping of four local CofE Schools through the Ecclesia Partnership.
This was followed by presentations by four local speakers on Embracing Interculturalism looking at welcoming, openness, diversity, learning from one another and mission. This section was concluded by a time of questions to the panel. And the meeting was then concluded with news of the Bishop of London consultation, and a request for Carollers at St Lukes Hospice.

14 Financial Report

14.1 Reserves Policy

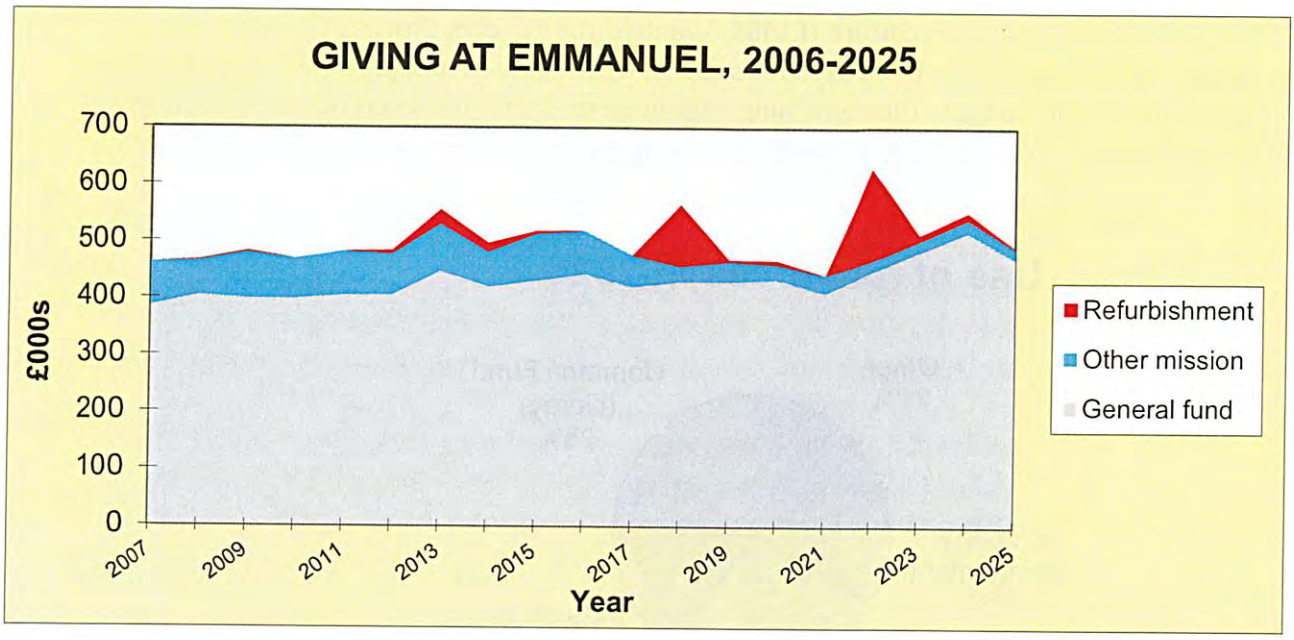
Total unrestricted reserves as at 31 December 2025 amounted to £2,158,000 (2024: £2,181,800). This included fixed assets (property) with a net book value of £1,925,000 (2024: £1,925,000), leaving free liquid reserves of £233,000 (2024: £256,800). Of these free reserves £117,000 (2024: £139,700) has been designated towards specific areas of the Church's future work. The PCC's policy is to hold only sufficient reserves to enable it to meet outgoings on a day-to-day basis, relying on the faithfulness of God to provide for our financial needs at Emmanuel, as He has done for more than 100 years. It is the aim of the PCC to hold reserves equivalent to three months of unrestricted outgoings.

14.2 Financial Review of 2025

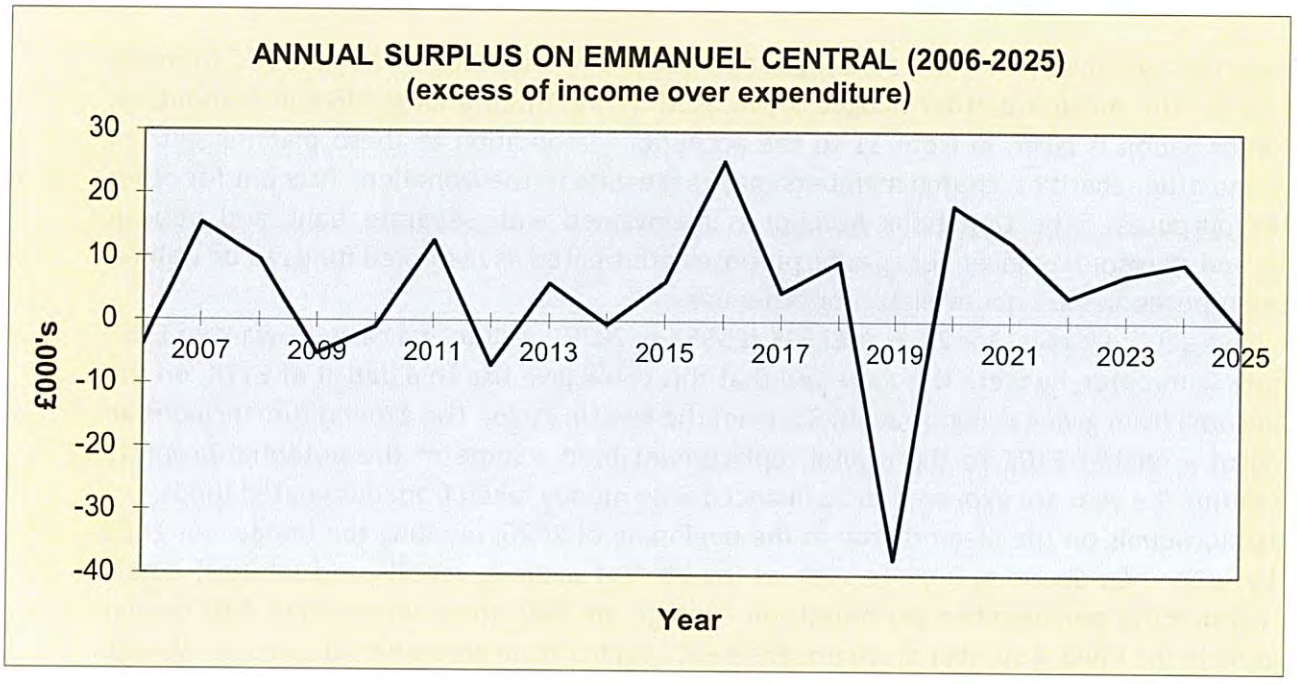
The financial outturn for 2025 was a small deficit of £1.2K on unrestricted funds. Giving for 2025 (including tax recoveries) was about £11K below budget. Income from interest payments and dividends fell slightly but letting income increased as we were able to let out 4 Church Close whilst we await the arrival of our new curate. Money was drawn down from the Local Mission Fund (established with the Hackett legacy a few years ago) and grants were received from another charity to assist in financing the stipend and expenses for the Associate Vicar for Pioneer Evangelism.

Expenditure was below budget, principally because we were able to obtain diocesan agreement for Rev. Nina Smith Oskarsdottir to be financed through Common Fund, as we do not have another Associate Vicar, and also because of an underspend by the Property Committee, which will be carried forward to 2026. Most of the work of upgrading the decoration of the Lounge was completed but this was met by money from the Jeanne Heath legacy which we had received in 2024. We also made some modest savings on several other budgets. The overall financial position of Emmanuel, as shown in Note 2 of the accounts, showed a decrease of £1.2K in unrestricted funds, after taking into account a transfer of £10K to designated funds to continue to build up a fund for replacement of capital equipment and property and release of £36K from designated funds in respect of prior year legacy income.

Unrestricted funds at the year-end consisted of net current assets of £233K and property assets of £1.925 million, representing the value of the two clergy houses – 4 Church Close and 64 Chester Road – and the flat at 6 Beeches House, which is classified in the accounts as an investment property, and has been valued at £475K, as it is currently let out on the open market. The vicarage is owned by the Diocese of London, although we are responsible for interior decoration.
Unrestricted giving (including legacies) to Emmanuel in 2025 fell to £470K (from £516K in 2024), including tax recoveries of £82K, as no legacies were received during the year (£36K in 2024).
The graph below shows total giving to Emmanuel over the last 20 years, with steady growth of giving to General Fund and notable peaks at the time of property refurbishment exercises. Other giving to mission has fallen but we continue to allocate significant resources to the support of mission partners from the main General Fund budget.

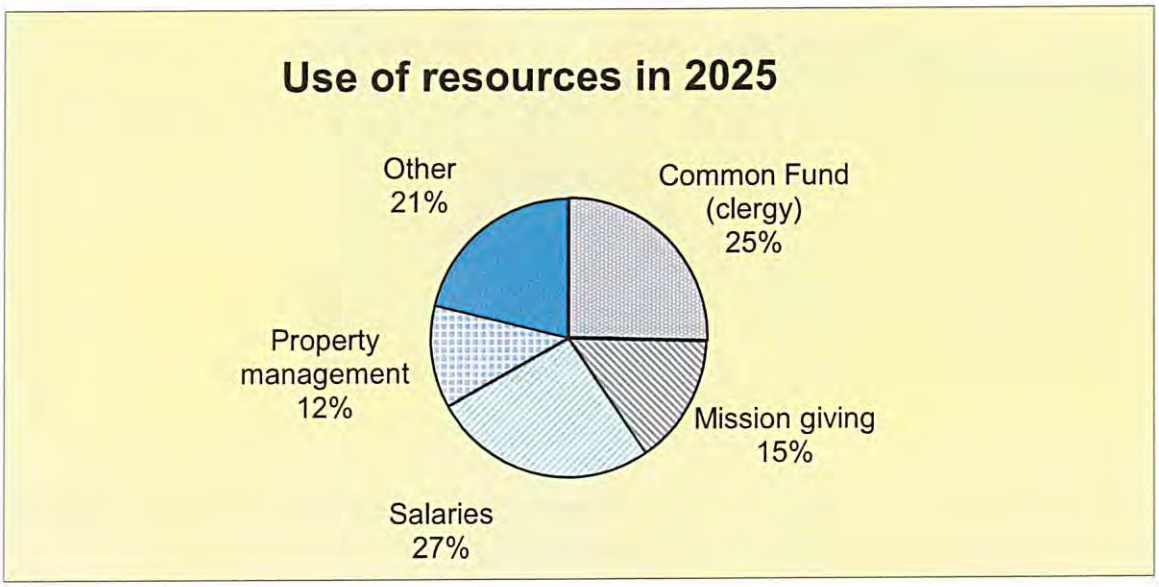


The graph below shows the annual surplus (or deficit) each year since 2006 on Emmanuel central (leaving aside revaluations of fixed assets). This averages out at a surplus of £4.2K a year.



Total expenditure of Emmanuel unrestricted funds rose to £560K in 2025 (£523K in 2024). In addition, £50K was spent from restricted funds (£67K in 2024), of which £15K related to mission giving outside of Emmanuel, £3K to grants from the Compassion Fund, £3K to reimbursement of clergy expenses out of the Pratt Bequest, £25K from the Local Mission Fund to support the Associate Vicar for Pioneer Evangelism and £3K related to the Missionary Training Fund. The balance of designated funds now stands at £117K.

Some 25% of Emmanuel total expenditure (£148K) went to the London Diocesan Common Fund[1] and 15% of total expenditure (£83K) was used for support of Emmanuel mission partners and other mission giving outside the budget. The remaining expenditure is split between ministry, premises and administration costs. The pie chart below shows the way in which resources were used in 2025.



Mission partners and mission societies are supported out of amounts budgeted by the PCC from the general fund. The mission partner budget is allocated by the International Mission Committee. Further information is given in Note 11 to the accounts. In addition to these planned gifts to missions and other charities, church members may make gifts to the Donations Account for other charitable purposes. The Donations Account is maintained with separate bank and deposit accounts, and all resources given for specific purposes are treated as restricted funds to be utilised for those purposes and are not available for other use.

The PCC have set the budget for 2026 at £553K (£585K in 2025), including a carry forward of £15K of Property Committee budget. It is expected that this could give rise to a deficit of £17K, on the basis of income from giving rising by about 3% from the level in 2025. The expenditure includes an allocation of a further £10K to the capital replacement fund. Some of the potential property projects during the year are expected to be financed with money taken from designated funds.

With 291 individuals on the electoral roll at the beginning of 2026, meeting the budget for 2026 (offset by other non-donation income such as investment income, rentals and lettings) would require about £135 per member per month on average. In 2025 there were about 140 regular contributors to the FWO, a number of whom represent couples, from whom we received an average contribution of £290 a month (including associated tax recoveries). Taking into account attrition, that level of giving will need to increase if we are to cover our budgeted costs in 2026. It is also relevant to note that the distribution of gifts is very skewed and a relatively modest number of generous givers provide a large proportion of the income.

The PCC continues to exercise careful stewardship in respect of general fund expenditure but believes that budgets in future years should be set to reflect the strategic vision for the parish and

[1] Emmanuel's contribution to Common Fund in 2025 was £148,100, which was the deemed cost of our own clergy. Of this total amount £92,180 was contributed via The Ephesian Fund.

also to enable us to maintain the properties for which we are responsible. The Finance Committee continues to encourage the clergy to preach on a systematic basis about the need to submit our personal finances to the Lord, and to encourage church members regularly to review their giving. We remain confident that God is faithful and will provide the resources to finance his work in Northwood and beyond.

14.3 Statement of Trustees' Responsibilities

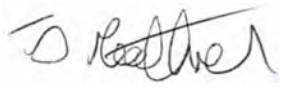
The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charity 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;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the trust deed. They are 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.

Approved by the PCC on 25 March 2026 and signed on their behalf by the Rev Tim Meathrel (PCC Chairman)

Signed 

Independent Examiner's Report to the Parochial Church Council (PCC)
of
Emmanuel Church Northwood

I report to the charity trustees on my examination of the accounts of the Emmanuel Church Northwood (the Church) for the year ended 31 December 2025.

Responsibilities and basis of report

As the charity trustees of the Church, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Church's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000, your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Church as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view, which is not a matter considered as part of an independent examination.

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

M D Yousaf

M D Yousaf FCCA
For and on behalf of Munday Long Associates Ltd
Chartered Certified Accountants
Alton House
66/68 High Street
Northwood
Middlesex HA6 1BL

Date: 26 March 2026

EMMANUEL CHURCH NORTHWOOD

Financial Statements of the Parochial Church Council for the year ended 31 December 2025

Incumbent:
The Revd. Tim Meathrel
The Vicarage
Gatehill Road
Northwood HA6 3QB

Bank:
Barclays Bank plc

Independent Examiner:
Munday Long Associates Ltd, Chartered Certified Accountants
Alton House, 66 High Street, Northwood, HA6 1BL

EMMANUEL CHURCH NORTHWOOD

Statement of Financial Activities

for the period from 1 January 2024 to 31 December 2025

	Notes	Unrestricted funds	Restricted funds	Endowment funds	Total funds 2025	Total funds 2024
		£000	£000	£000	£000	£000
Income and endowments from	3					
Donations and legacies		470.2	37.9		508.1	549.4
Church activities		38.5			38.5	39.8
Investments		27.7	10.3		38.0	36.5
Total income		536.4	48.2		584.6	625.7
Expenditure on	4					
Raising funds		1.9			1.9	1.7
Church activities		558.3	49.5		607.8	588.9
Total expenditure		560.2	49.5		609.7	590.6
Net gains/losses on investment assets						
Net income/expenditure before transfer		(23.8)	(1.3)		(25.1)	35.1
Transfers						
Gross transfers between funds – in		46.0			46.0	46.0
Gross transfers between funds – out		(46.0)			(46.0)	(46.0)
Other recognised gains/losses						
Gains on revaluation, fixed assets, charity's own use			(5.1)	(4.3)	(9.4)	95.9
Net movement in funds		(23.8)	(6.4)	(4.3)	(34.5)	131.0
Reconciliation of funds						
Total funds brought forward		2181.8	204.5	107.8	2494.1	2363.1
Total funds carried forward		2158.0	198.1	103.5	2459.6	2494.1

EMMANUEL CHURCH NORTHWOOD
Balance Sheet
for the year ended 31 December 2025

	Notes	As at 31/12/25	As at 31/12/24
Fixed assets		£000	£000
Tangible assets	6	1450.0	1450.0
Investment property		475.0	475.0
Investments	9	244.0	256.5
Fixed assets		2169.0	2181.5
Current assets			
Stocks		0.6	0.6
Debtors	8	10.8	9.2
Cash at bank and in hand		287.0	313.3
Current assets		298.4	323.1
Liabilities			
Creditors: Amounts falling due in 1 year	10	7.8	10.5
Provision for liabilities and charges due within 1 year			
Net current assets less current liabilities		290.6	312.6
Total assets less current liabilities		2459.6	2494.1
Amounts falling due after 1 year			
Total net assets less liabilities		2459.6	2494.1
Represented by			
Unrestricted - General Fund		1251.0	1162.1
Revaluation Reserve		790.0	880.0
Designated Fund: Refurbishment		117.0	139.7
Restricted - Pratt Bequest Fund		10.0	12.7
Restricted - Mission Fund		152.4	144.1
Restricted - Compassion Fund		8.1	2.8
Restricted - Local Mission Fund		27.6	44.9
Endowment - Missionary Training Fund		103.5	107.8
Funds of the church		2459.6	2494.1

The notes on pages 41 to 51 form part of these financial statements.

Approved by the PCC

Rev Tim Meathrel

Chairman of the PCC

Date: 25 March 2026

Chris Daykin FIA

Treasurer of the PCC

Date: 25 March 2026

EMMANUEL CHURCH NORTHWOOD

Cash Flow Statement

for the year ended 31 December 2025

		2025			2024
	£000	£000		£000	£000
Net cash from operating activities		(65.4)			0.4
Cash flows from investing activities					
Dividends, interest and rent from investments	36.1			34.8	
Proceeds from sale of:					
Tangible fixed assets					
Tangible fixed investments	3.0			3.0	
Purchase of:					
Tangible fixed assets for the use of the PCC					
Fixed asset investments					
Net cash provided by / (used in) investing activities		39.1			37.8
Change in cash and cash equivalents in the reporting period		(26.3)			38.2
Cash and cash equivalents at 1 January		313.3			275.1
Cash and cash equivalents at 31 December		287.0			313.3
Reconciliation of net income / (expenditure) before investment gains					
Net income/(expenditure) from SOFA		(34.5)			131.0
Adjustments for:					
Depreciation					
(Gains)/losses on investments		9.5			(95.9)
Dividends, interest and rent from investments		(36.1)			(34.7)
Decrease/(Increase) in debtors		(1.6)			6.8
(Decrease)/Increase in creditors		(2.7)			(6.8)
Net cash provided by/ (used in) operating activities		(65.4)			0.4
Analysis of cash and cash equivalents					
Cash in hand		35.3			20.4
Notice deposits (less than 3 months)		251.7			292.9
		287.0			313.3

EMMANUEL CHURCH NORTHWOOD

Notes to the Financial Statements for the year ended 31 December 2025

1 ACCOUNTING POLICIES

1.1 Basis of preparing the financial statements:

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared under the Church Accounting Regulations 2006 in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011.

The Church constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared under the historical cost convention except for investment assets which are shown at fair value. There are no material uncertainties about the charity's ability to continue. In these circumstances the financial statements have been prepared on a going concern basis.

Funds

1.2 Unrestricted Funds are funds at the discretion of the PCC that can be used as the PCC decides.

Designated Funds are funds which were available for use at the discretion of the PCC but where the PCC has formally set them aside, designating them for future purposes.

Restricted Funds are funds given for a specific purpose and can only be used for that purpose. The Restricted Funds are the Mission Fund, the Local Mission Fund (formerly the Hackett Fund), the Compassion Fund, the Pratt Bequest Fund and the Refurbishment Fund.

Further details are given in Notes 5, 7, 11 and 12.

Endowment Funds are funds where the income may be used but not the capital. They may be restricted or unrestricted. Information about the endowment fund (the Missionary Training Fund), is given in Note 9. The Pratt Bequest Fund was released from being permanent endowment by the Charity Commission on 8 July 2019 and is now treated as a Restricted Fund.

Income and endowments

1.3 All income is recognised in the Statement of Financial Activities once the PCC has entitlement to the funds; it is probable that the income will be received and the amount can be measured reliably.

1.4 Collections are recognised when received by or on behalf of the PCC. Planned giving receivable under Gift Aid is recognised when received. Giving through Charities Aid Foundation and similar trusts is recognised when vouchers received by Emmanuel are submitted to the trusts for payment or, for direct donations to other trusts, when those are transferred to the church.

1.5 Gifts to the General Fund for specific purposes are held to be used for those purposes only. Gifts for specified mission, the Compassion Fund or other charitable purposes are held in the Mission or Compassion Fund, all of the assets of which are regarded as owed to people and organisations outside Emmanuel. Gifts specifically for refurbishment are held exclusively in the restricted Refurbishment Fund.

1.6 Income from the Bookstall is accounted for gross, and is shown as income and endowments from church activities. Expenditure is shown as expenditure on church activities.

1.7 The income of Wednesday Fellowship and Baby and Toddler Club is shown as income and endowments from church activities and the corresponding expenditure as church activities.

1.8 Interest and dividends are accounted for when credited. Realised gains and losses are recognised when investments are sold. Unrealised gains or losses on the Endowment and Restricted Funds are accounted for on revaluation of the investments as at 31 December.

1.9 Rental income from letting church premises is recognised when due. Income from letting church houses is treated as investment income.

Expenditure

1.10 Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the PCC to that expenditure; 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 accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

1.11 The Diocese of London Common Fund is accounted for over the periods for which it is due. Any amount for the year which remains unpaid at 31 December is shown as a creditor in the Balance Sheet and any overpayment as a prepayment for the following year.

1.12 Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year-end are noted as a commitment but not accrued as expenditure. Grants to mission partners and societies which have been budgeted for, out of the General Fund are accounted as accruing over the year.

Fixed assets

1.13 Consecrated land and buildings and moveable church furnishings have been excluded from these financial statements by virtue of section 10(2) of the Charities Act 2011. Moveable church furnishings are listed in the church's inventory (terrier), which can be inspected in the Parish Office.

1.14 Costs of refurbishment and development of the church and its associated buildings have been included as expenditure of the restricted or designated Refurbishment Fund and have been written off in the year.

1.15 All expenditure incurred in the year on items of general fund capital expenditure under £5,000 is written off as incurred.

1.16 Equipment with a purchase price of £5,000 or more (other than items purchased from Restricted and Designated Funds) is depreciated on a straight-line basis over periods as follows: Fixtures, fittings and equipment – 5 years

1.17 The freehold properties are shown at fair value. It is the church's policy to professionally revalue the freehold properties with sufficient regularity to ensure the carrying value does not differ materially from the fair value at the end of the reporting period. No depreciation is provided on freehold properties, as it is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long that any depreciation would not be material. In addition, these assets will be subject to annual impairment reviews. Provision will be made if there has been any permanent diminution in value.

1.18 Deposits include amounts held on deposit at Barclays Bank and CBF Church of England Deposit Funds with CCLA.

General

1.19 Figures are shown in the financial statements in thousands of pounds (£000) to one decimal place.

EMMANUEL CHURCH NORTHWOOD

Notes to the Financial Statements for the year ended 31 December 2025

2 A STATEMENT OF FINANCIAL ACTIVITIES

Unrestricted funds by accountability centre

	Emmanuel Undesignated	Central Designated	Total 2025	Total 2024
	£000	£000	£000	£000
Income and endowments from				
Donations and legacies	470.2		470.2	516.4
Church activities	38.5		38.5	39.8
Investments	24.4	3.3	27.7	26.1
Total income	533.1	3.3	536.4	582.3
Expenditure on				
Raising funds	1.9		1.9	1.7
Church activities	558.3		558.3	521.6
Total expenditure	560.2	0.0	560.2	523.3
Gains/losses on investment assets				
Net income/expenditure before transfer	(27.1)	3.3	(23.8)	59.0
Transfers				
Gross transfers between funds – IN	36.0	10.0	46.0	46.0
Gross transfers between funds – OUT	(10.0)	(36.0)	(46.0)	(46.0)
Other recognised gains/losses				
Gains on revaluation, fixed assets, charity's own use				90.0
Net movement in funds	(1.1)	(22.7)	(23.8)	149.0
Reconciliation of funds				
Total funds brought forward	2042.1	139.7	2181.8	2032.8
Total funds carried forward	2041.0	117.0	2158.0	2181.8

In 2025 the PCC un-designated £36,000 from the legacy of the late Jeanne Heath and designated £10,000 from general budget towards future capital expenditure projects.

EMMANUEL CHURCH NORTHWOOD

Notes to the Financial Statements for the year ended 31 December 2025

3 INCOME AND ENDOWMENTS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2025	Total funds 2024
			Mission*	Refurb.^			
	£000	£000	£000	£000	£000	£000	£000
Income and endowments from:							
Donations and legacies							
Planned giving	384.1		8.4			392.5	397.4
Collections and other gifts	3.6		22.5	0.7		26.8	26.5
Income tax recoverable	82.5		6.2	0.2		88.9	88.1
Legacies							37.4
	470.2		37.1	0.9		508.2	549.4
Church activities							
Fees	4.6					4.6	3.9
Bookstall	0.5					0.5	0.4
Lettings	23.1					23.1	23.8
Babies and Toddlers	2.0					2.0	2.2
Wednesday Fellowship	1.8					1.8	1.2
Other ministry areas	6.5					6.5	8.3
	38.5					38.5	39.8
Investments							
Interest (gross)	3.2	3.3	10.3			16.8	17.9
Rental income (gross)	21.2					21.2	18.6
	24.4	3.3	10.3			38.0	36.5
Other income							
Total income	533.1	3.3	47.4	0.9		584.7	625.7

* Mission Restricted, Local Mission Restricted and Compassion Fund Restricted

^ Pratt Bequest and Refurbishment Restricted

EMMANUEL CHURCH NORTHWOOD

Notes to the Financial Statements for the year ended 31 December 2025

4 EXPENDITURES

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2025	Total funds 2024
			Mission*	Refurb.^			
	£000	£000	£000	£000	£000	£000	£000
Expenditure on:							
Raising funds							
Investment management costs	1.9					1.9	1.7
	1.9					**1.9**	**1.7**
Church activities							
Missionary and charitable giving	**68.8**		**19.2**			**88.0**	**107.3**
Common Fund	**148.1**					**148.1**	**136.5**
Clergy and service costs							
Housing	10.6					10.6	6.8
Clergy expenses	3.9			2.8		6.7	8.2
Service maintenance	28.9			0.9		29.8	29.0
	43.4			**3.7**		**47.1**	**44.0**
Premises costs							
Property supervisor	23.4					23.4	21.5
Insurance	11.3					11.3	10.9
Heat, light, etc	20.3					20.3	22.7
Maintenance Church & Hall	73.5					73.5	36.5
	128.5					**128.5**	**91.6**
Activities							
Youth and children's work	55.6					55.6	52.3
Family	1.2					1.2	1.0
Parish weekend							0.8
Pastoral	2.5			0.2		2.7	4.0
Evangelism and outreach	12.5		26.4			38.9	50.5
Social action	0.1					0.1	1.9
	71.9		**26.4**	**0.2**		**98.5**	**110.5**
Support costs							
Administrative and secretarial wages, etc	55.3					55.3	54.1
Printing, postage, stationery & telephone	20.1					20.1	13.7
Equipment maintenance & depreciation	5.3					5.3	14.7
Miscellaneous	8.8					8.8	7.4
	89.5					**89.5**	**89.9**
Governance costs							
Independent examination	3.0					3.0	3.1
Bookkeeper	5.1					5.1	4.2
Property valuation							1.8
	8.1					**8.1**	**9.1**
Total expenditure on church activities	**558.3**		**45.6**	**3.9**		**607.8**	**588.9**
Total expenditure	**560.2**		**45.6**	**3.9**		**609.7**	**590.6**
Gains/losses on investment assets							
Net income/expenditure before transfer	**(27.1)**	**3.3**	**1.8**	**(3.0)**	**-**	**(25.0)**	**35.1**

* Mission Restricted, Local Mission Restricted and Compassion Fund Restricted ^ Pratt Bequest and Refurbishment Restricted

Common Fund is payable to the Diocese of London. This was the estimated amount of Emmanuel's "costs" in 2025, made up of the salaries, housing and indirect costs of our own clergy and our share of diocesan costs. Expenditure on heating, cleaning and other utilities and maintenance which are relevant to these activities and to the letting of the hall and church, is shown under premises costs.

EMMANUEL CHURCH NORTHWOOD

Notes to the Financial Statements for the year ended 31 December 2025

5 STATEMENTS OF FINANCIAL ACTIVITIES

Individual restricted funds

	Mission	Compassion	Restricted funds			Total Restricted Funds 2025	Total Restricted funds 2024
			Pratt	Local Mission	Refurb.		
	£000	£000	£000	£000	£000	£000	£000
Income and endowments from:							
Donations and legacies	23.6	8.4		5.0	0.9	37.9	33.0
Church activities							
Investments	7.5	0.2		2.6		10.3	10.4
Total income	**31.1**	**8.6**		**7.6**	**0.9**	**48.2**	**43.4**
Expenditure on:							
Church activities	17.4	3.3	3.0	24.9	0.9	49.5	67.3
Total resources used	**17.4**	**3.3**	**3.0**	**24.9**	**0.9**	**49.5**	**67.3**
Net incoming/outgoing resources before transfer	**13.7**	**5.3**	**(3.0)**	**(17.3)**		**(1.3)**	**(23.9)**
Transfers							
Gross transfers between funds – in							
Gross transfers between funds – out							
Other recognised gains/losses							
Gains/losses on investment assets							
Gains on revaluation, fixed assets, charity's own use	(5.4)		0.3			(5.1)	3.5
Net movement in funds	**8.3**	**5.3**	**(2.7)**	**-17.3**		**(6.4)**	**(20.4)**
Reconciliation of funds							
Total funds brought forward	**144.1**	**2.8**	**12.7**	**44.9**		**204.5**	**224.9**
Total funds carried forward	**152.4**	**8.1**	**10.0**	**27.6**		**198.1**	**204.5**

5 FIXED ASSETS

	Freehold land & buildings	Investment Property	Fixtures, fittings & equipment	TOTAL
	£000	£000	£000	£000
Cost/Valuation				
Brought forward at 1 January 2025	1450.0	475.0		1925.0
Disposals				
Additions				
Revaluations				
Disposals				
Carried forward at 31 December 2025	**1450.0**	**475.0**	**0.0**	**1925.0**
Depreciation and impairment				
Brought forward at 1 January 2025	0.0	0.0	0.0	0.0
Charge for year				
Movement in provision for impairment				
Disposals				
Carried forward at 31 December 2025	**0.0**	**0.0**	**0.0**	**0.0**
Net value in accounts as at 31 December				
2025	1450.0	475.0	0.0	1925.0
2024	1450.0	475.0	0.0	1925.0

Freehold land & buildings

Properties were valued at open market value with vacant possession by Neil Altman FRICS (in £000s) as at 31 December 2024:

	31/12/24
	£000
4 Church Close	730.0
64 Chester Road	720.0
	1450.0

If these freehold properties had not been revalued, they would have been included at their purchase price. The house at 64 Chester Road was purchased for £1,400 on 31 December 1945. The house at 4 Church Close was purchased for £5,850 on 28 April 1969.

A terrier of movable church fixtures and furnishings is maintained and may be viewed in the Parish Office. Consecrated land and buildings and moveable church furnishings have been excluded from these financial statements by virtue of section 10(2) of the Charities Act 2011. They are insured for a sum of £25.23 million including contents.

Investment property

The flat, 6 Beeches House, is currently rented out on the open market through Robsons as agent and is treated as an investment. Having obtained a written valuation of the fair value of the flat at 31 December 2024 by a chartered surveyor, a value of £475,000 has continued to be placed on the property by the trustees at the most recent year end. If the investment property had not been revalued it would have been included at the historical cost of £385,000 from its purchase price in 2015.

EMMANUEL CHURCH NORTHWOOD

Notes to the Financial Statements for the year ended 31 December 2025

7 Balance Sheet for individual Restricted Funds as at 31 December 2025

	Mission	Compassion	Restricted funds		Refurb.	Total Restricted funds 2025	Total Restricted funds 2024
			Pratt	Local Mission			
	£000	£000	£000		£000	£000	£000
Fixed assets							
Tangible assets							
Investments	130.5		10.0			140.5	148.7
Fixed assets	130.5		10.0			140.5	148.7
Current assets							
Stocks							
Debtors	0.1					0.1	0.1
Cash at bank and in hand	21.8	8.1		27.6		57.5	55.7
Current assets	21.9	8.1		27.6		57.6	55.8
Liabilities							
Creditors: Amounts falling due in one year							
Provision for liabilities due within one year	21.9	8.1		27.6		57.6	55.8
Net current assets less current liabilities							
Total assets less current liabilities	152.4	8.1	10.0	27.6		198.1	204.5
Total net assets less liabilities	152.4	8.1	10.0	27.6		198.1	204.5

8 DEBTORS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2025	Total funds 2024
			Mission	Refurb			
	£000	£000	£000	£000	£000	£000	£000
Other debtors	6.1		0.1			6.2	6.4
Prepayments	1.2					1.2	1.2
Accrued income	3.4					3.4	1.6
	10.7		**0.1**			**10.8**	**9.2**

9 INVESTMENTS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2025	Total funds 2024
			Mission	Pratt			
	£000	£000	£000	£000	£000	£000	£000
Restricted/Endowment Funds							
Investments in CCLA CBF Funds							
Pratt Bequest				10.0		10.0	12.7
Mission			130.5			130.5	136.0
Missionary Training Fund					103.5	103.5	107.8
			130.5	10.0	103.5	244.0	256.5

Pratt Bequest

The Pratt Bequest Fund is invested in the CBF Church of England Short Duration Bond Fund with CCLA. With the approval of the Charity Commission, this is now regarded as expendable endowment and is treated as a restricted fund rather than endowment. The capital of 6,539 shares, with market value of £9,989 on 31 December 2025 (£12,717 for 8,528 shares on 31 December 2024), will be gradually reduced. The capital withdrawn (£3,000 in 2024 and 2025) as well as the income (£354 in 2024; £357 in 2025) is used towards the reimbursement of personal expenses of the clergy.

Missionary Training Fund

The Missionary Training Fund is invested in the CBF Church of England Investment Fund with CCLA. On 31 December 2025 capital of 4663 shares was held, with market value of £103,511 (£107,821 on 31 December 2024). The capital is retained intact and the income of £2,996 (£2,926 in 2024) is used to provide assistance to individuals engaging in short-term service overseas or in the UK, or to assist those thinking towards mission service to test their vocation and calling. Following advice from the Diocese of London's Trust Department, the 4663 shares representing the Missionary Training Fund endowment were transferred into the name of the London Diocesan Fund on 22 January 2019 and are now held by the LDF on behalf of the PCC of Emmanuel Church Northwood, with the dividend income being remitted to us.

10 CREDITORS: amounts falling due within one year

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2025	Total funds 2024
			Mission	Refurb			
	£000	£000	£000	£000	£000	£000	£000
Emmanuel sundry creditors							
Emmanuel accruals	7.8					7.8	10.5
Provision for liabilities							
	7.8	**0.0**	**0.0**	**0.0**	**0.0**	**7.8**	**10.5**

11 DONATIONS ACCOUNT

The Donations Account is used to channel giving to Emmanuel's mission partners at home and abroad, and to support mission societies and other agencies engaged in service, relief and evangelism. In 2025 the PCC budgeted £72K for the support of Emmanuel mission partners and agencies. Most of this was financed from the General Fund and the rest from accumulated balances in the Mission Restricted Fund.

Support for Emmanuel mission partners was provided as follows:

	£000
Steve and Sandie Davies (Operation Mobilisation)	13.7
Sharon Morgan (Wycliffe Bible Translators)	3.5
Kate and Phil King (Wycliffe Bible Translators)	11.0
Fiona Bunford (Montgomery Heights)	9.8
Church Pastoral Aid Society	7.7
Arab World Ministries	11.0
OM Ships & Middle East	12.0
Total support	68.7

Short term support of £3.3K was provided for teams visiting Poland and Finland and an attachment to the MV Logos Hope. Gifts to the Donations Account, whether for the above budget or for other purposes, are included in the income under Restricted Fund General in the Statement of Financial Activities and in Note 3(a).

12 REFURBISHMENTS

	2025		2024
Income	£000		£000
Donations	0.7		10.0
Tax recoveries	0.2		2.5
Church activities			
Interest			
	0.9		12.5
Expenditure			
Refurbishment	0.9		12.5
NET SURPLUS (DEFICIT) FOR YEAR			
Funds at start of year	0.0		0.0
Funds at end of year	0.0		0.0
Represented by:			
Bank accounts and deposits	117.0		139.7
	117.0		139.7
less: Liabilities			
Provision for retention on building works			
Amount due to General Fund (designated)	117.0		139.7
	0.0		0.0

13 STAFF COSTS

	2025		2024
	£000		£000
Wages and salaries	144.8		136.3
Social Security costs	4.2		3.6
Pension costs	4.7		4.5
	153.7		144.4

None of the staff employed by the PCC were members of the PCC during the year. There were no employees who received emoluments (excluding employer pension costs) of more than £60,000.
The average number of staff employed (full or part time) during the year was 7 (2024: 7).
The charity operates a defined contribution workplace pension scheme with NOW: Pensions for qualifying employees, which complies with the legislation regarding auto-enrolment. All contributions due were paid over to the scheme during the year except for the December payroll, for which the pension contributions are shown as an accrual in creditors and paid in January.

14 TRUSTEE REMUNERATION, RELATED PARTY AND OTHER TRANSACTIONS

The clergy, who receive their remuneration from the Church Commissioners and not from the PCC, received reimbursement of approved expenses from the PCC. In the case of the Vicar, Associate Vicar Dave Scott (up to April 2025) and Associate Vicar Nina Smith Oskarsdottir, accommodation was provided by the PCC at no charge.
The total amount of expenses reimbursed to the clergy in 2025 was £4,753 (2024: £13,621).
No other PCC members received remuneration or repayment of expenses (other than reimbursement of minor amounts expended on behalf of the PCC or church organisations), except for the following:

- The wife of a PCC member is the Administrator. The PCC member concerned does not play any part in the decision-making regarding employment or staff remuneration.

Donations made by trustees during the year amounted to £134K before tax recovery (£116K in 2024).

15 FUNDS

	Unrestricted funds	Designated funds	Restricted funds			Endowment funds	Total funds 2025	Total funds 2024
			Mission	Compassion /Local Mission	Pratt/ Refurb.			
	£000	£000	£000	£000	£000	£000	£000	£000
Tangible fixed assets	1450.0						1450.0	1450.0
Investment fixed assets	475.0		130.5		10.0	103.5	719.0	731.5
Current assets	123.6	117.0	21.9	35.7			298.2	323.1
Amounts falling due in one year	(7.6)						(7.6)	(10.5)
Funds at 31 December 2025	2041.0	117.0	152.4	35.7	10.0	103.5	2459.6	2494.1

15 Administrative Information

Address ..... Emmanuel Church,
High Street,
Northwood.
HA6 1AS

Telephone 01923 845200
Email: ..... ecnoffice@ecn.org.uk
Website: ..... www.ecn.org.uk

Bank ..... Barclays Bank PLC
Leicester LE87 2BB

Independent Examiner ..... Munday Long Associates Ltd,
66-68 High Street,
Northwood.
HA6 1BL

Charity Registration Number 1132091

15.1 Personnel

15.1.1 Senior Staff Team

Senior Leader	Rev. Tim Meathrel
Senior Leader	Kate Meathrel
Associate Leader	Rev. Dave Scott (until March 2025)
Associate Leader	Rev. Nína Smith Óskarsdóttir
Operations Manager	Jon Whitmarsh

15.1.2 Ministry Staff

Children's and Families Pastor	Chris Nalder
Youth Pastor	Lucy Thampi
Worship Pastor	Matt Bird
Assistant Pastor	Brian Cox (from Nov. 2025)
Office Manager	Vanessa Bronnert
Bookkeeper	Lynette Leach
Caretaker	Becky Johnson (until April 2025); Daniel Stringer (from June 2025)

15.1.3 Church Wardens

Keren Pollock	From 2024 APCM
Ben Pearkes	From 2024 APCM

15.2 PCC Membership

The full membership of the PCC comprises, ex-officio, the Senior Leader, the other clergy, the Churchwardens, all Synod representatives and (if they wish to participate) a licensed lay minister, plus up to fifteen elected members of Emmanuel, as well as optional co-opted members.

- The PCC is elected at an APCM, usually held in April or May at Emmanuel.
- PCC members may not be employees of the PCC unless the Charity Commission gives permission.
- Appointment is governed by, and set out in, the Church Representation Rules.
- All on the Ecclesiastical electoral roll may stand for election to the PCC
- All elected members may serve up to two consecutive 3-year terms or a total of 6 years continuously before retiring.
- Retiring members can be re-nominated after a 1-year gap.
- Co-opted members serve up to the next APCM but can be co-opted again to the next PCC if required.

Details about Deanery Representatives are given in Table 4.

The following shows, Table 3, PCC membership, roles, and other attendees.

Member	No. of terms	Election Date	Notes
Tim Meathrel			Ex officio member & chairperson
Dave Scott			Ex officio member until March 2025
Nína Smith Óskarsdóttir			Ex officio member
Jon Whitmarsh			*Ex officio attendee*
Bonnie Chaṅ	1st Term	2023	Could stand again at 2026 APCM
Paul Cluett	1st Term	2023	Could stand again at 2026 APCM
Giles Denham	1st Term	2024	Laity PCC vice-chairperson
Alice Johnstone	1st Term	2024	Resigned during the year.
Mark Mugglestone	1st Term	2025	
Weng-Yuen Wong	1st Term	2025	
Nicola Davis	2nd term	Re-elected 2022	Stood down at the 2025 APCM
Geoffrey Gale	2nd term	Re-elected 2023	Will need to stand down at the 2026 APCM
Paul Bronnert	2nd term	Re-elected 2024	
Lynne Burke	2nd term	Re-elected 2023	Will need to stand down at the 2026 APCM
Pauline Smith	2nd term	Re-elected 2024	
Catherine Brewer	2nd term	Re-elected 2025	
Michael Davey	2nd term	Re-elected 2025	
Emmanuel Nnatuanya	2nd term	Re-elected 2025	
Colin Sheppard	2nd term	Re-elected 2025	Resigned during the year.
Chris Daykin		Co-opted 2025 APCM	Church Treasurer, Ex officio member
Keren Pollock		2023	Warden. Could stand again at 2026 APCM.
Ben Pearkes		2024	Warden. Deanery Rep.
Brian Cox		2024	Deanery Rep.
Stephen Hall		2024	Deanery Rep.
Deirin Johnson		2025	Deanery Rep.
Dina Warren		2025	Deanery Rep.

Table 3: PCC Membership with roles

Key:

Elected = may stand in 2026 for re-election.

Elected = need to step down in 2026 from the PCC since they have served two consecutive terms.

15.3 Deanery Synod

In the Diocese of London, lay representatives to the Deanery Synod are elected for a three-year term. At the end of this term, members are eligible for re-election and do not have to stand down automatically. There are no imposed term limits for serving on the Deanery Synod.
The number of lay representatives for ECN is 5. This number is based on factors such as the number of names on the parish's electoral roll. Elections occur every three years during the Annual Parochial Church Meeting (APCM), with the current cycle being 2020, 2023, **2026**, and so on.

Representative	Last Elected	Next Election
Brian Cox	2024	2026
Stephen Hall	2024	2026
Ben Pearkes	2023	2026
Deirin Johnson	2025	2026
Dina Warren	2025	2026

Table 4: Deanery Representatives

15.4 Standing Committee

Person	Role
Tim Meathrel	Chairperson, Senior Leader
Giles Denham	Lay Vice Chairperson
Nína Smith Óskarsdóttir	Associate Senior Leader
Keren Pollock	Warden
Ben Pearkes	Warden
Chris Daykin	Church Treasurer
Paul Cluett	PCC Secretary
Lynne Burke	PCC Representative
Paul Bronnert	PCC Representative
Jon Whitmarsh	Operations Manager - *Ex officio attendee*

Table 5: Standing Committee Membership and attendee

15.5 HR Committee

Person	Role
Mirka Packard	Chairperson
Tim Meathrel	Senior Leader
Keren Pollock	Warden
Ben Pearkes	Warden
Chris Daykin	Church Treasurer

Table 6: HR Committee Membership

15.6 Finance Committee

Person	Role
Chris Daykin	Chairperson
Margaret Dolling	Donations Treasurer
Tim Meathrel	Senior Leader
Keren Pollock	Warden
Ben Pearkes	Warden
Giles Denham	Member
Nicola Davis	Member

Table 7: Finance Committee Membership

15.7 Property Committee

Person	Role
Giles Denham	Chairperson
Tim Meathrel	Senior Leader
Jon Whitmarsh	Member
Emmanuel Nnatuanya	Member
Roger Saunders	Member

Table 8: Property Committee Membership

As well as overseeing the maintenance of the Church buildings the Property Committee oversees the following properties owned by the PCC, as shown in Table 9:

Location	Status
64 Chester Road	Occupied by Christine Britton and her family until mid-year and then by Revd Nína Smith Óskarsdóttir. After the Revd Óskarsdóttir married Mr James Smith in September, her husband joined her.
Flat 6, Beeches House	Currently rented out on a commercial basis.
4 Church Close	Occupied by Dave Scott until March 2025 and then rented out on a commercial basis.

Table 9: ECN PCC Owned properties

15.8 Eco Committee

Person	Role
Bonnie Chan	Chairperson
Tim Meathrel	Senior Leader
Keren Pollock	Warden
Ben Pearkes	Warden
Yan Yan Okamoto	Member
Blair Dooley	Member
Catherine Mayne	Member

Table 10: Eco Committee Membership

15.9 Risk Committee

Person	Role
Stephen Hall	Chairperson (From Sept 25)
Tim Meathrel	Senior Leader
Sam Groves	Deputy chairperson
Ben Pearkes	Warden (Chair to Sept 25)
Karen Pollock	Warden
Nicola Davis	Member
Geoffrey Gale	Member
Jon Whitmarsh	Operations Manager

Table 11: Risk Committee Membership

15.9.1 General Risk Register

Risk Register	Notes
5 High Risks	Related to Finance, Staffing, Strategic and Volunteering
9 Medium Risks	including, but not limited to, the possibility of reducing volunteers, Intrusion and abusive behaviour
25 Low Risks	

Table 12: Risk Register

15.9.2 Living in Love and Faith (LLF) Risk Register

An additional risk register was created in 2023, specifically related to the ongoing conversation in the wider Church of England regarding LLF:

LLF Risk register	Notes
2 High Risks	Relating to Reputation and reduction in key volunteers
3 Medium Risks	Related to staffing and Safeguarding matters
4 Low Risks	

Table 13: LLF Risk Register

15.10 Safeguarding Committee

Person	Role
Gill Denham	Chairperson; Parish Safeguarding Officer (PSO)
David Sinclair	Deputy Parish Safeguarding Officer
Jean Nunney	Administrator & Secretary
Tim Meathrel	Senior Leader
Nína Smith Óskarsdóttir	Associate Leader
Lucy Thampi	Youth Pastor
Chris Nalder	Children & Families Pastor
Jon Whitmarsh	Operations Manager
Ben Pearkes	Warden
Keren Pollock	Warden
Jan Fell	Member

Table 14: Safeguarding Committee Membership

15.11 International Mission Committee

15.11.1 IMC Members

Person	Role
Colin Sheppard	Chairperson
Jean Nunney	Secretary
Margaret Dolling	Donations Treasurer
Jon Whitmarsh	Operations Manager
Tim Meathrel	Senior Leader
Helen Alsop	Member
Clive Backhouse	Member
Mark (Monty) Johnson	Member
Graham Wilburn	Member
Chris Williams	Member

Table 15: International Mission Committee Membership

15.11.2 Supported Mission Partners -Long Term

LONG TERM	
Person/ charity	**Work**
Steve & Sandie Davies	Working with Operational Mobilisation (OM) giving International and UK personnel support
T & S	Working with refugees in N Africa
Graham & Janice Wilburn	Supporting and working on Operational Mobilisation (OM) ships (started in May 2025)
Phil & Kate King	Wycliffe – Phil in international translation service; Kate on the international support
Sharon Morgan	Wycliffe – Mostly teaching at Moorlands College (finished in December 2025)
Fiona Bunford	A nurse in a Zimbabwe orphanage
MR	With *Multiplying and Resilient Church* (SMRC) ministry supporting the persecuted Church in the Middle East/North Africa
Tina Salom	Works with *Arab World Ministries* (AWM) in Madrid helping refugees. Finishing in June 2025.
CPAS charity	• Supports leaders in Anglican Churches • Outreach to children and young people • Church Patronage
SHORT TERM	
Emma Cluett	Three months visit on Logos Hope OM ship

Table 16: ECN Mission Partners

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF EMMANUEL NORTHWOOD

England & Wales - Charity number 1132091

Accounts

Annual 2024 Report of the Trustees of Emmanuel Church Northwood

Church edition

Activities of the Parochial Church Council
and the Financial Statements for the year ended
31 December 2024

Registered Charity No. 1132091

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1 Introduction

Emmanuel Church Northwood (ECN) is an Anglican Evangelical Charismatic church that has served its parish for over 100 years. In 2024, it held three Sunday services: traditional worship (9:00 am), informal worship with groups for children and young people (10:30 am), and contemporary worship (5:30 pm).

The church leadership consists of

Senior Leader	Rev. Tim Meathrel
Senior Leader	Kate Meathrel
Associate Leader	Rev. Dave Scott
Associate Leader	Rev. Nina Oskarsdottir
Curate	Rev. Christine Britton (until mid-2024)
Operations Manager	Jon Whitmarsh

1.1 Our Mission

A church of missional disciples seeking to love God and love each other; influencing our community, city, nation and world with the love of Jesus that we might see His Kingdom come.

1.2 Our Values

We believe that God is calling us to be…

- a church for our local community; focused on loving, serving and reaching those who don't yet know Jesus.
- a family of missional disciples who are bold and courageous, unafraid to take risks and step out in faith
- willing to follow God's leading and direction and to pay the price of being obedient to his call in the use of ourselves, our time and our resources.
- committed to the Word, the Spirit, worship and prayer.

2 Governance and Structure

The church's Parochial Church Council (PCC) operates under the Church of England and is a registered charity. The PCC follows Charity Commission guidelines on public benefit, engaging in various ministries for children, young people, and adults within the church, parish, and beyond. The membership of the PCC is given in the Appendix section 13.4.

The PCC are the Trustees for ECN and hence present this annual report along with financial statements for the year ending 31 December 2024, adhering to *Statement of Recommended Practice (SORP)* applicable to charities preparing their accounts in accordance with the *Financial Reporting Standard (FRS)* applicable in the UK and Republic of Ireland: SORP FRS 102.

The PCC trustees play a vital role in ensuring the church functions legally, ethically, and effectively. Compliance with charity law, safeguarding policies, and financial regulations is crucial, alongside maintaining the spiritual and community mission of the church.

2.1 Organisation

The church comprises of various teams and committees, some of which are sub-committees of the PCC, while others are not. The sub-committees play a vital role in supporting the PCC's responsibilities, managing assigned budgets, and furthering the church's vision. These sub-committees report directly to the PCC for oversight.
The PCC selects chairpersons in the first meeting following the Annual Parochial Church Meeting (APCM). While the chairpersons are typically PCC members, this is not always the case. Committee membership is not restricted to PCC members, and broader participation from the congregation is actively encouraged.

Tim Meathrel and the two wardens serve as ex-officio members of all committees.
The chairpersons and staffing for each committee, are listed in the Appendix part of this document.

2.1.1 Standing Committee

This committee handles PCC business between meetings, following PCC directions.

2.1.2 Finance Committee

The Finance Committee oversees the finances of Emmanuel. It monitors income and expenditure, recommends budgets to the PCC, maintains appropriate financial controls and co-ordinates reviews of Christian stewardship and encouragement of efficient planned giving.
A financial report for the year 2024 is available in section 11.0.

2.1.3 HR Committee

The H R Committee acts as an advisory body to the PCC on the appointment and remuneration of non-clerical staff and other HR related matters.

