



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

Contents

Introductory Background	4
Aims and purposes	5
Objectives and Activities	6
Achievements and Performance	
PCC Report	7
Church and Building Project	8
Mission and Evangelism	8
Pastoral Work	9
Deanery & Diocesan Synod	9
Volunteers	9
Statistics	9
Sunday Services	9
Christmas & Easter Services	11
Rites Performed	12
Electoral Roll	12
Structure, Governance and Management	
PCC Membership	13
Deanery Synod	14
Diocesan Synod	14
PCC Committee Structure	15
Standing Committee	15
Finance Committee	15
Personal / HR Committee	16
Property Committee	16
Risk Committee	16

International Mission Committee	17
Eco Committee	19
Safeguarding Team	19
Community Outreach sub-group	19
Administrative Information	
Contact Details	20
Ministry Staff	20
Harrow Deanery Synod Annual Report for 2023	21
Financial Information	23
Reserves Policy	23
Financial Review	23
Independent Examiner's Report	27
Statement of Financial Activities	29
Balance Sheet	30
Cash Flow statement	31
Notes to the Financial Statements	32

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 Servedy 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 Communion 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 worshipping 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 15 th 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 15 th 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:	ecnooffice@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

Harlow 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 Harlow 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 Harlow 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 Harlow Weald for sound system improvements, St Peter's West Harlow 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 Harlow.

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

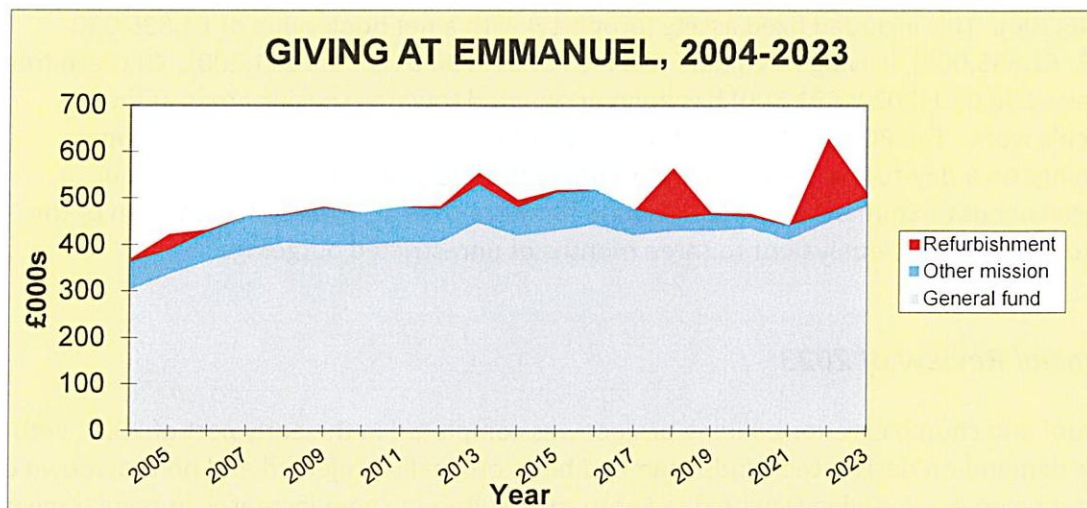
The roof and church exterior building project was completed in the early part of 2023, with a lower demand on designated funds than had been originally projected and no drawdown of general reserves. A Giving Day held in February resulted in some increases in regular giving and some one-off gifts, which 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.