2.1.4 Property Committee

The Property Committee works to ensure that church buildings, fabric and ornaments remain in good order. A formal report to the APCM is delivered each year and can be found in section **Fabric, Buildings, and Property**.
As well as overseeing the maintenance of the Church buildings the Property Committee oversees other properties owned by the PCC.

2.1.5 Risk Committee

The Risk Committee is in place to ensure Emmanuel is addressing its risks appropriately.

The risks to the church are divided into 8 'baskets': Finance, Safeguarding for Children and Vulnerable Adults, Key Compliance, Health and Safety, IT & Data, Staffing Matters, Strategic Planning and Volunteers.

The committee meets at least twice a year and works through each of the risk baskets at least once every 18 months. The risk basket holder is invited for that specific meeting. At all meetings there is also the opportunity to raise 'arising risks' which are reviewed and evaluated.
During the meetings, the risk committee challenge the risk basket holder to identify any changes to the current scoring (increasing or decreasing the current risk to the church) and discuss new and current mitigation to confirm the risk is being addressed appropriately.

The current Risk Profile is given in the Appendix 13.11.

2.1.6 International Mission Committee

The IMC remains dedicated to fostering the church's engagement in the Great Commission, focusing on education, mission partner support, youth involvement, and integrating prayer for world mission into church life. A fuller report is available in section 7.2.

2.1.7 Eco Committee

The Eco Committee's main objective is to remind people of the story of God's Creation, its beauty and God's instruction to look after the planet and its people.

2.1.8 Safeguarding Committee

The Safeguarding Committee purpose and role is:

- To provide a lead on safeguarding children, young people and vulnerable adults within ECN
- To take the lead on developing and reviewing, on an ongoing basis, ECN's safeguarding policy, practice and evolving safeguarding strategy.

- To keep safeguarding policy and practices a high profile within ECN

The committee meets as required but at least four times a year and reports to the PCC monthly about any open cases or incidents after any personal details have been anonymised.
Further information about Safeguarding is found in section 8 **Safeguarding**.

2.2 PCC Report for 2024

Given the input of the various committees listed under Organisation, the PCC addressed various administrative, financial, and pastoral matters throughout the year in 10 meetings. Key topics included:

2.2.1 Church Leadership & Administration

- Appointment of Chris Nalder as Children's and Families Pastor and Becky Johnson as Caretaker.
- Formation of committees overseeing finance, property, safeguarding, and outreach.
- Changes to financial signatories and bank account authorizations.

2.2.2 Financial and Property Matters

- Servery project encountered delays due to the need for a faculty.
- Some property maintenance and improvement works were held up due to the availability of contractors.
- A new Epson laser projector was approved (£25,000 budget).
- Financial budget 2025 approval, including Common Fund contribution.
- Consideration of the Ephesian Fund to support orthodox ministry within the Church of England.

2.2.3 Vision & Church Growth

- A new church vision was discussed, with meetings generating strong participation and a clear sense of direction.
- The start of an exciting new chapter for Emmanuel as the PCC agreed a new church vision which will be launched in 2025.
- Strengthened outreach programs, including "Worship & Wiggle" for toddlers, food bank support, and evangelism training.
- Decision to rebalance financial support towards local mission (shifting £10k per year from international mission until 2027).

2.2.4 Theological & Liturgical Discussions

- Ongoing debate on Living in Love and Faith (LLF), particularly regarding same-sex blessings and church governance.
- Decision to maintain current Holy Communion practices for another year.
- Concerns over Church of England doctrinal changes and potential implications for Emmanuel Church.

2.2.5 Safeguarding & Training

- Leadership safeguarding training conducted.
- Plans for more structured integration of small groups into church life.

2.2.6 Other Matters

- Rejected proposal to install a Vodafone telecoms mast on church land due to legal, aesthetic, and community concerns.
- Welcomed new mission partners (T&S) for a 2 ½ year term.
- Welcomed Graham & Janice Wilburn as long-term mission partners.
- Consideration of future financial sustainability and long-term donor planning

3 Church Vision

The PCC collaborates with the Senior Leader to fulfil the church's mission—pastoral, evangelistic, social, and ecumenical —and is responsible for church property maintenance. In 2019, ECN launched a vision focused on missional discipleship, loving God, each other, and the wider community. The vision emphasised:

- **Commitment** to Word, Spirit, prayer, & worship
- **Serving** the community & reaching non-believers
- **Courageous** discipleship, stepping out in faith
- **Obedience** in using time & resources

To achieve this, ECN aimed to:

- **Grow deeper** in our relationship with God and each other
- **Grow younger** placing a special emphasis on trying to reach children, young people and their families
- **Grow wider** in mission & evangelism

The PCC is dedicated to fulfilling the church's vision through prayer, diverse activities, and new ministry investments. In 2024, the church organised numerous regular and special activities to achieve this vision, including:

- **Worship & Prayer:** Three Sunday services, monthly corporate prayer, and dedicated prayer ministry after services.
- **Pastoral & Community Support:** Small groups, English Language Cafe, Food Bank, Young Adults social group, Wednesday Fellowship, pastoral care, men's, and women's social events.
- **Children & Youth Work:** Babies and toddlers' group, After School club, Rock Up Friday, Youth Night, Youth Hangout, Youth Evening Chill, Who Let the Dad's Out, Sunday Children's and Youth programmes, and school outreach.
- **Mission & Outreach:** Regular Alpha and Alpha follow up courses, UK and overseas mission work, community events, Talking Jesus and other training events and courses, and hosting conferences.
- **Compassion Initiatives:** The Compassion Fund to support those in need.

Additionally, a major focus in 2024 was **maintaining and improving church premises**, with a key objective being the completion of a building project to enhance facilities.

In the second half of 2024, consultations were held on ECN's future, with a new vision set for **2025**. This vision is described in section 12.

4 Worship and Ministry

The 'Statistics for Mission Return' requires details of the numbers attending church in October, numbers attending during Christmas/Easter, information regarding the size of our worshiping community and electoral roll information each year. The last 2 years are shown below.

4.1 October Sunday Services

Across the 3 services the following was recorded for each Sunday:

2023	Sunday in Oct.	Adults	Under 18s
	1st	244	61
	2nd	213	64
	3rd	262	72
	4th	225	58
	Totals	*944*	*255*
2024	Sunday in Oct.	Adults	Under 18s
	1st	259	54
	2nd	277	56
	3rd	280	54
	4th	255	57

	Totals + change	*1071 (+127)*	*221 (-34)*

Table 1: October Sunday Attendance

In October 2024 certain services were pre-recorded and/or live streamed – called 'Church at Home' by the Diocese. The best estimate of the number of people participating in these online services excluding those who had attended services in person was **149**.

4.2 Christmas Services

2023

Attendance record for special services NOT including Christmas Eve and Christmas Day:

- Congregation and local community: **1197** people
- Schools: **2453** children

Attendance record for Christmas Eve and Christmas Day: **680** people

2024

Attendance record for special services NOT including Christmas Eve and Christmas Day:

- Congregation and local community: **636** people
- Schools: **2400** children

Attendance record for Christmas Eve and Christmas Day: **559** people

4.3 Easter Services

2023: 268 people attended and received Communion on Easter Day.

2024: 265 people attended and received Communion on Easter Day.

4.4 Rites Performed

	Wedding(s)	Funerals performed in church- including memorial/ thanksgiving services	Funerals conducted in addition at the Crematorium	Infant(s) baptised	Thanksgiving services for young people	Thanksgiving services for adults
2023	**1**	**8**	**7**	**1**	**6**	**2**
2024	**2**	**5**	**4**	**4**	**4**	**8**

Table 2: Rites performed

4.5 Electoral Roll

2023: The number on the Ecclesiastical Electoral Roll was **336**.

2024: The number on the Ecclesiastical Electoral Roll was **339**.

The Electoral Roll Officer during **2024** was Jon Whitmarsh.

4.6 Small Groups

4.6.1 Vision and Values

The small group ministry is guided by the vision of ensuring "Every person connected"—emphasising the importance of connection with God and others for spiritual growth, wellbeing, and community witness. Small groups foster Fellowship, Formation, and Mission, bringing together individuals of diverse backgrounds to grow in faith and outreach.

4.6.2 Group Membership

Emmanuel Church has 18 small groups, structured as follows:

- 14 Home Group-style small groups meeting in homes/online
- 4 specialist groups: Oyster, Space, Contemplative Prayer, and Bible Journalling
- Most of the groups meet in person, some meet via zoom and some are hybrid.
- Meetings occur weekly, fortnightly or at less regular intervals and meet at various times and days of the week.
- Further details can be found on the church website: www.ecn.org.uk/small-groups.

4.6.3 Developments in 2024

- Membership remained stable with some joining groups and others leaving as they relocated, or their circumstances changed.
- A Contemplative Prayer group, formed from a Lent prayer initiative
- Two new Home Groups have been established, and several groups have welcomed new leaders and members.
- Space has been relaunched this year after wide consultation, now catering specifically to women with preschool children, meeting at Emmanuel with creche support. This has enabled the group to welcome new members and form a better missional pathway from babies and toddlers.
- In 2025 new groups and initiatives are being considered including shorter groups with an 8–10-week commitment and groups to target different life stages e.g. new parents or those at home during the day.

4.6.4 Strengths and challenges

- Groups provide excellent support for members, including those facing illness, bereavement, or unable to attend Sunday services as well as support for new parents and those getting married.
- We remain extremely grateful to all those who lead and host small groups for the excellent discipleship they provide as well as the community and friendship fostered in the groups.

- Those who are part of small groups can feel more connected into the life of Emmanuel and are more likely to serve in the church and show a deeper level of personal discipleship
- There are still many in the church family not in a group and the recruitment of new leaders is also a challenge.

4.7 Music and Worship Team

4.7.1 Reflections

The year was marked by significant growth and transformation across all three services (9:00 am, 10:30 am, and 5:30 pm). We welcomed new attendees, demonstrating the power of community outreach. While we experienced the departure of valued team members, we witnessed God's faithfulness in providing new volunteers, ensuring continuity and growth in our worship ministry.

4.7.2 Worship Team Values

A key highlight of the year was the September gathering of the worship team, which fostered unity and a shared vision. The team embraced core values that guided our ministry:

- **A Church Together** – Encouraging collaboration between those serving at the front and back of services.
- **The Heart of Worship** – Prioritising sincere worship over performance, ensuring a heart-led approach.
- **We Were All Lead Worshippers** – Encouraging every team member to actively participate in leading worship.

4.7.3 Support and Technical Developments

1. Assistance

We give a special thanks to Jane Smith for proofreading 9:00 am hymns and liturgy, and to Geoffrey and Siobhan Gale for their contributions in setting up ProPresenter during Matt's absence.

2. Technical Enhancements

The year saw significant investment in technology, including:

- **ME-U Unit added** – The ME Personal Mixing System enables musicians to manage their monitor mix effectively within the church environment. This innovation enhances overall efficiency by facilitating quicker setups, streamlined soundchecks, and reduced sound levels on stage. Consequently, the tech team can concentrate on optimising front-of-house sound and key performers, thereby improving stage setup efficiency and allowing for future expansion opportunities.
- **New Projector** – Replacing the previous unit after an unexpected failure.
- **Training and Development** – Growth in the 10:30 am tech team, with continued efforts to strengthen the 9:00 am tech team.

4.7.4 Looking Ahead

The focus for 2025 includes:

- Expanding both the worship and tech teams.
- Creating more opportunities for corporate worship beyond Sunday services.
- Strengthening our identity as a worshipping church and fostering deeper engagement within our congregation.

5 Pastoral Care

5.1 3rd Age Ministry

At Emmanuel, we strive to provide meaningful ministry and support to those in the '3rd Age' of life. Our Sunday services continue to cater to this group, alongside significant pastoral care provided by our pastoral and staff teams. The Wednesday Fellowship and Oyster Midweek Group remain our primary 3rd Age ministries.

5.1.1 Wednesday Fellowship

Wednesday Fellowship (WF) has continued throughout the year, providing friendship and fellowship for its ~~ageing~~ members. Attendance remains steady at 35-40 members weekly, sometimes exceeding 50. Meetings occur weekly on Wednesday afternoons during school terms, offering a mix of fun activities, hymns, talks, prayers, and guest speakers. For some attendees, WF functions as a midweek worship service. It also serves as an outreach opportunity, gently introducing the gospel to those who do not regularly attend church.
Pastoral care is integral to WF, as members often face health challenges and bereavement. The ministry is led by Tim, supported by a dedicated team consisting of Jan Fell, Jane Smith, Sallie Wood, Alison Saunders, Deirin Johnson, Hilary Jelly, Pat Pitt, and Diane Akers.

5.1.2 Oyster Midweek Group

Led by Ray Flux, the Oyster Midweek Group meets weekly on Monday afternoons in Betty's Room. It provides fellowship, Bible study, prayer, and refreshments for a committed group of seniors.

5.1.3 Sunday Services

We remain committed to offering services that accommodate all age groups. While 3rd Age members attend all three weekly services, the 9:00 am service continues to provide traditional worship. This service has seen growth in attendance and sung worship.

5.1.4 Pastoral Care

Pastoral care for the 3rd Age remains a priority. With increasing loneliness in society, we focus on crisis support and home visits, including home communion services. Our staff and dedicated teams ensure ongoing care for those unable to attend church.

5.2 Pastoral Work

5.2.1 Pastoral Ministry Overview

In 2024, Dave Scott led the Pastoral Ministry for the first half of the year. After that, Nina, Kate and Tim assumed leadership responsibilities identifying the need for improved processes and communication. The Senior Staff Team (Tim, Kate, Nina, and Jon) then reviewed pastoral care processes. Emmanuel's strong culture of care is evident in the extensive pastoral support occurring naturally through services, small groups, and friendships.

5.2.2 Pastoral Team

Pastoral work is primarily led by Tim, Kate, and Nina, supported by a dedicated team of 18 individuals providing varying levels of care. Additionally, many church members offer informal yet vital support within their networks.

5.2.3 Structure and Management

Pastoral needs are reviewed weekly in our Senior Staff operations meeting. Three key teams provide structured care:

- **Home Communion Team** (coordinated by Brian Cox) – Conducting services in four local care homes.
- **Visiting Team** (coordinated by Tim) – Offering support to older church members.
- **Bereavement Team** (coordinated by Jackie Madge) – Assisting those experiencing loss.

We extend special thanks to Alison Saunders for her past leadership in the Visiting and Bereavement Teams.

5.2.4 Nature of Pastoral Work

Most pastoral needs are met informally within church groups. However, our team actively supports over 40 individuals facing challenges such as bereavement, debt, relationship issues, health concerns, and mental illness. Where safeguarding is required, we liaise with Gill Denham, the Parish Safeguarding Officer (PSO).

5.2.5 The Freedom Course

The Freedom Course was held in Spring 2024, led by Dave, Keren Pollock, Lynne Burke, and Michael Davey. Four sessions were followed by prayer appointments, with around 15 participants.

5.2.6 Practical Support

Practical support is provided through church networks, as well as structured initiatives such as the Foodbank and Compassion Fund. In 2024, the Compassion Fund Team [Tim, Dave, Jan Fell, Judith Cox, Maria Pearkes, and Mark (Monty) Johnson] distributed around £2.7k to 11 recipients (8 church members and 3 from the local community).

6 Children and Youth Ministry

6.1 Children's Ministry

6.1.1 The Sunday Children's Groups

These include groups named Blaze, Shine, Sparklers, and Twinkle. They have successfully catered to up to 60 children weekly, supported by a minimum of eight team members and parent volunteers. The themed sessions over the three terms focused on exploring the Character of God, personal identity, and encounters with Jesus. While the involvement of church members in these groups has been encouraging, the departure of three to four key families has posed a challenge in finding suitable replacements.

6.1.2 Weekly Babies & Toddlers Group

This has provided a safe and stimulating environment for children under four and their caregivers. Due to its popularity, adjustments were necessary to accommodate the needs of mothers with infants. Judith, with support from Nina and a dedicated volunteer team, has coordinated these sessions effectively. The ministry has also benefited from occasional visits by Hillingdon Children & Family specialists and a partnership with Holy Trinity Primary School, where children assist under staff supervision.

A notable addition this year has been the monthly Wiggle & Worship sessions, which have fostered engagement through singing, dancing, and interactive Bible stories.

6.1.3 Monthly Who Let the Dads Out

These sessions have successfully attracted new fathers and male caregivers, providing opportunities for shared breakfast and play. Expanding into the hall for more active play has yielded positive feedback, and an outing to Ruislip Lido was well-received.

6.1.4 Rock Up Friday Clubs

These have drawn 20-25 older children monthly, offering a mix of sports, games, and crafts. This initiative has created anticipation among children and serves as an excellent opportunity for church members to invite friends. The ministry has organized various community-building events, including a Pizza Making lunch, Pancake Challenge, Family Picnic, and Easter Egg Hunt, all of which require significant time and effort from volunteers.

6.1.5 Summer Holiday Club

This was the first Holiday club at ECN for many years and was a 3-day event with the theme Treasure Seekers. It unpacked daily gospel nuggets through drama, team challenges, arts n crafts, sports, and key messages

6.1.6 Schools Work initiative

This spans six local primary schools, featuring the LionHeart After-School Club at Eastbury Farm Primary School, assemblies, and church visits. The positive feedback from schools during their Christmas Carol Services underscores the importance of prayer support for this work.

6.1.7 Other important events

- **Palm Sunday**: Family Picnic and Easter Egg Hunt trail through South Oxhey Woods.
- **Messy Good Friday**: Exciting morning of crafts, games, a 3-room Immersive Easter Experience, and an interactive Messy Good Friday message.
- **Trips Out:** Kew Gardens and Ruislip Lido.
- **Light Party**: A fun, Christian event away from Halloween.
- **Advent Interactive**: Light Trail with Prayer Stations event.
- **Family Events:** Carols Service and Family Nativity event at Christmas.

6.2 Youth Ministry

6.2.1 Regular groups

Youth Night began the year tackling some difficult topics including relationships and sexuality, with Q&A nights and open discussions. Youth Night has experimented with some more creative formats to explore relationship and encounter with God. Extatic Sunday mornings have been growing with the increase in visitors to the church. We explored famous books in the Bible such as Proverbs and James and key events such as The Resurrection and Pentecost.
The Evening Chill began in January 2024 and created a space for our older youth to meet over food after the 5:30 pm service. The Hangout grew into a real hub for our young people, with several young people joining us from Rock-Up Fridays.

6.2.2 One-off events

We had several one-off events from games - to socials - to our Youth Sleepover at church. Around 20 young people joined us for the weekend, with activities such as a worship session, games, karaoke and a movie night.

6.2.3 Parenting for teenagers

We also began the year with a Parenting for Teenagers course online. 7 parents/couples joined us on zoom, to explore this well-loved Care for the Family course.

7 Mission and Evangelism

7.1 Community Outreach

Through the year, we have seen growth at Emmanuel Church Northwood. New people are attending Sunday gatherings and various groups, which shows how the connection with the local community is increasing. In October 2024, the PCC agreed on a new strategy for evangelism at ECN for the coming years.

Here are some key highlights from 2024:

- **The English Language Café**: The English Language Café changed significantly in the spring of 2024. The new team and vision have led to an increase in numbers (20+ people every week), with more people joining our church family.
- **Schools' outreach**: Following years of growing relationships with our local schools, we had eight schools visit our church for the carol services or invite us to come for Christmas assemblies. It was a significant time with many good conversations with neighbours. This followed the first-ever prayer space at Hillside Junior in November 2024. In the week of March 31st, we then had a week fully booked by children in Reception and Year 4 visiting our Easter Experience at the church.
- **Holiday Club**: Over forty children attended the Treasure Seeker Holiday Club at ECN in August 2024, which was the first holiday club to take place at the church in many years.
- **Wiggle & Worship**: In September 2024, we started a new monthly toddler service following Babies and Toddlers on a Thursday. Children under 4, along with their parents/carers, are invited to stay on for a short service aimed at young children.
- **Christmas**: The impact of the outreach into the community and growing confidence within the church family resulted in more visitors attending Christmas services at ECN than we have seen in years.
- **Clothes Swap:** In October 2024, the Eco Church committee hosted a Women's Clothes Swap. We asked our congregations to donate clothes and invite their friends and neighbours to spend an evening swapping clothes. We also took the opportunity to share about the wonderful planet God has created for us and our responsibility to care for it. Over 700 garments and accessories were reused and recycled, and more than 70 people attended the event.
- **Socials**: To start implementing our new strategy for evangelism at ECN, there have been monthly socials hosted at the church, which offer opportunities for connection within the church family, as well as for newcomers to get connected and for friends to be invited.
- **Northwood HQ**: Following initiatives on the Northwood Patch and engagement at the HQ, more military families have joined ECN during their time in Northwood.

In addition to this, staff and volunteers host weekly and monthly groups to engage with the local community. These include the Lionheart afterschool club at Eastbury Farm School, the English

Language Café, Babies & Toddlers, the Foodbank, Rock Up Fridays for children, The Hang Out for youth, and Who Let the Dads Out?

7.2 International Mission

7.2.1 Vision and Strategy

The Internation Mission committee (IMC) remains committed to encouraging the church to fully engage in the Great Commission. Our strategy continues to focus on:

- Educating and equipping the congregation on the biblical mandate for global mission, especially to the "least reached" peoples.
- Supporting and resourcing Mission Partners through training and collaboration.
- Providing prayer, visits, and practical support to Mission Partners.
- Encouraging youth and young adults to engage in mission, including through short-term trips.
- Identifying, coaching, and mentoring those called to full-time mission.
- Integrating prayer for global mission into church life.

7.2.2 Review of 2024

- **Financial Planning**: In response to a reduced budget forecast, the IMC reviewed its long-term strategy and Mission Partner commitments. This led to a decision to focus on a smaller number of key Mission Partners while phasing out “Associate Mission Partners” and those previously supported.
- **Mission Partner Engagement**: Chair Colin Sheppard met with each Mission Partner to discuss their ministry and our future plans. The church remains committed to supporting its Mission Partners while encouraging a global mission perspective.
- **Worldwide Sundays (WWS)**:
    - **January**: Focus on Operation Mobilisation (OM) and their mission to reach the 3 billion people who have never heard the gospel. CEO Matthew Skirton preached at all services.
    - **November**: Highlighted Wycliffe Bible Translators’ work in making the gospel accessible in all languages. Phil King preached in the morning, and the afternoon session featured updates from all Mission Partners. The 5:30 pm service included a report on a mission trip to Finland with New Wine.
- **New Mission Partners**:
    - In **May**, Graham and Janice Wilburn were appointed Mission Partners for their ongoing work with OM ships.
    - In **November**, T&S were appointed Mission Partners for their work with OM in North Africa, supporting refugees.
- **Looking Ahead to 2025**:

- The church enters 2025 with **8 Mission Partners**, with 2 set to retire within the next 2 years.
- Mission Partners continue to receive support through small groups, weekly prayer emails, prayer at Sunday services, monthly church prayer meetings, and confidential prayer networks.

The IMC remains dedicated to strengthening the church's engagement in global mission, ensuring sustained support for our Mission Partners, and encouraging more members—especially young people—to get involved.

The present list of supported Mission Partners is shown in the Appendix in Table 15.

8 Safeguarding

8.1 Safeguarding Strategy

ECN Safeguarding includes the following protocols:

1. The leadership of safeguarding policy and practice is distributed across a team of leaders, both clergy and laity.
2. We ensure that several members of this team are trained to Level 3, updated at least every two years.
3. This team meets at least every three months to consider safeguarding practice, training, risk assessments and ways of keeping this important subject high profile in the minds of the congregation.
4. Our practice is constantly reviewed and evolving to ensure any new risks are identified and addressed promptly.
5. Our policy too is reviewed, updated and ratified by the PCC annually.
6. Safeguarding awareness training is delivered to the whole PCC twice annually and a brief safeguarding report is a standing item at each monthly PCC meeting.
7. All children and youth leaders, and those working or volunteering with vulnerable adults, are required to undergo a Disclosure and Barring Service check.
8. We also require all PCC members to undergo the same check.

In 2024 the Safeguarding Committee have also reviewed the following policies:

- Annual review of Emmanuel Church Safeguarding Policy
- Use of Social Media
- Use of WhatsApp

More information can be found on the ECN website: www.ecn.org.uk/safeguarding-and-policies.

The members of the committee are given in Appendix section Safeguarding Committee.

8.2 Safeguarding Training

8.2.1 Material

Each session has been led by either PSO or deputy PSO using PowerPoint presentation that are continually being updated with different scenarios.

8.2.2 Events

- 24th January 2024, 24 people attended
- 11th March 2024, 57 people attended
- The PCC received training in July 2024

9 Fabric, Buildings, and Property

9.1 Maintenance

9.1.1 Planned Work

- Over the summer, we painted the Hall windows, main Reception, and Hall entrance, and fitted new fascia boards and lighting.
- We decorated two reception rooms at 64 Chester Road and replaced the lounge lights with LEDs.
- Gas safety checks were completed at 64 Chester Road, 4 Church Close, and Flat 6 Beeches House.
- Last month, Pinegrand serviced and carried out gas safety checks on our five church boilers.
- We ordered new threshold mats for key entrances and a large door mat for the Hall.

9.1.2 Reactive Work

- The boiler at 64 Chester Road was replaced after becoming uneconomical to repair.
- A roof leak at 64 Chester Road was repaired, and internal damage will be fixed once fully dry.
- The main Church kitchen boiler was serviced and repaired.
- Repairs were scheduled for faulty Reception lights, and 50% of failed emergency lights were replaced.

9.1.3 Quinquennial Inspection (QI) Update

- Bob Wilson stepped down as our QI surveyor.
- It is anticipated that anew QI surveyor will be in place for the next inspection in 2028.

9.2 Projects

9.2.1 Westgate Servery

- We have secured Building Regulations approval for the proposal from Hillingdon Council and a supportive statement from our retiring QI surveyor. However, there have been technical issues with submitting a faculty application to the Diocese, which we are working to resolve.
- Bob Wilson agreed to draft a support statement for our faculty application.
- Once we secured approval and Bob's statement, we submitted the application for review.

9.2.2 Lounge Refurbishment

- We commissioned an acoustics report to assess the impact of replacing the current carpet with a non-slip hard floor and are now considering the best way forward.
- Plans also include installing two large wall-mounted screens to replace the projector screen.

9.2.3 Church Cabling / AV System

- The new projector was installed and proved a considerable improvement.

10 Deanery and Diocesan Relationships

A **Deanery Synod** is a key part of the governance structure within the Church of England, acting as a bridge between **parishes** (local churches) and the **diocese** (a regional area overseen by a bishop). It serves as a forum for discussion, decision-making, and collaboration among parishes in a specific **deanery** (a group of neighbouring parishes).

A **deanery** is a geographical grouping of parishes within a diocese. Our Harrow deanery is overseen by an **Area Dean** (now Rev. Matthew Stone), who is appointed to provide leadership and pastoral support to the deanery's clergy and parishes.

10.1 Purpose of the Deanery Synod

The Deanery Synod exists to:

1. **Encourage collaboration between parishes**: Share resources, ideas, and best practices to support ministry and mission across the deanery.
2. **Facilitate communication**: Act as a link between the diocese and the parishes, ensuring that diocesan policies, initiatives, and concerns are communicated to parishes and vice versa.
3. **Provide a forum for discussion**: Discuss local, diocesan, and national issues affecting the Church of England. This might include topics such as mission strategy, safeguarding, or financial matters.
4. **Elect representatives to higher levels of governance**: Members of the Deanery Synod vote in elections for the **Diocesan Synod** and **General Synod**, influencing the wider Church of England.

10.2 Membership of the Deanery Synod

Membership includes both **clergy** and **laity**:

- **Clergy**: All licensed clergy (e.g., Senior Leaders, rectors, curates) in the deanery are automatically members.
- **Laity**: Lay members are elected by their respective **parish Annual Parochial Church Meeting (APCM)**.

Each parish has a set number of lay representatives based on the size of its electoral roll. The list of ECN members is given in Appendix 13.5.

10.3 Responsibilities and Activities

A Deanery Synod typically:

1. **Meets regularly** (e.g., 2–3 times a year) to discuss matters of mutual interest.
2. **Supports deanery mission plans**, such as outreach projects or resource-sharing initiatives.
3. **Provides training and support** for clergy and lay leaders.

4. **Reviews and contributes** to diocesan decisions, such as the allocation of the **parish share** (the financial contribution each parish makes to the diocese).

10.4 Who Leads the Harrow Deanery Synod?

The Harrow Deanery Synod is chaired by:

1. The **Area Dean** is now Rev. Matthew Stone.
2. The elected **Lay Chair** of Clive Scowen.

They work together to set agendas, facilitate discussions, and ensure the smooth running of the synod.

10.5 Significance in Church Governance

The Deanery Synod is a vital part of the Church of England's synodical system:

- It allows for **local decision-making** while ensuring accountability to the wider church.
- It empowers parishes to have a voice at diocesan and national levels through their elected representatives.
- It supports the practical outworking of the Church's mission at the grassroots level.

10.6 Annual Report for 2024

The Deanery Synod met three times during the year, beginning each session with worship led by the hosts, who shared a profile of their mission and ministries before receiving prayers from the Synod. The hosts also provided refreshments. Reports were tabled or presented at each meeting by those elected to the Diocesan and General Synods.

The first meeting took place on 6 February at the London School of Theology in Northwood, focusing on "Engaging with our Communities." Rev. Julian Gadsby from the London Institute for Contemporary Christianity spoke on discipleship and the importance of making a difference in daily life. He introduced the 6 Ms of Discipleship: Model a godly character, Make good work, Minister grace and love, Mould culture, Mouthpiece for truth and justice, and Messenger for the Gospel. He emphasised the need to love one’s neighbour, share Jesus with others, and live authentically. Noah Kelly from St Alban’s North Harrow also spoke about the Willesden Area Ministry Experience Scheme.

The second meeting was held on 13 June at All Saints Harrow Weald, beginning in the Forest School. The Synod observed a minute’s silence in memory of John Dolling, the long-serving Lay Chair who had recently passed away. Revd John Barker provided an overview of the church’s activities, which encompassed the Forest School, the Pre-School, the Church Hall, and the Parish. Revd Dave Bookless, Head of Theology at A Rocha International, spoke about the ECO-Church programme, which had been running in England and Wales for eight years and had enrolled 7,000 churches. He outlined the five areas of the ECO-Church Survey required for parishes to receive awards: Worship and Teaching, Management of Church Buildings, Management of Church Land, Community and Global Engagement, and Lifestyles. Tom Johnson, Treasurer of St Alban’s North Harrow, shared details of their recent solar panel installation project.

During this meeting, Clive Scowen was elected as Lay Chair, David Green as Treasurer, and Sarah Archer and Jon Lindsay-Scott as Clergy Representatives on the Standing Committee. Lay Representatives elected to the Standing Committee included Robert May, Toby Partridge, and Judith Shepherd, while Mike Still was appointed as the third Deanery representative on the Harrow Standing Advisory Committee for Religious Education. Matthew Szurgot, Head of School at Holy Trinity Northwood Church of England School, was co-opted to the Synod. The Deanery Accounts for 2023 were approved.

The third meeting took place on 23 November at St Jerome's Bilingual Church of England School in Harrow, focusing on "Growing Younger: Improving our Provision for Children and Youth in our Parishes." Members submitted questions in advance for a panel discussion featuring Sarah Agnew (Children and Families Ministry Advisor for the Diocese), Carol Sormaz (Children, Families, and Community Worker at Christ Church Roxeth), Andy Carson (Youth Worker at Christ Church Roxeth), and Harley Lloyd-Fix (Re:Generation Harrow Schools Worker). A summary of the panel's Questions and Answers was included in the meeting minutes for distribution to parishes.

11 Financial Information

11.1 Reserves Policy

Total unrestricted reserves as at 31 December 2024 amounted to £2,181,800 (**2023**: £2,032,800).

This included fixed assets (property) with a net book value of £1,925,000 (**2023**: £1,835,000), leaving free liquid reserves of £256,800 (**2023**: £197,800).

Of these free reserves £139,700 (**2023**: £90,000) has been designated towards specific areas of the Church's future work.

The PCC's policy is to hold only sufficient reserves to enable it to meet outgoings on a day-to-day basis, relying on the faithfulness of God to provide for our financial needs at Emmanuel, as He has done for more than 100 years. It is the aim of the PCC to hold reserves equivalent to three months of unrestricted outgoings.

11.2 Financial Review of 2024

The financial outturn for 2024 was a small surplus of £9.3K on unrestricted funds before property revaluation. "Giving" for 2024 was close to budget and, in addition, we received a substantial legacy from the estate of Jeanne Heath, which will be spent on refurbishment of the Lounge. As it was not possible to start this work in 2024, the PCC designated £36K from the legacy, with a view to financing this project in the next year or two. Income from interest payments and dividends increased but letting income fell somewhat. Money was drawn down from the Local Mission Fund (established with the Hackett legacy a few years ago) and grants were received from another charity and from the Archdeacon's Discretionary Fund to assist in financing the stipend and expenses for the Associate Vicar for Pioneer Evangelism.

Expenditure was below budget, principally because of an underspend of £20.7K by the Property Committee, which will be carried forward to 2025. We also made some modest savings on the salary budget and on several other budgets. The overall financial position of Emmanuel, as shown in Note 2 of the accounts, showed an increase of £9.3K in unrestricted funds, after taking into account transfers of £10K to designated funds to continue to build up a fund for replacement of capital equipment and property and £36K from legacy income, but before allowance for revaluation of property.

Unrestricted funds at the year-end consisted of net current assets of £257K and property assets of £1.925 million, representing the value of the two clergy houses – 4 Church Close and 64 Chester Road – and the flat at 6 Beeches House, which is classified in the accounts as an investment property, and has been valued at £475K, as it is currently let out on the open market. The vicarage is owned by the Diocese of London, although we are responsible for interior decoration.

Unrestricted giving (including legacies) to Emmanuel in 2024 rose to £516K (from £483K in 2023), including tax recoveries of £84K and legacies of £37K.

The graph below shows total giving to Emmanuel central over the last 20 years, with steady growth of giving to General Fund and notable peaks at the time of property refurbishment exercises. Other giving to mission has fallen but we continue to allocate significant resources to the support of mission partners from the main General Fund budget.

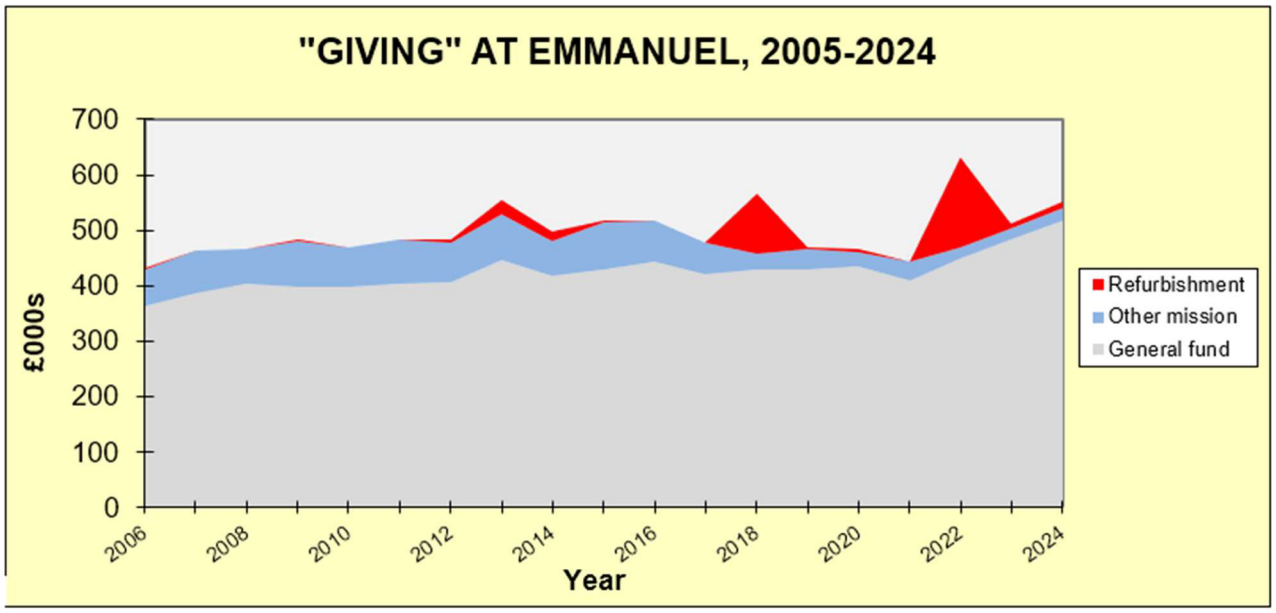

Figure 1: "Giving" over the years

The graph below, Figure 2, shows the annual surplus (or deficit) each year since 2005 on Emmanuel central (leaving aside revaluations of fixed assets). This averages out at a surplus of £4.3K a year.

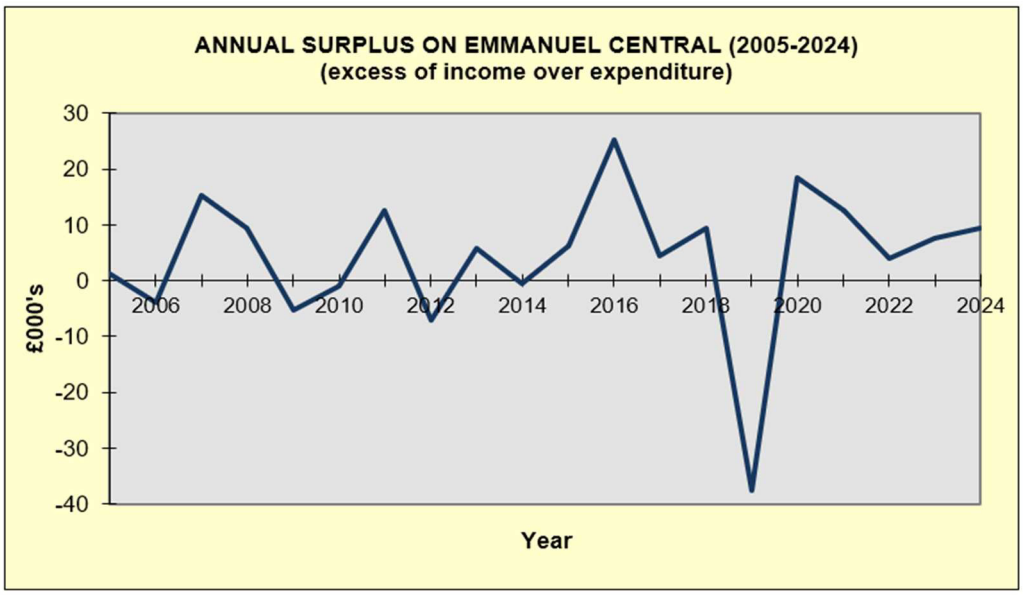

Figure 2: Surplus (or deficit) over the years

Total expenditure of Emmanuel unrestricted (and excluding designated) funds rose to £523K in 2024 (£508K in 2023). In addition, £67K was spent from restricted funds (£43K in 2023), of which £20K related to mission giving outside of Emmanuel, £4K to grants from the Compassion Fund, £3K to reimbursement of clergy expenses out of the Pratt Bequest, £27K from the Local Mission Fund to support the Associate Vicar for Pioneer Evangelism and £12K related to refurbishment (the new projector). The balance of designated funds now stands at around £140K.

Some 25% of Emmanuel Central total expenditure (£136K) went to the London Diocesan Common Fund[1] and 20% of total expenditure (£107K) was used for support of Emmanuel mission partners and other mission giving outside the budget. The remaining expenditure is split between ministry, premises and administration costs. The pie chart, Figure 3, below shows the way in which resources were used in 2024 by Emmanuel Central.

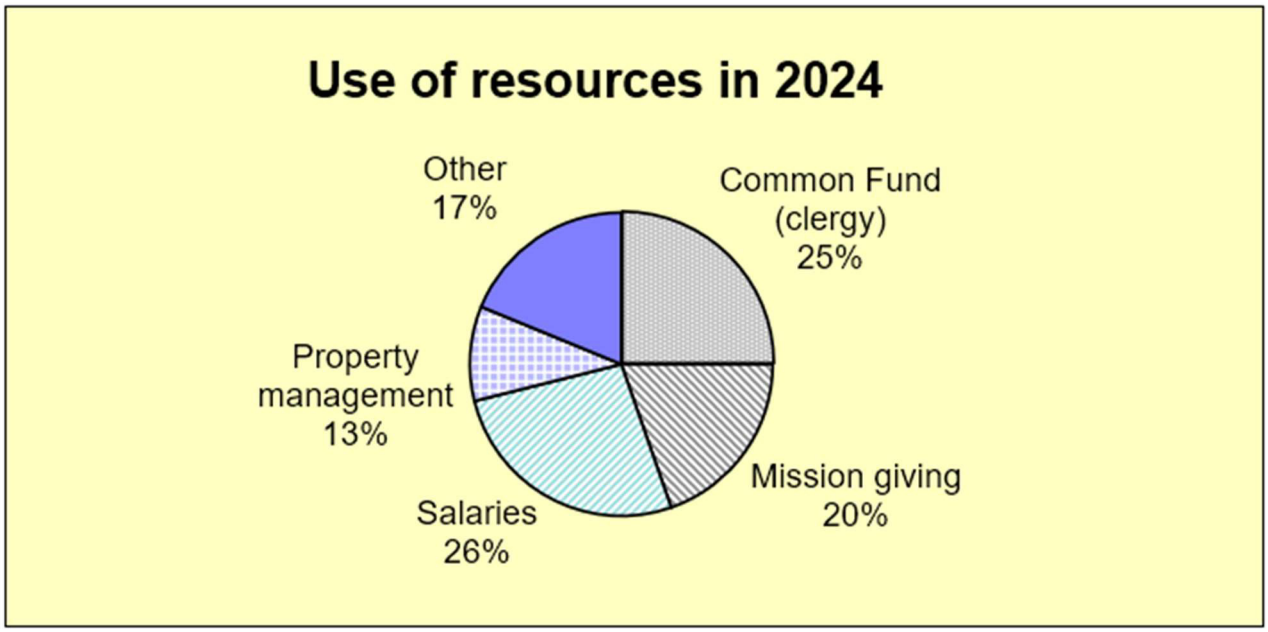

Figure 3: Resource Usage 2024

Mission partners and mission societies are supported out of amounts budgeted by the PCC from the general fund. The mission partner budget is allocated by the International Mission Committee. Further information is given in Note 11 to the accounts. In addition to these planned gifts to missions and other charities, church members may make gifts to the Donations Account for other charitable purposes. The Donations Account is maintained with separate bank and deposit accounts, and all resources given for specific purposes are treated as restricted funds to be utilised for those purposes and are not available for other use.

The PCC have set the budget for 2025 at £585K (£596K in 2024), including a carry forward of £21K of Property Committee budget. It is expected that this could give rise to a deficit of £22K, on the

[1] Emmanuel's contribution to Common Fund in 2024 was £136,500, which was the deemed cost of our own clergy.

basis of income from giving rising by about 3% from the level in 2024. The expenditure includes an allocation of a further £10K to the capital replacement fund. However, some of the potential property projects for the year are expected to be financed with money taken from designated funds. With about 244 individuals on the electoral roll at the beginning of 2025, meeting the budget for 2025 (offset by other non-donation income such as investment income, rentals and lettings) would require about £200 per member per month on average. The Electoral Roll is currently being revised, and new figures will be available at the APCM. In 2024 there were 152 regular contributors to the FWO, many of whom represent couples, from whom we received an average contribution of £261 a month (including associated tax recoveries). That level of giving will need to increase if we are to cover our budgeted costs in 2025. It is also relevant to note that the distribution of gifts is very skewed, and a relatively modest number of generous givers provide a large proportion of the income.

The PCC continues to exercise careful stewardship in respect of general fund expenditure but believes that budgets in future years should be set to reflect the strategic vision for the parish and also to enable us to maintain the properties for which we are responsible. The Finance Committee continues to encourage the clergy to preach on a systematic basis about the need to submit our personal finances to the Lord, and to encourage church members regularly to review their giving. We remain confident that God is faithful and will provide the resources to finance his work in Northwood and beyond.

11.3 Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Report of the Trustees 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 Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charity 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.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the trust deed. They are 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.

Approved by the PCC on 25 March 2025 and signed on their behalf by the Rev. Tim Meathrel (PCC Chairman)

Signed

11.4 Independent Examiner's Report

See overleaf.

Independent Examiner's Report to the Parochial Church Council (PCC) of Emmanuel Church Northwood

I report to the charity trustees on my examination of the accounts of the Emmanuel Church Northwood (the Church) for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity trustees of the Church you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Church's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000, your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Church as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view, which is not a matter considered as part of an independent examination.

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

M D Yousaf FCCA
For and on behalf of Munday Long Associates Ltd
Chartered Certified Accountants
Alton House
66/68 High Street
Northwood
Middlesex HA5 1BL

Date: 25-03-2025

11.5 Church Accounts

EMMANUEL CHURCH NORTHWOOD

Financial Statements of the Parochial Church Council
for the year ended 31 December 2024

Incumbent:
The Revd. Tim Meathrel
The Vicarage
Gatehill Road
Northwood HA6 3QB

Bank:
Barclays Bank plc

Independent Examiner:
Munday Long Associates Ltd, Chartered Certified Accountants
Alton House, 66 High Street, Northwood, HA6 1BL

EMMANUEL CHURCH NORTHWOOD

Statement of Financial Activities for the period from 1 January 2024 to 31 December 2024

	Notes	Unrestricted funds	Restricted funds	Endowment funds	Total funds 2024	Total funds 2023
		£000	£000	£000	£000	£000
Income and endowments from	**3**					
Donations and legacies		516.4	33.0		549.4	491.7
Church activities		39.8			39.8	40.6
Investments		26.1	10.4		36.5	32.1
Total income		**582.3**	**43.4**		**625.7**	**564.4**
Expenditure on	**4**					
Raising funds		1.7			1.7	12.1
Church activities		521.6	67.3		588.9	579.7
Total expenditure		**523.3**	**67.3**		**590.6**	**591.8**
Net gains/losses on investment assets					0.0	
Net income/expenditure before transfer		**59.0**	**(23.9)**		**35.1**	**(27.4)**
Transfers						
Gross transfers between funds – in		46.0			46.0	37.5
Gross transfers between funds – out		(46.0)			(46.0)	(37.5)
Other recognised gains/losses						
Gains on revaluation, fixed assets, charity's own use		90.0	3.5	2.4	95.9	21.4
Net movement in funds		**149.0**	**(20.4)**	**2.4**	**131.0**	**(6.0)**
Reconciliation of funds						
Total funds brought forward		**2032.8**	**224.9**	**105.4**	**2363.1**	**2369.1**
Total funds carried forward		**2181.8**	**204.5**	**107.8**	**2494.1**	**2363.1**

EMMANUEL CHURCH NORTHWOOD

Balance Sheet for the year ended 31 December 2024

		As at 31/12/24	As at 31/12/23
Fixed assets		£000	£000
Tangible assets	6	1450.0	1360.0
Investment property		475.0	475.0
Investments	9	256.5	253.6
Fixed assets		2181.5	2088.6
Current assets			
Stocks		0.6	0.6
Debtors	8	9.2	16.0
Cash at bank and in hand		313.3	275.2
Current assets		323.1	291.8
Liabilities			
Creditors: Amounts falling due in 1 year	10	10.5	11.5
Provision for liabilities and charges due within 1 year			5.8
Net current assets less current liabilities		312.6	274.5
Total assets less current liabilities		2494.1	2363.1
Amounts falling due after 1 year			
Total net assets less liabilities		**2494.1**	**2363.1**
Represented by			
Unrestricted - General Fund		1162.1	1152.8
Revaluation Reserve		880.0	790.0
Designated Fund: Refurbishment		139.7	90.0
Restricted - Pratt Bequest Fund		12.7	15.3
Restricted - Mission Fund		144.1	143.6
Restricted - Compassion Fund		2.8	6.5
Restricted - Local Mission Fund		44.9	59.5
Restricted - Refurbishment fund			
Endowment - Missionary Training Fund		107.8	105.4
Funds of the church		**2494.1**	**2363.1**

The notes on pages 36 to 47 form part of these financial statements.

Approved by the PCC

Rev. Tim Meathrel
Chairman of the PCC
Date: 25 March 2025

Chris Daykin FIA
Treasurer of the PCC
Date: 25 March 2025

EMMANUEL CHURCH NORTHWOOD

Cash Flow Statement for the year ended 31 December 2024

	2024		2023	
	£000	£000	£000	£000
Net cash from operating activities		0.4		(22.5)
Cash flows from investing activities				
Dividends, interest and rent from investments	34.8		20.0	
Proceeds from sale of:				
Tangible fixed assets				
Tangible fixed investments	3.0		3.0	
Purchase of:				
Tangible fixed assets for the use of the PCC				
Fixed asset investments				
Net cash provided by / (used in) investing activities		37.8		23.0
Change in cash and cash equivalents in the reporting period		38.2		0.5
Cash and cash equivalents at 1 January		275.1		274.7
Cash and cash equivalents at 31 December		313.3		275.2
Reconciliation of net income / (expenditure) before investment gains				
Net income/(expenditure) from SOFA		131.0		(6.0)
Adjustments for:				
Depreciation				
(Gains)/losses on investments		(95.9)		(21.3)
Dividends, interest and rent from investments		(34.7)		(20.0)
Decrease/(Increase) in debtors		6.8		23.9
(Decrease)/Increase in creditors		(6.8)		0.9
Net cash provided by/ (used in) operating activities		0.4		(22.5)
Analysis of cash and cash equivalents				
Cash in hand		20.4		15.6
Notice deposits (less than 3 months)		292.9		259.6
		313.3		275.2

EMMANUEL CHURCH NORTHWOOD

Notes to the Financial Statements for the year ended 31 December 2024

ACCOUNTING POLICIES

1.1 Basis of preparing the financial statements:

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared under the Church Accounting Regulations 2006 in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011.

The Church constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared under the historical cost convention except for investment assets which are shown at fair value.

There are no material uncertainties about the charity's ability to continue. In these circumstances the financial statements have been prepared on a going concern basis.

Funds

1.2 Unrestricted Funds are funds at the discretion of the PCC that can be used as the PCC decides.

Designated Funds are funds which were available for use at the discretion of the PCC but where the PCC has formally set them aside, designating them for future purposes.

Restricted Funds are funds given for a specific purpose and can only be used for that purpose. The Restricted Funds are the Mission Fund, the Local Mission Fund (formerly the Hackett Fund), the Compassion Fund, the Pratt Bequest Fund and the Refurbishment Fund. Further details are given in Notes 5, 7, 11 and 12.

Endowment Funds are funds where the income may be used but not the capital. They may be restricted or unrestricted. Information about the endowment fund (the Missionary Training Fund), is given in Note 9. The Pratt Bequest Fund was released from being permanent endowment by the Charity Commission on 8 July 2019 and is now treated as a Restricted Fund.

Income and endowments

1.3 All income is recognised in the Statement of Financial Activities once the PCC has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

1.4 Collections are recognised when received by or on behalf of the PCC. Planned giving receivable under Gift Aid is recognised when received. Giving through Charities Aid Foundation and similar trusts is recognised when vouchers received by Emmanuel are submitted to the trusts for payment or, for direct donations to other trusts, when those are transferred to the church.

1.5 Gifts to the General Fund for specific purposes are held to be used for those purposes only. Gifts for specified mission, the Compassion Fund or other charitable purposes are held in the Mission or Compassion Fund, all of the assets of which are regarded as owed to people and organisations outside Emmanuel. Gifts specifically for refurbishment are held exclusively in the restricted Refurbishment Fund.

1.6 Income from the Bookstall is accounted for gross, and is shown as income and endowments from church activities. Expenditure is shown as expenditure on church activities.

1.7 The income of Wednesday Fellowship and Baby and Toddler Club is shown as income and endowments from church activities and the corresponding expenditure as church activities.

1.8 Interest and dividends are accounted for when credited. Realised gains and losses are recognised when investments are sold. Unrealised gains or losses on the Endowment and Restricted Funds are accounted for on revaluation of the investments as at 31 December.

1.9 Rental income from letting church premises is recognised when due. Income from letting church houses is treated as investment income.

Expenditure

1.10 Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the PCC to that expenditure; 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 accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

1.11 The Diocese of London Common Fund is accounted for over the periods for which it is due. Any amount for the year which remains unpaid at 31 December is shown as a creditor in the Balance Sheet and any overpayment as a prepayment for the following year.

1.12 Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year-end are noted as a commitment but not accrued as expenditure. Grants to mission partners and societies which have been budgeted for. out of the General Fund are accounted as accruing over the year.

Fixed assets

1.13 Consecrated land and buildings and moveable church furnishings have been excluded from these financial statements by virtue of section 10(2) of the Charities Act 2011. Moveable church furnishings are listed in the church's inventory (terrier), which can be inspected in the Parish Office.

1.14 Costs of refurbishment and development of the church and its associated buildings have been included as expenditure of the restricted or designated Refurbishment Fund and have been written off in the year.

1.15 All expenditure incurred in the year on items of general fund capital expenditure under £5,000 is written off as incurred.

1.16 Equipment with a purchase price of £5,000 or more (other than items purchased from Restricted and Designated Funds) is depreciated on a straight line basis over periods as follows: Fixtures, fittings and equipment – 5 years

1.17 The freehold properties are shown at fair value. It is the church's policy to professionally revalue the freehold properties with sufficient regularity to ensure the carrying value does not differ materially from the fair value at the end of the reporting period. No depreciation is provided on freehold properties, as it is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long that any depreciation would not be material. In addition, these assets will be subject to annual impairment reviews. Provision will be made if there has been any permanent diminution in value.

1.18 Deposits include amounts held on deposit at Barclays Bank and CBF Church of England Deposit Funds with CCLA.

General

1.19 Figures are shown in the financial statements in thousands of pounds (£000) to one decimal place.

2. STATEMENT OF FINANCIAL ACTIVITIES

Unrestricted funds by accountability centre

	Emmanuel Undesignated	Central Designated	Total 2024	Total 2023
	£000	£000	£000	£000
Income and endowments from				
Donations and legacies	516.4		516.4	473.2
Church activities	39.8		39.8	40.6
Investments	22.4	3.7	26.1	22.2
Total income	**578.6**	**3.7**	**582.3**	**536.0**
Expenditure on				
Raising funds	1.7		1.7	12.1
Church activities	521.6		521.6	537.3
Total expenditure	**523.3**	**0.0**	**523.3**	**549.4**
Gains/ losses on investment assets				
Net income/expenditure before transfer	**55.3**	**3.7**	**59.0**	**(13.4)**
Transfers				
Gross transfers between funds – in		46.0	46.0	37.5
Gross transfers between funds – out	(46.0)		(46.0)	(37.5)
Other recognised gains/losses				
Gains on revaluation, fixed assets, charity's own use	90.0		90.0	
Net movement in funds	**99.3**	**49.7**	**149.0**	**(13.4)**
Reconciliation of funds				
Total funds brought forward	**1942.8**	**90.0**	**2032.8**	**2046.2**
Total funds carried forward	**2042.1**	**139.7**	**2181.8**	**2032.8**

In 2024 the PCC designated £36,000 from the legacy of the late Jeanne Heath and £10,000 from general budget towards future capital expenditure projects.

3 INCOME AND ENDOWMENTS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2024	Total funds 2023
			Mission*	Refurb.^			
Income and endowments from:	£000	£000	£000	£000	£000	£000	£000
Donations and legacies							
Planned giving	388.9		8.5			397.4	356.9
Collections and other gifts	6.5		10.0	10.0		26.5	19.7
Income tax recoverable	83.6		2.0	2.5		88.1	84.1
Legacies	37.4					37.4	31.0
	516.4		**20.5**	**12.5**		**549.4**	**491.7**
Church activities							
Fees	3.9					3.9	4.2
Bookstall	0.4					0.4	0.6
Lettings	23.8					23.8	24.8
Babies and Toddlers	2.2					2.2	3.1
Wednesday Fellowship	1.2					1.2	1.2
Other ministry areas	8.3					8.3	6.7
	39.8					**39.8**	**40.6**
Investments							
Interest (gross)	3.8	3.7	10.4			17.9	15.3
Rental income (gross)	18.6					18.6	16.8
	22.4	**3.7**	**10.4**			**36.5**	**32.1**
Other income							
Total income	**578.6**	**3.7**	**30.9**	**12.5**		**625.7**	**564.4**

* Mission Restricted, Local Mission Restricted and Compassion Fund Restricted

^ Pratt Bequest and Refurbishment Restricted

4 EXPENDITURE

	Unrestricted funds £000	Designated funds £000	Restricted funds Mission* £000	Restricted funds Refurb.^ £000	Endowment funds £000	Total funds 2024 £000	Total funds 2023 £000
Expenditure on:							
Raising funds							
Investment management costs	1.7					1.7	12.1
	1.7					**1.7**	**12.1**
Church activities							
Missionary and charitable giving	**83.8**		**23.5**			**107.3**	**110.4**
Common Fund	**136.5**					**136.5**	**135.0**
Clergy and service costs							
Housing	6.8					6.8	6.2
Clergy expenses	5.2			3.0		8.2	10.6
Eastbury	0.1					0.1	20.2
Service maintenance	29.0					29.0	22.6
	41.1			**3.0**		**44.1**	**59.6**
Premises costs							
Property supervisor	21.5					21.5	16.3
Insurance	10.9					10.9	9.6
Heat, light, etc.	22.7					22.7	21.3
Maintenance Church & Hall	36.5					36.5	73.1
	91.6					**91.6**	**120.3**
Activities							
Youth and children's work	52.2					52.2	26.9
Family	1.0					1.0	1.1
Church weekend	0.8					0.8	0.8
Pastoral	4.0					4.0	2.1
Evangelism and outreach	23.1		27.4			50.5	28.1
Social action	1.0		0.9			1.9	2.1
	82.1		**28.3**			**110.4**	**61.1**
Support costs							
Administrative and secretarial wages, etc.	54.1					54.1	52.8
Printing, postage, stationery & telephone	13.7					13.7	22.0
Equipment maintenance & depreciation	2.2			12.5		14.7	2.7
Miscellaneous	7.4					7.4	9.3
	77.4			**12.5**		**89.9**	**86.8**
Governance costs							
Independent examination	3.1					3.1	2.9
Bookkeeper	4.2					4.2	3.6
Property valuation	1.8					1.8	
	9.1					**9.1**	**6.5**
Total expenditure on church activities	**521.6**		**51.8**	**15.5**		**588.9**	**579.7**
Total expenditure	**523.3**		**51.8**	**15.5**		**590.6**	**591.8**
Gains/ losses on investment assets							
Net income/expenditure before transfer	**55.3**	**3.7**	**(20.9)**	**(3.0)**	**-**	**35.1**	**(27.4)**

* Mission Restricted, Local Mission Restricted and Compassion Fund Restricted

^ Pratt Bequest and Refurbishment Restricted

The Common Fund is payable to the Diocese of London. This was the estimated amount of Emmanuel's "costs" in 2024, made up of the salaries, housing and indirect costs of our own clergy and our share of diocesan costs. Expenditure on heating, cleaning and other utilities and maintenance, which are relevant to these activities and to the letting of the hall and church, is shown under premises costs.

5 STATEMENT OF FINANCIAL ACTIVITIES

Individual restricted funds

	Restricted funds					Total	Total
	Mission	Compassion	Pratt	Local Mission	Refurb	Restricted funds 2024	Restricted funds 2023
	£000	£000	£000	£000	£000	£000	£000
Income and endowments from:							
Donations and legacies	10.5			10.0	12.5	33.0	18.6
Church activities							
Investments	7.3	0.3		2.8		10.4	9.9
Total income	**17.8**	**0.3**		**12.8**	**12.5**	**43.4**	**28.5**
Expenditure on:							
Church activities	20.4	4.0	3.0	27.4	12.5	67.3	42.5
Total resources used	**20.4**	**4.0**	**3.0**	**27.4**	**12.5**	**67.3**	**42.5**
Net incoming/outgoing resources before transfer	**(2.6)**	**(3.7)**	**(3.0)**	**(14.6)**	**-**	**(23.9)**	**(14.0)**
Transfers							
Gross transfers between funds – in							
Gross transfers between funds – out							-
Other recognised gains/losses							
Gains/losses on investment assets							
Gains on revaluation, fixed assets, charity's own use	3.1		0.4			3.5	12.3
Net movement in funds	**0.5**	**(3.7)**	**(2.6)**	**(14.6)**	**-**	**(20.4)**	**(1.7)**
Reconciliation of funds							
Total funds brought forward	**143.6**	**6.5**	**15.3**	**59.5**		**224.9**	**226.6**
Total funds carried forward	**144.1**	**2.8**	**12.7**	**44.9**		**204.5**	**224.9**

6 FIXED ASSETS

	Freehold land & buildings	Investment property	Fixtures, fittings & equipment	TOTAL
Cost/Valuation	£000	£000	£000	£000
Brought forward at 1 January 2024	1360.0	475.0		1835.0
Disposals				
Additions				
Revaluations	90.0			
Disposals				
Carried forward at 31 December 2024	**1450.0**	**475.0**	**0.0**	**1925.0**
Depreciation and impairment				
Brought forward at 1 January 2024	0.0	0.0	0.0	0.0
Charge for year				
Movement in provision for impairment				
Disposals				
Carried forward at 31 December 2024	**0.0**	**0.0**	**0.0**	**0.0**
Net value in accounts as at 31 December				
2024	1450.0	475.0	0.0	1925.0
2023	1360.0	475.0	0.0	1835.0

Freehold land & buildings

Properties were valued at open market value with vacant possession by Neil Altman FRICS (in £000s) as at 31 December 2024

	31/12/24
4 Church Close	730.0
64 Chester Road	720.0
	1450.0

If these freehold properties had not been revalued, they would have been included at their purchase price. The house at 64 Chester Road was purchased for £1,400 on 31 December 1945. The house at 4 Church Close was purchased for £5,850 on 28 April 1969.

A terrier of movable church fixtures and furnishings is maintained and may be viewed in the Parish Office. Consecrated land and buildings and moveable church furnishings have been excluded from these financial statements by virtue of section 10(2) of the Charities Act 2011. They are insured for a sum of £22.94 million including contents.

Investment property

The flat, 6 Beeches House, is currently rented out on the open market through Robsons as agent and is treated as an investment. Having obtained a written valuation of the fair value of the flat at 31 December 2024 by a chartered surveyor, a value of £475,000 has been placed on the property as at that date by the trustees (2023: £475,000). If the investment property had not been revalued it would have been included at the historical cost of £385,000 from its purchase price in 2015.

7 Balance Sheet for individual Restricted Funds as at 31 December 2024

	Restricted funds					Total Restricted funds 2024	Total Restricted funds 2023
	Mission	Compassion	Pratt	Local Mission	Refurb.		
	£000	£000	£000	£000	£000	£000	£000
Fixed assets							
Tangible assets	136.0		12.7			148.7	148.2
Investments							
Fixed assets	**136.0**		**12.7**			**148.7**	**148.2**
Current assets							
Stocks							
Debtors	0.1					0.1	1.4
Cash at bank and in hand	8.0	2.8		44.9		55.7	80.4
Current assets	**8.1**	**2.8**		**44.9**		**55.8**	**81.8**
Liabilities							
Creditors: Amounts falling due in one year							0.1
Provision for liabilities due within one year							5.0
Net current assets less current liabilities	**8.1**	**2.8**		**44.9**		**55.8**	**76.7**
Total assets less current liabilities	144.1	2.8	12.7	44.9		204.5	224.9
Total net assets less liabilities	**144.1**	**2.8**	**12.7**	**44.9**		**204.5**	**224.9**

8 DEBTORS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2024	Total funds 2023
			Mission	Refurb			
	£000	£000	£000	£000	£000	£000	£000
Other debtors	6.3		0.1			6.4	6.6
Prepayments	1.2					1.2	1.2
Accrued income	1.6					1.6	8.2
	9.1		**0.1**			**9.2**	**16.0**

9 INVESTMENTS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2024	Total funds 2023
			Mission	Pratt			
Restricted/Endowment Funds	£000	£000	£000	£000	£000	£000	£000
Investments in CCLA CBF Funds Pratt Bequest				12.7		12.7	15.3
Mission			136.0			136.0	132.9
Missionary Training Fund					107.8	107.8	105.4
			136.0	**12.7**	**107.8**	**256.5**	**253.6**

Pratt Bequest

The Pratt Bequest Fund is invested in the CBF Church of England Short Duration Bond Fund with CCLA. With the approval of the Charity Commission, this is now regarded as expendable endowment and is treated as a restricted fund rather than endowment.
The capital of 8,528 shares, with market value of £12,717 on 31 December 2024 (£15,331 for 10,591 shares on 31 December 2023), will be gradually reduced. The capital withdrawn (£3,000 in 2023 and 2024) as well as the income (£357 in 2023; £354 in 2024) is used towards the reimbursement of personal expenses of the clergy.

Missionary Training Fund

The Missionary Training Fund is invested in the CBF Church of England Investment Fund with CCLA. On 31 December 2024 capital of 4663 shares was held, with market value of £107,821 (£105,409 on 31 December 2023). The capital is retained intact and the income of £2,926 (£2,881 in 2023) is used to provide assistance to individuals engaging in short-term service overseas or in the UK, or to assist those thinking towards mission service to test their vocation and calling. Following advice from the Diocese of London's Trust Department, the 4663 shares representing the Missionary Training Fund endowment were transferred into the name of the London Diocesan Fund (LDF) on 22 January 2019 and are now held by the LDF on behalf of the PCC of Emmanuel Church Northwood, with the dividend income being remitted to the PCC.

10 CREDITORS: amounts falling due within one year

	Unrestricted funds	Designated funds	Restricted funds			Total funds 2024	Total funds 2023
			Mission	Pratt	Refurb.		
	£000	£000	£000	£000		£000	£000
Emmanuel sundry creditors							4.1
Emmanuel accruals	10.5					10.5	7.4
Provision for liabilities							5.8
	10.5	**0.0**	**0.0**	**0.0**	**0.0**	**10.5**	**17.3**

11 DONATIONS ACCOUNT

The Donations Account is used to channel giving to Emmanuel's mission partners at home and abroad, and to support mission societies and other agencies engaged in service, relief and evangelism.

In 2024 the PCC budgeted £83.3K for the support of Emmanuel mission partners and agencies. Most of this was financed from the General Fund and the rest from accumulated balances in the Mission Restricted Fund. Support for Emmanuel mission partners was provided as follows:

	£000
Steve and Sandie Davies (Operation Mobilisation)	16.8
Sharon Morgan (Wycliffe Bible Translators)	4.4
Kate and Phil King (Wycliffe Bible Translators)	13.5
London City Mission	1.0
Fiona Bunford (Montgomery Heights)	9.8
Church Pastoral Aid Society	10.2
Arab World Ministries	12.8
Mission Africa	3.2
OM Ships & Middle East	11.6
Total support	83.3

Gifts to the Donations Account, whether for the above budget or for other purposes, are included in the income under Restricted Fund General in the Statement of Financial Activities and in Note 3. Further details of the allocation of monies given through the Donations Account are available from the Donations Treasurer.

12 REFURBISHMENT

	2024	2023
Income	£000	£000
Donations	10.0	10.4
Tax recoveries	2.5	0.2
Church activities		
Interest		
	12.5	10.6
Expenditure		
Refurbishment	12.5	11.8
NET SURPLUS (DEFICIT) FOR YEAR	0.0	(1.2)
Funds at start of year	0.0	1.2
Funds at end of year	0.0	0.0
Represented by:		
Bank accounts and deposits		95.0
	0.0	95.0
less: Liabilities		
Provision for retention on building works		5.0
Amount due to General Fund (designated)		90.0
	0.0	0.0

13 STAFF COSTS

	2024	2023
	£000	£000
Wages and salaries	136.3	105.2
Social Security costs	3.6	2.2
Pension costs	4.5	2.6
	144.4	110.0

None of the staff employed by the PCC were members of the PCC during the year. There were no employees who received emoluments (excluding employer pension costs) of more than £60,000. The average number of staff employed (full or part time) during the year was 7 (2023: 6).

The charity operates a defined contribution workplace pension scheme with NOW: Pensions for qualifying employees, which complies with the legislation regarding auto-enrolment.

All contributions due were paid over to the scheme during the year except for the December payroll, for which the pension contributions are shown as an accrual in creditors and paid in January.

14 TRUSTEE REMUNERATION, RELATED PARTY AND OTHER TRANSACTIONS

The clergy, who receive their remuneration from the Church Commissioners and not from the PCC, received reimbursement of approved expenses from the PCC. In the case of the Senior Leader Tim Meathrel, Associate Leader Dave Scott, Associate Leader Nina Oskarsdottir and Curate Christine Britton (up to July 2024), accommodation was provided by the PCC at no charge.

The total amount of expenses reimbursed to the clergy in 2024 was £13,621 (2023: £15,513). This included rental, Council Tax and other expenses for Associate Leader Nina Oskarsdottir.

No other PCC members received remuneration or repayment of expenses (other than reimbursement of minor amounts expended on behalf of the PCC or church organisations), with the exception of the following:
- The wife of a PCC member is the Administrator. The PCC member concerned does not play any part in the decision-making regarding employment or staff remuneration.

Donations made by trustees during the year amounted to £116K before tax recovery (£119K in 2023).

15 FUNDS

	Unrestricted funds	Designated funds	Restricted funds Mission	Compassion/ Local Mission	Pratt/ Refurb.	Endowment funds	Total funds 2024	Total funds 2023
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
Tangible fixed assets	1450.0						1450.0	1360.0
Investment fixed assets	475.0		136.0		12.7	107.8	731.5	728.6
Current assets	127.6	139.7	8.1	47.7			323.1	291.8
Amounts falling due in one year	(10.5)	-	-	-	-		(10.5)	(17.3)
Funds at 31 December 2024	2042.1	139.7	144.1	47.7	12.7	107.8	2494.1	2363.1

12 Plans and Priorities

As was mentioned in section 3.0, we will propose a new vision for the church having spent many hours in prayer, thought and reflection. The new vision that has emerged is one of

Encountering
Restoring
Discipling
Sending

12.1 The New Vision

12.1.1 Encountering

We believe that God is calling Emmanuel to be a place of encounter. A church where people can encounter the true, living God. A church where we encounter each other as family.

12.1.2 Restoring

We believe that God is calling Emmanuel to be a church where lives, marriages, families, church, and community are restored. We long to be a church renewed in the power of the Holy Spirit where all people can experience love, hope and freedom.

12.1.3 Discipling

We believe that God is calling Emmanuel to be church family where everyone is discipled in the way of Jesus. We long to be a church of missional disciples, living out a wholehearted, risk-taking discipleship, shaping our lives and ministry on Jesus.

12.1.4 Sending

We believe God is calling Emmanuel to be a sending church. A church that equips and sends us all as disciples of Jesus to bring God's kingdom everywhere we go. We believe that God is calling us to be a storehouse which gives away what God has entrusted to us.

12.2 Making a Difference

We are seeking to be a church that is making a difference. We are seeking to be a renewed, growing, confident church where more people's lives are transformed by the love of the Father as they encounter Jesus by the power of the Holy Spirit.
We long to be a church where people from every nation and background find a home, a family, hope and freedom. We are seeking to be disciple making disciples, patterning our lives on Jesus. We long to be a church of missional disciples building God's kingdom in our homes, schools, workplaces, and social spaces.

We are seeking to be a church restoring individual lives and communities, impacting our city, nation, and world.

13 Administrative Information

Address	Emmanuel Church, High Street, Northwood. HA6 1AS
Telephone	01923 845200
Email:	ecnoffice@ecn.org.uk
Website:	www.ecn.org.uk
Bank	Barclays Bank PLC Leicester LE87 2BB
Independent Examiner	Munday Long Associates Ltd, 66-68 High Street, Northwood. HA6 1BL
Charity Registration Number	1132091

14 APPENDIX

14.1 Senior Staff Team

Senior Leader	Rev. Tim Meathrel
Senior Leader	Kate Meathrel
Associate Leader	Rev. Dave Scott
Associate Leader	Rev. Nina Oskarsdottir
Curate	Rev. Christine Britton (until mid-2024)
Operations Manager	Jon Whitmarsh

14.2 Ministry Staff

Children's and Families Pastor	Chris Nadler
Youth Pastor	Lucy Thampi
Worship Pastor	Matt Bird
Office Manager	Vanessa Bronnert
Bookkeeper	Lynette Leach

Caretaker	Becky Johnson

14.3 Church Wardens

Keren Pollock	From 2023 APCM
Sarah Groves	Until 2024 APCM
Ben Pearkes	From 2024 APCM

14.4 PCC Membership

The full membership of the PCC comprises, ex-officio, the Senior Leader, the other clergy, the Churchwardens, all Synod representatives and (if they wish to participate) a licensed lay minister, plus up to fifteen elected members of Emmanuel, as well as optional co-opted members.

- The PCC is elected at an APCM, usually held in April or May at Emmanuel.
- PCC members may not be employees of the PCC unless the Charity Commission gives permission.
- Appointment is governed by, and set out in, the Church Representation Rules.
- All on the Ecclesiastical electoral roll may stand for election to the PCC
- All elected members may serve up to two consecutive 3-year terms or a total of 6 years continuously before retiring.
- Retiring members can be re-nominated after a 1-year gap.
- Co-opted members serve up to the next APCM but can be co-opted again to the next PCC if required.

The following shows, Table 3, PCC membership, roles, and other attendees.

Details about Deanery Representatives are given in Table 4.

Member	No. of terms	Election Date	Role
Tim Meathrel			*Ex officio member* & chairperson
Dave Scott			*Ex officio member*
Chistine Britton			*Ex officio member until mid-2024*
Nina Oskarsdottir			*Ex officio member*
Catherine Brewer	1st term	2022	
Michael Davey	1st term	2022	
Emmanuel Nnatuanya	1st term	2022	
Colin Sheppard	1st term	2022	
Bonnie Chan	1st Term	2023	
Paul Cluett	1st Term	2023	*PCC Secretary from May 2024*
Giles Denham	1st Term	2024	*Appointed as laity vice-chairperson by the PCC after the 2024 APCM*

Member	No. of terms	Election Date	Role
Alice Johnstone	1st Term	2024	
Paul Bronnert	2nd term	Re-elected 2024	
Lynne Burke	2nd term	Re-elected 2024	
Nicola Davis	2nd term	Re-elected 2022	
Geoffrey Gale	2nd term	Re-elected 2023	
Pauline Smith	2nd term	Re-elected 2024	
Chris Daykin		Co-opted 04/24	*Church Treasurer, Ex officio member*
Keren Pollock			*Warden FROM 2023 APCM*
Sarah Groves			*Warden until 2024 APCM*
Ben Pearkes			*Warden from 2024 APCM & Deanery Rep.*
Brian Cox			*Deanery Rep.*
John Dolling			*Deanery Rep.* but sadly died in May 2024
Stephen Hall			*Deanery Rep.*
Josh Tate			*Deanery Rep. & PCC Secretary until May 2024*

Table 3: PCC Membership with roles

Key:
Elected = may stand in 2025 for re-election.
Elected = need to step down in 2025 from the PCC/Deanery since they have served two consecutive terms.

14.5 Deanery Synod

In the Diocese of London, lay representatives to the Deanery Synod are elected for a three-year term. At the end of this term, members are eligible for re-election and do not have to stand down automatically. There are no imposed term limits for serving on the Deanery Synod.
The number of lay representatives for ECN is 5. This number is based on factors such as the number of names on the parish's electoral roll. Elections occur every three years during the Annual Parochial Church Meeting (APCM), with the current cycle being 2020, 2023, 2026, and so on.

Representative	Last Elected	Next Election (unless resigns)	Comments
Brian Cox	2024	2027	
John Dolling	2021	-	Sadly died in May 2024
Stephen Hall	2024	2027	
Josh Tate	2023	-	Resigned in May 2024
Ben Pearkes	2023	2026	

Table 4: Deanery Representatives

14.6 Standing Committee

Person		Role
Tim Meathrel		Chairperson, Senior Leader
Giles Denham		Lay Vice Chairperson
Dave Scott		Associate Senior Leader
Nina Oskarsdottir		Associate Senior Leader
Keren Pollock		Warden
Ben Pearkes		Warden
Chris Daykin		Church Treasurer
Josh Tate	Until May 2024	PCC Secretary
Paul Cluett	From May 2024	PCC Secretary
Lynne Burke		PCC Representative
Paul Bronnert		PCC Representative
Jon Whitmarsh		Operations Manager - *Ex officio member attendee*

Table 5: Standing Committee Membership and attendee

14.7 HR Committee

Person	Role
Mirka Packard	Chairperson
Tim Meathrel	Senior Leader
Keren Pollock	Warden
Ben Pearkes	Warden
Chris Daykin	Church Treasurer

Table 6: HR Committee Membership

14.8 Finance Committee

Person	Role
Chris Daykin	Chairperson
Margaret Dolling	Donations Treasurer
Tim Meathrel	Senior Leader
Keren Pollock	Warden
Ben Pearkes	Warden
Giles Denham	Member
Nicola Davis	Member

Table 7: Finance Committee Membership

14.9 Property Committee

Person	Role
Giles Denham	Chairperson
Tim Meathrel	Senior Leader
Jon Whitmarsh	Member
Colin Sheppard	Member
Emmanuel Nnatuanya	Member
Roger Saunders	Member
Neil Altman	Member until 12 September 2024

Table 8: Property Committee Membership

A warm “thankyou” for Neil Altman’s work on the committee and activities during the years.
As well as overseeing the maintenance of the Church buildings the Property Committee oversees the following properties owned by the PCC, as shown in Table 9:

Location	Status
64 Chester Road	Occupied by Christine Britton and her family until mid-year and then by Nina Oskarsdottir
Flat 6 Beeches House, High Street	Currently rented out on a commercial basis
4 Church Close	Occupied by Dave Scott and his family since 2018

Table 9: ECN PCC Owned properties

14.10 Eco Committee

Person	Role
Bonnie Chan	Chairperson
Tim Meathrel	Senior Leader
Keren Pollock	Warden
Ben Pearkes	Warden
Yan Yan Okamoto	Member
Blair Dooley	Member
Catherine Mayne	Member

Table 10: Eco Committee Membership

14.11 Risk Committee

Person	Role
Ben Pearkes	Chairperson
Tim Meathrel	Senior Leader
Sam Groves	Deputy chairperson
Sarah Groves	Warden to 2024 APCM
Karen Pollock	Warden
Nicola Davis	Member
John Dolling	Member until mid-2024
Geoffrey Gale	Member
Jon Whitmarsh	Operations Manager

Table 11: Risk Committee Membership

14.11.1 Risk Register

Risk Register	Notes
2 High Risks	Related to safeguarding and strategic planning
11 Medium Risks	including, but not limited to, the possibility of a financial deficit for urgent expensive repairs to our buildings and loss of key volunteers

25 Low Risks	

Table 12: Risk Register (general)

14.11.2 LLF (Living in Love and Faith) Risk Register

An additional risk register was created in 2023, specifically related to the ongoing conversation in the wider Church of England regarding LLF:

LLF Risk register	Notes
3 High Risks	Relating to Safeguarding, Strategic Planning and volunteers
2 Medium Risks	Related to staffing matters
4 Low Risks	

Table 13: LLF Risk Register

14.12 Safeguarding Committee

Person	Role
Gill Denham	Chairperson; Parish Safeguarding Officer (PSO)
David Sinclair	Member
Jean Nunney	Administrator & Secretary
Tim Meathrel	Senior Leader
Dave Scott	Associate Leader
Nina Oskarsdottir	Associate Leader
Lucy Thampi	Youth Pastor
Chris Nalder	Children & Families Pastor
Jon Whitmarsh	Operations Manager
Ben Pearkes	Warden
Keren Pollock	Warden
Jan Fell	Member

Table 14: Safeguarding Committee Membership

14.13 International Mission Committee

14.13.1 IMC Members

Person	Role
Colin Sheppard	Chairperson
Jean Nunney	Secretary
Margaret Dolling	Donations Treasurer
Jon Whitmarsh	Operations Manager
Tim Meathrel	Senior Leader
Helen Alsop	Member
Clive Backhouse	Member
Mark (Monty) Johnson	Member

Person	Role
Graham Wilburn	Member
Chris Williams	Member

Table 15: International Mission Committee Membership

14.13.2 Supported Mission Partners

Person/ charity	Work
Steve & Sandie Davies	Works with Operational Mobilisation (OM) giving International and UK personnel support
T & S	Works with Operational Mobilisation (OM) helping refugees in N. Africa
Graham & Janice Wilburn	Supporting and working on Operational Mobilisation (OM) ships (started in 5/2024)
Phil & Kate King	Wycliffe - Phil in international translation service; Kate on the international executive
Sharon Morgan	Wycliffe - Mostly teaching at Moorlands College (finishing in 12/25)
Fiona Bunford	A nurse in a Zimbabwe orphanage
Mehrshad Rasaei	Supports Christians in the *Serving a Multiplying and Resilient Church* (SMRC) ministry
Tina Salom	Works with *Arab World Ministries* (AWM) in Madrid helping refugees (finishing in 06/25)
Jeremy & Rachael Nash	Mission Africa work within Chad (finished in 07/24)
CPAS charity	• Supports leaders in Anglican Churches • Outreach to children and young people • Church Patronage

Table 16: ECN Mission Partners

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF EMMANUEL NORTHWOOD

England & Wales - Charity number 1132091

Accounts

emmanuel
church
northwood

Annual Report of the Trustees of Emmanuel Church Northwood

Registered Charity No. 1132091

Activities of the Parochial Church Council and the Financial Statements for the year ended 31 December 2023

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Introductory Background

Emmanuel Church Northwood is an Anglican evangelical church situated at the top of the High Street and has served the Parish for over 100 years. During 2023, there have been three Sunday services at Emmanuel; the service at 9am has been 'traditional worship', at 10.30am 'family worship' and at 5.30pm 'contemporary worship'.

Rev. Tim Meathrel has been our Vicar since 5 September 2017. Rev. Dave Scott was licensed as our Associate Vicar on 4th September 2018. The Rev Christine Britton joined us as a curate in July 2020. Her curacy has been extended by agreement with the Diocese until June 2024, as it would be disruptive to her family to move before then. The Rev. Nina Oskarsdottir joined us in January 2021 as an Associate Vicar with particular responsibility for pioneering evangelism and Eastbury Church.

The PCC of Emmanuel is a corporate body established by the Church of England and is registered with the Charity Commission as a charity under number 1132091. The PCC operates under the Parochial Church Council Powers Measure. The PCC has the responsibility of co-operating with the incumbent in promoting the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England and the whole mission of the Church, Pastoral, Evangelistic, Social and Ecumenical. It also has maintenance responsibilities for all relevant Church property.

The PCC has regard, in relation to its activities, to the Charity Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. Emmanuel provides a public benefit through the activities that are undertaken in pursuance of our aims and objectives. There are a large variety and number of different ministries of Emmanuel, amongst children, young people and adults whether they are people within our Church community, in the wider community in the Parish or overseas.

The Trustees present their annual report with the financial statements of the charity for the year ended 31 December 2023. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) 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).

Aims and Purposes

The primary object of all PCCs is the promotion of the gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England. The PCC (Powers) Measure 1956 states that the PCC 'is to co-operate with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical'.

In 2019, at the start of a new chapter in the life and work of Emmanuel Church Northwood, we launched our Church vision which remains to this day:

We are a church of missional disciples seeking to love God and love each other; influencing our community, city, nation and world with the love of Jesus that we might see His Kingdom come.

We believe that God is calling us to be...

- committed to the Word, the Spirit, prayer and worship.
- a church for our local community; focused on loving, serving and winning those who don't yet know Jesus.
- missional disciples who are bold and courageous, unafraid to take risks and step out in faith.
- willing to follow God's leading and direction and to pay the price of being obedient to his call in the use of ourselves, our time and our resources.

To do this we believe that God is calling us to **grow deeper**, **grow younger** and **grow wider**.

Growing deeper...

in our relationship with God and in our relationship with each other. Maintaining the priorities of worship, prayer, Bible teaching and openness to the work of the Holy Spirit.

Growing younger...

facing the challenge of declining attendance of under 40s in the UK we are committed to placing a special emphasis on trying to reach children, young people and their families.

Growing wider...

in mission and evangelism. Growing as missional disciples taking the good news of Jesus and his love and kingdom wherever we go throughout the week. Growing in our outreach as a church seeking to love and serve the people who live and work in Northwood.

Objectives and Activities

The PCC is committed to fulfil the vision of the Church of **growing deeper**, **growing younger** and **growing wider** through dedicated prayer, wide-reaching and diverse activities as well as creating and investing in new ministry areas.

Over the course of 2023, a large number of regular and one-off activities have taken place in order for the Church to achieve its vision. This included but is not limited to:

- Three public Sunday worship services designed to offer a different range of services for all within our community.
- Sacred space for personal prayer and contemplation.
- Monthly corporate prayer meeting.
- Pastoral ministry to support those in need.
- Dedicated prayer ministry at the end of each service.
- Small Groups open to all Church members.
- Food bank.
- Occasional community lunches.
- Men's and Women's social events.
- Dads' and Children's group.
- Babies and Toddlers' group.
- Youth Work.
- Children's Work.
- Primary and secondary schools work.
- UK and overseas mission work.
- Community outreach events.
- Spiritual courses.
- Hosting larger conferences and events
- The Compassion Fund.

To facilitate this work, it is important that we maintain and improve the fabric of the Church premises. As such, a second key objective for the year was the completion of a building work project to address some of the areas of our premises which needed investment.

Achievements and Performance

PCC Report

The first meeting of the year was on 16th January 2023 and as well as a building work update from Jon Whitmarsh, reports on the children's ministry and pastoral ministry were presented by Sam Bailey and Dave Scott respectively. Additionally, a discussion on our giving to mission, which was a follow-up on a prior meeting, was continued and it was agreed the PCC would further reflect on this.

Aside from the standard February business of considering the 2022 Accounts and related papers as well as updates on the Living in Love and Faith (LLF) process and the Church building works, a discussion took place regarding the Pioneering Evangelist role. This resulted in the PCC resolving to offer Nina O a new three-year fixed contract from January 2024 as well as separate resolutions for John Yaxley to go forward to the diocese as a Communion Administrator and supporting Stephen Christodoulou's nomination for training in licensed lay ministry.

In March there were further updates from both the buildings work and LLF. The main items of business were the delivery of the third age report from Tim M and an extended time of corporate prayer.

By April we had updates presented on Eastbury, the ECN risk register and the recent diocesan synod. The majority of our time was dedicated to small group discussion on the LLF process and a Q&A session.

After the APCM, a number of changes had taken place to the PCC and the meeting on 15th May dealt, as usual, with the appointment of officers and chairs to each committee. An update on LLF was also given to the PCC.

In June the main focus of the meeting was the property committee presentation as well as a wide-ranging discussion on finance where the PCC began to consider at what level the Common Fund offer for 2024 should be set.

Our July meeting was in two parts, firstly our annual safeguarding training which was led by Gill Denham and secondly an update to LLF from Dave Scott and Josh Tate. A short wide-ranging discussion on the matter then took place.

We met next in September where Tim was welcomed back from his sabbatical leave. The agenda was full with reports presented on small groups and youth as well as discussions on LLF, common fund and the method by which communion is distributed. A large amount of feedback with comments and ideas was provided.

In October, the PCC were grateful to receive reports on worship, community outreach, safeguarding and property. A large portion of the discussion centered around the Coffee/Westgate plans highlighted in the property report and the PCC subsequently resolved to proceed with the construction of a Servery in the Westgate.

In November the main item was LLF following the November general synod meeting. After a wide-ranging discussion with PCC members expressing a number of points the PCC resolved a statement of support for our clergy even while individually, we may hold counter views.

Over the course of 2023 the PCC discussed a wide variety of topics and received a number of presentations which gave the PCC both encouragements to be thankful for as well as challenges to pray through. In addition to this discussion and presentations, at the start of a meeting, an opportunity was always given for members to share encouragement and recent experiences of God blessing ministries at Emmanuel. Looking back over the year we are thankful for God's grace and provision which is clear through all the encouragements shared with the PCC.

Church Building Project

God's provision and the congregation's sacrificial giving enabled us to undertake a large building program which started in July 2022 and finished in March 2023. The main ticket item was the replacement of the tiles on the North pitch of the church roof. We continued with what will be an ongoing program of replacing bricks suffering from spalling. We replaced over a thousand bricks. We completed all the works listed in the 2018 Quinquennial inspection as being essential and some minor repair items too. This work will ensure that the fabric of our buildings are in good repair for years to come. A massive thank you to all the members of the property committee who oversaw the project and in particular to Neil Altman who was the chair.

Mission and Evangelism

Through 2023 many new people visited or joined Emmanuel Church. The focus has been schools work, increased social media presence, the military HQ and patch area, in addition to presence at events and going out into the community and the outward-facing groups/ministries at ECN. The ministries include the Foodbank, Babies & Toddlers, Wednesday Fellowship, the English Language Café, Board Games Night, and Rock Up Fridays, Who Let the Dads Out, the Lion-heart Club, and the HangOut for children and teenagers. In addition we hosted evangelistic services at Easter and Christmas.

In 2023 we ran three Alpha courses with 4-10 guests at each course in addition to the team. We also hosted three outreach events at the military patch, with Easter being the highest attendance with approximately 50 people attending. The other events had lower numbers due to rain, but all families attending in November then visited ECN at Christmas. Love Northwood took place at Easter and Christmas, as we went into the streets for carol singing, invitations to join us at ECN and offers of prayer. Finally, we aim to be present at larger community events and were present at two larger community events at the Eastbury Recreation Ground in 2023.

Pastoral Work

We rejoice in the loving care for each other that we see across our church and pastoral team. We are all a part of expressing God's heart for those in need. We are hugely thankful for a core team who have carried much of this ministry in hundreds of pastoral visits and calls and dozens of Home Communions and times of prayer and counsel. A proactive team approach has enabled us to engage more effectively with needs across the church. There are more than 25 pastoral situations being followed up at any time. Working in partnership with Foodbank and other ministries, we take pastoral care out into the wider community too. Currently 4 team members are taking the "Who Cares" pastoral course. Last year others took courses relating to bereavement and mental health. We have plans to share some of this learning with our church family. We led our own "Freedom Course" last year with 19 participants – most choosing to receive extended prayer ministry at the end of the course, with many resulting testimonies of what God has done.

Deanery & Diocesan Synod

Two members of the PCC currently sit on the deanery synod as well as two members who sit on the diocesan synod. Members have taken an active role in meetings on important topics and contributed to the discussion on national matters. This protects the PCC with an important link between the parish and the wider structures of the church, with members often verbally reporting back updates on key topics during PCC meetings.

Volunteers

We would like to specifically highlight the work which all of our volunteers do in the life of the Church. Without these volunteers, the wide-reaching and diverse areas of ministry, which this report highlights, would simply not be possible. In June 2023 this was recognised through a Volunteer Celebration evening which was attended by more than 120 people.

Statistics

The 'Statistics for Mission Return' requires details of the numbers attending church in October, numbers attending during Christmas/Easter, information regarding the size of your worshiping community and electoral roll information each year. The figures below are taken from the forms submitted and for context the data is shown for the last four years.

Sunday Services

2020 - Relating to Emmanuel Church and Eastbury

- On 4th October 2020 103 adults and 20 children/young people attended 3 services in the Emmanuel Church building and 32 adults attended 1 service at Eastbury.
- On 11th October 2020 115 adults and 23 children/young people attended 3 services in the Church building and 28 adults and 1 child attended 1 service at Eastbury.
- On 18th October 2020 19 adults and 0 children attended 1 service in the Church building. There was no service at Eastbury.

- On 25th October 2020 82 adults and 19 children attended 3 services in the Church building and 35 adults attended 1 service at Eastbury.

In addition, in October 2020, services were pre-recorded and/or live streamed – called 'Church at Home' by the Diocese. The best estimate of the usual number of people participating in these online services for Emmanuel Church each week in October was 232, excluding those who had attended services in person. The figure for Eastbury was 32.

2021 - Relating to Emmanuel Church and Eastbury

- On 3rd October 2021, 211 adults and 26 children/young people attended 3 services in the Emmanuel Church building. There was no service at Eastbury Church as on the 1st Sunday of the month Eastbury and Emmanuel join together for worship.
- On 10th October 2021, 202 adults and 36 children/young people attended 3 services in the Church building and 27 adults attended 1 service at Eastbury.
- On 17th October 2021, 195 adults and 34 children attended 3 service in the Church building and 22 adults attended 1 service at Eastbury.
- On 24th October 2021, 149 adults and 22 children attended 3 services in the Church building and 24 adults attended 1 service at Eastbury.

In addition, certain services were pre-recorded and/or live streamed. The best estimate of the usual number of people participating in these online services for Emmanuel Church each week in October was 278, excluding those who had attended services in person. The figure for Eastbury was 30.

2022 – Relating to Emmanuel Church and Eastbury

- On 2nd October 2022, 230 adults and 68 children/young people attended 3 services.
- On 9th October 2022, 222 adults and 74 children/young people attended 3 services.
- On 16th October 2022, 260 adults and 74 children attended 3 services.
- On 23rd October 2022, 165 adults and 34 children attended 3 services.

In addition, in October 2022, certain services were pre-recorded and/or live streamed – called 'Church at Home' by the Diocese. The best estimate of the usual number of people participating in these online services for Emmanuel Church and Eastbury Church in the whole of October was 556, excluding those who had attended services in person.

2023 – Relating to Emmanuel Church

- On 1st October 2023, 244 adults and 61 children/young people attended 3 services.
- On 8th October 2023, 213 adults and 64 children/young people attended 3 services.
- On 15th October 2023, 262 adults and 72 children/young people attended 3 services.
- On 22nd October 2023, 225 adults and 58 children/young people attended 3 services.

In October 2023 certain services were pre-recorded and/or live streamed – called 'Church at Home' by the Diocese. The best estimate of the number of people participating in these online services was 736, excluding those who had attended services in person.

Christmas & Easter Services

2020

The Statistics for Mission Return reported 595 people attending in person special services held at Emmanuel Church for the congregation and local community from and including Advent Sunday until 23rd December. Eastbury Church reported 135 persons attending. A total of 237 people attended at Emmanuel services on Christmas Eve and Christmas Day 2020. Eastbury had no services. Many will have joined the online services during December 2020 of both Emmanuel Church and Eastbury Church.

There are no statistics for Easter services 2020.

2021

The Statistics for Mission Return reported 311 people attending in person special services held at Emmanuel Church for the congregation and local community plus 300 attending special services held for schools during Advent 2021. Eastbury Church reported 64 attending special services. A total of 269 people attended at Emmanuel services on Christmas Eve and Christmas Day 2021. Eastbury had no services on Christmas Eve and Christmas Day. Many will have joined the online services during December 2021 of both Emmanuel Church and Eastbury Church.

There were 131 people attending and receiving Communion at Emmanuel on Easter Day. Eastbury did not have a service.

2022

The Statistics for Mission Return reported 528 people attending in person special services held at Emmanuel Church for the congregation and local community plus 1,820 attending special services held for schools during Advent 2022. A total of 579 people attended at Emmanuel services on Christmas Eve and Christmas Day 2022. Eastbury had no services on Christmas Eve and Christmas Day. Many will have joined the online services during December 2022 of both Emmanuel Church and Eastbury Church.

There were 348 people attending and receiving Communion at Emmanuel on Easter Day. Eastbury did not have a service.

2023

The Statistics for Mission Return reported 1,197 people attending in person special services held at Emmanuel Church for the congregation and local community plus 2,453 attending special services held for schools during Advent 2023. A total of 680 people attended at Emmanuel services on Christmas Eve and Christmas Day 2023.

There were 268 people attending and receiving Communion at Emmanuel on Easter Day.

Rites Performed

2020
No Baptisms or thanksgivings have taken place at either Emmanuel Church or Eastbury. There was 1 marriage in Emmanuel Church but no services of prayer and dedication after a civil ceremony, at either Emmanuel Church or Eastbury. There were 2 funeral services in Emmanuel Church and 3 funeral services conducted at a crematorium.

2021
5 Baptisms have taken place at either Emmanuel Church or Eastbury. There were 2 marriages in Emmanuel Church but no services of prayer and dedication after a civil ceremony, at either Emmanuel Church or Eastbury. There were 9 funeral services in Emmanuel Church and 9 funeral services conducted at a crematorium.

2022
In 2022 there were 2 weddings and 9 funerals (including memorial/thanksgiving services). There were 4 funerals conducted in addition at the Crematorium only. There were 4 infants baptized and 4 thanksgiving services for infants.

2023
In 2023 there was 1 wedding and 8 funerals (including memorial/thanksgiving services). There were 7 funerals conducted in addition at the Crematorium only. There was 1 infant baptised and 6 thanksgiving services for young people and 2 for adults.

Electoral Roll

2020
The number on the Ecclesiastical Electoral Roll in 2020 was 327.

2021
The number on the Ecclesiastical Electoral Roll in 2021 was 335.

2022
The number on the Ecclesiastical Electoral Roll in 2022 was 297. It was re-done in January 2023 and the total increased to 323.

2023
The number on the Ecclesiastical Electoral Roll in 2023 was 336.

The Electoral Roll Officer during 2023 was Mr Jon Whitmarsh.

Structure, Governance and Management

PCC Membership

The full membership of the PCC comprises, ex-officio, the Vicar, the other clergy, the Churchwardens, all Synod representatives and (if they wish to participate) a licensed lay minister, plus up to fifteen elected members of Emmanuel, as well as optional co-opted members. Appointment is governed by, and set out in, the Church Representation Rules. All on the electoral roll may stand for election to the PCC, and elected members may serve up to two consecutive three-year terms or a total of six years continuously. Retiring members can be re-nominated after one year. Co-opted members serve up to the next APCM but can be co-opted again to the next PCC if required. The PCC is elected at an Annual Parochial Church Meeting (APCM), usually held in April at Emmanuel. In 2023 the APCM was held on 14th May. PCC members may not be employees of the PCC unless the Charity Commission gives permission. There were none. The PCC met 10 times during the year.

Incumbent:	Rev. Tim Meathrel
Associate Vicars:	Rev. Dave Scott Rev Nina Oskarsdottir
Curate:	Rev Christine Britton
Wardens:	Mrs Sarah Groves (Re-elected May 2023) Mrs Keren Pollock (Elected May 2023) Mr Giles Denham (Retired May 2023)

Following the 2023 APCM Mr Ben Pearkes was re-elected by the PCC as Hon Vice-Chairman (Lay Chair) of the PCC, Mr Chris Daykin (having been co-opted to the PCC) was re-elected to the post of Hon. Treasurer and Mr Josh Tate was elected as Hon. PCC Secretary.

The following elected members served as members of the PCC in 2023:

Mr Clive Backhouse	Elected for 3 years in 2020 (retired May 2023)
Mrs Catherine Brewer	Elected for 3 years in 2022
Mr Paul Bronnert	Elected for 3 years in 2021
Mrs Lynne Burke	Re-elected for 3 years in 2023
Dr Michael Davey	Elected for 3 years in 2022
Miss Nicola Davis	Re-elected for 3 years in 2022
Mr Chris Daykin	Co-opted by PCC on 15th May 2023 for 1 year
Mr Geoff Gale	Re-elected for 3 years in 2023

Mrs Deirin Johnson	Re-elected for 3 years in 2021
Mrs Kathryn Johnson	Re-elected for 3 years in 2021
Mr Emmanuel Nnatuanya	Elected for 3 years in 2022
Mr Colin Sheppard	Elected for 3 years in 2022
Mrs Maureen Smith	Re-elected for 3 years in 2023
Mrs Paula Smith	Elected for 3 years in 2021
Mr Tim Warren	Co-opted by PCC on 15th May 2023 for 1 year (retired Oct 2023)
Mr Paul Cluett	Elected for 3 years in 2023
Mrs Bonnie Chan	Elected for 3 years in 2023

Deanery Synod

As of May 2023, Emmanuel Church Northwood was eligible for 5 Deanery Synod places, in accordance with a formula laid down by the Diocese. The synod members were ex-officio members of the PCC. In 2023 the synod members were:

Mr John Dolling	Re-elected for 3 years in 2020 (retired May 2023)
Mr Stephen Hall	Re-elected for 3 years in 2020 (retired May 2023)
Mr Stephen Christodoulou	Elected for 3 years in 2020 (retired May 2023)
Mr Josh Tate	Re-elected for 3 years in 2023
Mr Roger Saunders	Elected for 3 years in 2020 (retired May 2023)
Mr Ben Pearkes	Re-elected for 3 years in 2023

Three places remain vacant.

Diocesan Synod

The following members were elected to serve on the London Diocesan Synod and therefore also served as members of the PCC in 2023 in an ex-officio capacity:

Mr John Dolling	Elected for 3 years in 2021
Mr Josh Tate	Elected for 3 years in 2021

PCC Committee Structure

The work of the PCC is divided between Committees whose Chairs are appointed by the PCC at the first meeting after the APCM. The Chairs are normally, but not necessarily, members of the PCC. Members of the Committees do not need to be members of the PCC and a distribution of responsibilities to the wider congregation is encouraged.

We have a wide variety of teams and committees that facilitate the life and ministries of Emmanuel. However, not all of these constitute a sub-committee of the PCC. Sub-committees have a particular role in the life of the church because they help fulfil key duties of the PCC. As such, sub-committees of the PCC are those that help the PCC fulfil its statutory responsibilities, manage a budget allocated by PCC or which enable the PCC to be holders of the vision of the church. These sub-committees report directly to PCC to enable PCC to have oversight of their work. The incumbent and the two church wardens sit on all committees as ex-officio members.

Standing Committee

This committee has been delegated the power to transact the business of the PCC between PCC meetings, subject to any directions given by the PCC. It must consist of the Incumbent (or Associate Vicar) and Wardens and at least two members of the PCC. In addition to the Incumbent and Wardens the following PCC members served on the Standing Committee during 2023. Jon Whitmarsh (Operations Manager) is in attendance at the meetings 'ex officio'.

Lay Vice Chair	Mr Ben Pearkes
Church Treasurer	Mr Chris Daykin
PCC Secretary	Mr Tim Warren (Retired May 2023) Mr Josh Tate (May 2023 – Present)
Associate Vicar	The Rev Dave Scott
Lay PCC Members (x2)	Mrs Deirin Johnson Mr Josh Tate (Retired May 2023) Mrs Lynne Burke (May 2023 – Present)

A meeting of the PCC was held on 15th May 2023. At this meeting the officers (as set out above) and the Rev Dave Scott were elected. Following that meeting a vote was held and Mrs Deirin Johnson and Mrs Lynne Burke were elected to serve on the Standing Committee.

Finance Committee

The Finance Committee oversees the finances of Emmanuel. It monitors income and expenditure, recommends budgets to the PCC, maintains appropriate financial controls and co-ordinates reviews of Christian stewardship and encouragement of efficient planned giving. The Chair during the year was Mr Chris Daykin, who was also the Hon. Church Treasurer.

Personnel Committee

The Personnel Committee acts as an advisory body to the PCC on the appointment and remuneration of non-clerical staff. The Chair during the year was Mrs Mirka Packard.

Property Committee

The Property Committee works to ensure that church buildings, fabric and ornaments remain in good order. The Chair during the year was Mr Neil Altman. A formal report to the APCM is delivered each year.

As well as overseeing the maintenance of the Church buildings the Property Committee oversees the following properties owned by the PCC:

1. 64 Chester Road – occupied by Rev Christine Britton and her family since December 2020
2. 4 Church Close – occupied by Rev Dave Scott (Associate Vicar) and his family since 2018
3. Flat 6 Beeches House, High Street – currently rented out on a commercial basis.

Apart from routine maintenance, major works were completed during the year to the fabric of the church building, involving the replacement of the tiles on the north side of the roof, replacing a large number of bricks in the structure of the building with associated re-pointing, the repair and renewals of the guttering, and the replacement of cracked or broken panes of glass in the windows.

All gas safety certificates needed have been obtained and renewed.

Risk Committee

The Risk Committee is in place to ensure Emmanuel is addressing its risks appropriately. The Chair during the year was Mr Ben Pearkes. The risks to the church are divided into 8 'baskets': Finance, Safeguarding for Children and Vulnerable Adults, Key Compliance, Health and Safety, IT & Data, Staffing Matters, Strategic Planning and Volunteers. The committee meets at least twice a year and works through each of the risk baskets at least once every 18 months. The risk basket holder is invited for that specific meeting. At all meetings there is also the opportunity to raise 'arising risks' which are reviewed and evaluated.