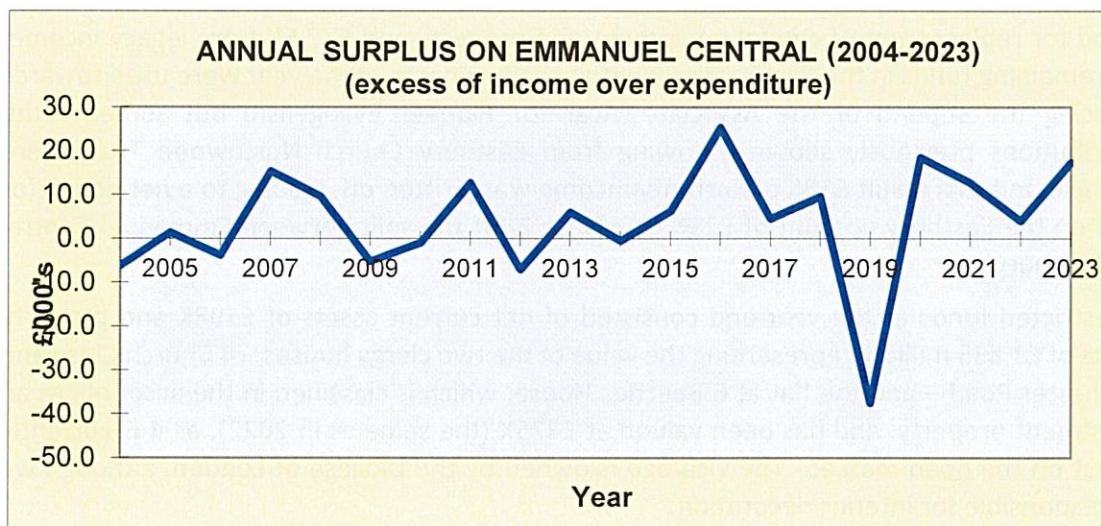
Unrestricted giving (including legacies) to Emmanuel central in 2023 rose to £483K (from £448K in 2022), including tax recoveries of £83K and legacies of £31K.

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.

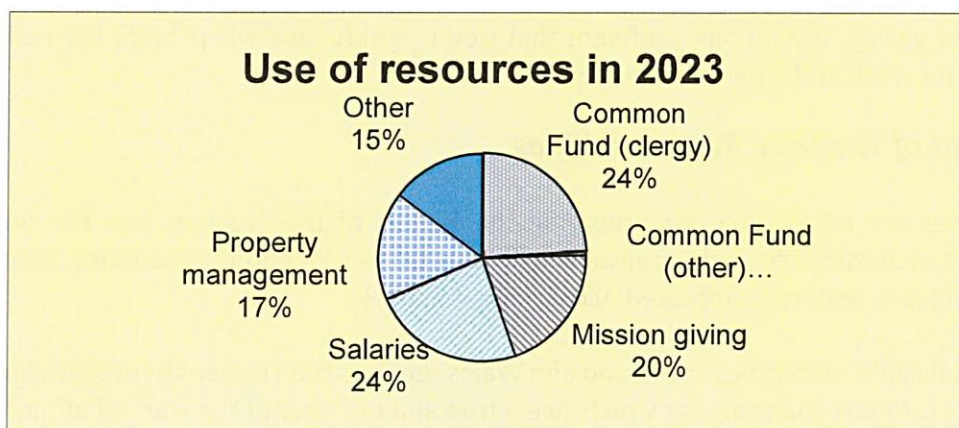
The graph below shows the annual surplus (or deficit) each year since 2004 on Emmanuel central (leaving aside revaluations of fixed assets). This averages out at a surplus of £4K a year.



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 Fund¹ 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 Church Northwood (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 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 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

	<u>Notes</u>	Unrestricted funds £000	Restricted funds £000	Endowment funds £000	Total funds 2023 £000	Total funds 2022 £000
<i>Income and endowments from</i>	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
<i>Expenditure on</i>	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)
<i>Transfers</i>						
Gross transfers between funds – in		37.5		-	37.5	10.0
Gross transfers between funds – out		(37.5)		-	(37.5)	(10.0)
<i>Other recognised gains/losses</i>						
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)
<i>Reconciliation of funds</i>						
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
		£000	£000
Fixed assets			
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

	2023	2022
	£000	£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	<u>23.0</u>	<u>28.0</u>
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	<u>275.2</u>	<u>274.7</u>
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	<u>(22.5)</u>	<u>(37.6)</u>
Analysis of cash and cash equivalents		
Cash in hand	15.6	13.1
Notice deposits (less than 3 months)	<u>259.6</u>	<u>261.6</u>
	<u>275.2</u>	<u>274.7</u>

EMMANUEL CHURCH NORTHWOOD

Notes to the Financial Statements for the year ended 31 December 2023

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.

EMMANUEL CHURCH NORTHWOOD

Notes to the Financial Statements for the year ended 31 December 2023

- 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		Eastbury	Total	Total
	Undesignated	Designated	£000	2023	2022
	£000	£000	£000	£000	£000
<i>Income and endowments from</i>					
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
<i>Expenditure on</i>					
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)
<i>Transfers</i>					
Gross transfers between funds – in	-	37.5		37.5	10.0
Gross transfers between funds – out	(37.5)	-		(37.5)	(10.0)
<i>Other recognised gains/losses</i>					
Gains on revaluation, fixed assets, charity's own use					
Net movement in funds	17.5	(1.8)	(29.1)	(13.4)	(11.1)
<i>Reconciliation of funds</i>					
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.