The current Risk Profile shows that (of previously identified risks) there are two identified High risks (related to safeguarding and Strategic planning) and 13 identified Medium risks, including but not limited to, the possibility of a financial deficit for urgent expensive repairs to our buildings, loss of key volunteers and food safety failings. The 23 remaining risks are classified as Low risks.

During the meetings, the Risk Committee challenge the risk basket holder to identify any changes to the current scoring (increasing or decreasing the current risk to the church) and discuss new and current mitigation to confirm the risk is being addressed appropriately.

At the last Risk Committee meeting in 2023, an additional Risk Register specifically related to the ongoing conversation in the wider CofE following the LLF decisions at recent General Synod meetings was created. This has 3 identified High risks (relating to Safeguarding, Strategic Planning and volunteers), 2 medium risks (staffing matters) and 4 risks classified as low. These risks are reviewed at every Risk Committee meeting currently and updated where required.

International Mission Committee

The IMC strategy for Emmanuel's vision for support of International Mission remained unchanged, being:

I. To ensure that the teaching and interaction with Mission Partners regularly informs, trains and equips the congregation on the significance of the Biblical mandate for global cross-cultural mission to reach the "least reached" peoples of the world;
II. To work closely with Mission Partners to resource, train and inform our congregation;
III. To encourage Mission Partners and associate Partners through prayer, visits and support on a monthly basis;
IV. To encourage many more from the church, in particular the youth and young adult group, to engage in mission through facilitating more short -term mission trips;
V. To actively seek, coach and mentor those from within our congregation who may be called to full-time mission;
VI. To incorporate and encourage individual and corporate prayer for global cross- cultural mission;

The Committee Members over the course of the year were: Keren Pollock (Chair to 29/6/23), Colin Sheppard (Chair from 30/6/23), Helen Alsop, Clive Backhouse, Margaret Dolling, Monty Johnson, Jean Nunney, Jon Whitmarsh (from 14/9/23), Graham Wilburn and Chris Williams.

Review of 2023

- The Committee thanked Keren Pollock for her time with the Committee-particularly her time as Chair and for her leadership since 2017.
- With the change of chair (on 29/6/23) there has been some degree of pause as a review has been requested of our strategy and its implementation.
- At the same time, circumstances changed for one of our Mission Partners and three of our Associates coinciding with the proposed review.
- The IMC met in person on 2/2/23, 29/6/23, 14/9/23, 19/10/23, and 27/11/23. Jean Nunney continues faithfully to act as secretary including minutes of meetings and compilation of monthly Mission Partner prayer summary updates, which are always available on the Church Weekly email.
- The IMC tries to highlight a "Mission Partner" of the month by rota – and promote opportunities for interviews with Mission Partners when they are at Emmanuel.
- The IMC carefully and prayerfully allocates its budget (from the PCC) to the MP's and other opportunities or needs – consistent with the strategy above. In October 2023, the IMC was asked to consider its response to a reduced level of budget for 2024 – also to produce a five-year projection of expenditure. Our Chair is in confidential conversation with each Mission Partner to be able to properly respond to these questions.

- We did not have a WWW in 2023. It was due in 11/23 but was postponed to 1/24.
- Fiona Bunford visited Emmanuel in 3/23 and Steve and Sandie Davies in 10/23. Each were offered opportunity to update their supporters at a tea at Emmanuel, which was very well attended.
- Colin Sheppard was able to visit Fiona Bunford in Zimbabwe and Haimi Walter in Ethiopia in 11/23.
- Most of our MPs have prayer support from at least one Small Group.
- Several of our MPs also have a specific "champion" who helps support them at Emmanuel.

Summary of Mission Partners during 2023

Fiona Bunford	An orphanage in Zimbabwe.
CPAS	Supporting leaders in Anglican Churches; Outreach to children and young people; Church Patronage.
Steve & Sandie Davies	OM on International and UK personnel support.
Phil & Kate King	Wycliffe - Phil in international translation services and Kate on the international executive.
Mehrshad and Sara	Run SMRC - supporting Christians in the Middle East.
Sharon Morgan	Wycliffe - mostly now teaching linguistics at Moorlands College.
Mark & Alex Ronalds	A school in India (returned from India 07/23).
Tina Salom	AWM in Madrid.

Summary of "Associate" Mission Partners during 2023

Jeremy & Rachael Nash	Supporting a Missions facility in Chad, North Africa.
T & S	Teaching in the Middle East (Returned to UK from 12/23).
Andy & Haimi Walter	Founded and running a school in Ethiopia.
Graham & Janice Wilburn	Supporting/working on OM ships.

Eco Committee

The Eco Committee's main objective is to remind the story of God's Creation, its beauty and God's instruction to look after the planet and its people. The committee meets quarterly to discuss new initiatives and its members include Bonnie Chan (chair), Josh Tate, Ben Pearkes, Cat Mayne and Jon Whitmarsh. Key activities over the last year included deploying recycling bins at the Westgate and reception areas of Church and leading congregation prayers for COP28 in our 10:30am service in November.

Safeguarding Committee

The Safeguarding Committee purpose and role is:

- To lead on safeguarding children, young people and vulnerable adults within the community so that they can engage in worship within our community, without fear or threat and grow in Christ.
- To take the lead on developing and reviewing, on an ongoing basis, ECN's safeguarding policy, practice and evolving safeguarding strategy.
- To keep safeguarding policy and practices high profile within church life and raise awareness of potential risks across the congregations and in the groups that meet within the church or community across the week.

The committee meets as required but at least four times a year and reports to the PCC on a monthly basis about any open cases or incidents after any personal details have been anonymised. The Chair during the year was Mrs Gill Denham.

Community Outreach sub-group

The members of the outreach committee in 2023 were Judith Cox, Brian Cox, Catherine Davey, Ben Pearkes, Maria Pearkes, Ray Flux, Stephen Hall, and Jan Fell, meeting once a term. Late Autumn 2023 we paused the committee as a part of discerning the way forward for outreach and evangelism at ECN leading up to July 2024, starting with 37 people attending parts or the whole of a Talking Jesus Course in January 2024.

Administrative Information

Contact Information

Address:	Emmanuel Church High Street Northwood HA6 1AS
Telephone:	01923 845200
Email:	ecnoffice@ecn.org.uk
Website:	www.ecn.org.uk
Incumbent:	Rev. Tim Meathrel
Wardens:	Mrs Sarah Groves Mrs Keren Pollock
Bank:	Barclays Bank PLC Leicester LE87 2BB
Independent Examiner:	Munday Long Associates Ltd 66-68 High Street Northwood HA6 1BL
Church Treasurer:	Mr Chris Daykin
PCC Secretary:	Mr Josh Tate
Charity Registration Number:	1132091

Ministry Staff

The following members of staff contributed to the life of Emmanuel in 2023. Without their efforts much of our work could not continue, so we take this opportunity to record here our appreciation and our thanks for everything they do, which is vital to the success and smooth running of the church.

Operations Manager	Jon Whitmarsh
Youth Minister	Lucy Thampi
Children's and Families Minister	Sam Bailey (Resigned May 2023) Chris Nadler (November 2023 to present)
Office Manager	Vanessa Bronnert
Bookkeeper	Lynette Leach
Property Supervisor	Natasha Hardaker (January 2023 to February 2023) Becky Johnson (February 2023 to July 2023) James Cluett (September 2023 to present)
Worship Leader	Matt Bird

Harrow Deanery Synod Annual Report for 2023

The Deanery Synod met for three sessions during the year with a time of worship led by the host church or school, who were invited to give a profile of the parish or school and its mission and ministries before the Synod prayed for them. Hosts also kindly provided refreshments. At each meeting reports were tabled or presented on the recent sessions by those elected to the Diocesan and General Synods. There was also a short business meeting held using the Zoom Software. During the year a new triennium started, and elections were held in preparation for the opening meeting.

The first meeting was held on 8 February at St Alban's North Harrow with the theme of "Modern Slavery – what is it and what can we do about it?". Pattie Gercke, Development Worker for the Compassionate Communities Team of the Diocese, gave a presentation on Modern Slavery. Modern Slavery is a serious crime in which people are coerced or deceived into a situation where they are exploited for the purpose of making a profit. The offence is punishable by up to life imprisonment under the 2015 Modern Slavery Act. She described the various forms of slavery, the victims, the signs to look out for, the resources available, and what we in the parishes can do about it. She then answered questions.

At the Parish APCMs new lay representatives on the Synod were elected. Elections were made for the Triennium. John Dolling was elected as Lay Chairman; Robert May as Secretary; David Green, Barry Hingston, Ajay More and Emma Webber as Clergy Members of the Standing Committee; Mary Abbott, Toby Partridge and Clive Scowen as Lay Members of the Standing Committee; Derek Taylor-Mew as Independent Examiner; John Spencer as Representative on Bereavement Care Management Committee and Clementina Pagano as Foundation Governor of St John's School Stanmore. The three representatives on Harrow SACRE (Standing Advisory Committee for Religious Education) had agreed to continue and were confirmed (Revd James Power, Alison Stowe, and Mary Abbott).

A meeting to discuss Synod business was held using the Zoom software on 15 June. Five applications for a grant from the Deanery Mission Fund had been received from St Mary's Kenton for notice boards, All Saints Harrow Weald for sound system improvements, St Peter's West Harrow for Messy Church equipment, Re:Generation Schools Work for equipment and materials and Holy Trinity Wealdstone for outreach events.
These were all approved. The Deanery Accounts for 2022 were received and approved, subject to Independent Examination. Toby Partridge was confirmed as the Deanery representative on the Area Finance Committee.

The triennium opened with the 4 July session, which was held at St Mary the Virgin Kenton and started with a Eucharist. Bishop Lusa Nsenga-Ngoy addressed the Synod and answered questions. Synod agreed to coopt the Headteachers of two Church of England Schools to be members of the Synod. – Jo Hester at St John's Stanmore and Daniel Norris at St Jerome's Harrow.

The third meeting was held on 23 November at Bishop Ramsey Church of England School Ruislip. Dr Hilary Macaulay, Headteacher, gave an introduction to the school and its vision and activities. These included three projects:- The Big Feast providing a different experience

of worship; the Willesden Area Church of England Choir Project where over two days twelve schools in the Area worked with the London Gospel Community Choir; Common Good Schools which was designed through the lessons and assemblies to get schools working with their community. Synod was then given fifteen minutes for conversation in groups to consider three questions:- "What is your response to these projects?", "What volunteering opportunities could your church offer for students in your community?" and "Do you have any other ideas for how your church community could link with your local schools?". Alison Stowe gave a report from Harrow SACRE (Standing Advisory Committee for Religious Education). Ann Lynes announced that she is stepping down as Area Dean and the Bishop will appoint a successor. A By-Election had been held to fill a vacancy for a Lay Representative of the Synod on the London Diocesan Synod. Noah Kelly of St Alban's North Harrow had been elected to fill this vacancy.

Robert May
Honorary Secretary

Financial Information

Reserves Policy

Total unrestricted reserves as at 31 December 2023 amounted to £2,032,800 (2022: £2,046,200). This included fixed assets (property) with a net book value of £1,835,000 (2022: £1,835,000), leaving free liquid reserves of £197,800 (2022: £211,200). Of these free reserves £90,000 (2022: £91,800) has been designated towards specific areas of the Church's work. The PCC's policy is to hold only sufficient reserves to enable it to meet outgoings on a day-to-day basis, relying on the faithfulness of God to provide for our financial needs at Emmanuel, as He has done for more than 100 years. It is the aim of the PCC to hold reserves equivalent to three months of unrestricted outgoings.

Financial Review of 2023

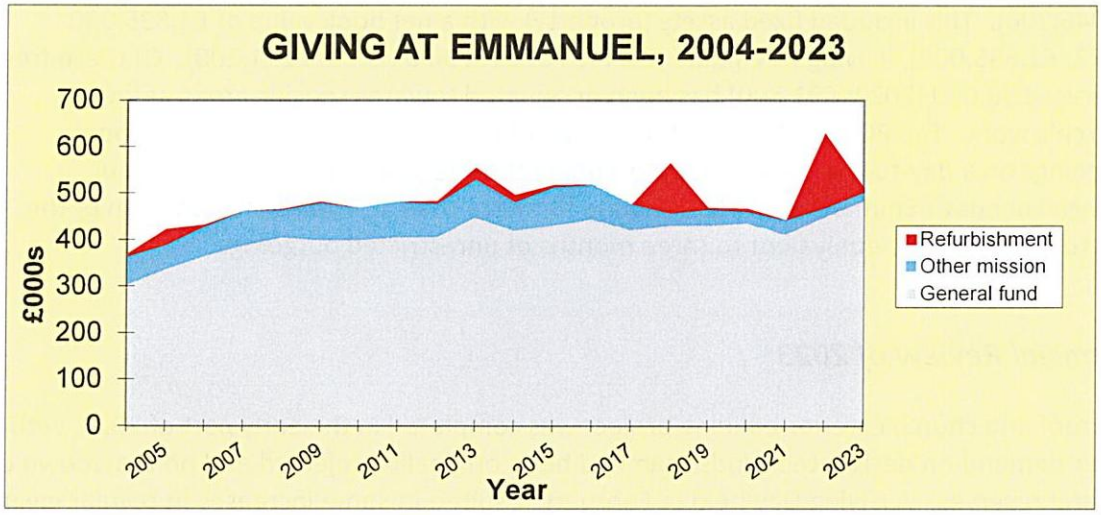
The roof and church exterior building project was completed in the early part of 2023, with a lower demand on designated funds than had been originally projected and no drawdown of general reserves. A Giving Day held in February resulted in some increases in regular giving and some one-off gifts, which offset the usual attrition of income and left the overall regular giving income at a similar level to the previous year. Several legacies were received during the year and the PCC decided to designate £27.5K of legacy income for use on projects in later years, rather than letting the money fall into surplus in 2023.

Expenditure was below budget, principally because of an underspend by the Property Committee, which will be carried forward to 2024. We also made some savings on the salary budget but this was because of persistent vacancies in the key positions of Children and Families Minister and Property Supervisor. The overall financial position of Emmanuel central, as shown in Note 2 of the accounts, showed an increase of £17.5K in unrestricted funds, after taking into account transfers of £10K to designated funds to continue to build up a fund for replacement of capital equipment and property and £27.5K from legacy income. The remaining funds in the Eastbury account at the beginning of the year were used towards financing the stipend of the Associate Vicar for Pioneer Evangelism but some of the contributions previously shown as owing from Eastbury Church Northwood Trust were withheld and as a result £10K of Eastbury income was written off, leading to a net deficit for 2023 on the Eastbury account of £29K (see Note 2 for the split between Emmanuel Central and Eastbury).

Unrestricted funds at the year-end consisted of net current assets of £198K and property assets of £1.835 million, representing the value of the two clergy houses – 4 Church Close and 64 Chester Road – and the flat at 6 Beeches House, which is classified in the accounts as an investment property, and has been valued at £475K (the same as in 2022), as it is currently let out on the open market. The vicarage is owned by the Diocese of London, although we are responsible for interior decoration.

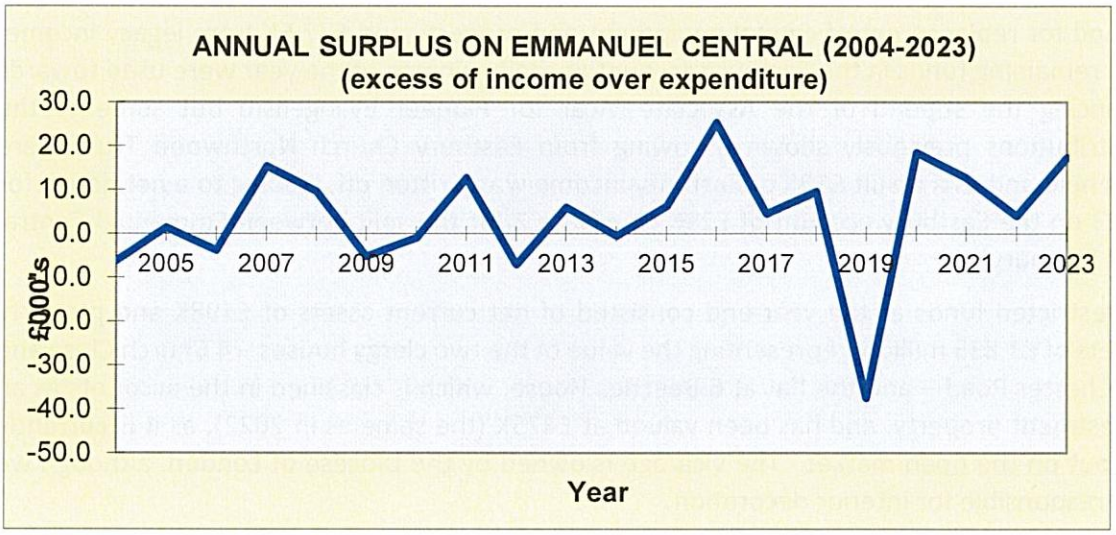
Unrestricted giving (including legacies) to Emmanuel central in 2023 rose to £483K (from £448K in 2022), including tax recoveries of £83K and legacies of £31K.

The graph below shows total giving to Emmanuel central over the last 20 years, with steady growth of giving to General Fund and notable peaks at the time of property refurbishment exercises. Other giving to mission has fallen but we continue to allocate significant resources to the support of mission partners from the main General Fund budget.



The building project to respond to the recommendations in the 2018 Quinquennial Review of the church buildings was completed in the first quarter of 2023 for a total of £235K. A Gift Day for the project in 2022 had raised £176K and the balance of £59K was drawn down from designated funds. A further quinquennial review took place in November 2023 and we are awaiting the report.

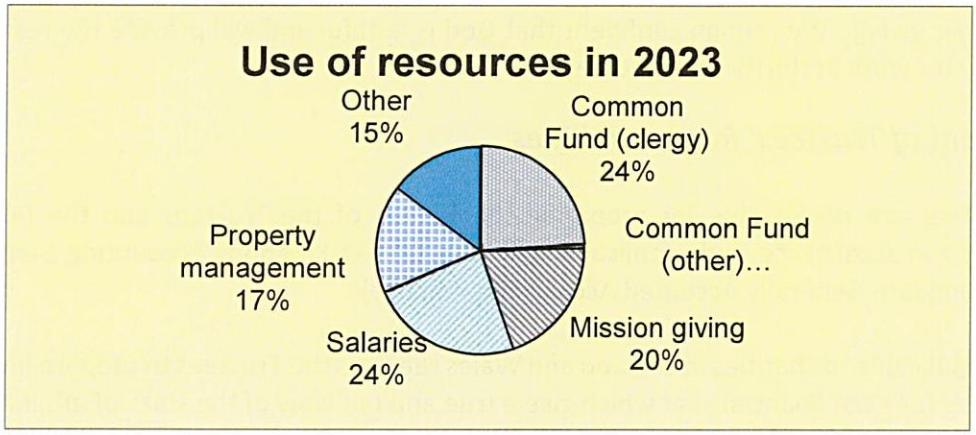
The graph below shows the annual surplus (or deficit) each year since 2004 on Emmanuel central (leaving aside revaluations of fixed assets). This averages out at a surplus of £4K a year.



Total expenditure of Emmanuel central unrestricted (and excluding designated) funds fell to £488K in 2023 (£497K in 2022). In addition, £42K was spent from designated funds and £43K was spent from restricted funds (£16K and £185K in 2022), of which £17K related to mission

giving outside of Emmanuel, £4K to grants from the Compassion Fund, £3K to reimbursement of clergy expenses out of the Pratt Bequest, £7K from the Hackett Fund to support the Associate Vicar for Pioneer Evangelism and £12K related to refurbishment costs. The balance of designated funds now stands at £90K.

Some 24% of Emmanuel Central total expenditure (£135K) went to the London Diocese Common Fund[1] and 21% of total expenditure (£110K) was used for support of Emmanuel mission partners and other mission giving outside the budget. The remaining expenditure is split between ministry, premises and administration costs. The pie chart below shows the way in which resources were used in 2023 by Emmanuel Central, including all mission giving.



Mission partners and mission societies are supported out of amounts budgeted by the PCC from the general fund. The mission partner budget is allocated by the International Mission Committee. Further information is given in Note 12 to the accounts. In addition to these planned gifts to missions and other charities, church members may make gifts to the Donations Account for other charitable purposes. The Donations Account is maintained with separate bank and deposit accounts, and all resources given for specific purposes are treated as restricted funds to be utilised for those purposes and are not available for other use. A separate report for 2023 by the Donations Treasurer is available, showing details of the allocation of the budget and of other restricted giving.

The PCC have set the budget for 2024 at £596K (£519K in 2023), including a carry forward of £22K of Property Committee budget and £3K of international Mission Committee budget. There is a significant increase in the budget because Emmanuel central is now responsible for meeting the full stipend and expenses for Rev Nina Oskarsdottir as Associate Vicar for Pioneer Evangelism. Since we are expecting payment of another legacy in 2024, it is expected that this would give a small deficit of £3K, on the basis of income from giving rising by about 4% from the level in 2023. The expenditure includes an allocation of a further £10K to the capital replacement fund.

With about 320 individuals on the electoral roll, meeting the budget for 2024 (offset by other non-donation income such as investment income, rentals and lettings) would require about £100 per member per month on average. In 2023 there were approximately 156 regular

[1] Emmanuel's contribution to Common Fund in 2023 was £135,000, of which around £131,710 was the deemed cost of our own clergy. The remaining £3,290 represented our contribution to the financing of other churches in the diocese.

contributors to the FWO, many of whom represent couples, from whom we received an average contribution of almost £236 a month (including associated tax recoveries). That level of giving will need to increase in order to replace income lost if we are to cover our budgeted costs in 2024. It is also relevant to note that the distribution of gifts is very skewed and a relatively modest number of generous givers provide a large proportion of the income.

The PCC continues to exercise careful stewardship in respect of general fund expenditure but believes that budgets in future years should be set to reflect the strategic vision for the parish and also to enable us to maintain the properties for which we are responsible. The Finance Committee continues to encourage the clergy to preach on a systematic basis about the need to submit our personal finances to the Lord, and to encourage church members regularly to review their giving. We remain confident that God is faithful and will provide the resources to finance his work in Northwood and beyond.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Report of the Trustees 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 Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charity 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;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the trust deed. They are 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.

Approved by the PCC on 18 March 2024 and signed on their behalf by the Rev Tim Meathrel (PCC Chairman)

Signed

Independent Examiner's Report to the Parochial Church Council (PCC) of Emmanuel Church Northwood

I report to the charity trustees on my examination of the accounts of the Emmanuel ChurchNorthwood (the Church) for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity trustees of the Church you are responsible for the preparation of the accounts inaccordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Church's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

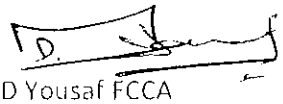
Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Association of Chartered Certified Accountants which is one of the listed bodies.

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

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

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



M D Yousaf FCCA
For and on behalf of Munday Long Associates Ltd
Chartered Certified Accountants
Alton House
66/68 High Street
Northwood
Middlesex HA6 1BL

Date: 19-03-2024

EMMANUEL CHURCH NORTHWOOD

Financial Statements of the Parochial Church Council
for the year ended 31 December 2023

Incumbent:
The Revd. Tim Meathrel
The Vicarage
Gatehill Road
Northwood HA6 3QB

Bank:
Barclays Bank plc

Independent Examiner:
Munday Long Associates Ltd, Chartered Certified Accountants
Alton House, 66 High Street, Northwood, HA6 1BL

EMMANUEL CHURCH NORTHWOOD
Statement of Financial Activities
for the period from 1 January 2023 to 31 December 2023

	Notes	Unrestricted funds £000	Restricted funds £000	Endowment funds £000	Total funds 2023 £000	Total funds 2022 £000
Income and endowments from	3					
Donations and legacies		473.1	18.6		491.7	664.8
Church activities		40.6			40.6	45.8
Investments		22.2	9.9		32.1	26.7
Total income		**535.9**	**28.5**		**564.4**	**737.3**
Expenditure on	4					
Raising funds		12.1			12.1	1.9
Church activities		537.2	42.5		579.7	749.9
Total expenditure		**549.3**	**42.5**		**591.8**	**751.8**
Net gains/losses on investment assets					0.0	
Net income/expenditure before transfer		**(13.4)**	**(14.0)**		**(27.4)**	**(14.5)**
Transfers						
Gross transfers between funds - in		37.5		-	37.5	10.0
Gross transfers between funds - out		(37.5)		-	(37.5)	(10.0)
Other recognised gains/losses						
Gains on revaluation, fixed assets, charity's own use			12.3	9.1	21.4	(32.2)
Net movement in funds		**(13.4)**	**(1.7)**	**9.1**	**(6.0)**	**(46.7)**
Reconciliation of funds						
Total funds brought forward		2046.2	226.6	96.3	2369.1	2415.8
Total funds carried forward		2032.8	224.9	105.4	2363.1	2369.1

EMMANUEL CHURCH NORTHWOOD
Balance Sheet
for the year ended 31 December 2023

		As at 31/12/23	As at 31/12/22
Fixed assets		£000	£000
Tangible assets	6	1360.0	1360.0
Investment property		475.0	475.0
Investments	9	253.6	235.3
Fixed assets		2088.6	2070.3
Current assets			
Stocks		0.6	0.6
Debtors	8	16.0	39.9
Cash at bank and in hand		275.2	274.6
Current assets		291.8	315.1
Liabilities			
Creditors: Amounts falling due in 1 year	10	11.5	16.3
Provision for liabilities and charges due within 1 year		5.8	
Net current assets less current liabilities		274.5	298.8
Total assets less current liabilities		2363.1	2369.1
Amounts falling due after 1 year			
Total net assets less liabilities		**2363.1**	**2369.1**
Represented by			
Unrestricted - General Fund		1152.8	1164.4
Fair Value Reserve		790.0	790.0
Designated - Designated Fund: Refurbishment		90.0	91.8
Restricted - Pratt Bequest Fund		15.3	17.5
Restricted - Mission fund Restricted		143.6	134.9
Restricted - Compassion		6.5	9.4
Restricted - Hackett Fund		59.5	63.5
Restricted - Refurbishment fund: General Restricted			1.2
Endowment - Missionary Training Fund		105.4	96.4
Funds of the church		**2363.1**	**2369.1**

The notes on pages 32 to 41 form part of these financial statements

Approved by the PCC

Rev Tim Meathrel
Chairman of the PCC

Date: 18 March 2024

Chris Daykin FIA
Treasurer of the PCC

Date: 18 March 2024

EMMANUEL CHURCH NORTHWOOD
Cash Flow Statement
for the year ended 31 December 2023

	£000	2023 £000	£000	2022 £000
Net cash from operating activities		(22.5)		(37.6)
Cash flows from investing activities				
Dividends, interest and rent from investments	20.0		25.0	
Proceeds from sale of:				
Tangible fixed investments	3.0		3.0	
Net cash provided by / (used in) investing activities		23.0		28.0
Change in cash and cash equivalents in the reporting period		0.5		(9.6)
Cash and cash equivalents at 1 January		274.7		284.3
Cash and cash equivalents at 31 December		275.2		274.7
Reconciliation of net income / (expenditure) before investment gains				
Net income/(expenditure) from SOFA		(6.0)		(46.7)
Adjustments for:				
(Gains)/losses on investments		(21.3)		32.2
Dividends, interest and rent from investments		(20.0)		(25.0)
Decrease/(Increase) in debtors		23.9		15.3
(Decrease)/Increase in creditors		0.9		(13.4)
Net cash provided by/(used in) operating activities		(22.5)		(37.6)
Analysis of cash and cash equivalents				
Cash in hand		15.6		13.1
Notice deposits (less than 3 months)		259.6		261.6
		275.2		274.7

1 ACCOUNTING POLICIES

1.1 Basis of preparing the financial statements:
The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared under the Church Accounting Regulations 2006 in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011.
The Church constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared under the historical cost convention except for investment assets which are shown at fair value.
There are no material uncertainties about the charity's ability to continue. In these circumstances the financial statements have been prepared on a going concern basis.

Funds

1.2 Unrestricted Funds are funds at the discretion of the PCC that can be used as the PCC decides. Funds for which the PCC has delegated day to day responsibility to the Eastbury Church leadership team are included here, although shown separately in Note 2, and in more detail in Note 11, where further explanation is given of the respective accountabilities.
Designated Funds are funds which were available for use at the discretion of the PCC but where the PCC has formally designated them for particular purposes.
Restricted Funds are funds given for a specific purpose and can only be used for that purpose. The Restricted Funds are the Mission Fund, the Compassion Fund, the Pratt Bequest Fund and the Refurbishment Fund. Further details are given in Notes 5, 7, 12 and 13. A separate report is published by the Donations Treasurer giving details of grants made from the Mission Fund.
Endowment Funds are funds where the income may be used but not the capital. They can be restricted or unrestricted. Information about the endowment fund (the Missionary Training Fund), is given in Note 9. The Pratt Bequest Fund was released from being permanent endowment by the Charity Commission on 8 July 2019 and is now treated as a Restricted Fund.

Income and endowments

1.3 All income is recognised in the Statement of Financial Activities once the PCC has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

1.4 Collections are recognised when received by or on behalf of the PCC. Planned giving receivable under Gift Aid is recognised when received. Giving through Charities Aid Foundation and similar trusts is recognised when vouchers received by Emmanuel are submitted to the trusts for payment or, for direct donations to other trusts, when those are transferred to the church.

1.5 Gifts to the General Fund for specific purposes are held to be used for those purposes only. Gifts for specified mission, the Compassion Fund or other charitable purposes are held in the Mission or Compassion Fund, all of the assets of which are regarded as owed to people and organisations outside Emmanuel. Gifts specifically for refurbishment are held exclusively in the restricted Refurbishment Fund.

1.6 Income from the Coffee Shop and Bookstall is accounted for gross, and is shown as income and endowments from church activities. Expenditure is shown as expenditure on raising funds.

1.7 Income of Eastbury Community Church has been consolidated into the respective income categories for the Unrestricted and Mission Funds in the Statement of Financial Activities, although shown separately in Notes 2 and 11. Expenditure is shown under the appropriate category.

1.8 The income of Wednesday Fellowship and Baby and Toddler Club is shown as income and endowments from church activities and the corresponding expenditure as church activities.

1.9 Interest and dividends are accounted for when credited. Realised gains and losses are recognised when investments are sold. Unrealised gains or losses on the Endowment and Restricted Funds are accounted for on revaluation of the investments as at 31 December.

1.10 Rental income from letting church premises is recognised when due. Income from letting church houses is treated as investment income.

Expenditure

1.11 Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the PCC to that expenditure; 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 accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

1.12 The Diocese of London Common Fund is accounted for over the periods for which it is due. Any amount for the year which remains unpaid at 31 December is shown as a creditor in the Balance Sheet and any overpayment as a prepayment for the following year.

1.13 Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year-end are noted as a commitment, but not accrued as expenditure. Grants to mission partners and societies which have been budgeted for, out of the General Fund are accounted as accruing over the year.

Fixed assets

1.14 Consecrated land and buildings and moveable church furnishings have been excluded from these financial statements by virtue of section 10(2) of the Charities Act 2011. Moveable church furnishings are listed in the church's inventory (terrier), which can be inspected in the Parish Office.

1.15 Costs of refurbishment and development of the church and its associated buildings have been included as expenditure of the restricted or designated Refurbishment Fund and have been written off in the year.

1.16 All expenditure incurred in the year on items of general fund capital expenditure under £5,000 is written off as incurred.

1.17 Equipment with a purchase price of £5,000 or more (other than items purchased from Restricted and Designated Funds) is depreciated on a straight line basis over periods as follows: Fixtures, fittings and equipment – 5 years

1.18 The freehold properties are shown at fair value. It is the church's policy to professionally revalue the freehold properties with sufficient regularity to ensure the carrying value does not differ materially from the fair value at the end of the reporting period. No depreciation is provided on freehold properties, as it is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long that any depreciation would not be material. In addition, these assets will be subject to annual impairment reviews. Provision will be made if there has been any permanent diminution in value.

1.19 Deposits include amounts held on deposit at Barclays Bank and CBF Church of England Deposit Funds with CCLA.

General

1.20 Figures are shown in the financial statements in thousands of pounds (£000) to one decimal place.

2 STATEMENT OF FINANCIAL ACTIVITIES

Unrestricted funds by accountability centre

	Emmanuel Central			Total	Total
	Undesignated	Designated	Eastbury	2023	2022
	£000	£000	£000	£000	£000
Income and endowments from					
Donations and legacies	483.0		(9.8)	473.2	490.9
Church activities	40.1		0.5	40.6	45.5
Investments	19.8	2.4		22.2	18.9
Total income	**542.9**	**2.4**	**(9.3)**	**536.0**	**555.3**
Expenditure on					
Raising funds	12.1			12.1	1.9
Church activities	475.8	41.7	19.8	537.3	564.5
Total expenditure	**487.9**	**41.7**	**19.8**	**549.4**	**566.4**
Gains/losses on investment assets					
Net income/expenditure before transfer	**55.0**	**(39.3)**	**(29.1)**	**(13.4)**	**(11.1)**
Transfers					
Gross transfers between funds – in	-	37.5		37.5	10.0
Gross transfers between funds – out	(37.5)	-		(37.5)	(10.0)
Other recognised gains/losses					
Gains on revaluation, fixed assets, charity's own use					
Net movement in funds	**17.5**	**(1.8)**	**(29.1)**	**(13.4)**	**(11.1)**
Reconciliation of funds					
Total funds brought forward	**1924.3**	**91.8**	**30.1**	**2046.2**	**2057.3**
Total funds carried forward	**1941.8**	**90.0**	**1.0**	**2032.8**	**2046.2**

See Note 11 for further details of the financial arrangements between Emmanuel PCC and Emmanuel Eastbury Outreach.

3 INCOME AND ENDOWMENTS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2023	Total funds 2022
Income and endowments from:	£000	£000	Mission* £000	Refurb.^ £000	£000	£000	£000
Donations and legacies							
Planned giving	353.1		3.8			356.9	412.3
Collections and other gifts	6.4		2.9	10.4		19.7	142.1
Income tax recoverable	82.6		1.3	0.2		84.1	109.1
Legacies	31.0					31.0	1.3
	473.1		**8.0**	**10.6**		**491.7**	**664.8**
Church activities							
Fees	4.2					4.2	4.7
Bookstall	0.6					0.6	1.1
Lettings	24.8					24.8	26.9
Babies and Toddlers	3.1					3.1	2.7
Wednesday Fellowship	1.2					1.2	2.0
Other ministry areas	6.7					6.7	8.4
	40.6					**40.6**	**45.8**
Investments							
Interest (gross)	3.0	2.4	9.9			15.3	10.1
Rental income (gross)	16.8					16.8	16.6
	19.8	**2.4**	**9.9**			**32.1**	**26.7**
Other income							
Total income	**533.5**	**2.4**	**17.9**	**10.6**		**564.4**	**737.3**

* Mission Restricted, Compassion Fund Restricted and Hackett Fund Restri

^ Pratt Bequest and Refurbishment Restricted

4 EXPENDITURE

	Unrestricted funds	Designated funds	Restricted funds Mission*	Refurb.^	Endowment funds	Total funds 2023	Total funds 2022
	£000	£000	£000	£000	£000	£000	£000
Expenditure on:							
Raising funds							
Trading cost of goods sold and other costs							
Bookstall							0.2
Investment management costs	12.1					12.1	1.7
	12.1					12.1	1.9
Church activities							
Missionary and charitable giving	90.6		19.8			110.4	121.9
Common Fund	135.0					135.0	132.0
Clergy and service costs							
Housing	6.2					6.2	9.6
Clergy expenses	7.6			3.0		10.6	6.7
Eastbury	20.2					20.2	42.4
Service maintenance	22.6					22.6	24.7
	56.6			3.0		59.6	83.4
Premises costs							
Property supervisor	16.3					16.3	17.9
Insurance	9.6					9.6	8.8
Heat, light, etc	21.3					21.3	21.5
Maintenance Church & Hall	19.6	41.6		11.9		73.1	230.3
	66.8	41.6		11.9		120.3	278.5
Activities							
Youth and children's work	26.9					26.9	44.6
Family	1.1					1.1	1.5
Church weekend	0.8					0.8	0.5
Pastoral	2.1					2.1	3.6
Evangelism and outreach	21.4		6.7			28.1	1.4
Social action	1.0		1.1			2.1	1.4
	53.3		7.8			61.1	53.0
Support costs							
Administrative and secretarial wages, etc	52.8					52.8	49.5
Printing, postage, stationery & telephone	22.0					22.0	17.0
Equipment maintenance & depreciation	2.7					2.7	3.6
Miscellaneous	9.3					9.3	4.5
	86.8					86.8	74.6
Governance costs							
Independent examination	2.9					2.9	2.9
Book-keeper	3.6					3.6	3.6
	6.5					6.5	6.5
Total expenditure on church activities	495.6	41.6	27.6	14.9		579.7	749.9
Total expenditure	507.7	41.6	27.6	14.9		591.8	751.8
Gains/losses on investment assets							
Net income/expenditure before transfer	25.8	(39.2)	(9.7)	(4.3)	-	(27.4)	(14.5)

* Mission Restricted and Compassion Fund Restricted
^ Pratt Bequest and Refurbishment Restricted

Common Fund is payable to the Diocese of London. Of this £131,710 was the estimated amount of Emmanuel's "costs" in 2023, made up of the salaries, housing and indirect costs of our own clergy and our share of diocesan costs. The remaining £3,290 was paid in excess of this, representing Emmanuel's contribution to the financing of other churches in the diocese.

Expenditure on heating, cleaning and other utilities and maintenance which are relevant to these activities and to the letting of the hall and church, is shown under premises costs.

5 STATEMENT OF FINANCIAL ACTIVITIES

Individual restricted funds

	Restricted funds					Total Restricted funds 2023	Total Restricted funds 2022
	Mission	Compassion	Pratt	Hackett	Refurb.		
	£000	£000	£000		£000	£000	£000
Income and endowments from:							
Donations and legacies	7.1	0.8			10.7	18.6	173.9
Church activities							0.3
Investments	7.0	0.3		2.6		9.9	7.8
Total income	**14.1**	**1.1**		**2.6**	**10.7**	**28.5**	**182.0**
Expenditure on:							
Church activities	17.0	4.0	3.0	6.6	11.9	42.5	185.4
Total resources used	**17.0**	**4.0**	**3.0**	**6.6**	**11.9**	**42.5**	**185.4**
Net incoming/outgoing resources before transfer	**(2.9)**	**(2.9)**	**(3.0)**	**(4.0)**	**(1.2)**	**(14.0)**	**(3.4)**
Transfers							
Gross transfers between funds - in							
Gross transfers between funds - out							-
Other recognised gains/losses							
Gains/losses on investment assets							
Gains on revaluation, fixed assets, charity's own use	11.5		0.8			12.3	(19.3)
Net movement in funds	**8.6**	**(2.9)**	**(2.2)**	**(4.0)**	**(1.2)**	**(1.7)**	**(22.7)**
Reconciliation of funds							
Total funds brought forward	**135.0**	**9.4**	**17.5**	**63.5**	**1.2**	**226.6**	**249.3**
Total funds carried forward	**143.6**	**6.5**	**15.3**	**59.5**	**0.0**	**224.9**	**226.6**

6 FIXED ASSETS

	Freehold land & buildings	Investment property	Fixtures, fittings & equipment	TOTAL
Cost/Valuation	£000	£000	£000	£000
Brought forward at 1 January 2023	1360.0	475.0		1835.0
Disposals				
Additions				
Revaluations				
Disposals				
Carried forward at 31 December 2023	**1360.0**	**475.0**	**0.0**	**1835.0**
Depreciation and impairment				
Brought forward at 1 January 2023	0.0	0.0	0.0	0.0
Charge for year				
Movement in provision for impairment				
Disposals				
Carried forward at 31 December 2023	**0.0**	**0.0**	**0.0**	**0.0**
Net value in accounts as at 31 December				
2023	1360.0	475.0	0.0	1835.0
2022	1360.0	475.0	0.0	1835.0

Freehold land & buildings

Properties were valued at open market value with vacant possession by Neil Altman FRICS (in £000s) as at 31 December 2021

4 Church Close	675.0
64 Chester Road	685.0
	1360.0

If these freehold properties had not been revalued they would have been included at their purchase price. The house at 64 Chester Road was purchased for £1,400 on 31 December 1945. The house at 4 Church Close was purchased for £5,850 on 28 April 1969

A terrier of movable church fixtures and furnishings is maintained and may be viewed in the Parish Office. Consecrated land and buildings and moveable church furnishings have been excluded from these financial statements by virtue of section 10(2) of the Charities Act 2011. They are insured for a sum of £22.94 million including contents.

Investment property

The flat, 6 Beeches House, is currently rented out on the open market through Robsons as agent and is treated as an investment. Having obtained a written valuation of the fair value of the flat at 31 December 2023 by a chartered surveyor, a value of £475,000 has been placed on the property as at that date by the trustees. If the investment property had not been revalued it would have been included at the historical cost of £385,000 from its purchase price in 2015.

7 Balance Sheet for individual Restricted Funds as at 31 December 2023

	Restricted funds					Total Restricted funds 2023	Total Restricted funds 2022
	Mission	Compassion	Pratt	Hackett	Refurb.		
Fixed assets	£000	£000	£000		£000	£000	£000
Tangible assets							
Investments	132.9		15.3			148.2	139.0
Fixed assets	**132.9**		**15.3**			**148.2**	**139.0**
Current assets							
Stocks							
Debtors	0.6	0.1		0.7		1.4	1.3
Cash at bank and in hand	10.1	6.5		58.8	5.0	80.4	87.7
Current assets	**10.7**	**6.6**	**0.0**	**59.5**	**5.0**	**81.8**	**89.0**
Liabilities							
Creditors: Amounts falling due in one year		0.1				0.1	1.4
Provision for liabilities due within one year					5.0	5.0	
Net current assets less current liabil	**10.7**	**6.5**	**0.0**	**59.5**	**0.0**	**76.7**	**87.6**
Total assets less current liabilities	143.6	6.5	15.3	59.5		224.9	226.6
Total net assets less liabilities	**143.6**	**6.5**	**15.3**	**59.5**	**0.0**	**224.9**	**226.6**

8 DEBTORS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2023	Total funds 2022
	£000	£000	Mission* £000	Refurb £000	£000	£000	£000
Other debtors	6.1		0.5			6.6	1.7
Prepayments	1.2					1.2	
Accrued income	6.5	0.8	0.2	0.7		8.2	38.2
	13.8	**0.8**	**0.7**	**0.7**		**16.0**	**39.9**

* Mission Restricted and Compassion Fund Restricted

9 INVESTMENTS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2023	Total funds 2022
Restricted/Endowment Funds	£000	£000	Mission* £000	Pratt £000	£000	£000	£000
Investments in CCLA CBF Funds							
Pratt Bequest				15.3		15.3	17.5
Mission			132.9			132.9	121.5
Missionary Training Fund					105.4	105.4	96.3
			132.9	**15.3**	**105.4**	**253.6**	**235.3**

* Mission Restricted and Compassion Fund Restricted

Pratt Bequest

The Pratt Bequest Fund is invested in the CBF Church of England Fixed Interest Securities Fund with CCLA. With the approval of the Charity Commission this is now regarded as expendable endowment and is treated as a restricted fund rather than endowment. The capital of 10,591 shares, with market value of £15,331 on 31 December 2023 (£17,480 for 12,750 shares on 31 December 2022), will be gradually reduced. The capital withdrawn (£3,000 in 2022 and 2023) as well as the income (£357 in 2023; £548 in 2022) is used towards the reimbursement of personal expenses of the clergy.

Missionary Training Fund

The Missionary Training Fund is invested in the CBF Church of England Investment Fund with CCLA. On 31 December 2023 capital of 4663 shares was held, with market value of £105,409 (£96,344 on 31 December 2022). The capital is retained intact and the income of £2,881 (£2,865 in 2022) is used to provide assistance to individuals engaging in short-term service overseas or in the UK, or to assist those thinking towards mission service to test their vocation and calling. Following advice from the Diocese of London's Trust Department, the 4663 shares representing the Missionary Training Fund endowment were transferred into the name of the London Diocesan Fund on 22 January 2019 and are now held by the LDF on behalf of the PCC of Emmanuel Church Northwood, with the dividend income being remitted to us.

10 CREDITORS: amounts falling due within one year

	Unrestricted funds	Designated funds	Restricted funds			Total funds 2023	Total funds 2022
	£000	£000	Mission* £000	Pratt £000	Refurb.	£000	£000
Eastbury sundry creditors							5.7
Emmanuel sundry creditors	4.1					4.1	1.0
Emmanuel accruals	7.3		0.1			7.4	9.6
Provision for liabilities		0.8		5.0		5.8	
	11.4	**0.8**	**0.1**	**5.0**		**17.3**	**16.3**

* Mission Restricted and Compassion Fund Restricted

11 OUTREACH CONGREGATION - EASTBURY

	2023	2022
Income and endowments	£000	£000
Donors	(9.5)	43.9
Tax recoveries	0.2	0.8
	(9.3)	44.7
Expenditure		
Missionary and other grants		5.2
Church work and activities	19.5	46.7
Management and administration	0.3	3.1
	19.8	55.0
NET SURPLUS (DEFICIT) FOR YEAR	(29.1)	(10.3)
Funds at start of year	30.1	40.4
excess of income over outgo	(29.1)	(10.3)
Funds at end of year	1.0	30.1
Represented by:		
Bank account	1.0	1.8
Amounts due from Eastbury Church Northwood Trust		34.0
less: amounts owing	-	(5.7)
	1.0	30.1

Financial accountability:
Eastbury Church

Treasurer:	Peng Lim
Signatories:	Peng Lim, Churchwardens, Treasurer and Donations Treasurer are authorised signatories but the PCC has agreed that at least one signature should always be the Eastbury Treasurer.
Financial control:	Eastbury Subgroup of Emmanuel PCC (until disbanded)

The PCC Treasurer is accountable to the PCC and to the Synod and Officers of the Diocese of London for the finances of Eastbury The leadership team had delegated authority from the PCC and the PCC Treasurer for the sound and prudent management of the financial affairs of the church. Eastbury Church was effectively autonomous in terms of day-to-day financial decisions and did not have to seek approval from the PCC or the PCC Treasurer to make purchases or commit funds from the resources they control. The financial transactions of Eastbury have been consolidated into the annual financial statements of Emmanuel Church PCC and are subject to examination by the Emmanuel Church PCC Independent Examiner. Although Eastbury was expected to be financially self-supporting, their finances were underwritten by Emmanuel Church PCC. Following the cessation of the Eastbury Church Sunday service in November 2022, the Eastbury account has been largely inactive and the trustees of ECNT ceased to make payments. to Emmanuel. A final transfer of £7,500 was made from ECNT to Emmanuel on 22 December 2023 and the balance of £10,172.46 owing to Emmanuel was written off in final settlement. This is reflected in the net negative donor income figure in the 2023 Eastbury accounts.

12 DONATIONS ACCOUNT

The Donations Account (Treasurer: Margaret Dolling) is used to channel giving to Emmanuel's mission partners at home and abroad, and to support mission societies and other agencies engaged in service, relief and evangelism. In 2023 the PCC budgeted £93.7K for the support of Emmanuel mission partners and agencies. Most of this was financed from the General Fund and the rest from accumulated balances in the Mission Restricted Fund. Support for Emmanuel mission partners was provided as follows:

	£000
Steve and Sandie Davies (Operation Mobilisation)	16.8
Sharon Morgan (Wycliffe Bible Translators)	4.4
Kate and Phil King (Wycliffe)	13.5
London City Mission	2.0
Tim and Sung Hee Keene (Interserve)	4.4
Mark and Alex Ronalds (Hebron School)	4.5
Fiona Bunford (Montgomery Heights)	9.8
Church Pastoral Aid Society	10.2
Arab World Ministries	12.8
Mission Africa	3.8
OM Ships & Middle East	8.3
Total	90.5

Gifts to the Donations Account, whether for the above budget or for other purposes, are included in the income under Restricted Fund General in the Statement of Financial Activities and in Note 3(a). Further details of the allocation of monies given through the Donations Account are available in the separate report of the Donations Treasurer to the APCM.

13 REFURBISHMENT

	2023	2022
Income	£000	£000
Donations	10.4	134.5
Tax recoveries	0.2	27.3
Church activities		0.3
Interest		0.3
	10.6	162.3
Expenditure		
Refurbishment	11.8	161.1
NET SURPLUS (DEFICIT) FOR YEAR	(1.2)	1.2
Funds at start of year	1.2	0.0
Funds at end of year	0.0	1.2
Represented by:		
Bank accounts and deposits	95.0	93.0
	95.0	93.0
less: Liabilities		
Provision for retention on building works	5.0	91.8
Amount due to General Fund (designated)	90.0	
	0.0	1.2

14 STAFF COSTS

	2023	2022
	£000	£000
Wages and salaries	105.2	118.9
Social Security costs	2.2	3.8
Pension costs	2.6	3.2
	110.0	125.9

None of the staff employed by the PCC were members of the PCC during the year. There were no employees who received emoluments (excluding employer pension costs) of more than £60,000.
The average number of staff employed (full or part time) during the year was 6 (2022: 7).
The charity operates a defined contribution workplace pension scheme with NOW: Pensions for qualifying employees, which complies with the legislation regarding auto-enrolment. All contributions due were paid over to the scheme during the year

15 TRUSTEE REMUNERATION, RELATED PARTY AND OTHER TRANSACTIONS

The clergy, who receive their remuneration from the Church Commissioners and not from the PCC, received reimbursement of approved expenses from the PCC (or from Eastbury). In the case of the Vicar, Associate Vicar Dave Scott and Curate Christine Britton accommodation was also provided by the PCC at no charge. In the case of Associate Vicar Nina Oskarsdottir accommodation was provided by Eastbury Church Northwood Trust at no charge up to July 2023 and thereafter by Emmanuel.

The total amount of expenses reimbursed to the clergy in 2023 was £15,513 (2022: £4,598). This included rental, Council Tax and other expenses for Associate Vicar Nina Oskarsdottir after these ceased to be provided by Eastbury Church.

No other PCC members received remuneration or repayment of expenses (other than reimbursement of minor amounts expended on behalf of the PCC or church organisations), with the exception of the following:

The wife of a PCC member is the Administrator. The PCC member concerned does not play any part in the decision-making regarding employment or staff remuneration.

Donations made by trustees during the year amounted to £119K before tax recovery (£168K in 2022).

16 FUNDS

	Unrestricted funds	Designated funds	Restricted funds			Endowment funds	Total funds 2023	Total funds 2022
			Mission	Compassion /Hackett	Pratt/Refurb.			
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
Tangible fixed assets	1360.0						1360.0	1360.0
Investment fixed assets	475.0		132.9		15.3	105.4	728.6	710.3
Current assets	119.2	90.8	10.7	66.1	5.0		291.8	315.1
Amounts falling due in one year	(11.4)	(0.8)		(0.1)	(5.0)		(17.3)	(16.3)
Amounts falling due after one year							0.0	0.0
Funds at 31 December 2023	1942.8	90.0	143.6	66.0	15.3	105.4	2363.1	2369.1

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF EMMANUEL NORTHWOOD

England & Wales - Charity number 1132091

Accounts

Annual Report of the Trustees of Emmanuel Church Northwood

Registered Charity No. 1132091

Activities of the Parochial Church Council and the Financial Statements for the year ended 31 December 2022

Emmanuel Church Northwood, Report of the trustees for the year ended 31st December 2022

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Introductory Background

Emmanuel Church Northwood is an Anglican evangelical church situated at the top of the High Street and has served the Parish for over 100 years. During 2022, there was a church plant, Eastbury Church, that serves the northwest part of the Parish. From the start of 2023, Eastbury Church has discontinued its Sunday services.

Rev. Tim Meathrel has been our Vicar since 5 September 2017. Rev. Dave Scott was licensed as our Associate Vicar on 4 September 2018. The Rev Christine Britton joined us as a curate in July 2020. Her curacy has been extended by agreement with the Diocese until June 2024, as it would be disrupting to her family to move before then. The Rev Nina Oskarsdottir joined us in January 2021 as an Associate Vicar with particular responsibility for pioneering evangelism and Eastbury Church.

The PCC of Emmanuel is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. The PCC has the responsibility of co-operating with the incumbent in promoting the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England and the whole mission of the Church, Pastoral, Evangelistic, Social and Ecumenical. It also has maintenance responsibilities for all relevant Church property.

The PCC is registered with the Charity Commission as a charity under number 1132091.

The PCC has regard, in relation to its activities, to the Charity Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. Emmanuel provides a public benefit through the activities that are undertaken in pursuance of our aims and objectives. There are a large variety and number of different ministries of Emmanuel, amongst children, young people and adults, whether they are people within our Church community, in the wider community in the Parish or overseas.

In the opening months of 2022, many of the restrictions previously applicable because of the Global Covid pandemic were relaxed and all were removed on 1st April 2022 Although Covid viruses remain, the risk of serious illness, except amongst those who are both unvaccinated and vulnerable, seems to be reduced. However, we continue to be conscious that in person meetings could assist the spread of Covid and other infectious diseases and therefore offer Zoom access to in person meetings where practical. Live streaming of some services is done too. Communion continues to be served by intinction.

Objectives and Activities

It is worth repeating again the summary of our church vision, launched in 2019, at the start of a new chapter in the life and work of Emmanuel.

We are a church of missional disciples seeking to love God and love each other; influencing our community, city, nation and world with the love of Jesus that we might see His Kingdom come.

We believe that God is calling us to be...

- committed to the Word, the Spirit, prayer and worship
- a church for our local community; focused on loving, serving and winning those who don't yet know Jesus
- missional disciples who are bold and courageous, unafraid to take risks and step out in faith
- willing to follow God's leading and direction and to pay the price of being obedient to his call in the use of ourselves, our time and our resources

To do this we believe that God is calling us to grow deeper, grow younger and grow wider.

Growing deeper...

in our relationship with God and in our relationship with each other. Maintaining the priorities of worship, prayer, Bible teaching and openness to the work of the Holy Spirit.

Growing younger...

facing the challenge of declining attendance of under 40s in the UK, we are committed to placing a special emphasis on trying to reach children, young people and their families.

Growing wider...

in mission and evangelism. Growing as missional disciples taking the good news of Jesus and his love and kingdom wherever we go throughout the week. Growing in our outreach as a church seeking to love and serve the people who live and work in Northwood.

2022 was a year of emergence from the global Covid 19 pandemic. Emmanuel and Eastbury Church continued to facilitate worship and give glory to God, to give opportunity for members to encourage and help each other and to bear witness to the resurrection of Jesus Christ.

Thus the following activities have re-opened in person (or partially on line):

- regular public worship open to all on Sundays – see below for details
- the provision of sacred space for personal prayer and contemplation
- pastoral work, including support for the sick, the bereaved and the lonely
- the teaching of Christianity through sermons, courses and small groups
- the taking of religious assemblies in schools and an after-school club at Eastbury School
- the provision of children's work
- the provision of age-related youth meetings with a Christian ethos
- the promotion of Christianity through the staging of events and meetings
- the making available of the premises for social justice projects, including a food bank,community lunches and other community purposes
- supporting other Christian mission in the UK and overseas
- promoting the whole mission of the Church

Regular Services

During 2022, there have been 3 Sunday services at Emmanuel and a single Sunday service at Eastbury School. The service at 9am has been 'traditional worship', at 10.30am 'family worship' and at 5.30pm 'contemporary worship'. As mentioned above, it was decided to discontinue the Eastbury Sunday service with effect from the end of 2022. Since August 2021, Eastbury and Emmanuel churches have enjoyed fellowship together at services on the mornings of the first Sunday of each month.

The story of the PCC year is recounted in the PCC Report below.

Achievements and Performance

PCC Report – the Story of the PCC Year 2022

The year 2022 was the year when almost all of the Covid restrictions were removed. The first two meetings were held virtually, but in March we met face to face in the Lounge.

The first meeting was on 17th January 2022. Christine Britton, in our devotional time at the beginning of the meeting, spoke of Martin Luther King's 'I have a dream' speech and challenged members – what is God asking us to dream, what is God stirring us to believe and do? Then it was on to business – agreeing a review of how the revised service pattern was working, the review having been deferred because of the Covid restrictions, considering the risk committee and pastoral care reports and starting to think about the property works required.

Apart from the usual February business of considering the 2021 Accounts and other elements around these, we had the opportunity at this meeting to hear from and greet Sam Bailey, who had been appointed to join us as our new children's minister. We heard of his experience and call to this work amongst us.

We held the March meeting in the Lounge, with Neil Altman (surveyor and chair of the Property Committee) in attendance. The main item of business was around the suggested roof and brickwork works to the building, the necessity for these and/or the wisdom of doing more than was immediately required to save cost in the future and how funds could be raised for the project. It was agreed to ask the Property Committee to move forward with the minimum required, with a view to enlarging the contract if funds became available for the other items that could sensibly be done at the same time. Reports from Eastbury and the 3rd Age ministries were also received and considered.

By April we had a detailed Property Committee paper with recommendations to consider (containing more works and therefore expense than previously authorized) and resolved to back the committee's proposals, and to go to the church for £135K to cover the cost.

After the APCM on 15th May, we had a few changes to the PCC. The meeting on 23rd May dealt with the appointment of officers as usual. By then what was described as an 'avalanche of money' had arrived for the building project, about £110,000 including tax recoveries, with

pledges that took us very close to the target. It was agreed that the formal building contract should be signed.

By June the total giving for the building project had come to £164,000 approximately, so less of the church's reserves would need to be used. The work was also about to start. The PCC also began to consider at what level the Common Fund offer for 2023 should be set. Our annual safeguarding training session was also given by the indefatigable Gill Denham, whose contribution to this vital element of the church's ministry cannot be overestimated.

We met next in September. We heard from Keren Pollock (Chair, International Mission Committee) with the committee's report. In particular she said that the face of international mission is changing and invited the PCC to consider whether, as funds become available from mission partners' retirements, we might wish to redirect the funds saved into different types of outreach ministry – ie where are the mission priorities today?

The idea of reviewing 'outside' giving was picked up in the main agenda item in our October meeting. We divided into small groups and a large amount of feedback with comments and ideas was provided – for distillation by the Vicar, who agreed to consider it all going forward. We also welcomed Matt Bird to the meeting for his worship leader's and technology report.

In November the main item was over the shape of our community outreach, and we heard how the Babies and Toddlers continued to thrive, the English language café was fulfilling a real need, Foodbank was serving more and more people, and there were encouraging connections being built with local schools and with the Base and the Patch. As part of this the PCC discussed the sustainability of Sunday services at Eastbury School and accepted after prayerful consideration that these should be replaced by a mid-week meeting at Nina Oskarsdottir's house in Rofant Road.

Often at the start of a meeting, an opportunity was given to members to share recent experiences of God blessing ministries at Emmanuel. There were always many items mentioned. It's not difficult to see God's hand in the very many activities that took place in 2022 – He really does answer prayer and blessed us to overflowing in 2022.

And finally a verse from Philippians 4 and the April 2022 minutes *"Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. And the peace of God, which transcends all understanding, will guard your hearts and your minds in Jesus Christ."*

Statistics

The Diocese requires a 'Statistics for Mission Return' annually. For the year 2020 and going forward the Statistics provided in the Annual Report are those collected for the Return. The charts for the years prior to 2020 will be phased out therefore over the next couple of years. The text for the previous year (2021) is included.

Attendance at Sunday services (Emmanuel only in the table below)

	Communicants				*Attendance*			
	8.00am	**9.15am**	**11am**	**6.30pm**	**8.00am**	**9.15am**	**11am**	**6.30pm**
2018	7	147	52	55	7	155	52	58
2019	^^	143	50	79	^^	143	50	79
2020 and on	**See below**							

The figures for 2018 -2019 and 2021 are taken from the October attendance figures in each such year
^^ *No figures available*

2020 - relating to Emmanuel Church and Eastbury
The 'Statistics for Mission Return' requires details of the numbers attending church in October each year. Special forms were provided for this pandemic year. The figures below are taken from the forms submitted.

On 4th October 2020 103 adults and 20 children/young people attended 3 services in the Emmanuel Church building and 32 adults attended 1 service at Eastbury.
On 11th October 2020 115 adults and 23 children/young people attended 3 services in the Church building and 28 adults and 1 child attended 1 service at Eastbury.
On 18th October 2020 19 adults and 0 children attended 1 service in the Church building. There was no service at Eastbury.
On 25th October 2020 82 adults and 19 children attended 3 services in the Church building and 35 adults attended 1 service at Eastbury.

In addition in October 2020, services were pre-recorded and/or live streamed – called 'Church at Home' by the Diocese. The best estimate of the usual number of people participating in these online services for Emmanuel Church each week in October was 232, excluding those who had attended services in person. The figure for Eastbury was 32.

2021 - relating to Emmanuel Church and Eastbury
On 3rd October 2021 211 adults and 26 children/young people attended 3 services in the Emmanuel Church building. There was no service at Eastbury Church, as on the 1st Sunday of the month Eastbury and Emmanuel join together for worship.
On 10th October 2021 202 adults and 36 children/young people attended 3 services in the Church building and 27 adults attended 1 service at Eastbury.
On 17th October 2021 195 adults and 34 children attended 3 service in the Church building and 22 adults attended 1 service at Eastbury.
On 24th October 2021 149 adults and 22 children attended 3 services in the Church building and 24 adults attended 1 service at Eastbury.

In addition certain services were pre-recorded and/or live streamed. The best estimate of the usual number of people participating in these online services for Emmanuel Church each week in October was 278, excluding those who had attended services in person. The figure for Eastbury was 30.

2022 – relating to Emmanuel Church and Eastbury
On 2nd October 2022 230 adults and 68 children/young people attended 3 services in the Emmanuel Church building.

On 9th October 2022 222 adults and 74 children/young people attended 3 services in the Church building.
On 16th October 2022 260 adults and 74 children attended 3 services in the Church building.
On 23rd October 2022 165 adults and 34 children attended 3 services in the Church building.

In addition in October 2022, certain services were pre-recorded and/or live streamed – called 'Church at Home' by the Diocese. The best estimate of the usual number of people participating in these online services for Emmanuel Church and Eastbury Church for the whole of October was 556, excluding those who had attended services in person.

Attendance at festivals (Emmanuel and Eastbury)

	Communicants			*Attendance*		
	Easter Day	**Christmas Eve**	**Christmas Day**	**Easter Day**	**Christmas Eve**	**Christmas Day**
2018	407	97	33	411	250	323
2019	295	108	^^^	338	^^^	542
2020 and on	**See below**					

Figures include under 16s.

^^^ No figures available

2020
The Statistics for Mission Return reported 595 people attending in person special services held at Emmanuel Church for the congregation and local community from and including Advent Sunday until 23rd December. Eastbury Church reported 135 persons attending. A total of 237 people attended at Emmanuel services on Christmas Eve and Christmas Day 2021. Eastbury had no services. Many will have joined the online services during December 2021 of both Emmanuel Church and Eastbury Church.

There are no statistics for Easter services 2020.

2021
The Statistics for Mission Return reported 311 people attending in person special services held at Emmanuel Church for the congregation and local community plus 300 attending special services held for schools during Advent 2021. Eastbury Church reported 64 attending special services. A total of 269 people attended at Emmanuel services on Christmas Eve and Christmas Day 2021. Eastbury had no services on Christmas Eve and Christmas Day. Many will have joined the online services during December 2020 of both Emmanuel Church and Eastbury Church.

There were 131 people attending and receiving Communion at Emmanuel on Easter Day. Eastbury did not have a service.

2022
The Statistics for Mission Return reported 528 people attending in person special services held at Emmanuel Church for the congregation and local community plus 1,820 attending special services held for schools during Advent 2022. A total of 579 people attended Emmanuel services on Christmas Eve and Christmas Day 2022. Eastbury had no services on Christmas Eve and Christmas Day. Many

will have joined the online services during December 2022 of both Emmanuel Church and Eastbury Church.

There were 348 people attending and receiving Communion at Emmanuel on Easter Day. Eastbury did not have a service.

Rites performed (Emmanuel only)

	Marriage	Baptism	Thanksgiving	Confirmation	Funeral at Emmanuel	Funeral at the Crematorium
2018	2	8	1	2	9	7
2019	3	10	2	3	2	8
2020 and on	**See below**					

2020
No Baptisms or thanksgivings have taken place at either Emmanuel Church or Eastbury.
There was 1 marriage in Emmanuel Church but no services of prayer and dedication after a civil ceremony, at either Emmanuel Church or Eastbury.
There were 2 funeral services in Emmanuel Church and 3 funeral services conducted at a crematorium.

2021
5 Baptisms have taken place at either Emmanuel Church or Eastbury.
There were 2 marriages in Emmanuel Church but no services of prayer and dedication after a civil ceremony, at either Emmanuel Church or Eastbury.
There were 9 funeral services in Emmanuel Church and 9 funeral services conducted at a crematorium.

2022
In 2022 there were 2 weddings and 9 funerals (including memorial/thanksgiving services). There were 4 funerals conducted in addition at the Crematorium only. There were 4 infants baptized and 4 thanksgiving services for infants.

Electoral Roll (Emmanuel and Eastbury)

The Electoral Roll Officer during 2022 was Mr Jon Whitmarsh.

	Joiners	Leavers	Net Gain/(Loss)	Total at APCM
2018	20	22	(2)	463
2019	*	*	(101)	350
2020	*	*	(23)	**
2021 and on	**See below**			

**A full analysis of the number of new joiners has not been made.*
**The 2021 APCM was hybrid (in person and online) and it was not possible to ascertain the number attending.

2021
Analysis of the joiners and leavers has not been done for 2021. The number on the Ecclesiastical Electoral Roll in 2021 was 335 and the number on the Church Electoral Roll was 297.

2022
Analysis of the joiners and leavers has not been done for 2022. The number on the Ecclesiastical Electoral Roll in 2022 was 297. It was re-done in January 2023 and the total increased to 323.

Structure, Governance and Management

PCC Membership Structure

The full membership of the PCC comprises, ex-officio, the Vicar, the other clergy, the Churchwardens, all Synod representatives and (if they wish to participate) a licensed lay minister, plus up to fifteen elected members of Emmanuel, as well as optional co-opted members. Appointment is governed by, and set out in, the Church Representation Rules. All on the electoral roll may stand for election to the PCC, and elected members may serve up to two consecutive three year terms or a total of six years continuously. Retiring members can be re-nominated after one year. Co-opted members serve up to the next APCM but can be co-opted again to the next PCC if required. The PCC is elected at an Annual Parochial Church Meeting (APCM), usually held in April or May at Emmanuel. In 2022 the APCM was held on 15th May. PCC members may not be employees of the PCC unless the Charity Commission gives permission. There were none. The PCC met 9 times during the year.

PCC Committees

The work of the PCC is divided between Committees whose Chairs are appointed by the PCC at the first meeting after the APCM. The Chairs are normally, but not necessarily, members of the PCC. Members of the Committees do not need to be members of the PCC and a distribution of responsibilities to the wider congregation is encouraged.

Standing Committee

This committee has been delegated the power to transact the business of the PCC between PCC meetings, subject to any directions given by the PCC. It must consist of the Incumbent (or Associate Vicar) and Wardens and at least two members of the PCC. In addition to the Incumbent and Wardens the following PCC members served on the Standing Committee during 2022. Jon Whitmarsh (Operations Manager) is in attendance at the meetings 'ex officio'.

Mr Ben Pearkes	Lay Vice Chair
Mr Chris Daykin	Church Treasurer
Mr Tim Warren	PCC Secretary
The Rev Dave Scott	Re-appointed by the PCC
Mrs Deirin Johnson	Elected by the PCC
Mr Josh Tate	Elected by the PCC

A meeting of the PCC was held on 23rd May 2022. At this meeting the officers (as set out above) and the Rev Dave Scott were re-appointed. Following that meeting a vote was held and Mrs Deirin Johnson and Mr Josh Tate were re-elected to serve on the Standing Committee.

Finance Committee

The Finance Committee oversees the finances of Emmanuel. It monitors income and expenditure, recommends budgets to the PCC, maintains appropriate financial controls and co-ordinates reviews of Christian stewardship and encouragement of efficient planned giving. The Chair during the year was Mr Chris Daykin, who was also the Hon. Church Treasurer.

Personnel Committee

The Personnel Committee acts as an advisory body to the PCC on the appointment and remuneration of non-clerical staff. The Chair during the year was Mrs Mirka Packard.

Property Committee

The Property Committee works to ensure that church buildings, fabric and ornaments remain in good order. The Chair during the year was Mr Neil Altman. A formal report to the APCM is delivered each year.

As well as overseeing the maintenance of the Church buildings the Property Committee oversees the following properties owned by the PCC:

A. 64 Chester Road – occupied by Rev Christine Britton and her family since December 2020
B. 4 Church Close – occupied by Rev Dave Scott (Associate Vicar) and his family since 2018
C. Flat 6 Beeches House, High Street – currently rented out on a commercial basis.

Apart from routine maintenance, major works were carried out during the year to the fabric of the church building, involving the replacement of the tiles on the north side of the roof, replacing a large number of bricks in the structure of the building with associated re-pointing, the repair and renewals of the guttering, and the replacement of cracked or broken panes of glass in the windows.

All gas safety certificates needed have been obtained and renewed.

Risk Committee

The Risk Committee is in place to ensure Emmanuel is addressing its risks appropriately. The Chair during the year was Mr Ben Pearkes.
The risks to the church are divided into 8 'baskets': Finance, Safeguarding for Children and Vulnerable Adults, Key Compliance, Health and Safety, IT & Data, Staffing Matters, Strategic Planning and Volunteers.
The committee meets at least two times a year and works through each of the risk baskets at least once every 18 months. The risk basket holder is invited for that specific meeting. At all meetings there is also the opportunity to raise 'arising risks' which are reviewed and evaluated.
The current Risk Profile shows that there is one identified **High** risk (related to safeguarding) and 12 identified **Medium** risks, including but not limited to, the possibility of a financial deficit for urgent expensive repairs to our buildings, loss of key volunteers and food safety failings. The 26 remaining risks are classified as **Low** risks.
During the meetings, the Risk Committee challenge the risk basket holder to identify any changes to the current scoring (increasing or decreasing the current risk to the

church) and discuss new and current mitigation to confirm the risk is being addressed appropriately. An action list is created which is followed up at subsequent meetings.

International Mission Committee

ECN is privileged to support many Mission Partners across the world. The IMC's mission strategy compiled in line with the vision statement to help shape and direct the way forward for ECN's involvement in global mission is:

1. To ensure that the teaching and interaction with Mission Partners regularly informs, trains and equips the congregation on the significance of the Biblical mandate for global cross-cultural mission to reach the 'least reached' peoples of the world;
2. To work closely with Mission Partners to resource, train and inform our congregation;
3. To encourage Mission Partners and Associate Partners through prayer, visits and support on a monthly basis;
4. To encourage many more from the church, in particular the youth and young adult groups, to engage in mission through facilitating more short-term mission trips;
5. To actively seek, coach and mentor those from within our congregation who may be called to full-time mission;
6. To incorporate and encourage individual and corporate prayer for global cross-cultural mission.

Committee members: Chris Williams, Graham Wilburn, Monty Johnson, Margaret Dolling, Clive Backhouse, Jean Nunney, Helen Alsop, Colin Sheppard, Keren Pollock (Chair)

Review of 2022

2022 saw a gradual move back to pre-Covid times. We have been able to incorporate some of the best practices developed during the pandemic, such as use of Zoom to keep in touch with our Mission Partners. Towards the latter part of the year we were able to welcome some Partners in person to the services as well as resuming hosting events.

- The Committee met bi-monthly to plan events and manage all aspects of support for our Mission Partners. At our first meeting of 2022, Tim and Sung-Hee joined us by Zoom and helpfully led us in thinking about the challenge of mission in today's world.
- Jean Nunney continues very helpfully to compile the Mission Partners' monthly news updates. All our Partners express how much they appreciate keeping regularly in touch and with each other through the monthly prayer news.
- Where possible and where it is safe to do so, our Mission Partners were back on the screen before services when they are MP of the month. They also took part in the monthly prayer meeting by Zoom or in person where possible.
- We resumed hosting events when possible: a retirement party for over 100 guests for Tim and Sung-Hee; 'Tea with Jeremy' and ECN was the venue for the annual training conference for Mission Africa.
- In July, the Committee submitted a paper on the IMC Budget to the PCC for discussion.

- Our annual World Wide Weekend was held in November. Our speakers were Graham Archer from CPAS and Josh Tate speaking on mission through ECO Church.
- As the world opens up we are continuing to explore the possibility of mission trips both at home and abroad. We have been in discussion with Steve and Sandie about the numerous opportunities offered through OM.

Updates on our Missions Partners (financially supported) and Associate Missions Partners (receive prayer support and occasional financial gifts as required).

- Tim and Sung-Hee officially retired in September and we had a joyful, well-attended service of celebration for their years of service with Interserve. Very sadly, Tim became seriously unwell very shortly after this. It is remarkable what he has come through but he remains in hospital. Sung-Hee has been equally remarkable in her faith and testimony to all the staff and other patients in the hospital. The policy of the IMC is to give half the annual contribution to retiring MPs to support them as they adjust to retirement. Tim and Sung-Hee are therefore receiving this support.
- David Morgan also retired in 2022. We continue to support Sharon, at a reduced rate, as she continues her essential work with Wycliffe.
- X&Y have moved house which enables them to offer hospitality to locals much more easily. The IMC was able to give a financial gift to support this move.
- We were able to offer some financial and pastoral support to one of our Associate Partners who has experienced significant struggles this year.
- The IMC is in discussion and prayer about two new exciting developments. We have been approached by a couple well-known to ECN to be considered as Associate Mission Partners. One of our current Associate Mission Partners is being called to a full-time and new role and would like now to be considered as a full Mission Partner.

Summary of the strategic work of our current Mission Partners:

Our Mission Partners submit an annual report to the Committee. These full reports are available on request from Keren Pollock. Our MPs are hugely grateful for the support that ECN offers. Below is a summary of their roles and work.

Financially Supported Mission Partners (full names not included for security reasons)	**Society and role**	**Champion/ Home Group supporter**	**Month for prayer focus**
CPAS	CPAS Supporting leaders in Anglican churches; outreach to children and young people in the UK. 1,300 attended summer camps. Aimed to reach 4000 in 2022	Ross Johnstone	February
T	AWM/Pioneers T lives in Madrid serving the Moroccan Muslim community through her artistic skills and hospitality.	Giles Denham/Chris William/Steven Hall	March

Tim and Sung-Hee	Interserve UK Streatham Working through local churches to reach out to local immigrant families. Tim also teaches at the Oxford Centre for Mission Studies. They retired this year.	Monty and Deirin Johnson	April
Fiona	Montgomery Heights, Zimbabwe. Providing a home for AIDS and other orphans.	John and Jenny Lee	May
David and Sharon	Wycliffe Bible Translators Based in Gloucester. Sharon teaches linguistics at Moorlands College; is Communications Assistant for the School of Language and Literature and assists with the Supporter Care Team in the UK Wycliffe office in Oxford. David has overseen Wycliffe's work in Eurasia from North Africa to Siberia. Their translation of New Testament has now arrived in the Democratic Republic of the Congo. David retired this year.	Roger and Alison Saunders/ Shona Cooper	June
Mark and Alex	Hebron School India. Boarding school for children of missionaries across Asia. Alex teachers History and helps with the Learning Support Department; Mark teaches Maths. Both are dorm parents.		July
Phil and Kate	Wycliffe Bible Translators. Based in Gloucester. Phil serves in the International Translation Services Department for SIL and teaches at Moorlands College; Kate serves on the International Executive Leadership team for SIL which is the largest organisation for Bible translation and language development.	Ben and Maria Pearkes	September
Steve and Sandie	OM office based in Oswestry. Both have new leadership roles in their respective areas: overseeing and leading on all personnel and training in OM globally. Steve has particular focus on the Middle East, North Africa and Asia. Sandie focuses on Europe.	Graham and Janice Wilburn	October
M and S	Run SMRC (Serving a Multiplying and Resilient Church): supporting the emerging church in the Middle East through conferences and online training of church leaders.	Sarah and Sam Groves	December

Associate Mission Partners – not financially supported but may receive occasional gifts as required	**Society and role**	**Champion**	**Month**
X&Y	OM in the Middle East X teaches English in a secondary school. They have 4 children and also offer outreach through hospitality.	Malcolm and Christine Britton	November
Jeremy	Mission Africa- Jeremy runs Bible teaching clubs for children in Burkina Faso.	Barbara McIntosh/ Helen Alsop	January
Andy and Haimi	RICE International School in Addis Ababa offering high level secondary education for middle income Ethiopian families. Educating future leaders. RICE has just started offering the IGCSE exams accredited by Cambridge.	Graham and Janice Wilburn	August

ECN also has a prayerful interest in:

Sian Jones supporting	LAMB Hospital Bangladesh
Graham and Janice	Working as trainers for Missionary Training School of OM Ships. Graham and Janice worked on the Logos Hope in September 2021.
Third Hope (originally a project supported by the Social Justice Committee)	Northern Uganda: rehabilitation of ex-child soldiers
LST students	Very occasionally students may approach the IMC to help with the costs of mission trips.
ECN's Ordinands	We pray for and offer some financial support to our ordinands.

Keren Pollock

Ministry Staff

The following members of staff contributed to the life of Emmanuel in 2022. Without their efforts much of our work could not continue, so we take this opportunity to record here our appreciation and our thanks for everything they do, which is vital to the success and smooth running of the church.

Youth Minister	Lucy Thampi
Children and Families Minister	Sam Bailey
Operations Manager	Jon Whitmarsh

Office Manager	Vanessa Bronnert
Bookkeeper	Lynette Leach
Property Supervisor	David Deng (retired in December 2022)
Worship Leader	Matt Bird

Administrative Information

Contact Details

Address:	Emmanuel Church, Church Road, Northwood, Middlesex HA6 1AS
	Telephone: 01923 845200
Email:	ecnoffice@ecn.org.uk
Website:	www.ecn.org.uk
Incumbent:	Rev. Tim Meathrel
	The Vicarage, 3 Gatehill Road, Northwood, HA6 3QB
Wardens:	Mrs Sarah Groves
	Mr Giles Denham
Bank:	Barclays Bank PLC
	Leicester LE87 2BB
Independent Examiner:	Munday Long Associates Ltd
	66/68 High Street, Northwood, HA6 1BL
Church Treasurer:	Mr Chris Daykin FIA

PCC Membership

PCC members who have served in 2022 are:

Ex-officio:

Incumbent:	Rev. Tim Meathrel
Associate Vicars:	Rev. Dave Scott
	Rev Nina Oskarsdottir
Curate:	Rev Christine Britton
Wardens:	Mrs Sarah Groves
	Mr Giles Denham

Emmanuel was eligible for 7 Deanery Synod places until May 2023 but after that became entitled to 5 places, in accordance with a formula laid down by the Diocese. The synod members were ex-officio members of the PCC. In 2022 the synod members were:

Mr John Dolling	Re-elected for 3 years in 2020
Mr Stephen Hall	Re-elected for 3 years in 2020
Mr Stephen Christodoulou	Elected for 3 years in 2020
Mr Josh Tate	Elected for 3 years in 2020
Mr Roger Saunders	Elected for 3 years in 2020
Mr Ben Pearkes	Elected for 2 years at the APCM on 25th April 2021

One place remains vacant.

The following elected members served as members of the PCC in 2022:

Mr Clive Backhouse	Elected for 3 years in 2020
Mrs Catherine Brewer	Elected for 3 years in 2022
Mr Paul Bronnert	Elected for 3 years in 2021
Mrs Lynne Burke	Elected for 3 years in 2020
Mrs Judith Cox	Elected for 3 years in 2019 (retired May 2022)
Dr Michael Davey	Elected for 3 years in 2022
Miss Nicola Davis	Re-elected for 3 years in 2022
Mr Chris Daykin	Co-opted by PCC on 23rd May 2022 for 1 year
Mr Geoff Gale	Elected for 3 years in 2020
Mrs Deirin Johnson	Elected for 3 years in 2021
Mrs Kathryn Johnson	Re-elected for 3 years in 2021
Mr Emmanuel Nnatuanya	Elected for 3 years in 2022
Mr Ben Pearkes	Re-elected for 3 years in 2018 (Elected to Deanery Synod in 2021)
Mr Colin Sheppard	Elected for 3 years in 2022
Mrs Maureen Smith	Elected for 3 years in 2020
Ms Paula Smith	Elected for 3 years in 2021
Mr Tim Warren	Re-elected for 3 years in 2021

Following the 2022 APCM Mr Ben Pearkes was re-elected by the PCC as Hon Vice-Chairman (Lay Chair) of the PCC, Mr Chris Daykin (having been co-opted to the PCC) was re-elected to the post of Hon. Treasurer and Mr Tim Warren was re-elected as Hon. PCC Secretary.

Reserves Policy

Total unrestricted reserves as at 31 December 2022 amounted to £2,046,200 (2021: £2,057,300). This included fixed assets (property) with a net book value of £1,850,000 (2021: £1,835,000), leaving free liquid reserves of £211,200 (2021: £222,300). Of these free reserves £91,800 (2021: £96,500) has been designated towards specific areas of the Church's work. The PCC's policy is to hold only sufficient reserves to enable it to meet outgoings on a day-to-day basis, relying on the faithfulness of God to provide for our financial needs at Emmanuel, as He has done for more than 100 years. It is the aim of the PCC to hold reserves equivalent to three months of unrestricted outgoings.

FINANCIAL REVIEW OF 2022

The year 2022 saw a full year after the Covid-19 pandemic, with all activities returning to normal. A Giving Day held in February resulted in some increases in regular giving and some one-off gifts. As a result our giving for the year was well above budget. With rapid increases in the cost of living and fuel costs in particular, we raised rental charges from September and saw a material increase in the income from that source.

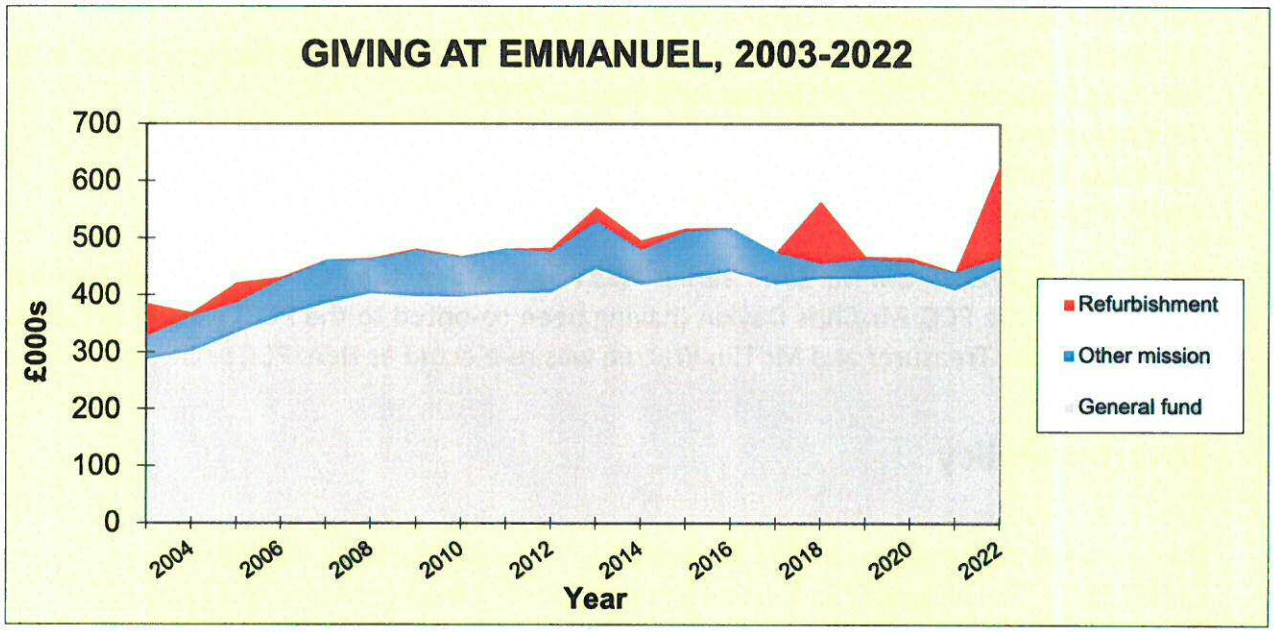
Expenditure was below budget, principally because of underspend by the Property Committee, which will be carried forward to 2023. The overall financial position of Emmanuel central, as shown in Note 2 of the accounts, showed an increase of £4K in unrestricted funds

before property revaluation, after taking into account a transfer of £10K to designated funds to start a fund for replacement of capital equipment and property.

Unrestricted funds at the year-end consisted of net current assets of £211K and property assets of £1.835 million, representing the value of the two clergy houses – 4 Church Close and 64 Chester Road – and the flat at 6 Beeches House, which is classified in the accounts as an investment property, and has been valued at £475K (the same as in 2021), as it is currently let out on the open market. The vicarage is owned by the Diocese of London, although we are responsible for interior decoration.

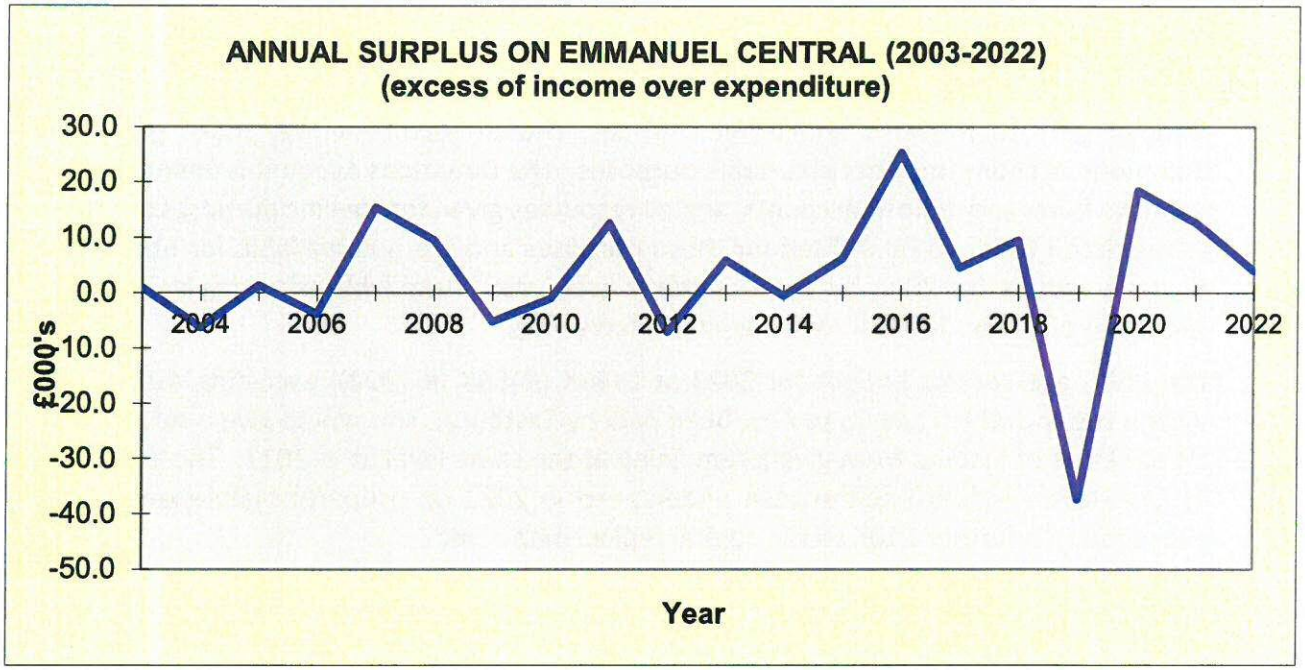
Unrestricted giving (including unrestricted legacies) to Emmanuel central in 2022 rose to £448K (from £410K in 2021), including tax recoveries of £80K.

The graph below shows total giving to Emmanuel Central over the last 20 years:



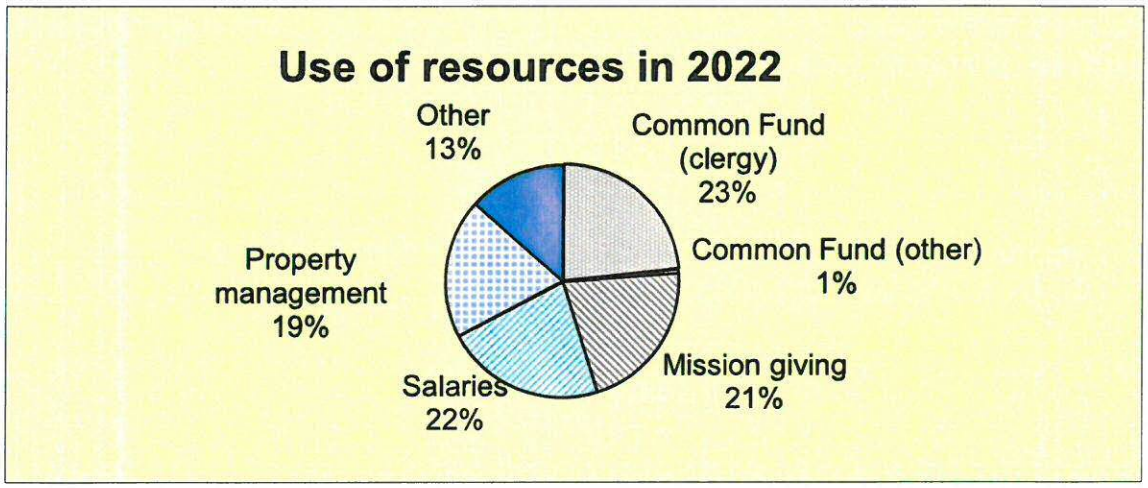
A project was initiated to respond to the recommendations in the most recent Quinquennial Review of the church buildings by having the tiling replaced on the north-facing main roof and repairs to brickwork, windows, sills and guttering. The work was expected to cost around £225K, depending on whether battens and felting under the tiles needed replacing. A contract was entered into with builders Lusso in May 2022. A Gift Day for the project raised £172K. With additional works subsequently decided to be included in the works, the total cost is now expected to be around £235K, with the balance not covered by specific giving being drawn down from designated funds.

The graph below shows the annual surplus (or deficit) each year since 2003 on Emmanuel central (leaving aside revaluations of fixed assets). This averages out at a surplus of £3K a year.



Total expenditure of Emmanuel central unrestricted (and excluding designated) funds rose to £497K in 2022 (£434K in 2021). In addition, £185K was spent from restricted funds (£36.4K in 2021), of which £17K related to mission giving outside of Emmanuel, £4K to grants from the Compassion Fund, £3K to reimbursement of clergy expenses out of the Pratt Bequest and £161K related to refurbishment costs. The balance of designated funds now stands at £92K.

Some 24% of Emmanuel Central total expenditure (£132K) went to the diocesan Common Fund[1] and 21% of total expenditure (£117K) was used for support of Emmanuel mission partners and other mission giving outside the budget. The remaining expenditure is split between ministry, premises and administration costs. The pie chart below shows the way in which resources were used in 2022 by Emmanuel Central, including all mission giving.



[1] Emmanuel's contribution to Common Fund in 2022 was £132,000, of which around £128,710 was the deemed cost of our own clergy. The remaining £3,290 represented our contribution to the financing of other churches in the diocese.

Mission partners and mission societies are supported out of amounts budgeted by the PCC from the general fund. The mission partner budget is allocated by the International Mission Committee. Further information is given in Note 12 to the accounts. In addition to these planned gifts to missions and other charities, church members may make gifts to the Donations Account for other charitable purposes. The Donations Account is maintained with separate bank and deposit accounts, and all resources given for specific purposes are treated as restricted funds to be utilised for those purposes and are not available for other use. A separate report for 2022 by the Donations Treasurer is available, showing details of the allocation of the budget and of other restricted giving.

The PCC have set the budget for 2023 at £499K (£493K in 2022), excluding the Associate Vicar's stipend which has up to now been paid by Eastbury. This would give a surplus of £4K on the basis of income from giving remaining at the same level as in 2022. The expenditure includes carry forward of the cash underspend in 2022 on property maintenance and an allocation of a further £10K to the capital replacement fund.

With 306 individuals on the electoral roll, meeting the budget for 2023 (offset by other non-donation income such as rentals and lettings) would require about £122 per member per month on average. In 2022 there were approximately 156 regular contributors to the FWO, many of whom represent couples, from whom we received an average contribution of almost £236 a month (including associated tax recoveries). That level of giving will need to increase in order to replace income already lost if we are to cover our budgeted costs in 2023. It is also relevant to note that the distribution of gifts is very skew and a relatively modest number of generous givers provide a large proportion of the income.

The PCC continues to exercise careful stewardship in respect of general fund expenditure but believes that budgets in future years should be set to reflect the strategic vision for the parish and also to enable us to maintain the properties for which we are responsible. The Finance Committee continues to encourage the clergy to preach on a systematic basis about the need to submit our personal finances to the Lord and to encourage church members regularly to review their giving. This will be particularly important in the current year, when the budget looks quite challenging. We remain confident that God is faithful and will provide the resources to finance his work in Northwood and beyond.

Approved by the PCC on 20 March 2023 and signed on their behalf
by the Rev Tim Meathrel (PCC Chairman)

Signed

Independent Examiner's Report to the Parochial Church Council (PCC) of Emmanuel Church Northwood

I report to the charity trustees on my examination of the accounts of the Emmanuel Church Northwood (the Church) for the year ended 31 December 2022.

Responsibilities and basis of report

As the charity trustees of the Church you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Church's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of alisted body. I can confirm that I am qualified to undertake the examination because I am a registered member of Association of Chartered Certified Accountants which is one of the listed bodies.

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

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

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

M D Yousaf FCCA
For and on behalf of Munday Long Associates Ltd
Chartered Certified Accountants
Alton House
66/68 High Street
Northwood
Middlesex HA6 1BL

Date: 20 March 2023

EMMANUEL CHURCH NORTHWOOD

Financial Statements of the Parochial Church Council
for the year ended 31 December 2022

Incumbent:
The Revd. Tim Meathrel
The Vicarage
Gatehill Road
Northwood HA6 3QB

Bank:
Barclays Bank plc

Independent Examiner:
Munday Long Associates Ltd, Chartered Certified Accountants
Alton House, 66 High Street, Northwood, HA6 1BL

EMMANUEL CHURCH NORTHWOOD
Statement of Financial Activities
for the period from 1 January 2022 to 31 December 2022

	Notes	Unrestricted funds £000	Restricted funds £000	Endowment funds £000	Total funds 2022 £000	Total funds 2021 £000
Income and endowments from	3					
Donations and legacies		490.9	173.9		664.8	538.3
Church activities		45.5	0.3		45.8	18.5
Investments		18.9	7.8		26.7	22.8
Total income		**555.3**	**182.0**		**737.3**	**579.6**
Expenditure on	4					
Raising funds		1.9			1.9	4.4
Church activities		564.5	185.4		749.9	524.3
Total expenditure		**566.4**	**185.4**		**751.8**	**528.7**
Net gains/losses on investment assets					0.0	50.0
Net income/expenditure before transfer		**(11.1)**	**(3.4)**		**(14.5)**	**100.9**
Transfers						
Gross transfers between funds – in				-		
Gross transfers between funds – out				-		
Other recognised gains/losses						
Gains on revaluation, fixed assets, charity's own use			(19.3)	(12.9)	(32.2)	114.1
Net movement in funds		**(11.1)**	**(22.7)**	**(12.9)**	**(46.7)**	**215.0**
Reconciliation of funds						
Total funds brought forward		**2057.3**	**249.3**	**109.2**	**2415.8**	**2200.8**
Total funds carried forward		**2046.2**	**226.6**	**96.3**	**2369.1**	**2415.8**

EMMANUEL CHURCH NORTHWOOD
Balance Sheet
for the year ended 31 December 2022

		As at 31/12/22	As at 31/12/21
Fixed assets		£000	£000
Tangible assets	6	1360.0	1360.0
Investment property		475.0	475.0
Investments	9	235.3	270.5
Fixed assets		2070.3	2105.5
Current assets			
Stocks		0.6	0.6
Debtors	8	39.9	55.2
Cash at bank and in hand		274.6	284.3
Current assets		315.1	340.1
Liabilities			
Creditors: Amounts falling due in 1 year	10	16.3	29.8
Provision for liabilities and charges due within 1 year			
Net current assets less current liabilities		298.8	310.3
Total assets less current liabilities		2369.1	2415.8
Amounts falling due after 1 year			
Total net assets less liabilities		**2369.1**	**2415.8**
Represented by			
Unrestricted - General Fund		1164.4	1035.8
Revaluation Reserve		790.0	925.0
Designated - Designated Fund: Refurbishment		91.8	96.5
Restricted - Pratt Bequest Fund		17.5	23.6
Restricted - Mission fund Restricted		134.9	154.0
Restricted - Compassion		9.4	9.0
Restricted - Hackett Fund		63.5	62.7
Restricted - Refurbishment fund: General Restricted		1.2	
Endowment - Missionary Training Fund		96.4	109.2
Funds of the church		**2369.1**	**2415.8**

The notes on pages 25 to 34 form part of these financial statements

Approved by the PCC

Rev Tim Meathrel
Chairman of the PCC

Date: 20 March 2023

Chris Daykin FIA
Treasurer of the PCC

Date: 20 March 2023

EMMANUEL CHURCH NORTHWOOD
Cash Flow Statement
for the year ended 31 December 2022

	£000	2022 £000	£000	2021 £000
Net cash from operating activities		(37.6)		47.1
Cash flows from investing activities				
Dividends, interest and rent from investments	25.0		21.8	
Proceeds from sale of:				
Tangible fixed assets				
Tangible fixed investments	3.0		3.0	
Purchase of:				
Tangible fixed assets for the use of the PCC				
Fixed asset investments				
Net cash provided by / (used in) investing activities		28.0		24.8
Change in cash and cash equivalents in the reporting period		(9.6)		71.9
Cash and cash equivalents at 1 January		284.3		212.4
Cash and cash equivalents at 31 December		274.7		284.3
Reconciliation of net income / (expenditure) before investment gains				
Net income/(expenditure) from SOFA		(46.7)		215.0
Adjustments for:				
Depreciation				
(Gains)/losses on investments		32.2		(164.2)
Dividends, interest and rent from investments		(25.0)		(21.8)
Decrease/(Increase) in debtors		15.3		4.2
(Decrease)/Increase in creditors		(13.4)		13.9
Net cash provided by/(used in) operating activities		(37.6)		47.1
Analysis of cash and cash equivalents				
Cash in hand		13.1		31.2
Notice deposits (less than 3 months)		261.6		253.1
		274.7		284.3

1 ACCOUNTING POLICIES

1.1 Basis of preparing the financial statements:
The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared under the Church Accounting Regulations 2006 in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011.
The Church constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared under the historical cost convention except for investment assets which are shown at fair value.
There are no material uncertainties about the charity's ability to continue. In these circumstances the financial statements have been prepared on a going concern basis.

Funds

1.2 Unrestricted Funds are funds at the discretion of the PCC that can be used as the PCC decides. Funds for which the PCC has delegated day to day responsibility to the Eastbury Church leadership team are included here, although shown separately in Note 2, and in more detail in Note 11, where further explanation is given of the respective accountabilities.
Designated Funds are funds which were available for use at the discretion of the PCC but where the PCC has formally designated them for particular purposes.
Restricted Funds are funds given for a specific purpose and can only be used for that purpose. The Restricted Funds are the Mission Fund, the Compassion Fund, the Pratt Bequest Fund and the Refurbishment Fund. Further details are given in Notes 5, 7, 12 and 13. A separate report is published by the Donations Treasurer giving details of grants made from the Mission Fund.
Endowment Funds are funds where the income may be used but not the capital. They can be restricted or unrestricted. Information about the endowment fund (the Missionary Training Fund), is given in Note 9. The Pratt Bequest Fund was released from being permanent endowment by the Charity Commission on 8 July 2019 and is now treated as a Restricted Fund.

Income and endowments

1.3 All income is recognised in the Statement of Financial Activities once the PCC has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

1.4 Collections are recognised when received by or on behalf of the PCC. Planned giving receivable under Gift Aid is recognised when received. Giving through Charities Aid Foundation and similar trusts is recognised when vouchers received by Emmanuel are submitted to the trusts for payment or, for direct donations to other trusts, when those are transferred to the church.

1.5 Gifts to the General Fund for specific purposes are held to be used for those purposes only. Gifts for specified mission, the Compassion Fund or other charitable purposes are held in the Mission or Compassion Fund, all of the assets of which are regarded as owed to people and organisations outside Emmanuel. Gifts specifically for refurbishment are held exclusively in the restricted Refurbishment Fund.

1.6 Income from the Coffee Shop and Bookstall is accounted for gross, and is shown as income and endowments from church activities. Expenditure is shown as expenditure on raising funds.

1.7 Income of Eastbury Community Church has been consolidated into the respective income categories for the Unrestricted and Mission Funds in the Statement of Financial Activities, although shown separately in Notes 2 and 11. Expenditure is shown under the appropriate category.

1.8 The income of Wednesday Fellowship and Baby and Toddler Club is shown as income and endowments from church activities and the corresponding expenditure as church activities.

1.9 Interest and dividends are accounted for when credited. Realised gains and losses are recognised when investments are sold. Unrealised gains or losses on the Endowment and Restricted Funds are accounted for on revaluation of the investments as at 31 December.

1.10 Rental income from letting church premises is recognised when due. Income from letting church houses is treated as investment income.

Expenditure

1.11 Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the PCC to that expenditure; 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 accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

1.12 The Diocese of London Common Fund is accounted for over the periods for which it is due. Any amount for the year which remains unpaid at 31 December is shown as a creditor in the Balance Sheet and any overpayment as a prepayment for the following year.

1.13 Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year-end are noted as a commitment, but not accrued as expenditure. Grants to mission partners and societies which have been budgeted for. out of the General Fund are accounted as accruing over the year.

Fixed assets

1.14 Consecrated land and buildings and moveable church furnishings have been excluded from these financial statements by virtue of section 10(2) of the Charities Act 2011. Moveable church furnishings are listed in the church's inventory (terrier), which can be inspected in the Parish Office.

1.15 Costs of refurbishment and development of the church and its associated buildings have been included as expenditure of the restricted or designated Refurbishment Fund and have been written off in the year.

1.16 All expenditure incurred in the year on items of general fund capital expenditure under £5,000 is written off as incurred.

1.17 Equipment with a purchase price of £5,000 or more (other than items purchased from Restricted and Designated Funds) is depreciated on a straight line basis over periods as follows: Fixtures, fittings and equipment – 5 years

1.18 The freehold properties are shown at fair value. It is the church's policy to professionally revalue the freehold properties with sufficient regularity to ensure the carrying value does not differ materially from the fair value at the end of the reporting period. No depreciation is provided on freehold properties, as it is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long that any depreciation would not be material. In addition, these assets will be subject to annual impairment reviews. Provision will be made if there has been any permanent diminution in value.

1.19 Deposits include amounts held on deposit at Barclays Bank and CBF Church of England Deposit Funds with CCLA.

General

1.20 Figures are shown in the financial statements in thousands of pounds (£000) to one decimal place.

2 STATEMENT OF FINANCIAL ACTIVITIES

Unrestricted funds by accountability centre

	Emmanuel Central			Total	Total
	Undesignated	Designated	Eastbury	2022	2021
	£000	£000	£000	£000	£000
Income and endowments from					
Donations and legacies	448.3		42.6	490.9	453.0
Church activities	44.7		0.8	45.5	18.4
Investments	17.7	1.2		18.9	16.5
Total income	**510.7**	**1.2**	**43.4**	**555.3**	**487.9**
Expenditure on					
Raising funds	1.9			1.9	4.4
Church activities	494.9	15.9	53.7	564.5	487.9
Total expenditure	**496.8**	**15.9**	**53.7**	**566.4**	**492.3**
Gains/losses on investment assets					50.0
Net income/expenditure before transfer	**13.9**	**(14.7)**	**(10.3)**	**(11.1)**	**45.6**
Transfers					
Gross transfers between funds – in	-	10.0		10.0	
Gross transfers between funds – out	(10.0)	-		(10.0)	
Other recognised gains/losses					
Gains on revaluation, fixed assets, charity's own use				0.0	85.0
Net movement in funds	**3.9**	**(4.7)**	**(10.3)**	**(11.1)**	**130.6**
Reconciliation of funds					
Total funds brought forward	**1920.4**	**96.5**	**40.4**	**2057.3**	**1926.7**
Total funds carried forward	**1924.3**	**91.8**	**30.1**	**2046.2**	**2057.3**

See Note 11 for further details of the financial arrangements between Emmanuel PCC and Emmanuel Eastbury Outreach.