EMMANUEL CHURCH NORTHWOOD

Notes to the Financial Statements for the year ended 31 December 2023

3 INCOME AND ENDOWMENTS

	Unrestricted funds £000	Designated funds £000	Restricted funds		Endowment funds £000	Total funds 2023 £000	Total funds 2022 £000
			Mission*	Refurb.^			
<i>Income and endowments from:</i>							
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 Restr

^ Pratt Bequest and Refurbishment Restricted

EMMANUEL CHURCH NORTHWOOD

Notes to the Financial Statements for the year ended 31 December 2023

4 EXPENDITURE

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds	Total funds
	£000	£000	Mission*	Refurb.^	£000	2023	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.

EMMANUEL CHURCH NORTHWOOD

Notes to the Financial Statements for the year ended 31 December 2023

5 STATEMENT OF FINANCIAL ACTIVITIES

Individual restricted funds

	Mission £000	Compassion £000	Restricted funds Pratt £000	Hackett	Refurb. £000	Total Restricted funds 2023 £000	Total Restricted funds 2022 £000
<i>Income and endowments from:</i>							
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
<i>Expenditure on:</i>							
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)
<i>Transfers</i>							
Gross transfers between funds – in							
Gross transfers between funds – out							-
<i>Other recognised gains/losses</i>							
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)
<i>Reconciliation of funds</i>							
Total funds brought forward	135.0	9.4	17.5	63.6	1.2	226.6	249.3
Total funds carried forward	143.6	6.5	15.3	59.5	0.0	224.9	226.6

EMMANUEL CHURCH NORTHWOOD

Notes to the Financial Statements for the year ended 31 December 2023

6 FIXED ASSETS

	Freehold land & buildings £000	Investment property £000	Fixtures, fittings & equipment £000	TOTAL £000
Cost/Valuation				
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

	Mission £000	Compassion £000	Pratt £000	Hackett	Refurb. £000	Total Restricted funds 2023 £000	Total Restricted funds 2022 £000
Fixed assets							
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

EMMANUEL CHURCH NORTHWOOD

Notes to the Financial Statements for the year ended 31 December 2023

8 DEBTORS

	Unrestricted funds £000	Designated funds £000	Restricted funds		Endowment funds £000	Total funds 2023 £000	Total funds 2022 £000
			Mission*	Refurb			
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 £000	Designated funds £000	Restricted funds		Endowment funds £000	Total funds 2023 £000	Total funds 2022 £000
			Mission*	Pratt			
Restricted/Endowment Funds							
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 £000	Designated funds £000	Restricted funds		Refurb.	Total funds 2023 £000	Total funds 2022 £000
			Mission*	Pratt			
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

EMMANUEL CHURCH NORTHWOOD

Notes to the Financial Statements for the year ended 31 December 2023

11 OUTREACH CONGREGATION - EASTBURY

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

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.

EMMANUEL CHURCH NORTHWOOD**Notes to the Financial Statements for the year ended 31 December 2023****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 £000	2022 £000
Income		
Donations	10.4	134.5
Tax recoveries	0.2	27.3
Church activities		0.3
Interest		0.3
	<u>10.6</u>	<u>162.3</u>
Expenditure		
Refurbishment	<u>11.8</u>	<u>161.1</u>
NET SURPLUS (DEFICIT) FOR YEAR	(1.2)	1.2
Funds at start of year	<u>1.2</u>	<u>0.0</u>
Funds at end of year	<u>0.0</u>	<u>1.2</u>
Represented by:		
Bank accounts and deposits	<u>95.0</u>	<u>93.0</u>
	<u>95.0</u>	<u>93.0</u>
less: Liabilities		
Provision for retention on building works	5.0	91.8
Amount due to General Fund (designated)	<u>90.0</u>	
	<u>0.0</u>	<u>1.2</u>

14 STAFF COSTS

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

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.

EMMANUEL CHURCH NORTHWOOD

Notes to the Financial Statements for the year ended 31 December 2023

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
	£000s	£000s	Mission £000s	Compassion /Hackett £000s	Pratt/Refurb. £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