3 INCOME AND ENDOWMENTS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2022	Total funds 2021
Income and endowments from:	£000	£000	Mission* £000	Refurb.^ £000	£000	£000	£000
Donations and legacies							
Planned giving	405.4		6.9			412.3	376.7
Collections and other gifts	3.3		4.3	134.5		142.1	17.0
Income tax recoverable	80.9		0.9	27.3		109.1	70.5
Legacies	1.3					1.3	74.1
	490.9		**12.1**	**161.8**		**664.8**	**538.3**
Church activities							
Fees	4.7					4.7	3.7
Bookstall	1.1					1.1	0.5
Lettings	26.9					26.9	11.7
Babies and Toddlers	2.7					2.7	0.3
Wednesday Fellowship	2.0					2.0	0.6
Other ministry areas	8.1			0.3		8.4	1.7
	45.5			**0.3**		**45.8**	**18.5**
Investments							
Interest (gross)	1.1	1.2	7.5	0.3		10.1	7.2
Rental income (gross)	16.6					16.6	15.6
	17.7	**1.2**	**7.5**	**0.3**		**26.7**	**22.8**
Other income							
Total income	**554.1**	**1.2**	**19.6**	**162.4**		**737.3**	**579.6**

* Mission Restricted, Compassion Fund Restricted and Hackett Fund Restri

^ Pratt Bequest and Refurbishment Restricted

4 EXPENDITURE

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2022	Total funds 2021
			Mission*	Refurb.^			
	£000	£000	£000	£000	£000	£000	£000
Expenditure on:							
Raising funds							
Trading cost of goods sold and other costs							
Bookstall	0.2					0.2	3.5
Investment management costs	1.7					1.7	0.9
	1.9					**1.9**	**4.4**
Church activities							
Missionary and charitable giving	**101.7**		**20.2**			**121.9**	**125.1**
Common Fund	**132.0**					**132.0**	**132.0**
Clergy and service costs							
Housing	9.6					9.6	11.1
Clergy expenses	3.8			2.9		6.7	10.0
Eastbury	42.4					42.4	39.1
Service maintenance	24.7					24.7	19.1
	80.5			**2.9**		**83.4**	**79.3**
Premises costs							
Property supervisor	17.9					17.9	24.0
Insurance	8.8					8.8	8.7
Heat, light, etc	21.5					21.5	18.1
Maintenance Church & Hall	53.3	15.9		161.1		230.3	17.9
	101.5	**15.9**		**161.1**		**278.5**	**68.7**
Activities							
Youth and children's work	44.6					44.6	36.5
Family	1.5					1.5	0.6
Church weekend	0.5					0.5	
Pastoral	3.6					3.6	2.7
Evangelism and outreach	1.3			0.1		1.4	1.5
Social action	0.3		1.1			1.4	1.1
	51.8		**1.1**	**0.1**		**53.0**	**42.4**
Support costs							
Administrative and secretarial wages, etc	49.5					49.5	52.0
Printing, postage, stationery & telephone	17.0					17.0	13.2
Equipment maintenance & depreciation	3.6					3.6	1.3
Miscellaneous	4.5					4.5	4.4
	74.6					**74.6**	**70.9**
Governance costs							
Independent examination	2.9					2.9	2.9
Book-keeper	3.6					3.6	3.0
	6.5					**6.5**	**5.9**
Total expenditure on church activities	**548.6**	**15.9**	**21.3**	**164.1**	**0.0**	**749.9**	**524.3**
Total expenditure	**550.5**	**15.9**	**21.3**	**164.1**	**0.0**	**751.8**	**528.7**
Gains/losses on investment assets							50.0
Net income/expenditure before transfer	**3.6**	**(14.7)**	**(1.7)**	**(1.7)**	**-**	**(14.5)**	**100.9**

* Mission Restricted and Compassion Fund Restricted
^ Pratt Bequest and Refurbishment Restricted

Common Fund is payable to the Diocese of London. Of this £128,710 was the estimated amount of Emmanuel's "costs" in 2022, made up of the salaries, housing and indirect costs of our own clergy and our share of diocesan costs. The remaining £3,290 was paid in excess of this, representing Emmanuel's contribution to the financing of other churches in the diocese.

Expenditure on heating, cleaning and other utilities and maintenance which are relevant to these activities and to the letting of the hall and church, is shown under premises costs.

5 STATEMENT OF FINANCIAL ACTIVITIES

Individual restricted funds

	Restricted funds					Total Restricted funds 2022	Total Restricted funds 2021
	Mission	Compassion	Pratt	Hackett	Refurb.		
	£000	£000	£000		£000	£000	£000
Income and endowments from:							
Donations and legacies	7.8	4.3			161.8	173.9	85.3
Church activities					0.3	0.3	0.1
Investments	6.7	0.1		0.8	0.2	7.8	6.3
Total income	**14.5**	**4.4**		**0.8**	**162.3**	**182.0**	**91.7**
Expenditure on:							
Church activities	17.3	4.0	3.0		161.1	185.4	36.4
Total resources used	**17.3**	**4.0**	**3.0**		**161.1**	**185.4**	**36.4**
Net incoming/outgoing resources before transfer	**(2.8)**	**0.4**	**(3.0)**	**0.8**	**1.2**	**(3.4)**	**55.3**
Transfers							
Gross transfers between funds – in							
Gross transfers between funds – out							-
Other recognised gains/losses							
Gains/losses on investment assets							
Gains on revaluation, fixed assets, charity's own use	(16.2)		(3.1)			(19.3)	15.4
Net movement in funds	**(19.0)**	**0.4**	**(6.1)**	**0.8**	**1.2**	**(22.7)**	**70.7**
Reconciliation of funds							
Total funds brought forward	**154.0**	**9.0**	**23.6**	**62.7**	**0.0**	**249.3**	**178.6**
Total funds carried forward	**135.0**	**9.4**	**17.5**	**63.5**	**1.2**	**226.6**	**249.3**

6 FIXED ASSETS

	Freehold land & buildings	Investment property	Fixtures, fittings & equipment	TOTAL
Cost/Valuation	£000	£000	£000	£000
Brought forward at 1 January 2022	1360.0	475.0		1835.0
Disposals				
Additions				
Revaluations				
Disposals				
Carried forward at 31 December 2022	**1360.0**	**475.0**	**0.0**	**1835.0**
Depreciation and impairment				
Brought forward at 1 January 2022	0.0	0.0	0.0	0.0
Charge for year				
Movement in provision for impairment				
Disposals				
Carried forward at 31 December 2022	**0.0**	**0.0**	**0.0**	**0.0**
Net value in accounts as at 31 December				
2022	1360.0	475.0	0.0	1835.0
2021	1360.0	475.0	0.0	1835.0

Freehold land & buildings

Properties were valued at open market value with vacant possession by Neil Altman FRICS (in £000s) as at 31 December 2021

	31/12/21
4 Church Close	675.0
64 Chester Road	685.0
	1360.0

If these freehold properties had not been revalued they would have been included at their purchase price. The house at 64 Chester Road was purchased for £1,400 on 31 December 1945. The house at 4 Church Close was purchased for £5,850 on 28 April 1969

A terrier of movable church fixtures and furnishings is maintained and may be viewed in the Parish Office. Consecrated land and buildings and moveable church furnishings have been excluded from these financial statements by virtue of section 10(2) of the Charities Act 2011. For 2022 they were insured for a sum of £19.32 million including contents.

Investment property

The flat, 6 Beeches House, is currently rented out on the open market through Robsons as agent and is treated as an investment. Having obtained a written valuation of the fair value of the flat at 31 December 2022 by a chartered surveyor, a value of £475,000 has been placed on the property as at that date by the trustees. If the investment property had not been revalued it would have been included at the historical cost of £385,000 from its purchase price in 2015.

7 Balance Sheet for individual Restricted Funds as at 31 December 2022

	Restricted funds					Total Restricted funds 2022	Total Restricted funds 2021
	Mission	Compassion	Pratt	Hackett	Refurb.		
Fixed assets	£000	£000	£000		£000	£000	£000
Tangible assets							
Investments	121.5		17.5			139.0	161.3
Fixed assets	**121.5**		**17.5**			**139.0**	**161.3**
Current assets							
Stocks							
Debtors	1.3					1.3	7.6
Cash at bank and in hand	13.5	9.5		63.5	1.2	87.7	88.2
Current assets	**14.8**	**9.5**	**0.0**	**63.5**	**1.2**	**89.0**	**95.8**
Liabilities							
Creditors: Amounts falling due in one yea	1.3	0.1				1.4	7.8
Provision for liabilities and charges due within one year							
Net current assets less current liabilitie	**13.5**	**9.4**	**0.0**	**63.5**	**1.2**	**87.6**	**88.0**
Total assets less current liabilities	135.0	9.4	17.5	63.5	1.2	226.6	249.3
Total net assets less liabilities	**135.0**	**9.4**	**17.5**	**63.5**	**1.2**	**226.6**	**249.3**

8 DEBTORS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2022	Total funds 2021
	£000	£000	Mission* £000	Refurb £000	£000	£000	£000
Other debtors	1.7					1.7	6.6
Prepayments and accrued income	36.9		1.3			38.2	48.6
	38.6		**1.3**			**39.9**	**55.2**

* Mission Restricted and Compassion Fund Restricted

9 INVESTMENTS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2022	Total funds 2021
Restricted/Endowment Funds	£000	£000	Mission* £000	Pratt £000	£000	£000	£000
Investments in CCLA CBF Funds							
Pratt Bequest				17.5		17.5	23.6
Mission			121.5			121.5	137.7
Missionary Training Fund					96.3	96.3	109.2
			121.5	**17.5**	**96.3**	**235.3**	**270.5**

* Mission Restricted and Compassion Fund Restricted

Pratt Bequest

The Pratt Bequest Fund is invested in the CBF Church of England Fixed Interest Securities Fund with CCLA. With the approval of the Charity Commission this is now regarded as expendable endowment and is treated as a restricted fund rather than endowment. The capital of 12,750 shares, with market value of £17,480 on 31 December 2022 (23,610 for 14,910 shares on 31 December 2021), will be gradually reduced. The capital withdrawn (£3,000 in 2022) as well as the income (£548 in 2022; £726 in 2021) is used towards the reimbursement of personal expenses of the clergy.

Missionary Training Fund

The Missionary Training Fund is invested in the CBF Church of England Investment Fund with CCLA. On 31 December 2022 capital of 4663 shares was held, with market value of £96,344 (£109,199 on 31 December 2021). The capital is retained intact and the income of £2,865 (£2,771 in 2021) is used to provide assistance to individuals engaging in short-term service overseas or in the UK, or to assist those thinking towards mission service to test their vocation and calling. Following advice from the Diocese of London's Trust Department, the 4663 shares representing the Missionary Training Fund endowment were transferred into the name of the London Diocesan Fund on 22 January 2019 and are now held by the LDF on behalf of the PCC of Emmanuel Church Northwood, with the dividend income being remitted to us.

10 CREDITORS: amounts falling due within one year

	Unrestricted funds	Designated funds	Restricted funds			Total funds 2022	Total funds 2021
	£000	£000	Mission* £000	Pratt £000	Refurb.	£000	£000
Restricted donations and fees						0.0	0.2
Eastbury sundry creditors	4.4		1.3			5.7	4.1
Emmanuel sundry creditors	1.0					1.0	12.3
Emmanuel accruals	9.5		0.1			9.6	13.2
	14.9		**1.4**	**0.0**	**0.0**	**16.3**	**29.8**

* Mission Restricted and Compassion Fund Restricted

11 OUTREACH CONGREGATION - EASTBURY

	2022	2021
Income and endowments	£000	£000
Donors	43.9	52.7
Tax recoveries	0.8	1.2
Tax on special collections		
Investments and deposit accounts		
	44.7	53.9
Expenditure		
Missionary and other grants	5.2	15.7
Church work and activities	46.7	47.6
Common Fund		2.0
Management and administration	3.1	1.2
	55.0	66.5
NET SURPLUS (DEFICIT) FOR YEAR	(10.3)	(12.6)
Funds at start of year	40.4	53.0
excess of income over outgo	(10.3)	(12.6)
Funds at end of year	30.1	40.4
Represented by:		
Bank account	1.8	6.9
Amounts due from Emmanuel		
Amounts due from Eastbury Church Northwood Trust	34.0	45.1
Cash		
less: amounts owing	(5.7)	(11.6)
	30.1	40.4

Note 11 includes both unrestricted and restricted fund income and expenditure
The income and expenditure above both include restricted elements of £1.3K.

Financial accountability:
Eastbury Church

Treasurer:	Peng Lim
Signatories:	Any 2 of Roger Cooper, Peng Lim and Faith Wainwright. The Emmanuel Churchwardens, Treasurer and Donations Treasurer are also authorised signatories but the PCC has agreed that at least one signature should always be from among the Eastbury three.
Financial control:	Eastbury Subgroup of Emmanuel PCC

The PCC Treasurer is accountable to the PCC and to the Synod and Officers of the Diocese of London for the finances of Eastbury The Eastbury Subgroup has delegated authority from the PCC and the PCC Treasurer for the sound and prudent management of the financial affairs of the church. Eastbury Church is effectively autonomous in terms of day-to-day financial decisions and does not have to seek approval from the PCC or the PCC Treasurer to make purchases or commit funds from the resources they control. The financial transactions of Eastbury are consolidated into the annual financial statements of Emmanuel Church PCC and are subject to examination by the Emmanuel Church PCC Independent Examiner. Although Eastbury is expected to be financially self-supporting, their finances are underwritten by Emmanuel Church PCC.

Most donations to Eastbury are made through the Eastbury Church Northwood Trust, a separate charity, and any tax recovered is included in the figure for income from donors.

12 DONATIONS ACCOUNT

The Donations Account (Treasurer: Margaret Dolling) is used to channel giving to Emmanuel's mission partners at home and abroad, and to support mission societies and other agencies engaged in service, relief and evangelism. In 2022 the PCC budgeted £97.5K for the support of Emmanuel mission partners and agencies. Most of this was financed from the General Fund and the rest from accumulated balances in the Mission Restricted Fund. Support for Emmanuel mission partners was provided as follows:

	£000
Steve and Sandie Davies (Operation Mobilisation)	16.8
David and Sharon Morgan (Wycliffe Bible Translators)	6.1
Kate and Phil King (Wycliffe)	12.6
London City Mission	2.0
Tim and Sung Hee Keene (Interserve)	8.3
Mark and Alex Ronalds (Hebron School)	9.5
Fiona Bunford (Montgomery Heights)	9.5
Church Pastoral Aid Society	10.2
Arab World Ministries	11.5
Mission Africa support materials	3.2
OM Ships & Middle East	7.2
Other mission & A Rocha	0.6
Total	97.5

Gifts to the Donations Account, whether for the above budget or for other purposes, are included in the income under Restricted Fund General in the Statement of Financial Activities and in Note 3(a). Further details of the allocation of monies given through the Donations Account are available in the separate report of the Donations Treasurer to the APCM.

13 REFURBISHMENT

	2022	2021
Income	£000	£000
Donations	134.5	
Tax recoveries	27.3	
Church activities	0.3	
Interest	0.3	
	162.3	0.0
Expenditure		
Refurbishment	161.1	0.4
NET SURPLUS (DEFICIT) FOR YEAR	1.2	(0.4)
Funds at start of year	0.0	0.4
Funds at end of year	1.2	0.0
Represented by:		
Bank accounts and deposits	93.0	96.5
	93.0	96.5
less: Liabilities		
Amount due to General Fund (designated)	91.8	96.5
	1.2	0.0

14 STAFF COSTS

	2022	2021
	£000	£000
Wages and salaries	119.2	117.6
Social Security costs	3.2	3.8
Pension costs	8.8	3.1
	131.2	124.5

None of the staff employed by the PCC were members of the PCC during the year. There were no employees who received emoluments (excluding employer pension costs) of more than £60,000.
The average number of staff employed (full or part time) during the year was 7 (2021: 7).
The charity operates a defined contribution workplace pension scheme with NOW: Pensions for qualifying employees, which complies with the legislation regarding auto-enrolment. All contributions due were paid over to the scheme during the year

15 TRUSTEE REMUNERATION, RELATED PARTY AND OTHER TRANSACTIONS

The clergy, who receive their remuneration from the Church Commissioners and not from the PCC, received reimbursement of approved expenses from the PCC (or from Eastbury). In the case of the Vicar, Associate Vicar Dave Scott and Curate Christine Britton accommodation was also provided by the PCC at no charge. In the case of Associate Vicar Nina Oskarsdottir accommodation was provided by Eastbury Church Northwood Trust at no charge.

The total amount of expenses reimbursed to the clergy in 2022 was £4,598 (2021: £9,216)

No other PCC members received remuneration or repayment of expenses (other than reimbursement of minor amounts expended on behalf of the PCC or church organisations), with the exception of the following:
The wife of a PCC member is the Administrator. The PCC member concerned does not play any part in the decision-making regarding employment or staff remuneration.

Donations made by trustees during the year amounted to £168K before tax recovery (£121K in 2021).

16 FUNDS

	Unrestricted funds	Designated funds	Restricted funds			Endowment funds	Total funds 2022	Total funds 2021
			Mission	Compassion /Hackett	Pratt/Refurb.			
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
Tangible fixed assets	1360.0						1360.0	1360.0
Investment fixed assets	475.0		121.5		17.5	96.3	710.3	745.5
Current assets	134.3	91.8	14.8	73.0	1.2		315.1	340.1
Amounts falling due in one year	(14.9)		(1.3)	(0.1)			(16.3)	(29.7)
Amounts falling due after one year	-						0.0	0.0
Funds at 31 December 2022	1954.4	91.8	135.0	72.9	18.7	96.3	2369.1	2415.9

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF EMMANUEL NORTHWOOD

England & Wales - Charity number 1132091

Accounts

Annual Report of the Trustees of Emmanuel Church Northwood

Registered Charity No. 1132091

Activities of the Parochial Church Council and the Financial Statements for the year ended 31 December 2021

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Introductory Background

Emmanuel Church Northwood is an Anglican evangelical church situated at the top of the High Street and has served the Parish for over 100 years. There is a church plant, Eastbury Church, that serves the northwest part of the Parish.

Rev. Tim Meathrel has been our Vicar since 5 September 2017. Rev. Dave Scott was licensed as our Associate Vicar on 4 September 2018. The Rev Christine Britton joined us as a curate in July 2020. The Parochial Church Council (PCC) was more than happy when told that her curacy has been extended by agreement with the Diocese until June 2024, as it would be disrupting to her family to move before then. The Rev Nina Oskarsdottir joined us in January 2021 as an Associate Vicar with particular responsibility for pioneering evangelism and Eastbury Church.

The PCC of Emmanuel is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. The PCC has the responsibility of co-operating with the incumbent in promoting the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England andthe whole mission of the Church, Pastoral, Evangelistic, Social and Ecumenical. It also has maintenance responsibilities for all relevant Church property.

The PCC is registered with the Charity Commission as a charity under number 1132091.

The PCC has regard, in relation to its activities, to the Charity Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. Emmanuel provides a public benefit through the activities that are undertaken in pursuance of our aims and objectives. There are a large variety and number of different ministries of Emmanuel, amongst children, young people and adults whether they are people within our Church community, in the wider community in the Parish or overseas.

The Global Covid 19 pandemic continued for the whole of 2021 and affected us in Emmanuel. Many of the activities had to continue to be delivered in a different way,or, in some cases, cancelled as a consequence of the restrictions imposed. In the opening month of 2022, many of the restrictions have been relaxed and are to be removed altogether on 1st April 2022 Although Covid viruses remain endemic, the risk of serious illness except amongst those who are both unvaccinated and vulnerable) seems to be reduced.

Objectives and Activities

It is worth repeating from last year's report the summary of our church vision, launched in 2019, at the start of a new chapter in the lifeand work of Emmanuel.

We are a church of missional disciples seeking to love God and love each other; influencing our community, city, nation and world with the love of Jesus that we might see His Kingdom come.

We believe that God is calling us to be…

- committed to the Word, the Spirit, prayer and worship
- a church for our local community; focused on loving, serving and winning those whodon't yet know Jesus
- missional disciples who are bold and courageous, unafraid to take risks and step outin faith
- willing to follow God's leading and direction and to pay the price of being obedientto his call in the use of ourselves, our time and our resources

To do this we believe that God is calling us to grow deeper, grow younger and grow wider.

Growing deeper…

in our relationship with God and in our relationship with each other. Maintaining the priorities of worship, prayer, Bible teaching and openness to the work of the Holy Spirit.

Growing younger…

facing the challenge of declining attendance of under 40s in the UK we are committed to placing a special emphasis on trying to reach children, young people and their families.

Growing wider…

in mission and evangelism. Growing as missional disciples taking the good news of Jesus and his love and kingdom wherever we go throughout the week. Growing in our outreach as a church seeking to love and serve the people who live and work in Northwood.

2021 was again a year overshadowed by the global Covid 19 flu pandemic. However, Emmanuel and Eastbury continued to facilitate worship and give glory to God, to give opportunity for members to encourage and help each other and to bear witness to the resurrection of Jesus Christ.

Thus the following activities take place, in all cases only when we have been allowed to do so and with appropriate safeguards in place for those attending:

- regular public worship open to all
- the provision of sacred space for personal prayer and contemplation
- pastoral work, including support for the sick, the bereaved, the lonely and those findingcompliance with the lockdown and social distancing requirements hard
- the teaching of Christianity through sermons, courses and small groups
- the taking of religious assemblies in schools and an after-school club at Eastbury School
- the provision of children's work
- the provision of age-related youth meetings with a Christian ethos
- the promotion of Christianity through the staging of events and meetings
- the making available of the premises for social justice projects, including a food bank,community lunches and other community purposes
- supporting other Christian mission in the UK and overseas
- promoting the whole mission of the Church

Regular Services

The way services were organized during 2021 at both Eastbury and Emmanuel churches changed several times, as a result of changing government requirements to combat the spread of the virus. Since August 2021, Eastbury and Emmanuel churches have enjoyed fellowship together at services on the mornings of the first Sunday of each month.

The story of the PCC year is recounted in the PCC Report below.

Achievements and Performance

PCC Report – the Story of the PCC Year 2021

The year 2021 was memorable for being a second year of the Covid pandemic restrictions. All PCC meetings were held via Zoom and were generally very well attended (as opportunities to go out or go away were restricted through much of the early part of the year). The first meeting was on 18th January 2021 when Nina was welcomed as an ex officio member, having joined the staff team in early January and there was a discussion as to the latest lockdown proposals. At the start of the year, services were taking place in church, but with strict distancing arrangements. The problem was how best to connect with people – there was an awareness that the relationships possible by being together to worship was being affected by absences and social distancing in church. In February the PCC had 'business' matters to scrutinize and attend to, the approval of the 2019 Report and Accounts, the Policy for Social Media Use (an awareness of the way this could be abused and the harm done by this to young people in particular having become apparent), and the Lone Working and Home Visits Policy were agreed. The PCC were invited also to start thinking about 'life after Covid' – how would it be different from before – as this would be the major agenda item at the March meeting.

The post Covid era was discussed at the March meeting in detail, with Zoom breakout rooms to consider 3 questions under the 'Next Steps' heading. What has God being saying to us during the lockdown? What are the 'spiritual' next steps for us to take? What should the church (us) look like going forward? Feedback was collated to inform the thinking of the leadership team as they sought to discern what God has in store for us.

A short meeting took place on 26th April after the APCM on 25th April for the election of the officers and then there was a meeting on 24th May, when we carried out more Next Steps thinking – again in breakout rooms with feedback to the Leadership team. The groups were asked to consider what Missional Discipleship and Hybrid Church would/should/could look like for us. The third 'Next steps' discussions took place at the June meeting under the heading 'Love your neighbour' and what this would/could/should mean to us as a church family. Again much valuable and interesting material was gathered from the comments made.

The summer intervened then and the next meeting did not take place until 20th September. The PCC received the Finance Committee Report on the finances for 2021 and a 'challenging' budget for 2022. In particular we agreed the offer for the Diocesan Contribution for 2022. We prayed over the small group work organized by Christine Britton following her report on

this. Finally we had a detailed discussion as to the manner of Communion administration given the then Covid restriction relaxations. Then it was reported that James Locke was moving on and advertisement would take place for a new children's minister.

In October, given the challenges of the proposed budget for 2022 discussed at the previous meeting, members were divided into breakout rooms to consider whether they thought there was a discipleship issue over giving and the budget. Key ideas were fed back. Other reports were considered and in particular an Eco Policy was adopted, which had been introduced to the congregation at the 3 services the previous Sunday.

The last meeting of the year was in November, when members were asked in breakout room to considered the paper produced as a result of the Next Steps discussion. This was done and many practical proposals emerged for priorities in the post pandemic restrictions season.

At the beginning of each meeting we have a Bible verse with comment and prayer. At the November meeting we were invited to focus on John 1 vs 1-5 and in particular verses 4 and 5. "In Him was life and that life was the light of tall mankind. The light shines in the darkness and the darkness has not overcome it." Tim Meathrel reminded us that the world can seem to be a dark place at times – but Christmas reminds us that Jesus is the light of the world and to pray that each one of us brings light into the darkness. That remains our prayer for 2022.

Statistics

The Diocese requires a 'Statistics for Mission Return' annually. For the year 2020 and going forward the Statistics provided are those collected for the Return. The charts will be phased out therefore over the next couple of years. The text for the previous year is included.

Attendance at Sunday services (Emmanuel only in the table below)

	Communicants				*Attendance*			
	8.00am	**9.15am**	**11am**	**6.30pm**	**8.00am**	**9.15am**	**11am**	**6.30pm**
2017	8	157^	38	79	8	169	38	82
2018	7	147	52	55	7	155	52	58
2019	^^	143	50	79	^^	143	50	79
2020 and on	**See below**							

The figures for 2017 -2019 and 2021 are taken from the October attendance figures in each such year
^ *This is the September figure as the October figure was not available*
^^ *No figures available*

2020 - relating to Emmanuel Church and Eastbury

The 'Statistics for Mission Return' requires details of the numbers attending church in October each year. Special forms were provided for this pandemic year. The figures below are taken from the forms submitted.

On 4th October 2020 103 adults and 20 children/young people attended 3 services in the Emmanuel Church building and 32 adults attended 1 service at Eastbury.
On 11th October 2020 115 adults and 23 children/young people attended 3 services in the Church building and 28 adults and 1 child attended 1 service at Eastbury.
On 18th October 2020 19 adults and 0 children attended 1 service in the Church building. There was no service at Eastbury.
On 25th October 2020 82 adults and 19 children attended 3 services in the Church building and 35 adults attended 1 service at Eastbury.

In addition in October 2020, services were pre-recorded and/or live streamed – called 'Church at Home' by the Diocese. The best estimate of the usual number of people participating in these online services for Emmanuel Church each week in October was 232, excluding those who had attended services in person. The figure for Eastbury was 32.

2021 - relating to Emmanuel Church and Eastbury
On 3rd October 2021 211 adults and 26 children/young people attended 3 services in the Emmanuel Church building. There was no service at Eastbury Church as on the 1st Sunday of the month Eastbury and Emmanuel join together for worship.
On 10th October 2021 202 adults and 36 children/young people attended 3 services in the Church building and 27 adults attended 1 service at Eastbury..
On 17th October 2021 195 adults and 34 children attended 3 service in the Church building and 22 adults attended 1 service at Eastbury.
On 24th October 2021 149 adults and 22 children attended 3 services in the Church building and 24 adults attended 1 service at Eastbury.

In addition in October 2021, certain services were pre-recorded and/or live streamed – called 'Church at Home' by the Diocese. The best estimate of the usual number of people participating in these online services for Emmanuel Church each week in October was 1,110, excluding those who had attended services in person. The figure for Eastbury was 30.

Attendance at festivals (Emmanuel and Eastbury)

	Communicants			*Attendance*		
	Easter Day	**Christmas Eve**	**Christmas Day**	**Easter Day**	**Christmas Eve**	**Christmas Day**
2017	415	102	61	430	368	305
2018	407	97	33	411	250	323
2019	295	108	^^^	338	^^^	542
2020 and on	**See below**					

Figures include under 16s. ^^^ No figures available

2020
The Statistics for Mission Return reported 595 people attending in person special services held at Emmanuel Church for the congregation and local community from and including Advent Sunday until 23rd December. Eastbury Church reported 135 persons attending. A total of 237 people attended at Emmanuel services on Christmas Eve and Christmas Day 2021. Eastbury had no services. Many

will have joined the online services during December 2021 of both Emmanuel Church and Eastbury Church.

There are no statistics for Easter services 2020.

2021 The Statistics for Mission Return reported 311 people attending in person special services held at Emmanuel Church for the congregation and local community plus 300 attending special services held for schools during Advent 2021. Eastbury Church reported 64 attending special services. A total of 269 people attended at Emmanuel services on Christmas Eve and Christmas Day 2021. Eastbury had no services on Christmas Eve and Christmas Day. Many will have joined the online services during December 2020 of both Emmanuel Church and Eastbury Church.

There were 131 people attending and receiving Communion at Emmanuel on Easter Day. Eastbury did not have a service.

Rites performed (Emmanuel only)

	Marriage	Baptism	Thanksgiving	Confirmation	Funeral at Emmanuel	Funeral at the Crematorium
2017	2	16	0	11	12	5
2018	2	8	1	2	9	7
2019	3	10	2	3	2	8
2020 and on	**See below**					

2020
No Baptisms or thanksgivings have taken place at either Emmanuel Church or Eastbury.
There was 1 marriage in Emmanuel Church but no services of prayer and dedication after a civil ceremony, at either Emmanuel Church or Eastbury.
There were 2 funeral services in Emmanuel Church and 3 funeral services conducted at a crematorium.

2021
5 Baptisms have taken place at either Emmanuel Church or Eastbury.
There were 2 marriages in Emmanuel Church but no services of prayer and dedication after a civil ceremony, at either Emmanuel Church or Eastbury.
There were 9 funeral services in Emmanuel Church and 9 funeral services conducted at a crematorium.

Electoral Roll (Emmanuel and Eastbury)

The Electoral Roll Officer during 2021 was Mr Jon Whitmarsh.

	Joiners	Leavers	Net Gain/(Loss)	Total at APCM
2017	31	22	9	465
2018	20	22	(2)	463
2019	*	*	(101)	350
2020	*	*	(23)	**

2021 and on	**See below**			

**A full analysis of the number of new joiners has not been made.*
**The 2021 APCM was hybrid (in person and online) and it was not possible to ascertain the number attending.

2021
Analysis of the joiners and leavers has not been done in 2021. The number on the Ecclesiastical Electoral Roll in 2021 was 335 and the number on the Church Electoral Roll was 297.

Structure, Governance and Management

PCC Membership Structure

The full membership of the PCC comprises, ex-officio, the Vicar, the other clergy, the Churchwardens, all Synod representatives and a Reader, plus up to fifteen elected members of Emmanuel, as well as optional co-opted members. Appointment is governed by, and set out in, the Church Representation Rules. All on the electoral roll may stand for election to the PCC, and elected members may serve up to two consecutive three year terms or a total of six years continuously. Retiring members can be re-nominated after one year. Co-opted members serve up to the next APCM but can be co-opted again to the next PCC if required. The PCC is elected at an Annual Parochial Church Meeting (APCM), usually held in April at Emmanuel. In 2021 the APCM was held on April 25th and was done by a mix of online and in person attendance. PCC members may not be employees of the PCC unless the Charity Commission gives permission. There were none. The PCC met online 9 times during the year.

PCC Committees

The work of the PCC is divided between Committees whose Chairs are appointed by the PCC at the first meeting after the APCM. The Chairs are normally, but not necessarily, members of the PCC. Members of the Committees do not need to be members of the PCC and a distribution of responsibilities to the wider congregation is encouraged.

Standing Committee

This committee has been delegated the power to transact the business of the PCC between PCC meetings, subject to any directions given by the PCC. It must consist of the Incumbent (or Associate Vicar) and Wardens and at least two members of the PCC. In addition to the Incumbent and Wardens the following PCC members served on the Standing Committee during 2021.

Mr Ben Pearkes	Lay Vice Chair
Mr Chris Daykin	Church Treasurer
Mr Tim Warren	PCC Secretary
The Rev Dave Scott	Appointed by the PCC
Mrs Deirin Johnson	Elected by the PCC (from May 2021)
Mr Josh Tate	Elected by the PCC
Mrs Judith Cox	Elected by the PCC (to April 2021)

A meeting of the PCC was held on 26th April 2021. At this meeting the officers (as set out above) were re-appointed. The Rev Dave Scott was appointed. Following that meeting a vote was held and Mrs Deirin Johnson and Mr Josh Tate were elected to serve on the Standing Committee.

Finance Committee

The Finance Committee oversees the finances of Emmanuel. It monitors income and expenditure, recommends budgets to the PCC, maintains appropriate financial controls and co-ordinates reviews of Christian stewardship and encouragement of efficient planned giving. The Chair during the year was Mr Chris Daykin, who was also the Hon. Church Treasurer.

Personnel Committee

The Personnel Committee acts as an advisory body to the PCC on the appointment and remuneration of non-clerical staff. The Chair during the year was Mrs Mirka Packard.

Property Committee

The Property Committee works to ensure that church buildings, fabric and ornaments remain in good order. The Chair during the year was Mr Neil Altman. A formal report to the APCM is delivered each year.

As well as overseeing the maintenance of the Church buildings the Property Committee oversees the following properties owned by the PCC:

A. 64 Chester Road – occupied by Rev Christine Britton and her family since December 2020
B. 4 Church Close – occupied by Rev Dave Scott (Associate Vicar) and his family since 2018
C. Flat 6 Beeches House, High Street – currently rented out on a commercial basis.

The main works that have been carried out by the Property Committee during the year are:

- Painted the main office
- Painted the Youth and Worship office
- Planned replacement in hand of many lights (not the church itself) to LEDs
- Replacement of double-glazed rear door and window at 4 Church Close
- Replacement of cracked Reception roof glass panels
- Replacement of cracked window in the Children's store-room with toughened glass
- Faulty emergency lighting replaced
- Fire Risk assessment carried out
- New Gas Boiler in the Westgate
- Replacement pump to Gas Boiler in the main office

The proposed works to the Westgate were put on hold at the start of lockdown in March 2020. The next step would be to confirm with our surveyor that fire regulations would be met by the proposed works.

Our QI (Quinquennial Inspection) surveyor has received four completed tenders for the QI works and North Pitch roof works. She is preparing a report for consideration by the PCC.

Risk Committee

The Risk Committee is in place to ensure Emmanuel is addressing its risks appropriately. The Chair during the year was Mr Ben Pearkes.

The risks to the church are divided into 8 'baskets': Finance, Safeguarding for Children and Vulnerable Adults, Key Compliance, Health and Safety, IT & Data, Staffing Matters, Strategic Planning and Volunteers.

The committee meets at least two times a year and works through each of the risk baskets at least once every 18 months. The risk basket holder is invited for that specific meeting. At all meetings there is also the opportunity to raise 'arising risks' which are reviewed and evaluated.

The current Risk Profile shows that there is one identified **High** risk (related to safeguarding) and 12 identified **Medium** risks, including but not limited to, the possibility of a financial deficit for urgent expensive repairs to our buildings, loss of key volunteers and food safety failings. The 27 remaining risks are classified as **Low** risks.

During the meetings, the Risk Committee challenge the risk basket holder to identify any changes to the current scoring (increasing or decreasing the current risk to the church) and discuss new and current mitigation to confirm the risk is being addressed appropriately. An action list is created which is followed up at subsequent meetings.

International Mission Committee

The IMC's mission strategy compiled in line with the vision statement to help shape and direct the way forward for ECN's involvement in global mission:

1. To ensure that the teaching and interaction with mission partners regularly informs, trains and equips the congregation on the significance of the Biblical mandate for global cross-cultural mission to reach the 'least reached' peoples of the world;
2. To work closely with mission partners to resource, train and inform our congregation;
3. To continue to encourage mission partners and associate partners through prayer, visits and support on a monthly basis;
4. To encourage many more from the church, in particular the youth and young adults groups, to engage in mission through facilitating more short-term mission trips;
5. To actively seek, coach and mentor those from within our congregation who may be called to full-time mission;
6. To incorporate and encourage individual and corporate prayer for global cross-cultural mission.

Committee members: Chris Williams, Graham Wilburn, Monty Johnson, Margaret Dolling, Clive Backhouse, Jean Nunney, Helen Alsop, Keren Pollock (Chair)
We meet bi-monthly.

Review of 2021

2021 continued to be dominated by restrictions imposed by Covid. However, the IMC met regularly on Zoom and we were able to continue to support our Mission Partners remotely:

- Jean Nunney continues very helpfully to compile the Mission Partners monthly news updates. All our partners express how much they appreciate keeping regularly in touch and with each other through the monthly prayer news.
- Our annual World Wide Week was launched on Sunday 31st October led by Tim Meathrel. Speakers from Europe (Sweden) and India were recorded and incorporated into the services. It was very helpful and moving to hear first-hand from church leaders in their countries.
- Jeremy Nash was able to visit ECN in person and led the children's services.
- Eastbury hosted their International Prayer Service with lunch when David & Sharon Morgan visited
- During the week some of our MPs met remotely with various Home Groups. Christine Britton was able to link more MPs with home groups.
- The monthly prayer meeting on Monday 1 November focused on our MPs who were able to attend remotely.
- The Committee meets bi-monthly to plan events and manage all aspects of support for our Mission Partners.

Looking ahead in 2022 and beyond:

- The IMC is meeting with Steve and Sandie and the ECN youth leaders in March to discuss the possibility of a mission trip with OM in 2023.
- Andy (RICE School Addis Ababa) is exploring the possibility of a Summer Bible School visit from an Emmanuel Team sometime in the future. This is not a possibility at the moment given current political unrest.
- Zoom has opened up considerable possibilities in terms of including our MPs more regularly from their countries/places of work.

Summary of the strategic work of our current mission partners:

Our Mission Partners submit an annual report to the Committee. These full reports are available on request from Keren Pollock. Our MPs are hugely grateful for the support that ECN offers. Below is a summary of their roles and work.

Financially Supported Mission Partners (full names omitted for security reasons)	**Society and role**	**Champion/ Home Group supporter**	**Month for prayer focus**
CPAS	CPAS Supporting leaders in Anglican churches; outreach to children and young people in the UK. 1,300 attended summer camps. Aiming to reach 4000 in 2022	Ross Johnstone	February
Tina	AWM/Pioneers Tina lives in Madrid serving the Moroccan Muslim community through her artistic skills and hospitality.	Giles Denham/Chris Williams/ Steven Hall	March
Tim and Sung-Hee	Interserve UK Streatham. Working through local churches to reach out to local	Monty and Deirin Johnson	April

	immigrant families. Tim also teaches at the Oxford Centre for Mission Studies. Both Tim and Sung-Hee may retire at the end of 2022.		
Fiona	Montgomery Heights, Zimbabwe. Providing a home for AIDS orphans. MH has received 3 new children this year. 10 of their grown-up children are in higher education/training and are able to live independently now.	John and Jenny Lee	May
David and Sharon	Wycliffe Bible Translators Based in Gloucester. Sharon teaches linguistics at Moorlands College; is Communications Assistant for the School of Language and Literature and assists with the Supporter Care Team in the UK Wycliffe office in Oxford. David has overseen Wycliffe's work in Eurasia from North Africa to Siberia. David retires this year probably at the end of March. Their translations of New Testament have now arrived in the Democratic Republic of the Congo.	Roger and Alison Saunders/ Shona Cooper	June
Mark and Alex	Hebron School India. Boarding school for children of missionaries across Asia. Alex teachers History and helps with the Learning Support Department; Mark teaches Maths. Both are dorm parents to girls aged 10-13.		July
Phil and Kate	Wycliffe Bible Translators. Based in Gloucester. Phil serves in the International Translation Services Department for SIL and teaches at Moorlands College; Kate serves on the International Executive Leadership team for SIL which is the largest organisation for Bible translation and language development.	Ben and Maria Pearkes	September
Steve and Sandie	OM office based in Oswestry. Both have new leadership roles in their respective areas: overseeing and leading on all personnel and training in OM globally. Steve has particular focus on the Middle East, North Africa and Asia. Sandie focuses on Europe.	Graham and Janice Wilburn	October
Mehrshad and Sara	Run SMRC (Serving a Multiplying and Resilient Church): supporting the emerging church in the Middle East through conferences and online training of church leaders. SMRC is looking for 3-5 hours pw of admin support.	Sarah and Sam Groves	December

Associate Mission Partners – not financially supported but may receive occasional gifts as required	**Society and role**	**Champion**	**Month**
Tom and Sarah	OM in the Middle East Tom teaches English in a secondary school. In 2022, **Tom will be looking for a new job and will need some financial support from ECN**.	Malcolm and Christine Britton	November
Jeremy	Mission Africa- Jeremy runs Bible teaching clubs for children in Burkina Faso. Jeremy has requested old laptops.	Barbara McIntosh/ Helen Alsop	January
Andy and Haimi	RICE International School in Addis Ababa offering high level secondary education for middle income Ethiopian families. Educating future leaders. RICE has just started offering the IGCSE exams accredited by Cambridge.	Graham and Janice Wilburn	August

ECN also has a prayerful interest in:

Sian Jones supporting	LAMB Hospital Bangladesh
Graham and Janice	Working as trainers for Missionary Training School of OM Ships. Graham and Janice worked on the Logos Hope in September 2021.
Third Hope (originally a project supported by the Social Justice Committee)	Northern Uganda: rehabilitation of ex-child soldiers
LST students	Very occasionally students may approach the IMC to help with the costs of mission trips.
ECN's Ordinands	We pray for and offer some financial support to our ordinands.

Eastbury Church has supported mission overseas through a number of partners financially and in prayer throughout the year.

Ministry Staff

The following members of staff contributed to the life of Emmanuel in 2020. Without their efforts much of our work could not continue, so we take this opportunity to record here our appreciation and our thanks for everything they do, which is vital to the success and smooth running of the church.

Youth Minister	Lucy Thampi
Children and Families Minister	James Locke (until December 2021) Sam Bailey (from January 2022)
Operations Manager	Jon Whitmarsh
Church Administrator	Lorraine Hall (until April 2021) Vanessa Bronnert (from May 2021)
Administrator	Kirsty Shipman (until April 2021)

Bookkeeper	Lynette Leach
Property Supervisor	David Deng
Worship Leader	Matt Bird

Administrative Information

Contact Details

Address:	Emmanuel Church, Church Road, Northwood, Middlesex HA6 1AS
	Telephone: 01923 845200
Email:	ecnoffice@ecn.org.uk
Website:	www.ecn.org.uk
Incumbent:	Rev. Tim Meathrel
	The Vicarage, 3 Gatehill Road, Northwood, HA6 3QB
Wardens:	Mrs Sarah Groves
	Mr Giles Denham
Bank:	Barclays Bank PLC
	Ruislip and Pinner Branch
Independent Examiner:	Munday Long Associates Ltd
	66/68 High Street, Northwood, HA6 1BL
Church Treasurer:	Mr Chris Daykin FIA

PCC Membership

PCC members who have served in 2021 are:

Ex-officio:

Incumbent:	Rev. Tim Meathrel
Associate Vicars:	Rev. Dave Scott
	Rev Nina Oskarsdottir
Curate:	Rev Christine Britton
Wardens:	Mrs Sarah Groves
	Mr Giles Denham

Emmanuel was eligible for six Deanery Synod places until 18th October 2020 but after that became entitled to seven places, in accordance with a formula laid down by the Diocese. The synod members were ex-officio members of the PCC. In 2021 the synod members were:

Mr John Dolling	Re-elected for 3 years in 2020
Mr Stephen Hall	Re-elected for 3 years in 2020
Mr Stephen Christodoulou	Elected for 3 years in 2020
Mr Josh Tate	Elected for 3 years in 2020
Mr Roger Saunders	Elected for 3 years in 2020
Mr Ben Pearkes	Elected for 2 years at the APCM on 25th April 2021

One place remains vacant.

The following elected members served as members of the PCC in 2021:

Mr Clive Backhouse	Elected for 3 years in 2020

Mr Malcolm Britton	Re-elected for 3 years in 2018 (retired April 25th 2021)
Mr Paul Bronnert	Elected for 3 years in 2021
Mrs Lynne Burke	Elected for 3 years in 2020
Mrs Judith Cox	Re-elected for 3 years in 2019
Miss Nicola Davis	Elected for 3 years in 2019
Mr Chris Daykin	Co-opted on 26th April 2021 for 1 year
Mr Geoff Gale	Elected for 3 years in 2020
Mrs Faith Glynn	Co-opted until April 2021
Mrs Deirin Johnson	Elected for 3 years in 2021
Mrs Kathryn Johnson	Re-elected for 3 years in 2021
Mrs Carol Melvin	Elected for 3 years in 2019
Mr Ben Pearkes	Re-elected for 3 years in 2018 (Elected to Deanery Synod in 2021)
Mrs Kay Sadler	Elected for 3 years in 2019
Mrs Maureen Smith	Elected for 3 years in 2020
Ms Paula Smith	Elected for 3 years in 2021
Mr Tim Warren	Re-elected for 3 years in 2021
Mrs Sharon Whitmarsh	Elected for 3 years in 2017 (retired at APCM 2020)

Following the 2021 APCM Mr Ben Pearkes was re-elected by the PCC as Hon Vice-Chairman (Lay Chair) of the PCC, Mr Chris Daykin (having been co-opted to the PCC) was re-elected to the post of Hon. Treasurer, Mr Tim Warren was re-elected as Hon. PCC Secretary.

Reserves Policy

Total unrestricted reserves as at 31 December 2021 amounted to £2,057,300 (2020: £1,926,700). This included fixed assets (property) with a net book value of £1,835,000 (2020: £1,700,000), leaving free liquid reserves of £222,300 (2020: £226,700). Of these free reserves £96,500 (2020: £99,600) has been designated towards specific areas of the Church's work. The PCC's policy is to hold only sufficient reserves to enable it to meet outgoings on a day-to-day basis, relying on the faithfulness of God to provide for our financial needs at Emmanuel, as He has done for more than 100 years. It is the aim of the PCC to hold free liquid reserves equivalent to three months of unrestricted outgoings.

FINANCIAL REVIEW OF 2021

The year 2021 saw continued impact of the Covid-19 pandemic, with in-person services and letting-out of the premises only resuming after the summer holidays. Income from standing orders and other donations through the bank largely held up, subject to a small amount of attrition from the loss of a few givers, but there was little income from cash collections. On the other hand, most expenditure continued unabated. The Gift Day held in November 2020, with a view to avoiding reaching the end of that year with a significant deficit, boosted our reserves for the start of 2021 and a legacy of £11.4K provided welcome additional income. We were on target more or less to break even for 2021 but in the end underspends amounting to around £15K on the property budget and the mission partner support budget left us with a final surplus for Emmanuel central of £11K.

The overall financial position of Emmanuel, as shown in the accounts, showed a reduction of £4.4K in unrestricted funds before property revaluation, largely accounted for by a small drawdown from the designated funds towards expenditure on the buildings, with the Emmanuel central surplus offset by a deficit of £12.4K for Eastbury, following the appointment of Nina Oskarsdottir as Associate Vicar at the beginning of the year and additional expenditure associated with getting the house ready and with Nina's relocation. The triennial valuation of the properties which are used for housing clergy resulted in an increase in our revaluation reserve of £85K and the annual valuation of the flat down the High Street resulted in an increase in reserves of £50K.

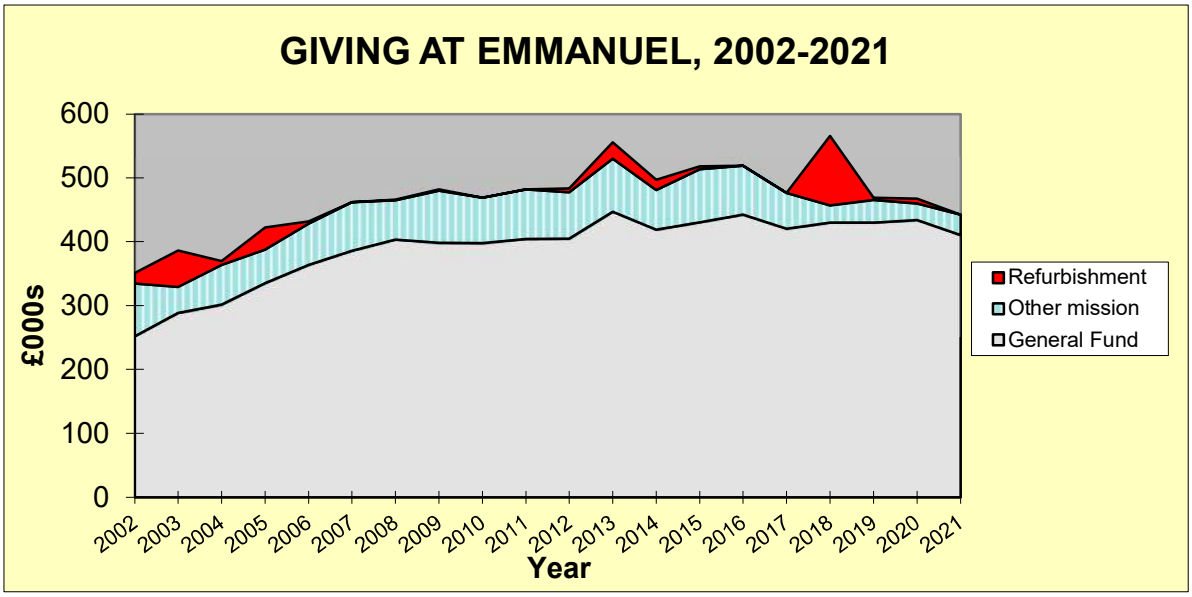
The unrestricted funds surplus of £11K for Emmanuel central (ignoring £3.2K expenditure from designated funds) compared to a budgeted deficit of £18K and arose from a combination of factors:

- free-will offering giving (and associated tax recoveries) was £7K below budget;
- fees and lettings of the church and hall were £5K above a rather cautious budget;
- salaries were £3K below budget:
- there were savings relative to budget of about £7K on other items, in addition to the underspend already referred to on property maintenance and mission support;

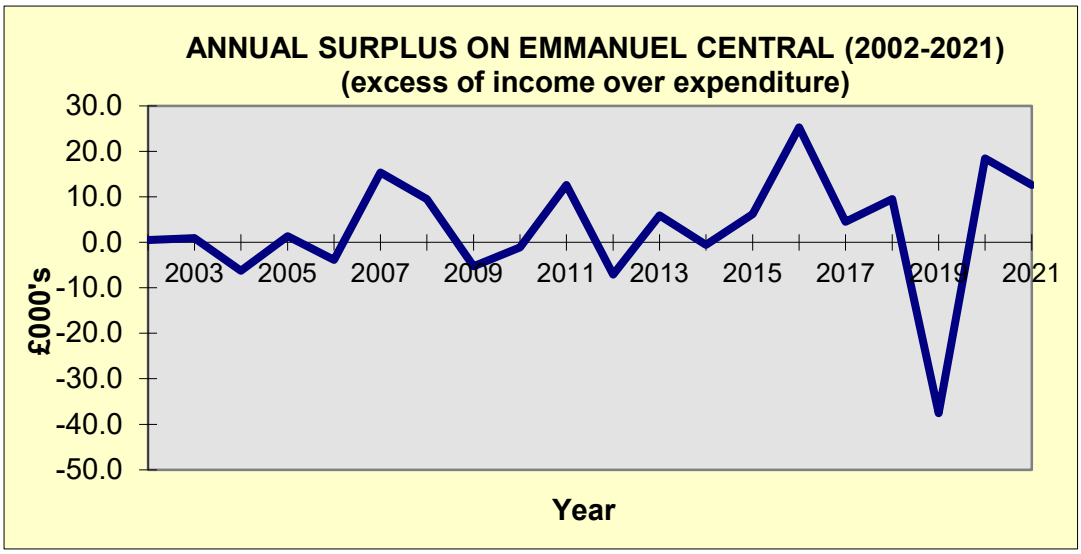
Unrestricted funds at the year-end consisted of net current assets of £222K and property assets of £1.835 million, representing the value of the two clergy houses – 4 Church Close and 64 Chester Road – and the flat at 6 Beeches House, which is classified in the accounts as an investment property, and has been valued at £475K (£425K in 2020), as it is currently let out on the open market. The vicarage is owned by the Diocese of London, although we are responsible for interior decoration.

Unrestricted giving (including unrestricted legacies) to Emmanuel central in 2021 fell to £410K (from £434K in 2020 including the Gift Day), including tax recoveries of £67K.

The graph below shows total giving to Emmanuel Central over the last 20 years:



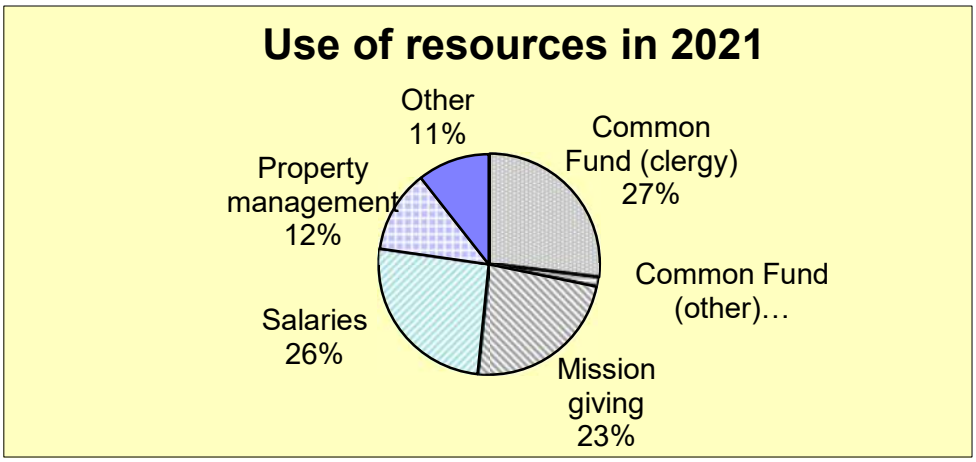
The graph below shows the annual surplus (or deficit) each year since 2002 on Emmanuel central (leaving aside revaluations of fixed assets). This averages out at a surplus of £3K a year.



Total expenditure of Emmanuel central unrestricted (and excluding designated) funds fell to £434K in 2021 (£465K in 2020). In addition, £36.4K was spent from restricted funds (£36.4K in 2020), of which £30.4K related to mission giving outside of Emmanuel, £2.5K to grants from the Compassion Fund, £3K to reimbursement of clergy expenses out of the Pratt Bequest and £0.4K related to refurbishment costs. The balance of designated funds now stands at £96.5K.

We received a legacy of £62.7K from the estate of the late Herbert Hackett. This has gone into a new restricted fund as the will stipulates that it is "*to be used for sharing the Christian gospel with children and young people with no current links to a church, including those from the Addison Estate and those attending Hillside Schools*".

Some 28% of Emmanuel Central total expenditure (£132K) went to the diocesan Common Fund[1] and 23% of total expenditure (£109K) was used for support of Emmanuel mission partners and other mission giving outside the budget. The remaining expenditure is split between ministry, premises and administration costs. The pie chart below shows the way in which resources were used in 2021 by Emmanuel Central, including all mission giving.



[1] Emmanuel's contribution to Common Fund in 2021 was £132,000, of which around £126,000 was the deemed cost of our own clergy. The remaining £6,000 represented our contribution to the financing of other churches in the diocese. Eastbury contributed £2,000 towards Common Fund in 2021.

Mission partners and mission societies are supported out of amounts budgeted by the PCC from the general fund. The mission partner budget is allocated by the International Mission Committee. Further information is given in Note 14 to the accounts. In addition to these planned gifts to missions and other charities, church members may make gifts to the Donations Account for other charitable purposes. The Donations Account is maintained with separate bank and deposit accounts, and all resources given for specific purposes are treated as restricted funds to be utilised for those purposes and are not available for other use. A separate report for 2021 by the Donations Treasurer is available, showing details of the allocation of the budget and of other restricted giving.

The PCC have set the budget for 2022 at £493K (£457K in 2021), excluding that part of Common Fund financed by the contribution from Eastbury and the Associate Vicar's stipend which is paid by Eastbury. This could mean an expected deficit of £33K on the basis of the budgeted income. The expenditure includes a budget for essential spending on replacing and upgrading the fire alarm system. In addition the cash underspends in 2021 on property maintenance and mission partner support will be rolled forward and added to the 2022 budget, further increasing the projected deficit.

With 311 individuals on the electoral roll, meeting the budget for 2022 (offset by other non-donation income such as rentals and lettings) would require about £125 per member per month on average. In 2021 there were approximately 142 regular contributors to the FWO, many of whom represent couples, from whom we received an average contribution of almost £235 a month (including associated tax recoveries). That level of giving will need to increase by over 15% if we are to cover our budgeted costs in 2022. It is also relevant to note that the distribution of gifts is very skew and a relatively modest number of generous givers provide a large proportion of the income.

The PCC continues to exercise careful stewardship in respect of general fund expenditure but believes that budgets in future years should be set to reflect the strategic vision for the parish and also to enable us to maintain the properties for which we are responsible. The Finance Committee continues to encourage the clergy to preach on a systematic basis about the need to submit our personal finances to the Lord, and to encourage church members regularly to review their giving. This will be particularly important in the current year, when the budget looks quite challenging. We remain confident that God is faithful and will provide the resources to finance his work in Northwood and beyond.

Approved by the PCC on 21 March 2022 and signed on their behalf

by the Rev Tim Meathrel (PCC Chairman)

Signed

Independent Examiner's Report to the Parochial Church Council (PCC) of Emmanuel Church Northwood

I report to the charity trustees on my examination of the accounts of the Emmanuel Church Northwood (the Church) for the year ended 31 December 2021.

Responsibilities and basis of report

As the charity trustees of the Church you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Church's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Association of Chartered Certified Accountants which is one of the listed bodies.

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

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

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

M D Yousaf FCCA
For and on behalf of Munday Long Associates Limited
Chartered Certified Accountants
Alton House
66/68 High Street
Northwood
Middlesex HA6 1BL

Date: 21 March 2022

EMMANUEL CHURCH NORTHWOOD

Financial Statements of the Parochial Church Council
for the year ended 31 December 2021

Incumbent:
The Revd. Tim Meathrel
The Vicarage
Gatehill Road
Northwood HA6 3QB

Bank:
Barclays Bank plc
Ruislip, Pinner and Northwood Branch

Independent Examiner:
Munday Long Associates Ltd, Chartered Certified Accountants
Alton House, 66 High Street, Northwood, HA6 1BL

EMMANUEL CHURCH NORTHWOOD
Statement of Financial Activities
for the period from 1 January 2021 to 31 December 2021

	Notes	Unrestricted funds £000	Restricted funds £000	Endowment funds £000	Total funds 2021 £000	Total funds 2020 £000
Income and endowments from	**3**					
Donations and legacies		453.0	85.3		538.3	505.2
Church activities		8.9	0.1		9.0	5.1
Other trading activities		9.5			9.5	13.6
Investments		16.5	6.3		22.8	36.8
Total income		**487.9**	**91.7**		**579.6**	**560.7**
Expenditure on	**4**					
Raising funds		4.4			4.4	2.7
Church activities		487.9	36.4		524.3	515.4
Total expenditure		**492.3**	**36.4**		**528.7**	**518.1**
Net gains/losses on investment assets		50.0			50.0	0.0
Net income/expenditure before transfer		**45.6**	**55.3**		**100.9**	**42.6**
Transfers						
Gross transfers between funds – in						
Gross transfers between funds – out						
Other recognised gains/losses						
Gains on revaluation, fixed assets, charity's own use		85.0	15.4	13.7	114.1	14.9
Net movement in funds		**130.6**	**70.7**	**13.7**	**215.0**	**57.5**
Reconciliation of funds						
Total funds brought forward		**1926.7**	**178.6**	**95.5**	**2200.8**	**2143.3**
Total funds carried forward		**2057.3**	**249.3**	**109.2**	**2415.8**	**2200.8**

EMMANUEL CHURCH NORTHWOOD
Balance Sheet
for the year ended 31 December 2021

		As at 31/12/21	As at 31/12/20
Fixed assets		£000	£000
Tangible assets	6	1360.0	1275.0
Investment property		475.0	425.0
Investments	9	270.5	244.4
Fixed assets		2105.5	1944.4
Current assets			
Stocks		0.6	2.9
Debtors	8	55.2	57.0
Cash at bank and in hand		284.3	212.4
Current assets		340.1	272.3
Liabilities			
Creditors: Amounts falling due in 1 year	10	29.8	14.4
Provision for liabilities and charges due within 1 year			1.5
Net current assets less current liabilities		310.3	256.4
Total assets less current liabilities		2415.8	2200.8
Amounts falling due after 1 year			
Total net assets less liabilities		**2415.8**	**2200.8**
Represented by			
Unrestricted - General Fund		1035.8	1037.1
Revaluation Reserve		925.0	790.0
Designated - Designated Fund: Refurbishment		96.5	99.6
Restricted - Pratt Bequest Fund		23.6	28.4
Restricted - Mission fund Restricted		154.0	139.6
Restricted - Compassion		9.0	10.2
Restricted - Hackett Fund		62.7	
Restricted - Refurbishment fund: General Restricted			0.4
Endowment - Missionary Training Fund		109.2	95.5
Funds of the church		**2415.8**	**2200.8**

The notes on pages 24 to 33 form part of these financial statements

Approved by the PCC

Rev Tim Meathrel
Chairman of the PCC

Date: 21 March 2022

Chris Daykin FIA
Treasurer of the PCC

Date: 21 March 2022

EMMANUEL CHURCH NORTHWOOD
Cash Flow Statement
for the year ended 31 December 2021

	2021		2020	
	£000	£000	£000	£000
Net cash from operating activities		47.1		(40.9)
Cash flows from investing activities				
Dividends, interest and rent from investments	21.8		35.7	
Proceeds from sale of:				
Tangible fixed assets				
Tangible fixed investments	3.0		3.1	
Purchase of:				
Tangible fixed assets for the use of the PCC				
Fixed asset investments				
Net cash provided by / (used in) investing activities		24.8		38.8
Change in cash and cash equivalents in the reporting period		71.9		(2.1)
Cash and cash equivalents at 1 January		212.4		214.5
Cash and cash equivalents at 31 December		284.3		212.4
Reconciliation of net income / (expenditure) before investment gains				
Net income/(expenditure) from SOFA		215.0		57.5
Adjustments for:				
Depreciation				
(Gains)/losses on investments		(164.2)		(14.9)
Dividends, interest and rent from investments		(21.8)		(35.7)
Decrease/(Increase) in debtors		4.2		(9.0)
(Decrease)/Increase in creditors		13.9		(38.8)
Net cash provided by/(used in) operating activities		47.1		(40.9)
Analysis of cash and cash equivalents				
Cash in hand		31.2		28.8
Notice deposits (less than 3 months)		253.1		183.6
		284.3		212.4

EMMANUEL CHURCH NORTHWOOD
Notes to the Financial Statements for the year ended 31 December 2021

1 ACCOUNTING POLICIES

1.1 Basis of preparing the financial statements:
The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared under the Church Accounting Regulations 2006 in accordance with the Charities SORP (FRS 102) '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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011.
The Church constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared under the historical cost convention except for investment assets which are shown at fair value.
There are no material uncertainties about the charity's ability to continue. In these circumstances the financial statements have been prepared on a going concern basis.

Funds

1.2 Unrestricted Funds are funds at the discretion of the PCC that can be used as the PCC decides. Funds for which the PCC has delegated day to day responsibility to the Eastbury Church leadership team are included here, although shown separately in Note 2, and in more detail in Note 12, where further explanation is given of the respective accountabilities.
Designated Funds are funds which were available for use at the discretion of the PCC but where the PCC has formally designated them for particular purposes.
Restricted Funds are funds given for a specific purpose and can only be used for that purpose. The Restricted Funds are the Mission Fund, the Compassion Fund, the Pratt Bequest Fund and the Refurbishment Fund. Further details are given in Notes 14 and 15. A separate report is published by the Donations Treasurer giving details of grants made from the Mission Fund.
Endowment Funds are funds where the income may be used but not the capital. They can be restricted or unrestricted. Information about the endowment fund (the Missionary Training Fund), is given in Note 7. The Pratt Bequest Fund was released from being permanent endowment by the Charity Commission on 8 July 2019 and is now treated as a Restricted Fund.

Income and endowments

1.3 All income is recognised in the Statement of Financial Activities once the PCC has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

1.4 Collections are recognised when received by or on behalf of the PCC. Planned giving receivable under Gift Aid is recognised when received. Giving through Charities Aid Foundation and similar trusts is recognised when vouchers received by Emmanuel are submitted to the trusts for payment or, for direct donations to other trusts, when those are transferred to the church.

1.5 Gifts to the General Fund for specific purposes are held to be used for those purposes only. Gifts for specified mission, the Compassion Fund or other charitable purposes are held in the Mission or Compassion Fund, all of the assets of which are regarded as owed to people and organisations outside Emmanuel. Gifts specifically for refurbishment are held exclusively in the restricted Refurbishment Fund.

1.6 Income from the Toy Library (up to 31.12.19), Coffee Shop and Bookstall is accounted for gross, and is shown as income and endowments from church activities where the income arises from church activities and otherwise as income from other trading activities. Expenditure is shown as expenditure on raising funds.

1.7 Income of Eastbury Community Church has been consolidated into the respective income categories for the Unrestricted and Mission Funds in the Statement of Financial Activities, although shown separately in Notes 2 and 12. Expenditure is shown under the appropriate category.

1.8 The income of Wednesday Fellowship and Baby and Toddler Club is shown as income and endowments from church activities and the corresponding expenditure as church activities.

1.9 Interest and dividends are accounted for when credited. Realised gains and losses are recognised when investments are sold. Unrealised gains or losses on the Endowment and Restricted Funds are accounted for on revaluation of the investments as at 31 December.

1.10 Rental income from letting church premises is recognised when due. Income from letting church houses is treated as investment income.

Expenditure

1.11 Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the PCC to that expenditure; 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 accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

1.12 The Diocese of London Common Fund is accounted for over the periods for which it is due. Any amount for the year which remains unpaid at 31 December is shown as a creditor in the Balance Sheet and any overpayment as a prepayment for the following year.

1.13 Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year-end are noted as a commitment, but not accrued as expenditure. Grants to mission partners and societies which have been budgeted for. out of the General Fund are accounted as accruing over the year.

Fixed assets

1.14 Consecrated land and buildings and moveable church furnishings have been excluded from these financial statements by virtue of section 10(2) of the Charities Act 2011. Moveable church furnishings are listed in the church's inventory (terrier), which can be inspected in the Parish Office.

1.15 Costs of refurbishment and development of the church and its associated buildings have been included as expenditure of the restricted or designated Refurbishment Fund and have been written off in the year.

1.16 All expenditure incurred in the year on items of general fund capital expenditure under £5,000 is written off as incurred.

1.17 Equipment with a purchase price of £5,000 or more (other than items purchased from Restricted and Designated Funds) is depreciated on a straight line basis over periods as follows: Fixtures, fittings and equipment – 5 years

1.18 The freehold properties are shown at fair value. It is the church's policy to professionally revalue the freehold properties with sufficient regularity to ensure the carrying value does not differ materially from the fair value at the end of the reporting period. No depreciation is provided on freehold properties, as it is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long that any depreciation would not be material. In addition, these assets will be subject to annual impairment reviews. Provision will be made if there has been any permanent diminution in value.

1.19 Deposits include amounts held on deposit at Barclays Bank and CBF Church of England Deposit Funds with CCLA.

General

1.20 Figures are shown in the financial statements in thousands of pounds (£000) to one decimal place.

2 STATEMENT OF FINANCIAL ACTIVITIES

Unrestricted funds by accountability centre

	Emmanuel Undesignated	Central Designated	Eastbury	Total 2021	Total 2020
	£000	£000	£000	£000	£000
Income and endowments from					
Donations and legacies	410.3		42.7	453.0	475.2
Church activities	8.6		0.3	8.9	5.1
Other trading activities	9.5			9.5	13.6
Investments	16.5			16.5	30.7
Total income	**444.9**	**0.0**	**43.0**	**487.9**	**524.6**
Expenditure on					
Raising funds	4.4			4.4	2.7
Church activities	429.2	3.2	55.5	487.9	479.0
Total expenditure	**433.6**	**3.2**	**55.5**	**492.3**	**481.7**
Gains/losses on investment assets	50.0			50.0	0.0
Net income/expenditure before transfer	**61.3**	**(3.2)**	**(12.5)**	**45.6**	**42.9**
Transfers					
Gross transfers between funds – in				-	-
Gross transfers between funds – out				-	-
Other recognised gains/losses					
Gains on revaluation, fixed assets, charity's own use	85.0			85.0	
Net movement in funds	**146.3**	**(3.2)**	**(12.5)**	**130.6**	**42.9**
Reconciliation of funds					
Total funds brought forward	**1774.2**	**99.6**	**52.9**	**1926.7**	**1883.8**
Total funds carried forward	**1920.5**	**96.4**	**40.4**	**2057.3**	**1926.7**

See Note 12 for further details of the financial arrangements between Emmanuel PCC and Emmanuel Eastbury Outreach.

3 INCOME AND ENDOWMENTS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2021	Total funds 2020
Income and endowments from:	£000	£000	Mission* £000	Refurb.^ £000	£000	£000	£000
Donations and legacies							
Planned giving	358.8		17.9			376.7	370.5
Collections and other gifts	14.4		2.6			17.0	51.8
Income tax recoverable	68.4		2.1			70.5	79.4
Legacies	11.4		62.7			74.1	3.5
	453.0		**85.3**			**538.3**	**505.2**
Church activities							
Fees	3.7					3.7	0.8
Bookstall						0.0	0.0
Lettings	2.7					2.7	0.5
Babies and Toddlers	0.3					0.3	0.6
Wednesday Fellowship	0.6					0.6	0.6
Other ministry areas	1.6		0.1			1.7	2.6
	8.9		**0.1**			**9.0**	**5.1**
Other trading activities							
Coffee shop						0.0	5.1
Toy library						0.0	0.3
Bookstall	0.5					0.5	0.2
Lettings	9.0					9.0	8.0
	9.5					**9.5**	**13.6**
Investments							
Interest (gross)	16.4	0.1	6.3			22.8	36.8
	16.4	**0.1**	**6.3**			**22.8**	**36.8**
Other income							
Total income	**487.8**	**0.1**	**91.7**			**579.6**	**560.7**

* Mission Restricted, Compassion Fund Restricted and Hackett Fund Restri

^ Pratt Bequest and Refurbishment Restricted

4 EXPENDITURE

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2021	Total funds 2020
			Mission*	Refurb.^			
	£000	£000	£000	£000	£000	£000	£000
Expenditure on:							
Raising funds							
Trading cost of goods sold and other costs							
Coffee shop							1.7
Toy library							
Bookstall	3.5					3.5	
Lettings							
Investment management costs	0.9					0.9	1.0
	4.4					**4.4**	**2.7**
Church activities							
Missionary and charitable giving	**93.1**	**0.0**	**32.0**			**125.1**	**123.4**
Common Fund	**132.0**					**132.0**	**150.0**
Clergy and service costs							
Housing	11.1					11.1	21.6
Clergy expenses	7.5			2.5		10.0	5.7
Eastbury	39.1					39.1	1.0
Service maintenance	19.1					19.1	7.5
	76.8			**2.5**		**79.3**	**35.8**
Premises costs							
Property supervisor	24.0					24.0	18.3
Insurance	8.7					8.7	8.7
Heat, light, etc	18.1					18.1	13.7
Maintenance Church & Hall	14.7	3.2				17.9	28.5
	65.5	**3.2**				**68.7**	**69.2**
Activities							
Youth and children's work	36.3			0.2		36.5	37.0
Family	0.6					0.6	0.2
Church weekend							
Pastoral	2.7					2.7	7.3
Evangelism and outreach	1.3			0.2		1.5	1.5
Social action	0.1		1.0			1.1	0.8
	41.0		**1.0**	**0.4**		**42.4**	**46.8**
Support costs							
Administrative and secretarial wages, etc	52.0					52.0	55.5
Printing, postage, stationery & telephone	12.8			0.4		13.2	21.2
Equipment maintenance & depreciation	1.3					1.3	0.8
Miscellaneous	4.3			0.1		4.4	6.8
	70.4			**0.5**		**70.9**	**84.3**
Governance costs							
Independent examination	2.9					2.9	2.9
Book-keeper	3.0					3.0	3.0
Property valuation							
	5.9					**5.9**	**5.9**
Total expenditure on church activities	**484.7**	**3.2**	**33.0**	**3.4**	**0.0**	**524.3**	**515.4**
Total expenditure	**489.1**	**3.2**	**33.0**	**3.4**	**0.0**	**528.7**	**518.1**
Gains/losses on investment assets	50.0					50.0	-
Net income/expenditure before transfer	**48.7**	**(3.1)**	**58.7**	**(3.4)**	**-**	**100.9**	**42.6**

* Mission Restricted and Compassion Fund Restricted
^ Pratt Bequest and Refurbishment Restricted

Common Fund is payable to the Diocese of London. Of this £126,000 was the estimated amount of Emmanuel's "costs" in 2021, made up of the salaries, housing and indirect costs of our own clergy and our share of diocesan costs. The remaining £6,000 was paid in excess of this, representing Emmanuel's contribution to the financing of other churches in the diocese.

The coffee shop (up to March 2020) and bookstall operate to a significant extent using gratuitous labour of volunteers.

Expenditure on heating, cleaning and other utilities and maintenance which are relevant to these activities and to the letting of the hall and church, is shown under premises costs.

5 STATEMENT OF FINANCIAL ACTIVITIES

Individual restricted funds

	Restricted funds					Total Restricted funds 2021	Total Restricted funds 2020
	Mission	Compassion	Pratt	Hackett	Refurb.		
	£000	£000	£000		£000	£000	£000
Income and endowments from:							
Donations and legacies	21.4	1.2		62.7		85.3	30.0
Church activities		0.1				0.1	
Investments	6.3					6.3	6.1
Total income	**27.7**	**1.3**		**62.7**	**0.0**	**91.7**	**36.1**
Expenditure on:							
Church activities	30.5	2.5	3.0		0.4	36.4	36.4
Total resources used	**30.5**	**2.5**	**3.0**		**0.4**	**36.4**	**36.4**
Net incoming/outgoing resources before transfer	**(2.8)**	**(1.2)**	**(3.0)**	**62.7**	**(0.4)**	**55.3**	**(0.3)**
Transfers							
Gross transfers between funds – in							
Gross transfers between funds – out							-
Other recognised gains/losses							
Gains/losses on investment assets							
Gains on revaluation, fixed assets, charity's own use	17.2		(1.8)			15.4	8.8
Net movement in funds	**14.4**	**(1.2)**	**(4.8)**	**62.7**	**(0.4)**	**70.7**	**8.5**
Reconciliation of funds							
Total funds brought forward	**139.6**	**10.2**	**28.4**	**0.0**	**0.4**	**178.6**	**170.1**
Total funds carried forward	**154.0**	**9.0**	**23.6**	**62.7**	**0.0**	**249.3**	**178.6**

6 FIXED ASSETS

	Freehold land & buildings	Investment property	Fixtures, fittings & equipment	TOTAL
Cost/Valuation	£000	£000	£000	£000
Brought forward at 1 January 2021	1275.0	425.0		1700.0
Disposals				
Additions				
Revaluations	85.0	50.0		135.0
Disposals				
Carried forward at 31 December 2021	**1360.0**	**475.0**	**0.0**	**1835.0**
Depreciation and impairment				
Brought forward at 1 January 2021	0.0	0.0	0.0	0.0
Charge for year				
Movement in provision for impairment				
Disposals				
Carried forward at 31 December 2021	**0.0**	**0.0**	**0.0**	**0.0**
Net value in accounts as at 31 December				
2021	1360.0	475.0	0.0	1835.0
2020	1275.0	425.0	0.0	1700.0

Freehold land & buildings

Properties were valued at open market value with vacant possession by Neil Altman FRICS (in £000s) as at 31 December 2021

	31/12/21
4 Church Close	675.0
64 Chester Road	685.0
	1360.0

A terrier of movable church fixtures and furnishings is maintained and may be viewed in the Parish Office. Consecrated land and buildings and moveable church furnishings have been excluded from these financial statements by virtue of section 10(2) of the Charities Act 2011. For 2022 they are insured for a sum of £19.32 million including contents.

Investment property

The flat, 6 Beeches House, is currently rented out on the open market through Robsons as agent and is treated as an investment. Having obtained a written valuation of the fair value of the flat at 31 December 2021 by a chartered surveyor, a value of £475,000 has been placed on the property as at that date by the trustees.

7 Balance Sheet for individual Restricted Funds as at 31 December 2021

	Restricted funds						Total Restricted funds 2021	Total Restricted funds 2020
	Mission	Compassion	Pratt	Hackett	Refurb.	Agency		
Fixed assets	£000	£000	£000		£000	£000	£000	£000
Tangible assets								
Investments	137.7		23.6				161.3	148.9
Fixed assets	**137.7**		**23.6**				**161.3**	**148.9**
Current assets								
Stocks								
Debtors	7.6						7.6	6.2
Cash at bank and in hand	16.3	9.0		62.7		0.2	88.2	23.7
Current assets	**23.9**	**9.0**	**0.0**	**62.7**		**0.2**	**95.8**	**29.9**
Liabilities								
Creditors: Amounts falling due in one year	7.6					0.2	7.8	0.2
Provision for liabilities and charges due within one year								
Net current assets less current liabilities	**16.3**	**9.0**	**0.0**	**62.7**		**0.0**	**88.0**	**29.7**
Total assets less current liabilities	154.0	9.0	23.6	62.7		0.0	249.3	178.6
Total net assets less liabilities	**154.0**	**9.0**	**23.6**	**62.7**		**0.0**	**249.3**	**178.6**

8 DEBTORS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2021	Total funds 2020
			Mission*	Refurb			
	£000	£000	£000	£000	£000	£000	£000
Other debtors	6.5		0.1			6.6	6.5
Prepayments and accrued income	41.1		7.5			48.6	50.5
	47.6		**7.6**			**55.2**	**57.0**

* Mission Restricted and Compassion Fund Restricted

9 INVESTMENTS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2021	Total funds 2020
Restricted/Endowment Funds			Mission*	Refurb			
	£000	£000	£000	£000	£000	£000	£000
Investments in CCLA CBF Funds							
Pratt Bequest				23.6		23.6	28.4
Mission			137.7			137.7	120.5
Missionary Training Fund					109.2	109.2	95.5
			137.7	**23.6**	**109.2**	**270.5**	**244.4**

* Mission Restricted and Compassion Fund Restricted

Pratt Bequest

The Pratt Bequest Fund is invested in the CBF Church of England Fixed Interest Securities Fund with CCLA. With the approval of the Charity Commission this is now regarded as expendable endowment and is treated as a restricted fund rather than endowment. The capital of 14,910 shares, with market value of £23,610 on 31 December 2021 (£28,391 for 16,738 shares on 31 December 2020), will be gradually reduced. The capital withdrawn (£3,000 in 2021 and 2020) as well as the income (£726 in 2021; £1,004 in 2020) is used towards the reimbursement of personal expenses of the clergy.

Missionary Training Fund

The Missionary Training Fund is invested in the CBF Church of England Investment Fund with CCLA. On 31 December 2021 capital of 4663 shares was held, with market value of £109,199 (£95,532 on 31 December 2020). The capital is retained intact and the income of £2,771 (£2,676 in 2020) is used to provide assistance to individuals engaging in short-term service overseas or in the UK, or to assist those thinking towards mission service to test their vocation and calling. Following advice from the Diocese of London's Trust Department, the 4663 shares representing the Missionary Training Fund endowment were transferred into the name of the London Diocesan Fund on 22 January 2019 and are now held by the LDF on behalf of the PCC of Emmanuel Church Northwood, with the dividend income being remitted to the church.

10 CREDITORS: amounts falling due within one year

	Unrestricted funds	Designated funds	Restricted funds			Total funds 2021	Total funds 2020
			Mission*	Refurb.^	Agency		
	£000	£000	£000	£000		£000	£000
Restricted donations and fees	0.2					0.2	
Eastbury sundry creditors	4.1					4.1	4.5
Emmanuel sundry creditors	4.8		7.5			12.3	1.8
Emmanuel accruals	12.9		0.1		0.2	13.2	8.1
Provision for liabilities							1.5
	22.0		**7.6**	**0.0**	**0.2**	**29.8**	**15.9**

* Mission Restricted and Compassion Fund Restricted
^ Pratt Bequest and Refurbishment Restricted

11 CREDITORS: amounts not falling due within one year

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2021	Total funds 2020
			Mission/VDF	Refurb			
	£000	£000	£000	£000	£000	£000	£000
						0.0	**0.0**

12 OUTREACH CONGREGATION - EASTBURY

	2021	2020
Income and endowments	£000	£000
Donors	52.7	48.2
Tax recoveries	1.2	1.2
Tax on special collections		
Investments and deposit accounts		
	53.9	49.4
Expenditure		
Missionary and other grants	15.7	18.6
Church work and activities	47.6	1.3
Common Fund	2.0	3.0
Management and administration	1.2	2.0
	66.5	24.9
NET SURPLUS (DEFICIT) FOR YEAR	(12.6)	24.5
Funds at start of year	53.0	28.5
excess of income over outgo	(12.6)	24.5
Funds at end of year	40.4	53.0
Represented by:		
Bank account	6.9	11.0
Amounts due from Emmanuel		
Amounts due from Eastbury Church Northwood Trust	45.1	46.5
Cash		
less: amounts owing	(11.6)	(4.5)
	40.4	53.0

Note 12 includes both unrestricted and restricted fund income and expenditure
The income and expenditure above both include restricted elements of £10.9K.

Financial accountability:
Eastbury Church

Treasurer:	Peng Lim
Signatories:	Any 2 of Roger Cooper, Peng Lim and Faith Wainwright. The Emmanuel Churchwardens, Treasurer and Donations Treasurer are also authorised signatories but the PCC has agreed that at least one signature should always be from among the Eastbury three.
Financial control:	Eastbury Subgroup of Emmanuel PCC

The PCC Treasurer is accountable to the PCC and to the Synod and Officers of the Diocese of London for the finances of Eastbury
The Eastbury Subgroup has delegated authority from the PCC and the PCC Treasurer for the sound and prudent management of the financial affairs of the church. Eastbury Church is effectively autonomous in terms of day-to-day financial decisions and does not have to seek approval from the PCC or the PCC Treasurer to make purchases or commit funds from the resources they control. The financial transactions of Eastbury are consolidated into the annual financial statements of Emmanuel Church PCC and are subject to examination by the Emmanuel Church PCC Independent Examiner. Although Eastbury is expected to be financially self-supporting, their finances are underwritten by Emmanuel Church PCC.

Most donations to Eastbury are made through the Eastbury Church Northwood Trust, a separate charity, and any tax recovered is included in the figure for income from donors.

13 COFFEE SHOP and BOOKROOM

	Coffee shop		Bookroom	
	2021	2020	2021	2020
Income	£000	£000	£000	£000
Takings		5.1	0.5	0.2
Grants				
	0.0	5.1	0.5	0.2
Expenditure				
Operations		1.7	3.6	0.0
	0.0	1.7	3.6	0.0
NET SURPLUS (DEFICIT) FOR YEAR	0.0	3.4	(3.0)	0.2

Financial accountability:

Coffee Shop	The Coffee Shop has not been in operation since March 2020
Treasurer:	Ken Ladd
Financial control:	Coffee Shop Management Committee
Bookroom	
Treasurer:	Managed by the Operations Manager
Financial control:	Jon Whitmarsh

14 DONATIONS ACCOUNT

The Donations Account (Treasurer: Margaret Dolling) is used to channel giving to Emmanuel's mission partners at home and abroad, and to support mission societies and other agencies engaged in service, relief and evangelism. In 2021 the PCC budgeted £92K for the support of Emmanuel mission partners and agencies. Most of this was financed from the General Fund and the rest from accumulated balances in the Mission Restricted Fund. Support for Emmanuel mission partners was provided as follows:

	£000
Steve and Sandie Davies (Operation Mobilisation)	16.0
David and Sharon Morgan (Wycliffe Bible Translators)	6.6
Kate and Phil King (Wycliffe)	12.0
London City Mission	2.0
Tim and Sung Hee Keene (Interserve)	9.0
Mark and Alex Ronalds (Hebron School)	9.0
Fiona Bunford (Montgomery Heights)	9.0
Church Pastoral Aid Society	10.2
Arab World Ministries	10.0
Mission Africa support materials	3.0
Operation Kindle Ltd	1.0
Other mission: Third Hope	0.3
Total	88.1

Gifts to the Donations Account, whether for the above budget or for other purposes, are included in the income under Restricted Fund General in the Statement of Financial Activities and in Note 3(a). Further details of the allocation of monies given through the Donations Account are available in the separate report of the Donations Treasurer to the APCM.

15 REFURBISHMENT

	2021	2020
Income	£000	£000
Donations		6.0
Tax recoveries		1.3
Interest		
	0.0	7.3
Expenditure		
Refurbishment (miscellaneous)	0.4	7.3
NET SURPLUS (DEFICIT) FOR YEAR	(0.4)	-
Funds at start of year	0.4	0.4
Funds at end of year	0.0	0.4
Represented by:		
Bank accounts and deposits	96.5	100.0
	96.5	100.0
less: Liabilities		
Amount due to General Fund (designated)	96.5	99.6
	0.0	0.4

16 STAFF COSTS

	2021	2020
	£000	£000
Wages and salaries	117.6	113.9
Social Security costs	3.8	3.8
Pension costs	3.1	2.8
	124.5	120.5

None of the staff employed by the PCC were members of the PCC during the year. There were no employees who received emoluments (excluding employer pension costs) of more than £60,000.
The average number of staff employed (full or part time) during the year was 7 (2020: 6).
The charity operates a defined contribution workplace pension scheme with NOW: Pensions for qualifying employees, which complies with the legislation regarding auto-enrolment. All contributions due were paid over to the scheme during the year

17 TRUSTEE REMUNERATION, RELATED PARTY AND OTHER TRANSACTIONS

The clergy, who receive their remuneration from the Church Commissioners and not from the PCC, received reimbursement of approved expenses from the PCC (or from Eastbury). In the case of the Vicar, Associate Vicar Dave Scott and Curate Christine Britton accommodation was also provided by the PCC at no charge. In the case of Associate Vicar Nina Oskarsdottir accommodation was provided by Eastbury Church Northwood Trust at no charge.

The total amount of expenses reimbursed to the clergy in 2021 was £9,216 (2020: £4,325)

No other PCC members received remuneration or repayment of expenses (other than reimbursement of minor amounts expended on behalf of the PCC or church organisations), with the exception of the following:
1) The wife of a PCC member up to the APCM was the then Administrator. The PCC member concerned did not play any part in the decision-making regarding employment or staff remuneration.
2) The wife of a PCC member is the Administrator (from May 2021). The PCC member concerned does not play any part in the decision-making regarding employment or staff remuneration.
3) The wife of another PCC member up to the APCM was the curate who received reimbursement of expenses.
The PCC member concerned did not play any part in the decision-making regarding employment or staff remuneration.

Donations made by trustees during the year amounted to £121K before tax recovery (£122K in 2020).

18 FUNDS

	Unrestricted funds	Designated funds	Restricted funds			Endowment funds	Total funds 2021	Total funds 2020
			Mission	Compassion /Hackett	Pratt/Refurb.			
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
Tangible fixed assets	1360.0						1360.0	1275.0
Investment fixed assets	475.0		137.7		23.6	109.2	745.5	669.4
Current assets	147.7	96.5	24.0	71.7	0.2		340.1	272.3
Amounts falling due in one year	(21.9)		(7.6)	-	(0.2)		(29.7)	(15.9)
Amounts falling due after one year	-						0.0	0.0
Funds at 31 December 2021	1960.8	96.5	154.1	71.7	23.6	109.2	2415.9	2200.8

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF EMMANUEL NORTHWOOD

England & Wales - Charity number 1132091

Accounts

Annual Report of Emmanuel Church Northwood

Registered Charity No. 1132091

Activities of the Parochial Church Council and the Financial Statements for the year ended 31 December 2020

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Introductory Background

Emmanuel Church Northwood is an Anglican evangelical church situated at the top of the High Street and has served the Parish for over 100 years. There is a church plant, Eastbury Church, that serves the northwest part of the Parish.

Rev. Tim Meathrel has been our Vicar since 5 September 2017. Rev. Dave Scott was licenced as our Associate Vicar on 4 September 2018. The Rev Christine Britton joined us as a curate during the year, after very many years associated with the Church. Because of the pandemic, her ordination was delayed until 27 September 2020 but she began with us as if she were a curate in July 2020.

The Parochial Church Council (PCC) of Emmanuel is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. The PCC has the responsibility of co-operating with the incumbent in promoting the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England and the whole mission of the Church, Pastoral, Evangelistic, Social and Ecumenical. It also has maintenance responsibilities for all relevant Church property.

The PCC is registered with the Charity Commission as a charity under number 1132091.

The PCC has regard, in relation to its activities, to the Charity Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. Emmanuel provides a public benefit through the activities that are undertaken in pursuance of our aims and objectives. There are a large variety and number of different ministries of Emmanuel, amongst children, young people and adults whether they are people within our Church community, in the wider community in the Parish or overseas.

Many of the planned activities for 2020 have had to be changed, delivered in a different way, or, in some cases, cancelled as a consequence of the restrictions imposed to counter the harmful effects of the Covid 19 global flu pandemic. These restrictions remain at the time this report was prepared in February 2021.

Objectives and Activities

In March 2019 we launched our new church vision, beginning a new chapter in the life and work of Emmanuel.

We are a church of missional disciples seeking to love God and love each other; influencing our community, city, nation and world with the love of Jesus that we might see His Kingdom come.

We believe that God is calling us to be…

- committed to the Word, the Spirit, prayer and worship
- a church for our local community; focused on loving, serving and winning those who don't yet know Jesus

- missional disciples who are bold and courageous, unafraid to take risks and step out in faith
- willing to follow God's leading and direction and to pay the price of being obedient to his call in the use of ourselves, our time and our resources

To do this we believe that God is calling us to grow deeper, grow younger and grow wider.

Growing deeper…

in our relationship with God and in our relationship with each other. Maintaining the priorities of worship, prayer, Bible teaching and openness to the work of the Holy Spirit.

Growing younger…

facing the challenge of declining attendance of under 40s in the UK we are committed to placing a special emphasis on trying to reach children, young people and their families.

Growing wider…

in mission and evangelism. Growing as missional disciples taking the good news of Jesus and his love and kingdom wherever we go throughout the week. Growing in our outreach as a church seeking to love and serve the people who live and work in Northwood.

2020 has been a different year because of the global Covid 19 flu pandemic, but Emmanuel and Eastbury have continued to facilitate worship and give glory to God, to give opportunity for members to encourage and help each other and to bear witness to the resurrection of Jesus Christ.

Thus the following activities take place, in all cases only when we have been allowed to do so and with appropriate safeguards in place for those attending:

- regular public worship open to all
- the provision of sacred space for personal prayer and contemplation
- pastoral work, including support for the sick, the bereaved, the lonely and those finding compliance with the lockdown and social distancing requirements hard
- the teaching of Christianity through sermons, courses and small groups
- the taking of religious assemblies in schools
- the provision of children's work
- the provision of age-related youth meetings with a Christian ethos
- the promotion of Christianity through the staging of events and meetings
- the making available of the premises for social justice projects, including a food bank, community lunches and other community purposes
- supporting other Christian mission in the UK and overseas
- promoting the whole mission of the Church

Regular Services

The service patterns held each Sunday at Emmanuel during 2020 have changed several times, as a result of changing government requirements to combat the spread of the virus. Eastbury has met on Zoom except for a few gatherings in-person at Eastbury School over the summer as permitted and joint services with Emmanuel. The story of the PCC year is recounted in the PCC Report below.

Achievements and Performance

PCC Report – the Story of the PCC Year

At the October 2019 PCC meeting, following a careful and prayerful consideration and consultation, new service times had been agreed, with these to start on 1st January 2020. At the first PCC meeting of 2020, members were asked to feed back their reactions to the new times and how these were working. The responses were mostly positive, although some challenges were reported. Stephen Hall then took us to I Corinthians 12 v 12 "Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ." He said he sensed from one of the activities he had been involved with recently (the Communications Café) that God's people at Emmanuel were coming together – God could use all of us, all had a role. The main item on the agenda at the January meeting was a discussion as to the future of the Coffee Shop and the Westgate. It was agreed after careful discussion that the time was not right for a major building project involving the front of the hall and the Westgate, and it was therefore agreed that the options for less radical remodelling should be developed. In January Jon Whitmarsh and Kirsty Shipman joined the office staff. Jon was shadowing Rachael Hutchins as office manager ahead of her maternity leave and then leaving for Devon with her husband Chris who had accepted a curacy there and Kirsty took on a number of administration duties.

The 2nd meeting of 2020 was held on 24th February. By then, although the coronavirus had been identified and a few cases reported in the UK, it was simply not known how serious, extensive and disruptive to our lives it would become. So the latest ideas for the Coffee Shop and Westgate which had been developed since the January meeting were discussed at that February meeting, involving remodelling of the Coffee Shop and alterations to the Westgate. A report from the Rev Dave Scott as to what had been happening in the small group ministry was warmly received.

The March meeting was held in the Lounge. By this time statutory restrictions were expected, to be imposed to combat the coronavirus (as it then was called). As a result of the spread of the disease by the date of the meeting in March, a number of members of the PCC felt it best not to attend. Some decisions were reported that had already been taken – eg refreshments on a Sunday morning after the service were being suspended immediately and the nervousness around Babies and Toddlers and SPACE. It was likely these would be the first groups to stop meeting. There was an awareness that self-isolation might become necessary for people who were at risk of serious illness if they caught the disease. The PCC prayed hard

over the pandemic. No-one then knew how long the restrictions would last nor what change it would lead to in the church and outside.

The first 'stay at home' lockdown started on 23rd March and the Church of England followed statutory requirements to close all its buildings on 24th March. The Standing Committee met on 30th March for its first meeting on Zoom. The arrangements for caring for the needs of people self-isolating were considered as was the possible effect of the pandemic and closure of the church buildings on our finances. The APCM was to be postponed until the autumn and it was agreed to defer progress on the works to the Coffee Shop and Westgate. We reflected on whether God was telling us through the pandemic to realign our focus?

The Standing Committee met online from April onwards, approximately every 2 weeks initially. There was awareness that many in the church were new to Zoom or other similar online communications. However, a prayer meeting and a quiz had been held on Zoom and had gone well. In early May the Standing Committee heard the progress James Locke (Children's Minister) had made with webcasts, where the numbers viewing were encouraging, in one case 468 views. Eastbury met over zoom, using its own online material as well as some of Emmanuel's. An Alpha course online was being planned.

The first ever online PCC meeting took place on 2nd June. Rachel and Chris Hutchins joined us from Devon with their baby Tabitha for the start of the meeting, as it had not been possible to say farewell to them before they moved to St Mary's Church, Bideford where Chris has become their Curate. They were greeted and thanked for their contributions to the life of Emmanuel over several years and then withdrew from the meeting. After prayer, the members were divided into 5 groups to discuss the responses of Emmanuel to the challenging and unprecedented times in which we were living – what was going well, what was not, and what God was saying to us as we prepared for the post-Covid time?

In the first 2 weeks of June, the Church was opened for private prayer on Mondays and Thursdays. The Diocesan Guidance on the reopening of the Church had come through in time for the PCC online meeting on 6th July. After discussion it was agreed that Diocesan agreement should be sought for the church reopening for one worship service on a Sunday but without Communion. Self-distancing would be observed at all times and the proposal to live stream the service would be developed. Eastbury, encouraged by the Eastbury Farm School to meet in the school during the summer holidays, were able to hold socially distanced services.

By the time of the next PCC meeting on 21st September we had been joined by Matt Bird as worship leader who settled in well and was well received. Also the pandemic had become less virulent and more services were allowed to be restarted. So in addition to the 9.00am reflective service, the PCC agreed a proposal to start a worship service at 10.30am, an all-age service at 3.00pm and a contemporary worship service at 5.30pm, with a Communion service once a month. The Finance Committee had recommended a Gift Day to take place in November to address the projected deficit that had then become likely, which was agreed. It was also confirmed that the APCM would be set for 18th October.

The PCC met online on 19th October after the APCM to elect the officers and to receive further updates, and then met again online on 16th November. This was the last meeting of 2020. We heard then from Lucy Thampi (youth minister) and the Rev Christine Britton (our curate) who had been working with the youth online and heard that teenagers had become desperate to get back to meeting together again, although numbers are good at online meetings. The tech team was thanked for getting the streaming going well now and Dave Scott contributions in a number of difficult pastoral situations were referred to, there being an increase of these as a result of the Covid restrictions. With the appointment of the Rev Nina Oskarsdottir, as Associate Minister appointed to work with pioneering evangelism and to lead the work at Eastbury Church, new terms of reference for Eastbury Leadership was agreed. The terms of reference were later ratified by Eastbury members at a Special Meeting of Eastbury Church. Members looked forward to welcoming Nina in January. The very encouraging likely outcome of the Gift Day the weekend before was reported on.

By mid-December the second phase of Covid 19 had become widespread across the country, to the extent that the NHS could soon have become unable to cope with the number of patients presenting with symptoms. Vaccination was just about to start. The country was divided into 4 Tiers of Lockdown of differing severity. Christmas Carol and other Services were permitted in our tier group, but had to be pre-booked. Only limited numbers could attend each service, because of the requirement to maintain social distancing and bubbles of single household groups. The streaming of the services went well however and there were many reports of great blessing for individuals at that time. Eastbury also hosted a well-attended Carol service on Zoom with many people attending from the local community.

During the year, the staff and many members of the Church have worked with great persistence to deal with the pastoral issues and problems that have arisen as a result of the isolation and in some cases illness and bereavements caused by Covid, all this involving considerable extra work, prayer and care. Also the technically savvy in the Church have worked with flair and skill to assist in the development of online communications that are frequently and regularly now sent out to members – eg the daily email thought for the day and regular weekly updates with links to services and YouTube posts. At the time of writing (February 2021), we are back in lockdown. It remains to be seen what the Lord has in store for each of us in 2021, but we know for certain that the light of the world, Jesus, will continue to be right here in our midst.

In its early meetings of 2020, the PCC discussed the Coffee Shop. Sadly, it was closed for most of the year, but was put to good use in December as some of our amazing artists at Emmanuel created a wonderful illuminated art installation of the nativity that looked especially good at night. It reminded us that:-

“The light shines in the darkness, and the darkness has not overcome it”. John 1:5.

Statistics

Attendance at Sunday services (Emmanuel only in the table below)

Communicants *Attendance*

	8.00am	9.15am	11am	6.30pm	8.00am	9.15am	11am	6.30pm
2016	8	164	^^	95*	8	167	46	99*
2017	8	157^	38	79	8	169	38	82
2018	7	147	52	55	7	155	52	58
2019	^^	143	50	79	^^	143	50	79
2020	**See Note 2020 below**							

The figures for 2016 -2019 are taken from the October attendance figures each year

** This service included a church family infant baptism so attendance was higher than usual*

^ *This is the September figure as the October figure was not available*

^^ *No figures available*

Note 2020 relating to Emmanuel Church and Eastbury

The Diocese requires the Church to provide a 'Statistics for Mission Return' with details of the numbers attending church in October each year. Special forms were provided for this pandemic year. The figures below are taken from the forms submitted.

On 4th October 2020 103 adults and 20 children/young people attended 3 services in the Emmanuel Church building and 32 adults attended 1 online service at Eastbury.
On 11th October 2020 115 adults and 23 children/young people attended 3 services in the Church building and 28 adults and 1 child attended 1 online service at Eastbury.
On 18th October 2020 19 adults and 0 children attended 1 service in the Church building. There was no service at Eastbury.
On 25th October 2020 82 adults and 19 children attended 3 services in the Church building and 35 adults attended 1 online service at Eastbury.

In addition in October 2020, services were pre-recorded and/or live streamed – called 'Church at Home' by the Diocese. The best estimate of the usual number of people participating in these online services for Emmanuel Church each week in October was 232, excluding those who had attended services in person. The figure for Eastbury was 32.

Attendance at festivals (Emmanuel and Eastbury)

Communicants *Attendance*

	Easter Day	Christmas Eve	Christmas Day	Easter Day	Christmas Eve	Christmas Day
2016	409	174	54	409	295	479
2017	415	102	61	430	368	305
2018	407	97	33	411	250	323
2019	295	108	^^^	338	^^^	542
2020	**See Note 2020 below**					

Figures include under 16s.
^^^ No figures available

Note 2020
The Statistics for Mission Return reported 595 people attending in person special services held at Emmanuel Church for the congregation and local community from and including Advent Sunday until 23rd December. Eastbury Church reported 135 persons attending. A total of 237 people attended at Emmanuel services on Christmas Eve and Christmas Day 2020. Eastbury had no services. Many will have joined the online services during December 2020 of both Emmanuel Church and Eastbury Church.

No statistics are available for Easter services at the time of preparation of this report.

Rites performed (Emmanuel only)

	Marriage	Baptism	Thanksgiving	Confirmation	Funeral at Emmanuel	Funeral at the Crematorium
2016	5	7	1	8	6	7
2017	2	16	0	11	12	5
2018	2	8	1	2	9	7
2019	3	10	2	3	2	8
2020	**See Note 2020 below**					

Note 2020
No Baptisms or thanksgivings have taken place at either Emmanuel Church or Eastbury.
There was 1 marriage in Emmanuel Church but no services of prayer and dedication after a civil ceremony, at either Emmanuel Church or Eastbury.
There were 2 funeral services in Emmanuel Church and 3 funeral services conducted at a crematorium.

Electoral Roll (Emmanuel and Eastbury)

The Electoral Roll Officer during 2019 was Mrs Rachael Hutchins until January 2020 and then Mr Jon Whitmarsh.

	Joiners	Leavers	Net Gain/(Loss)	Total at APCM
2016	9	10	(1)	456
2017	31	22	9	465
2018	20	22	(2)	463
2019	*	*	(101)	350
2020	*	*	(23)	**

**A full analysis of the number of new joiners has not been made.*
**The 2020 APCM was held online and it was not possible to ascertain the number attending.

Structure, Governance and Management

PCC Membership Structure

The full membership of the PCC comprises, ex-officio, the Vicar, the other clergy, the Churchwardens, all Synod representatives and a Reader, plus up to fifteen elected members of Emmanuel, as well as optional co-opted members. Appointment is governed by, and set out in, the Church Representation Rules. All on the electoral roll may stand for election to the PCC, and elected members may serve up to two consecutive three year terms or a total of six years continuously. Retiring members can be re-nominated after one year. Co-opted members serve up to the next APCM but can be co-opted again to the next PCC if required. The PCC is elected at an Annual Parochial Church Meeting (APCM), usually held in April at Emmanuel. In 2020 the APCM could not be in April as usual because of the statutory restrictions on public meetings flowing from the Covid pandemic. The Church Representation Rules were amended, to allow APCMs to be delayed, for them to be held by a mix of online and in person attendance and for the terms of office of members and officers of the PCC to be extended until the holding of the APCM. The APCM 2020 was held on Sunday 18th October 2020, with a number of parishioners present in church and others joining the meeting online. PCC members may not be employees of the PCC unless the Charity Commission gives permission. There were none. The PCC met in person or online 8 times during the year.

PCC Committees

The work of the PCC is divided between Committees whose Chairs are appointed by the PCC at the first meeting after the APCM. The Chairs are normally, but not necessarily, members of the PCC. Members of the Committees do not need to be members of the PCC and a distribution of responsibilities to the wider congregation is encouraged.

Standing Committee

This committee has been delegated the power to transact the business of the PCC between PCC meetings, subject to any directions given by the PCC. It must consist of the Incumbent (or Associate Vicar) and Wardens and at least two members of the PCC. In addition to the Incumbent and Wardens the following PCC members served on the Standing Committee until the APCM on 18th October 2020.

Mr Stephen Hall	Lay Vice Chair
Mr Chris Daykin	Church Treasurer
Mr Tim Warren	PCC Secretary
The Rev Dave Scott	Appointed by the PCC
Mr Ben Pearkes	Elected by the PCC
Mrs Judith Cox	Elected by the PCC

A meeting of the PCC was held on 19th October 2020. At this meeting Mr Ben Pearkes was elected as Lay Vice-Chair and the other officers and the Rev Dave Scott were re-appointed as set out above. Following that meeting a vote was held and Mrs Judith Cox and Mr Josh Tate were elected to serve on the Standing Committee.

Finance Committee

The Finance Committee oversees the finances of Emmanuel. It monitors income and expenditure, recommends budgets to the PCC, maintains appropriate financial controls and co-ordinates reviews of Christian stewardship and encouragement of efficient planned giving. The Chair during the year was Mr Chris Daykin, who was also the Hon. Church Treasurer.

Personnel Committee

The Personnel Committee acts as an advisory body to the PCC on the appointment and remuneration of non-clerical staff. The Chair during the year was Mrs Mirka Packard.

Property Committee

The Property Committee works to ensure that church buildings, fabric and ornaments remain in good order. The Chair during the year was Mr Neil Altman. A formal report to the APCM is delivered each year.

As well as overseeing the maintenance of the Church buildings the Property Committee oversees the following properties owned by the PCC:

A. 64 Chester Road – rented out until the summer of 2020 on a commercial basis and then made ready for the occupation of the Rev Christine Britton and her family.
B. 4 Church Close – occupied by Rev Dave Scott (Associate Vicar) and his family since 2018
C. Flat 6 Beeches House, High Street – currently rented out on a commercial basis.

The main works that have been carried out by the Property Committee during the year are:

- Renewed the Africa Lounge Kitchen Roof.
- Re coated the Hall Floor.
- Built a flood defence wall around the Hall front entrance.
- Fitted storm boards to the coffee shop front and side entrances.
- Fitted a new sump pump to the boiler room.
- Fitted a new extractor fan to the boiler room.
- 100% electrical testing of church and associated buildings.
- Two new RCD panels fitted to two fuse boards with surge protection.
- New shed housed in the church car park.
- Replaced faulty emergency lighting in the Westgate.
- The Hall and the lounge were redecorated.

The proposed works to the Westgate were put on hold at the start of lockdown in March 2020. The next step would be to confirm with our surveyor that fire regulations would be met by the proposed works.

We are part way though our Quinquennial works. These need to be completed by July 2023. We have made a good start but COVID has delayed matters and building costs have continued to rise. The QI surveyor has estimated the costs of the remaining works at about £80,000, which will be in addition to budgeted routine maintenance.

Risk Committee

The Risk Committee is in place to ensure Emmanuel is running as safely as possible. The Chair during the year was Mr Ben Pearkes.

The risks to the church are divided into 8 'baskets': Finance, Safeguarding for Children and Adults, Key Compliance, Health and Safety, IT & Data, Staffing Matters, Strategic Planning and Volunteers.

The committee meets at least two times a year and works through each of the risk baskets at least once every 18 months. The risk basket holder is invited for that specific meeting. At all meetings there is also the opportunity to raise 'arising risks' which are reviewed and evaluated.

The current Risk Profile shows that there is one identified **High** risk (safeguarding) and 11 identified **Medium** risks, including but not limited to, the possibility of a financial deficit for urgent expensive repairs to our buildings, non-compliance with GDPR, loss of key volunteers and food safety failings. The remainder (30 - increase of three new risk) are classified as **Low** risks. During the meetings, the Risk Committee challenge the risk basket holder to identify any changes to the current scoring (increasing or decreasing the current risk to the church) and discuss new and current mitigation to confirm the risk is being addressed appropriately. An action list is created which is followed up at subsequent meetings.

Additionally during the Covid Pandemic, the risk committee has provided support and advice to the Operations Manager in ensuring that the church is compliant with the regularly updated regulations to ensure it can safely open. This has included creating a one-way system

through the church, bookings for attending services, enhanced cleaning and sanitiser availability, rotation of pews in usage and enforced social distancing in pews.

International Mission Committee

The IMC's strategy, compiled in line with the Vision Statement to help shape ECN's involvement in global mission, is:

1. To ensure that the teaching and interaction with mission partners regularly informs, trains and equips the congregation on the significance of the Biblical mandate for global cross-cultural mission to reach the 'least reached' peoples of the world;

2. To work closely with mission partners to resource, train and inform our congregation;

3. To continue to encourage mission partners and associate partners through prayer, visits and support on a monthly basis;

4. To encourage many more from the church, in particular the youth and young adults groups, to engage in mission through facilitating more short-term mission trips;

5. To actively to seek, coach and mentor those from within our congregation who may be called to full-time mission;

6. To incorporate and encourage individual and corporate prayer for global cross-cultural mission.

Committee members: Chris Williams, Graham Wilburn, Monty Johnson, Margaret Dolling, Clive Backhouse, Jean Nunney, Helen Alsop, Keren Pollock (Chair)

Following John Bartlett's move away from the area, we have been delighted to welcome Helen Alsop onto the Committee. We meet bi-monthly.

Review of 2020

Although we were unable to proceed with plans for 2020 such as a month-long visit in May by Steve and Sandie, a mission trip to Moldova and a visit to Logos Hope, we were able to continue to promote and support the work of our mission partners virtually.

The key event of 2020 was Global Week: 26 October-1st November. This proved to be a most successful way of enabling all our mission partners to connect with various groups across the Church:

- A Ted-style talk delivered by one of our MPs for the youth entitled 'How on Earth can I make a difference?'
- Mid-week Zoom events for all mission partners with their champions or house groups.
- MPs contributing 'Thought for the Day' during the week.
- Global cafe: breakout groups with mission partners in post-service coffee time.
- Two MPs took an active role in the Sunday afternoon children's service and included a video of a song from Montgomery Heights.
- Global mission was the focus of the monthly prayer meeting on the 1st November and involved many of our MPs sharing prayer requests in more specific detail.
- Eastbury hosted all three of their Mission Partners in a special service.

Looking ahead to 2021 in addition to working out our strategic aims we hope to:

- Resume visits in person by our MPs when they return to the UK;
- Hold a World-Wide-Week in Church but combine with remote involvement so that all may participate;
- Continue to make plans for a mission trip to Moldova possibly in 2022.

Mission Partner Updates 2020:

- One of our financially supported MPs retired this year but we contributed his 2020 allowance towards his retirement.
- We continue to support nine individuals/couples/families financially through a range of societies reaching across the world.
- We support three Associate Mission Partners through prayer and occasional one-off gifts to support their ministries.

2020 has not been an easy year for our MPs but they have continued to serve actively in their areas of the world as best they can in very challenging circumstances and in addition to the isolation they can often feel. Some have faced many personal losses and illnesses. They appreciate being contacted for monthly prayer news. They also submit full annual reports every December to the IMC which we discuss; we implement any necessary changes to their support for the year ahead. Full details may be obtained from Margaret Dolling. Every one of our MPs is enormously appreciative of the support they receive from ECN, not only financial but prayerful and in friendship and interest.

Eastbury Church has their own mission partners who have been supported financially and in prayer through the year by the Eastbury leadership team.

Ministry Staff

The following members of staff contributed to the life of Emmanuel in 2020. Without their efforts much of our work could not continue, so we take this opportunity to record here our appreciation and our thanks for everything they do, which is vital to the success and smooth running of the church.

Youth Minister	Lucy Thampi
Children and Families Minister	James Locke
Operations Manager	Rachael Hutchins (until March 2020) then Jon Whitmarsh
Church Administrator	Lorraine Hall
Administrator	Kirsty Shipman
Bookkeeper	Lynette Leach
Property Supervisor	David Deng
Pastoral Apprentice	Ben Evans (until July 2020)
Worship Leader	Matt Bird (from September 2020)

Administrative Information

Contact Details

Address:	Emmanuel Church, Church Road, Northwood, Middlesex HA6 1AS
Telephone:	01923 845200
Email:	ecnoffice@ecn.org.uk
Website:	www.ecn.org.uk
Incumbent:	Rev. Tim Meathrel
	The Vicarage, 3 Gatehill Road, Northwood, HA6 3QB
Wardens:	Mrs Sarah Altman (until 18th October 2020)
	Mrs Sarah Groves (from 18th October 2020)
	Mr Giles Denham
Bank:	Barclays Bank PLC
	Ruislip, Pinner and Northwood Branch
Independent Examiner:	Munday Long & Co. Ltd
	66/68 High Street, Northwood, HA6 1BL
Church Treasurer:	Mr Chris Daykin FIA

PCC Membership

PCC members who have served in 2020 are:

Ex-officio:	
Incumbent:	Rev. Tim Meathrel
Associate Vicars:	Rev. Dave Scott
Curate:	Rev Christine Britton (from September 2020)
Wardens:	Mrs Sarah Altman (until 18th October 2020)
	Mrs Sarah Groves (from 18th October 2020)
	Mr Giles Denham

Emmanuel was eligible for six Deanery Synod places until 18th October 2020 but after that became entitled to 7 places, in accordance with a formula laid down by the Diocese. The synod members were ex-officio members of the PCC. In 2020 until the APCM on 18th October 2020 the synod members were:

Mr John Dolling	Re-elected for 3 years in 2017*
Mrs Thistle Garmonsway	Elected for 3 years in 2017
Mr Stephen Hall	Elected for 3 years in 2017
Mr Chris Hutchins	Re-elected for 3 years in 2017 (Retired March 2020)
Mrs Sharon Kennedy	Elected for 2 years in 2018
Mr Graham Wilburn	Re-elected for 3 years in 2017

*Mr John Dolling was elected by the Harrow Deanery Synod to fill one of its Diocesan places for 3 years until July 2021.

At the APCM on 18th October 2020 the following 5 persons were elected to serve on the Deanery Synod:-

Mr Stephen Christodoulou	Elected for 3 years in 2020
Mr John Dolling	Elected for 3 years in 2020

Mr Stephen Hall	Elected for 3 years in 2020
Mr Roger Saunders	Elected for 3 years in 2020
Mr Josh Tate	Elected for 3 years in 2020

2 places were left vacant.

The following elected members served as members of the PCC in 2020 except for Peter Aston (see below) until the APCM 2020:

Mr Peter Aston	Re-elected for 3 years in 2019 (resigned in early 2020)
Ms Helen Alsop	Elected for 3 years in 2017 (retired at APCM 2020)
Mr Malcolm Britton	Re-elected for 3 years in 2018
Mrs Judith Cox	Re-elected for 3 years in 2019
Miss Nicola Davis	Elected for 3 years in 2019
Mr Chris Daykin	Re-elected for 3 years in 2018
Mrs Sarah Groves	Re-elected for 3 years in 2017 (became warden at APCM 2020)
Mrs Deirin Johnson	Elected for 3 years in 2017 (retired at APCM 2020)
Mrs Kathryn Johnson	Elected for 3 years in 2018
Mrs Carol Melvin	Elected for 3 years in 2019
Mr Ben Pearkes	Re-elected for 3 years in 2018
Mrs Kay Sadler	Elected for 3 years in 2019
Mr Roger Saunders	Re-elected for 3 years in 2017 (retired at APCM 2020)
Mr Tim Warren	Elected for 3 years in 2018
Mrs Sharon Whitmarsh	Elected for 3 years in 2017 (retired at APCM 2020)

Co-opted member Mrs Faith Glynn served until the APCM in October 2020.

At the October APCM the following were elected to serve on the PCC:-

Mrs Lynne Burke	Elected for 3 years in 2020
Mr Clive Backhouse	Elected for 3 years in 2020
Mr Geoff Gale	Elected for 3 years in 2020
Mrs Maureen Smith	Elected for 3 years in 2020

2 places were left vacant.

Following the 2020 APCM Mr Ben Pearkes was elected by the PCC as Hon Vice-Chairman (Lay Chair) of the PCC, Mr Chris Daykin was re-elected to the post of Hon. Treasurer, Mr Tim Warren was elected as Hon. PCC Secretary and Mrs Faith Glynn was co-opted to the PCC for a limited period.

Reserves Policy

Total unrestricted reserves as at 31 December 2020 amounted to £1,926,700 (2019: £1,883,800). This included fixed assets (property) with a net book value of £1,700,000 (2019: £1,700,000), leaving free reserves of £226,700 (2019: £183,800). Of these free reserves £99,600 (2019: £99,200) has been designated towards specific areas of the Church's work. The PCC's policy is to hold only sufficient reserves to enable it to meet outgoings on a day-to-day basis, relying on the faithfulness of God to provide for our financial needs at Emmanuel, as He has done for more than 100 years. It is the aim of the PCC to hold reserves equivalent to three months of unrestricted outgoings.

Financial Review of 2020

The year 2020 was significantly affected by the Covid-19 pandemic, resulting in the church being closed, or only partially open, for much of the year, with very limited scope for letting out the premises. Income from standing orders and other donations through the bank largely held up but there was little income from cash collections. On the other hand, most expenditure continued, albeit a modest reduction in salaries was achieved through use of the government's furlough scheme (CJRS) for a few weeks. A Gift Day was held in November, with a view to avoiding ending the year with a significant deficit, and this resulted in additional income of £43.1K (including tax recoveries).

As a result, the overall financial position of Emmanuel, as shown in the accounts, showed an increase of £42.9K in unrestricted funds, with £25K of this relating to Eastbury, where there was an Associate Vicar vacancy for the full year.

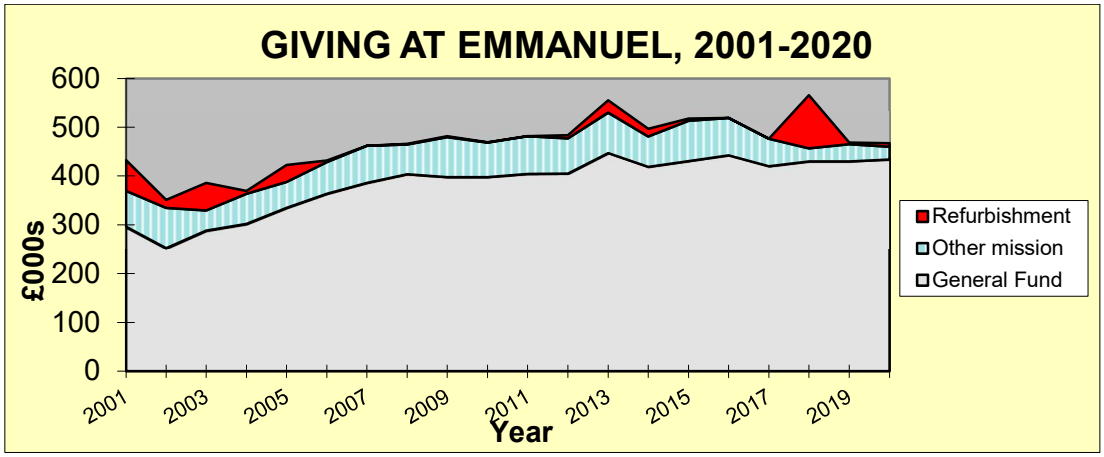
The surplus of £17.9K for Emmanuel central compared to a budgeted deficit of £36.3K. In addition to the impact of the Gift Day mentioned above, this arose as a result of a combination of positive and negative factors, the main ones of which were:

- free-will offering giving (and associated tax recoveries) was £6K below budget, largely as a result of having no cash collections;
- fees and lettings of the church and hall were £18K below budget;
- 64 Chester Road was let out for several months longer than expected, bringing in £5.7K more than budget;
- about £2.7K was saved on electricity and gas during the period when the church was not open;
- salaries were £8.4K below budget, including £4.5K received under the furlough scheme.

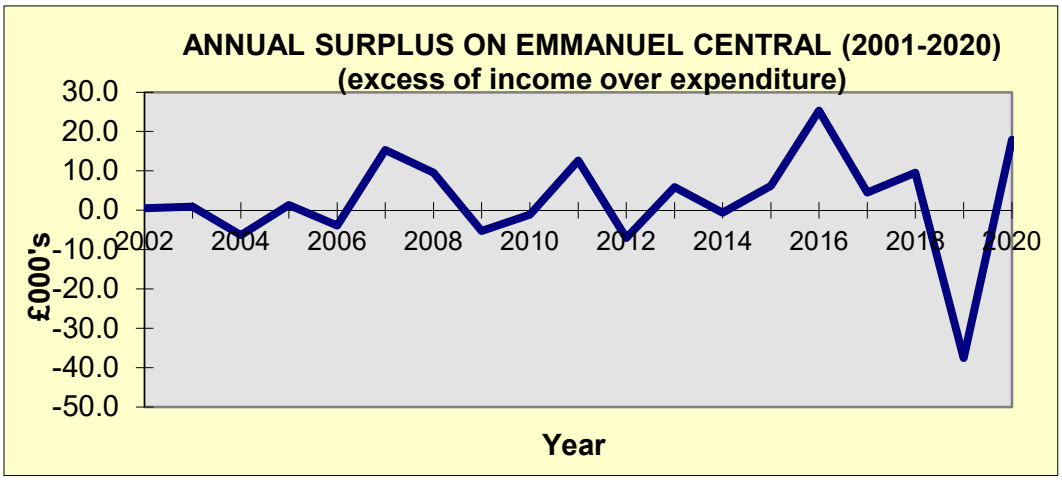
Unrestricted funds at the year-end consisted of net current assets of £227K and property assets of £1.7 million, representing the value of the two clergy houses – 4 Church Close and 64 Chester Road – and the flat at 6 Beeches House, which is classified in the accounts as an investment property, and has been valued at £425K (£425K in 2019), as it is currently let out on the open market. The vicarage is owned by the Diocese of London, although we are responsible for the interior decoration.

Unrestricted giving (including unrestricted legacies) to Emmanuel central in 2020 rose marginally to £434K (from £433K in 2019), including tax recoveries of £75K.

The graph below shows total giving to Emmanuel Central over the last 20 years:

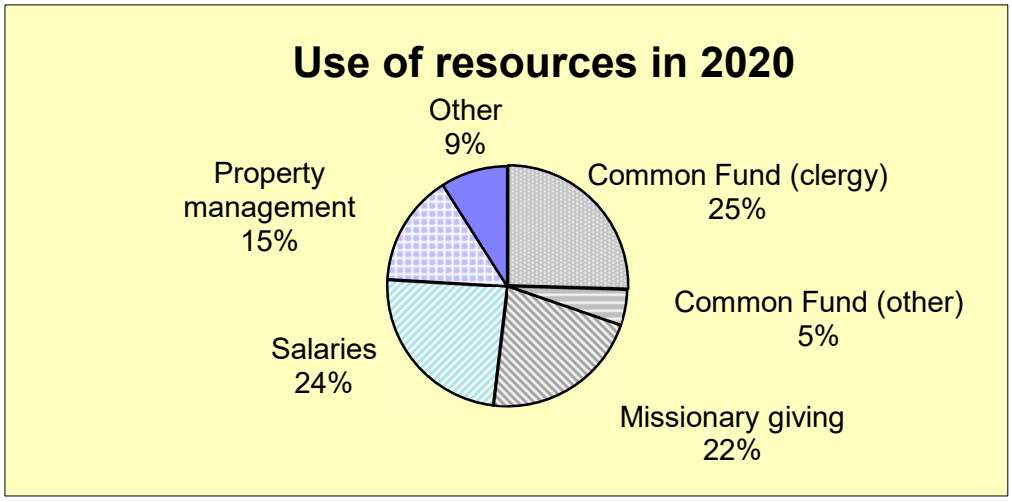


The graph below shows the annual surplus (or deficit) each year since 2001 on Emmanuel central (ignoring revaluations of fixed assets). This averages out at a surplus of £3.3K a year.



Some £36.4K was spent from restricted funds (£39K in 2019), of which £24.5K related to mission giving outside of Emmanuel, £1.6K to grants from the Compassion Fund, £3K to reimbursement of clergy expenses out of the Pratt Bequest and £7.3K related to refurbishment costs (in respect of life-streaming equipment). The balance of designated funds now stands at almost £100K.

Some 30% of Emmanuel Central total expenditure (£147K) went to the Diocese of London Common Fund[1] and 22% of total expenditure (£105K) was for support of Emmanuel mission partners and other mission giving outside the budget. The percentage going to ministry outside Emmanuel increases to almost 27% when allowance is made for the amount contributed to the diocesan Common Fund over and above the costs relating to our own clergy and the vicarage. The remaining expenditure is split between salaries, property management, administration and other costs. The pie chart below shows the way in which resources were used in 2020 by Emmanuel Central, including all mission giving.



[1] Emmanuel's contribution to Common Fund in 2020 was £150,000, of which around £126,000 was the deemed cost of our own clergy. The remaining £24,000 represented our contribution to the financing of other churches in the diocese. Eastbury contributed £3,000 towards Common Fund in 2020.

Mission partners and mission societies are supported out of amounts budgeted by the PCC from the general fund. The mission partner budget is allocated by the International Mission Committee. Further information is given in Note 14 to the accounts. In addition to these planned gifts to missions and other charities, church members may make gifts to the Donations Account for other charitable purposes. The Donations Account is maintained with separate bank and deposit accounts, and all resources given for specific purposes are treated as restricted funds to be utilised for those purposes and are not available for other use. A separate report for 2020 by the Donations Treasurer is available, showing details of the allocation of the budget and of other restricted giving.

The PCC have set the budget for 2021 at £454K (£492K in 2020), excluding that part of Common Fund financed by the contributions from Eastbury, which would mean an expected deficit of £25K, although a substantial part of this projected deficit can be regarded as covered by the generous giving for the November 2020 Gift Day, which was more than sufficient to eradicate the 2020 deficit.

It remains the case that a relatively modest number of generous givers provide the bulk of the income and that there are quite a few members of Emmanuel who do not contribute on a regular basis through the Freewill Offering (FWO) Scheme. An average contribution to reflect the running costs of the church would be about £100 a month (including tax recoveries) per member of the electoral roll. In practice there are approximately 167 regular contributors to the FWO, from whom we receive an average contribution of about £160 a month (plus associated tax recoveries).

The PCC continues to exercise careful stewardship in respect of general fund expenditure but believes that budgets in future years should be set to reflect the strategic vision for the parish. The Finance Committee continues to encourage the clergy to preach on a systematic basis about the need to submit our personal finances to the Lord, and to encourage church members regularly to review their giving. This will be particularly important in the current year, when the budget looks quite challenging. We remain confident that God is faithful and will provide the resources to finance his work in Northwood and beyond.

Approved by the PCC on 15 March 2021 and signed on their behalf by the Rev Tim Meathrel (PCC Chairman)

Signed .....

Independent Examiner's Report to the Parochial Church Council (PCC) of Emmanuel Church Northwood

I report to the charity trustees on my examination of the accounts of the Emmanuel Church Northwood (the Church) for the year ended 31 December 2020.

Responsibilities and basis of report

As the charity trustees of the Church you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Church's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Association of Chartered Certified Accountants which is one of the listed bodies.

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

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

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

Raymond Long FCA FCCA
For and on behalf of Munday Long & Co Limited
Chartered Certified Accountants
Alton House
66/68 High Street
Northwood
Middlesex
HA6 1BL

Date: 15th March 2021.

EMMANUEL CHURCH NORTHWOOD

Financial Statements of the Parochial Church Council
for the year ended 31 December 2020

Incumbent:
The Revd. Tim Meathrel
The Vicarage
Gatehill Road
Northwood HA6 3QB

Bank:
Barclays Bank plc
Ruislip, Pinner and Northwood Branch

Independent Examiner:
Munday Long & Co Ltd, Chartered Certified Accountants
Alton House, 66 High Street, Northwood, HA6 1BL

EMMANUEL CHURCH NORTHWOOD
Statement of Financial Activities
for the period from 1 January 2020 to 31 December 2020

	Notes	Unrestricted funds £000	Restricted funds £000	Endowment funds £000	Total funds 2020 £000	Total funds 2019 £000
Income and endowments from	**3**					
Donations and legacies		475.2	30.0		505.2	631.7
Church activities		5.1			5.1	18.3
Other trading activities		13.6			13.6	60.6
Investments		30.7	6.1		36.8	38.4
Total income		**524.6**	**36.1**		**560.7**	**749.0**
Expenditure on	**4**					
Raising funds		2.7			2.7	47.9
Church activities		479.0	36.4		515.4	653.2
Total expenditure		**481.7**	**36.4**		**518.1**	**701.1**
Net gains/losses on investment assets					-	-
Net income/expenditure before transfer		**42.9**	**(0.3)**		**42.6**	**47.9**
Transfers						
Gross transfers between funds – in						30.7
Gross transfers between funds – out						(30.7)
Other recognised gains/losses						
Gains on revaluation, fixed assets, charity's own use			8.8	6.1	14.9	25.5
Net movement in funds		**42.9**	**8.5**	**6.1**	**57.5**	**73.4**
Reconciliation of funds						
Total funds brought forward		**1,883.8**	**170.1**	**89.4**	**2,143.3**	**2,069.9**
Total funds carried forward		**1,926.7**	**178.6**	**95.5**	**2,200.8**	**2,143.3**

EMMANUEL CHURCH NORTHWOOD
Balance Sheet
for the year ended 31 December 2020

		As at 31/12/20	As at 31/12/19
Fixed assets		£000	£000
Tangible assets	**6**	1,275.0	1,275.0
Investment property		425.0	425.0
Investments	**9**	244.4	232.4
Fixed assets		1,944.4	1,932.4
Current assets			
Stocks		2.9	3.1
Debtors	**8**	57.0	48.0
Cash at bank and in hand		212.4	214.5
Current assets		272.3	265.6
Liabilities			
Creditors: Amounts falling due in 1 year	**10**	14.4	51.6
Provision for liabilities and charges due within 1 year		1.5	1.8
Net current assets less current liabilities		256.4	212.2
Total assets less current liabilities		2,200.8	2,144.6
Amounts falling due after 1 year			1.3
Total net assets less liabilities		**2,200.8**	**2,143.3**
Represented by			
Unrestricted - General Fund		1,037.1	994.6
Revaluation Reserve		790.0	790.0
Designated - Designated Fund: Refurbishment		99.6	99.2
Restricted - Pratt Bequest Fund		28.4	30.3
Restricted - Mission fund Restricted		139.6	131.9
Restricted - Compassion		10.2	7.4
Restricted - Refurbishment fund: General Restricted		0.4	0.5
Endowment - Missionary Training Fund		95.5	89.4
Funds of the church		**2,200.8**	**2,143.3**

The notes on pages 24 to 33 form part of these financial statements

Approved by the PCC

Rev Tim Meathrel
Chairman of the PCC

Date: 15 March 2021

Chris Daykin FIA
Treasurer of the PCC

Date: 15 March 2021

EMMANUEL CHURCH NORTHWOOD
Cash Flow Statement
for the year ended 31 December 2020

	2020		2019	
	£000	£000	£000	£000
Net cash from operating activities		(40.9)		(62.2)
Cash flows from investing activities				
Dividends, interest and rent from investments	35.7		34.6	
Proceeds from sale of:				
Tangible fixed assets	-		-	
Tangible fixed investments	3.1		-	
Purchase of:				
Tangible fixed assets for the use of the PCC	-		-	
Fixed asset investments	-		(90.0)	
Net cash provided by / (used in) investing activities		38.8		(55.4)
Change in cash and cash equivalents in the reporting period		(2.1)		(117.6)
Cash and cash equivalents at 1 January		214.5		332.1
Cash and cash equivalents at 31 December		212.4		214.5
Reconciliation of net income / (expenditure) before investment gains				
Net income/(expenditure) from SOFA		57.5		73.4
Adjustments for:				
Depreciation		-		-
(Gains)/losses on investments		(14.9)		(25.5)
Dividends, interest and rent from investments		(35.7)		(34.6)
Decrease/(Increase) in debtors		(9.0)		(1.4)
(Decrease)/Increase in creditors		(38.8)		(74.1)
Net cash provided by/(used in) operating activities		(40.9)		(62.2)
Analysis of cash and cash equivalents				
Cash in hand		28.8		51.2
Notice deposits (less than 3 months)		183.6		163.3
		212.4		214.5

EMMANUEL CHURCH NORTHWOOD
Notes to the Financial Statements for the year ended 31 December 2020

1 ACCOUNTING POLICIES

1.1 Basis of preparing the financial statements:
The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared under the Church Accounting Regulations 2006 in accordance with the Charities SORP (FRS 102) '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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011.
The Church constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared under the historical cost convention except for investment assets which are shown at fair value.
There are no material uncertainties about the charity's ability to continue. In these circumstances the financial statements have been prepared on a going concern basis.

Funds

1.2 Unrestricted Funds are funds at the discretion of the PCC that can be used as the PCC decides. Funds for which the PCC has delegated day to day responsibility to the Eastbury Church leadership team are included here, although shown separately in Note 2, and in more detail in Note 12, where further explanation is given of the respective accountabilities.
Designated Funds are funds which were available for use at the discretion of the PCC but where the PCC has formally designated them for particular purposes.
Restricted Funds are funds given for a specific purpose and can only be used for that purpose. The Restricted Funds are the Mission Fund, the Compassion Fund, the Pratt Bequest Fund and the Refurbishment Fund. Further details are given in Notes 14 and 15. A separate report is published by the Donations Treasurer giving details of grants made from the Mission Fund.
Endowment Funds are funds where the income may be used but not the capital. They can be restricted or unrestricted. Information about the endowment fund (the Missionary Training Fund), is given in Note 7. The Pratt Bequest Fund was released from being permanent endowment by the Charity Commission on 8 July 2019 and is now treated as a Restricted Fund.

Income and endowments

1.3 All income is recognised in the Statement of Financial Activities once the PCC has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

1.4 Collections are recognised when received by or on behalf of the PCC. Planned giving receivable under Gift Aid is recognised when received. Giving through Charities Aid Foundation and similar trusts is recognised when vouchers received by Emmanuel are submitted to the trusts for payment or, for direct donations to other trusts, when those are transferred to the church.

1.5 Gifts to the General Fund for specific purposes are held to be used for those purposes only. Gifts for specified mission, the Compassion Fund or other charitable purposes are held in the Mission or Compassion Fund, all of the assets of which are regarded as owed to people and organisations outside Emmanuel. Gifts specifically for refurbishment are held exclusively in the restricted Refurbishment Fund.

1.6 Income from the Toy Library (up to 31.12.19), Coffee Shop and Bookstall is accounted for gross, and is shown as income and endowments from church activities where the income arises from church activities and otherwise as income from other trading activities. Expenditure is shown as expenditure on raising funds.

1.7 Income of Eastbury Community Church has been consolidated into the respective income categories for the Unrestricted and Mission Funds in the Statement of Financial Activities, although shown separately in Notes 2 and 12. Expenditure is shown under the appropriate category.

1.8 The income of Wednesday Fellowship and Baby and Toddler Club is shown as income and endowments from church activities and the corresponding expenditure as church activities.

1.9 Interest and dividends are accounted for when credited. Realised gains and losses are recognised when investments are sold. Unrealised gains or losses on the Endowment and Restricted Funds are accounted for on revaluation of the investments as at 31 December.

1.10 Rental income from letting church premises is recognised when due. Income from letting church houses is treated as investment income.

Expenditure

1.11 Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the PCC to that expenditure; 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 accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

1.12 The Diocese of London Common Fund is accounted for over the periods for which it is due. Any amount for the year which remains unpaid at 31 December is shown as a creditor in the Balance Sheet and any overpayment as a prepayment for the following year.

1.13 Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year-end are noted as a commitment, but not accrued as expenditure. Grants to mission partners and societies which have been budgeted for. out of the General Fund are accounted as accruing over the year.

Fixed assets

1.14 Consecrated land and buildings and moveable church furnishings have been excluded from these financial statements by virtue of section 10(2) of the Charities Act 2011. Moveable church furnishings are listed in the church's inventory (terrier), which can be inspected in the Parish Office.

1.15 Costs of refurbishment and development of the church and its associated buildings have been included as expenditure of the restricted or designated Refurbishment Fund and have been written off in the year.

1.16 All expenditure incurred in the year on items of general fund capital expenditure under £5,000 is written off as incurred.

1.17 Equipment with a purchase price of £5,000 or more (other than items purchased from Restricted and Designated Funds) is depreciated on a straight line basis over periods as follows: Fixtures, fittings and equipment – 5 years

1.18 The freehold properties are shown at fair value. It is the church's policy to professionally revalue the freehold properties with sufficient regularity to ensure the carrying value does not differ materially from the fair value at the end of the reporting period. No depreciation is provided on freehold properties, as it is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long that any depreciation would not be material. In addition, these assets will be subject to annual impairment reviews. Provision will be made if there has been any permanent diminution in value.

1.19 Deposits include amounts held on deposit at Barclays Bank and CBF Church of England Deposit Funds with CCLA.

General

1.20 Figures are shown in the financial statements in thousands of pounds (£000) to one decimal place.

2 STATEMENT OF FINANCIAL ACTIVITIES

Unrestricted funds by accountability centre

	Emmanuel Undesignated	Central Designated	Eastbury	Total 2020	Total 2019
	£000	£000	£000	£000	£000
Income and endowments from					
Donations and legacies	433.9		41.3	475.2	493.2
Church activities	5.1			5.1	18.3
Other trading activities	13.6			13.6	60.6
Investments	30.3	0.4		30.7	33.7
Total income	**482.9**	**0.4**	**41.3**	**524.6**	**605.8**
Expenditure on					
Raising funds	2.7			2.7	47.9
Church activities	462.7		16.3	479.0	614.3
Total expenditure	**465.4**	**0.0**	**16.3**	**481.7**	**662.2**
Gains/losses on investment assets				-	-
Net income/expenditure before transfer	**17.5**	**0.4**	**25.0**	**42.9**	**(56.4)**
Transfers					
Gross transfers between funds – in				-	-
Gross transfers between funds – out				-	-
Other recognised gains/losses					
Gains on revaluation, fixed assets, charity's own use					
Net movement in funds	**17.5**	**0.4**	**25.0**	**42.9**	**(56.4)**
Reconciliation of funds					
Total funds brought forward	**1,756.1**	**99.2**	**28.5**	**1,883.8**	**1,940.2**
Total funds carried forward	**1,773.6**	**99.6**	**53.5**	**1,926.7**	**1,883.8**

See Note 12 for further details of the financial arrangements between Emmanuel PCC and Emmanuel Eastbury Outreach.

3 INCOME AND ENDOWMENTS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2020	Total funds 2019
Income and endowments from:	£000	£000	Mission* £000	Refurb.^ £000	£000	£000	£000
Donations and legacies							
Planned giving	356.5		14.0			370.5	403.2
Collections and other gifts	42.4		3.4	6.0		51.8	35.4
Income tax recoverable	76.3		1.8	1.3		79.4	81.1
Legacies			3.5			3.5	112.0
	475.2		**22.7**	**7.3**		**505.2**	**631.7**
Church activities							
Fees	0.8					0.8	2.1
Bookstall						0.0	0.1
Lettings	0.5					0.5	1.1
Babies and Toddlers	0.6					0.6	2.7
Wednesday Fellowship	0.6					0.6	4.3
Other ministry areas	2.6					2.6	8.0
	5.1					**5.1**	**18.3**
Other trading activities							
Coffee shop	5.1					5.1	36.0
Toy library	0.3					0.3	0.6
Bookstall	0.2					0.2	2.1
Lettings	8.0					8.0	21.9
	13.6					**13.6**	**60.6**
Investments							
Interest (gross)	30.3	0.4	6.1			36.8	38.4
	30.3	**0.4**	**6.1**			**36.8**	**38.4**
Other income							
Total income	**524.2**	**0.4**	**28.8**	**7.3**		**560.7**	**749.0**

* Mission Restricted and Compassion Fund Restricted

^ Pratt Bequest and Refurbishment Restricted

Note:£3.5K recorded under restricted legacies reflects a final payment from the executors of the estate of the late Maureen Dobbs, the main payment having been received in 2019

4 EXPENDITURE

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2020	Total funds 2019
			Mission*	Refurb.^			
	£000	£000	£000	£000	£000	£000	£000
Expenditure on:							
Raising funds							
Trading cost of goods sold and other costs							
Coffee shop	1.7					1.7	41.2
Toy library							1.5
Bookstall							1.4
Investment management costs	1.0					1.0	3.8
	2.7					**2.7**	**47.9**
Church activities							
Missionary and charitable giving	**97.4**		**26.0**			**123.4**	**141.1**
Common Fund	**150.0**					**150.0**	**145.0**
Clergy and service costs							
Housing	21.6					21.6	11.3
Clergy expenses	2.9			2.8		5.7	12.7
Eastbury	1.0					1.0	27.6
Service maintenance	7.5					7.5	8.9
	33.0			**2.8**		**35.8**	**60.5**
Premises costs							
Property supervisor	18.3					18.3	24.2
Insurance	8.7					8.7	7.9
Heat, light, etc	13.7					13.7	17.1
Maintenance Church & Hall	28.5					28.5	90.8
	69.2					**69.2**	**140.0**
Activities							
Youth and children's work	36.8			0.2		37.0	57.0
Family	0.2					0.2	2.1
Church weekend							3.6
Pastoral	7.3					7.3	14.9
Evangelism and outreach	1.5					1.5	2.7
Social action	0.7		0.1			0.8	2.8
	46.5		**0.1**	**0.2**		**46.8**	**83.1**
Support costs							
Administrative and secretarial wages, etc	55.5					55.5	53.2
Printing, postage, stationery & telephone	13.9			7.3		21.2	16.0
Equipment maintenance & depreciation	0.8					0.8	2.3
Miscellaneous	6.8					6.8	6.8
	77.0			**7.3**		**84.3**	**78.3**
Governance costs							
Independent examination	2.9					2.9	2.6
Book-keeper	3.0					3.0	2.6
Property valuation							
	5.9					**5.9**	**5.2**
Total expenditure on church activities	**479.0**	**0.0**	**26.1**	**10.3**	**0.0**	**515.4**	**653.2**
Total expenditure	**481.7**	**0.0**	**26.1**	**10.3**	**0.0**	**518.1**	**701.1**
Gains/losses on investment assets						-	-
Net income/expenditure before transfer	**42.5**	**0.4**	**2.7**	**(3.0)**	**0.0**	**42.6**	**47.9**

* Mission Restricted and Compassion Fund Restricted
^ Pratt Bequest and Refurbishment Restricted

Common Fund is payable to the Diocese of London. Of this £126,000 was the estimated amount of Emmanuel's "costs" in 2020, made up of the salaries, housing and indirect costs of our own clergy and our share of diocesan costs. The remaining £24,000 was paid in excess of this, representing Emmanuel's contribution to the financing of other churches in the diocese.

The coffee shop, toy library (up to 2019) and bookstall operate to a significant extent using gratuitous labour of volunteers.

Expenditure on heating, cleaning and other utilities and maintenance which are relevant to these activities and to the letting of the hall and church, is shown under premises costs.

Receipts of £4.5K from HMRC in 2020 under the furlough scheme have been netted off the salary of the property supervisor.

5 STATEMENT OF FINANCIAL ACTIVITIES

Individual restricted funds

	Restricted funds				Total Restricted funds 2020	Total Restricted funds 2019
	Mission	Compassion	Pratt	Refurb.		
	£000	£000	£000	£000	£000	£000
Income and endowments from:						
Donations and legacies	18.3	4.4		7.3	30.0	138.5
Investments	6.1				6.1	4.7
Total income	**24.4**	**4.4**		**7.3**	**36.1**	**143.2**
Expenditure on:						
Church activities	24.5	1.6	3.0	7.3	36.4	38.9
Total resources used	**24.5**	**1.6**	**3.0**	**7.3**	**36.4**	**38.9**
Net incoming/outgoing resources before transfer	**(0.1)**	**2.8**	**(3.0)**	**0.0**	**(0.3)**	**104.3**
Transfers						
Gross transfers between funds – in						30.7
Gross transfers between funds – out						-
Other recognised gains/losses						
Gains/losses on investment assets						
Gains on revaluation, fixed assets, charity's own use	7.7		1.1		8.8	10.4
Net movement in funds	**7.6**	**2.8**	**(1.9)**	**0.0**	**8.5**	**145.4**
Reconciliation of funds						
Total funds brought forward	**131.9**	**7.4**	**30.3**	**0.5**	**170.1**	**24.7**
Total funds carried forward	**139.5**	**10.2**	**28.4**	**0.5**	**178.6**	**170.1**

6 FIXED ASSETS

	Freehold land & buildings	Investment property	Fixtures, fittings & equipment	TOTAL
Cost/Valuation	£000	£000	£000	£000
Brought forward at 1 January 2020	1275.0	425.0		1700.0
Disposals				
Additions				
Revaluations				
Disposals				
Carried forward at 31 December 2020	**1275.0**	**425.0**	**0.0**	**1700.0**
Depreciation and impairment				
Brought forward at 1 January 2020	0.0	0.0	0.0	0.0
Charge for year				
Movement in provision for impairment				
Disposals				
Carried forward at 31 December 2020	**0.0**	**0.0**	**0.0**	**0.0**
Net value in accounts as at 31 December				
2020	1275.0	425.0	0.0	1700.0
2019	1275.0	425.0	0.0	1700.0

Freehold land & buildings

Properties were valued at open market value with vacant possession by Neil Altman FRICS (in £000s) as at 31 December 2018

	31/12/18
4 Church Close	625.0
64 Chester Road	650.0
	1275.0

A terrier of movable church fixtures and furnishings is maintained and may be viewed in the Parish Office. Consecrated land and buildings and moveable church furnishings have been excluded from these financial statements by virtue of section 10(2) of the Charities Act 2011. They are insured for a sum of £19.32 million including contents.

Investment property

The flat, 6 Beeches House, is currently rented out on the open market through Robsons as agent and is treated as an investment. Having obtained a written valuation of the fair value of the flat at 31 December 2020 by a chartered surveyor, a value of £425,000 has been placed on the property as at that date by the trustees.

7 Balance Sheet for individual Restricted Funds as at 31 December 2020

	Restricted funds					Total Restricted funds 2020	Total Restricted funds 2019
	Mission	Compassion	Pratt	Refurb.	Agency		
Fixed assets	£000	£000	£000	£000	£000	£000	£000
Tangible assets							
Investments	120.5		28.4			148.9	143.0
Fixed assets	**120.5**		**28.4**			**148.9**	**143.0**
Current assets							
Stocks							
Debtors	5.9	0.3				6.2	0.6
Cash at bank and in hand	13.2	9.9		0.4	0.2	23.7	30.0
Current assets	**19.1**	**10.2**		**0.4**	**0.2**	**29.9**	**30.6**
Liabilities							
Creditors: Amounts falling due in one year					0.2	0.2	3.5
Provision for liabilities and charges due within one year							
Net current assets less current liabilities	**19.1**	**10.2**		**0.4**	**0.0**	**29.7**	**27.1**
Total assets less current liabilities	139.6	10.2	28.4	0.4	0.0	178.6	170.1
Total net assets less liabilities	**139.6**	**10.2**	**28.4**	**0.4**	**0.0**	**178.6**	**170.1**

8 DEBTORS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2020	Total funds 2019
			Mission*	Refurb			
	£000	£000	£000	£000	£000	£000	£000
Other debtors	6.0		0.5			6.5	1.2
Prepayments and accrued income	44.8		5.7			50.5	46.8
	50.8		**6.2**			**57.0**	**48.0**

* Mission Restricted and Compassion Fund Restricted

9 INVESTMENTS

Restricted/Endowment Funds	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2020	Total funds 2019
			Mission*	Refurb			
	£000	£000	£000	£000	£000	£000	£000
Investments in CCLA CBF Funds							
Pratt Bequest				28.4		28.4	30.3
Mission			120.5			120.5	112.7
Missionary Training Fund					95.5	95.5	89.4
			120.5	**28.4**	**95.5**	**244.4**	**232.4**

* Mission Restricted and Compassion Fund Restricted

Pratt Bequest

The Pratt Bequest Fund is invested in the CBF Church of England Fixed Interest Securities Fund with CCLA. With the approval of the Charity Commission this is now regarded as expendable endowment and is treated as restricted funds rather than endowment. The capital of 16,738 shares, with market value of £28,391 on 31 December 2020 (£30,317 for 18,504 shares on 31 December 2019), will be gradually reduced. The capital withdrawn (£3,000 in 2020) as well as the income (£1,004 in 2020; £1,323 in 2019) is used towards the reimbursement of personal expenses of the clergy.

Missionary Training Fund

The Missionary Training Fund is invested in the CBF Church of England Investment Fund with CCLA. On 31 December 2020 capital of 4663 shares was held, with market value of £95,532 (£89,386 on 31 December 2019). The capital is retained intact and the income of £2,676 (£2,598 in 2019) is used to provide assistance to individuals engaging in short-term service overseas or in the UK, or to assist those thinking towards mission service to test their vocation and calling. Following advice from the Diocese of London's Trust Department, the 4663 shares representing the Missionary Training Fund endowment were transferred into the name of the London Diocesan Fund on 22 January 2019 and are now held by the LDF on behalf of the PCC of Emmanuel Church Northwood, with the dividend income being remitted to us.

10 CREDITORS: amounts falling due within one year

	Unrestricted funds	Designated funds	Restricted funds			Total funds 2020	Total funds 2019
			Mission*	Refurb.^	Agency		
	£000	£000	£000	£000		£000	£000
Restricted donations and fees							
Eastbury sundry creditors	4.5					4.5	7.5
Emmanuel sundry creditors	1.6				0.2	1.8	3.5
Emmanuel accruals	8.1					8.1	40.6
Provision for liabilities	1.5					1.5	1.8
	15.7				**0.2**	**15.9**	**53.4**

* Mission Restricted and Compassion Fund Restricted
^ Pratt Bequest and Refurbishment Restricted

11 CREDITORS: amounts not falling due within one year

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2020	Total funds 2019
			Mission/VDF	Refurb			
	£000	£000	£000	£000	£000	£000	£000
Emmanuel building works retention						**0.0**	**1.3**

12 OUTREACH CONGREGATION - EASTBURY

	2020	2019
Income and endowments	£000	£000
Donors	48.2	63.3
Tax recoveries	1.2	0.2
Tax on special collections		
Investments and deposit accounts		
	49.4	63.5
Expenditure		
Missionary and other grants	18.6	23.0
Church work and activities	1.3	26.2
Common Fund	3.0	3.0
Management and administration	2.0	10.2
	24.9	62.4
NET SURPLUS (DEFICIT) FOR YEAR	24.5	1.1
Funds at start of year	28.5	27.4
excess of income over outgo	24.5	1.1
Funds at end of year	53.0	28.5
Represented by:		
Bank account	11.0	2.0
Amounts due from Emmanuel		
Amounts due from Eastbury Church Northwood Trust	46.5	34.0
Cash		
less: amounts owing	(4.5)	(7.5)
	53.0	28.5

Note 12 includes both unrestricted and restricted fund income and expenditure

Financial accountability:
Eastbury Church

Treasurer:	Peng Lim
Signatories:	Any 2 of Roger Cooper, Peng Lim and Faith Wainwright. The Emmanuel Churchwardens, Treasurer and Donations Treasurer are also authorised signatories but the PCC has agreed that at least one signature should always be from among the Eastbury three.
Financial control:	Eastbury Subgroup of Emmanuel PCC

The income and expenditure above both include restricted elements of £8.7K.

The PCC Treasurer is accountable to the PCC and to the Synod and Officers of the Diocese of London for the finances of Eastbury The Eastbury Subgroup has delegated authority from the PCC and the PCC Treasurer for the sound and prudent management of the financial affairs of the church. Eastbury Church is effectively autonomous in terms of day-to-day financial decisions and does not have to seek approval from the PCC or the PCC Treasurer to make purchases or commit funds from the resources they control. The financial transactions of Eastbury are consolidated into the annual financial statements of Emmanuel Church PCC and are subject to examination by the Emmanuel Church PCC Independent Examiner. Although Eastbury is expected to be financially self-supporting, their finances are underwritten by Emmanuel Church PCC.

Most donations to Eastbury are made through the Eastbury Church Northwood Trust, a separate charity, and any tax recovered is included in the figure for income from donors.

13 COFFEE SHOP, BOOKROOM and TOY LIBRARY

	Coffee shop		Bookroom		Toy library
	2020	2019	2020	2019	2019
Income	£000	£000	£000	£000	£000
Takings	5.1	36.0	0.2	2.2	0.6
Grants					
	5.1	36.0	0.2	2.2	0.6
Expenditure					
Operations	1.7	41.2		2.0	1.5
	1.7	41.2	0.0	2.0	1.5
NET SURPLUS (DEFICIT) FOR YEAR	3.4	(5.2)	0.2	0.2	(0.9)

Financial accountability:

Coffee Shop

Treasurer: Ken Ladd

Financial control: Coffee Shop Management Committee

Bookroom

Treasurer: Managed by the Operations Manager

Financial control: Jon Whitmarsh

Toy Library: The Toy Library closed with effect from 31 December 2019 and there were no transactions in 2020.

14 DONATIONS ACCOUNT

The Donations Account (Treasurer: Margaret Dolling) is used to channel giving to Emmanuel's mission partners at home and abroad, and to support mission societies and other agencies engaged in service, relief and evangelism. In 2020 the PCC budgeted £90K for the support of Emmanuel mission partners and agencies. Most of this was financed from the General Fund and the rest from accumulated balances in the Mission Restricted Fund. Support for Emmanuel mission partners was provided as follows:

	£000
Steve and Sandie Davies (Operation Mobilisation)	15.6
David and Sharon Morgan (Wycliffe Bible Translators)	6.6
Kate and Phil King (Wycliffe)	10.6
London City Mission	7.0
Tim and Sung Hee Keene (Interserve)	8.8
Mark and Alex Ronalds (Hebron School)	8.8
Fiona Bunford (Montgomery Heights)	8.8
Church Pastoral Aid Society	10.2
Arab World Ministries	8.8
Mission Africa support materials	2.0
Ordinands	0.5
Mission training	0.4
Total	88.1

Gifts to the Donations Account, whether for the above budget or for other purposes, are included in the income under Restricted Fund General in the Statement of Financial Activities and in Note 3(a). Further details of the allocation of monies given through the Donations Account are available in the separate report of the Donations Treasurer to the APCM.

15 REFURBISHMENT

	2020	2019
Income	£000	£000
Donations	6.0	2.9
Tax recoveries	1.3	0.7
Interest		
	7.3	3.6
Expenditure		
Refurbishment (miscellaneous)	7.3	3.5
NET SURPLUS (DEFICIT) FOR YEAR	0.0	0.1
Funds at start of year	0.4	0.3
Funds at end of year	0.4	0.4
Represented by:		
Bank accounts and deposits	100.0	99.6
	100.0	99.6
less: Liabilities		
Amount due to General Fund (designated)	99.6	99.2
	0.4	0.4

16 STAFF COSTS

	2020	2019
	£000	£000
Wages and salaries	113.9	156.0
Social Security costs	3.8	6.6
Pension costs	2.8	3.4
	120.5	166.0

None of the staff employed by the PCC were members of the PCC during the year. There were no employees who received emoluments (excluding employer pension costs) of more than £60,000.
The average number of staff employed (full or part time) during the year was 5 (2019: 6).
The charity operates a defined contribution workplace pension scheme with NOW: Pensions for qualifying employees, which complies with the legislation regarding auto-enrolment. All contributions due were paid over to the scheme during the year

17 TRUSTEE REMUNERATION, RELATED PARTY AND OTHER TRANSACTIONS

The clergy, who receive their remuneration from the Church Commissioners and not from the PCC, received reimbursement of approved expenses from the PCC (or from Eastbury). In the case of the Vicar, Associate Vicar Dave Scott and Curate Christine Britton, accommodation was also provided by the PCC at no charge (from December 2020 in the case of the curate).

The total amount of expenses reimbursed to the clergy in 2020 was £4,325 (2019: £7,052)

No other PCC members received remuneration or repayment of expenses (other than reimbursement of minor amounts expended on behalf of the PCC or church organisations), with the exception of the following:
1) The husband of one PCC member up to the APCM was the Operations Manager. The PCC member concerned did not play any part in the decision-making regarding employment or staff remuneration.
2) The wife of another PCC member is the Administrator. The PCC member concerned does not play any part in the decision-making regarding employment or staff remuneration.
3) The wife of another PCC member was an ordinand for 6 months and received reimbursement of expenses and a book grant for her studies. The PCC member concerned does not play any part in the decision-making regarding employment or staff remuneration.

Donations made by trustees during the year amounted to £122K before tax recovery (£118K in 2019).

18 FUNDS

	Unrestricted funds	Designated funds	Restricted funds			Endowment funds	Total funds 2020	Total funds 2019
			Mission	Compassion	Pratt/Refurb.			
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
Tangible fixed assets	1275.0						1275.0	1275.0
Investment fixed assets	425.0		120.5		28.4	95.5	669.4	657.4
Current assets	140.4	99.6	19.1	10.2	3.0		272.3	265.6
Amounts falling due in one year	(13.3)			-	(2.6)		(15.9)	(53.4)
Amounts falling due after one year	-						-	(1.3)
Funds at 31 December 2020	1827.1	99.6	139.6	10.2	28.8	95.5	2200.8	2143.3