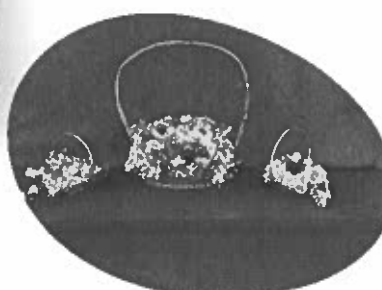


The Parochial Church Council Of The Ecclesiastical Parish Of All Hallows Twickenham



Annual Report and Financial Accounts for the year ended 31st December 2023
Registered Charity – 1132111

All Hallows Parochial Church Council

Parish Church:

All Hallows Twickenham
Hampton Deanery
Diocese of Kensington

Address:

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Incumbent:

The Revd Kevin Bell

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Bank:

Barclays Bank PLC
Richmond Branch

Account Name: All Hallows Parochial Church Council

Independent Examiner:

Revd David M Green FCA
Gowers Limited Chartered Accountants
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"The Parochial Church Council of The Ecclesiastical Parish of All Hallows Twickenham"

Is a charity registered in October 2009 registration number 1132111

Members of The Parochial Church Council (PCC) are trustees of the charity

The Parochial Church Council (PCC) has the responsibility of co-operating with the incumbent, Revd Kevin Bell in "promoting in the parish the whole mission of All Hallows Church, pastoral, evangelistic, social and ecumenical".

The report and accounts relate to the financial year January 2023 to December 2023.

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1. Structure, Governance & Management

1.1 Membership of the PCC

The membership is partly ex-officio and partly elected at the Annual General Meeting in accordance with Church Representation Rules. PCC members are usually elected for a three-year term of office. Membership from the APCM in April 2023 was as follows:

Vicar/Chair of PCC	Rev. Kevin Bell	
Churchwardens	Jessamy Carlson	Previously Vacant
Deputy Churchwarden	Frances Hubbard	Previously Vacant
PCC Secretary	Liz Rhodes	Previously Jessamy Carlson
Treasurer	Elizabeth Maher	
Deanery Synod Rep	Carol Folly	Previously Leigh Morgan
Electoral Roll Officer	John Peperell	
Elected PCC Members	Roy Stevens	
	Carol Wain	
	Andrew Winters	Safeguarding; Fire, Health & Safety
Co-opted Members	David Patience	

1.2 Church Members With Positions Of Responsibility

The following positions of responsibility within the church during the report period are as follows:

Charity Committee	PSC/PCC currently hold this portfolio jointly
Sacristan & Verger	Frances Hubbard
Eucharistic Ministers	Jessamy Carlson, Frances Hubbard, Leigh Morgan, John Peperell, Ruth Pink, Margaret Richards, Rebecca Wallis
Head Server	Ruth Pink
Children's Groups Co-ordinator	Frances Lynch
Facilities & Office Manager	Sue Hoad (part-time)
Flower Team Co-ordinator	Jenny Chivers
Captain – Bell Ringing Team	Otto Benz
Caretaker	Roy Stevens (part-time)
Independent Examiner of Accounts	Rev. David Green
Bookkeeper	Kevin Ogilvie (Contracted by the PCC)
Director of Music	Philip Booth

2. Vicar's Introduction

"Draw near to God and he will draw near to you."

(James 4:8)

St James the apostle was the first bishop of Jerusalem. As such he was also the first bishop and the first apostle, to die for what he believed in. Thankfully in our times, English parish churches are not fighting for survival in the same way. Our battles are about buildings, finance, fabric and paperwork. Our challenges have more to do with maintenance than they do with mission. Our celebrations are about new families turning up in church, along with other green shoots of spiritual growth and hope. James was right to say what he said so strongly and with such conviction. He could also have said, "Draw near to each other and you will find glimpses God in each other." Throughout the Christian year, there is also merit in drawing near to ourselves that we might see what God sees in each of us.

In many respects 2023 was just such a year. Globally, nationally and locally, an awful lot took place. Within this parish there were highs and lows, in terms of all the above, but also pastorally, liturgically and spiritually. Glimpses of all of this can be found in the pages of this annual report. We are a small congregation in a large, beautiful church. Our joys and challenges have been in proportion to our size, when compared with larger congregations. We are a diverse Christian community that broadly mirrors the wider local community of north Twickenham and beyond.

Maintaining 'bums on pews' is a challenge for most churches. We have sought to do this via the liturgical calendar of the Christian year, but also, through mutual support and prayer, whilst sharing common concern about the world in which live, and the society of which we are a part. Values, standards, traditions, principles, all seem to be in a constant state of flux, partly owing to the global and national picture, and partly owing to the speed with which social norms change in these modern times - times which are so unlike what most of us have experienced in days gone by. There is comfort and strength to be found in the unchanging truths that undergird our Christian faith. Staying close to that is important. But then comes what is perhaps the 'harder task', namely, re-presenting that time honoured faith to a world that in some quarters has grown cynical, indifferent, or even, opposed.

We have in our church a pulpit from which John Wesley preached twice. Now there was an Anglican priest who used his faith, to face the challenges of the times. In the context of this conversation, I am reminded of the wise words spoken to him by his mother, "Speak your truth with gentleness..."

I suspect that St James the bishop of Jerusalem did just that, even though he did not have the same mother as the saintly John Wesley: a man whose story is a wonderful part of the All Hallows story.

Our story may be rooted in those earliest days of the Christian church. It may march on through the times of Wesley right down to our times. So many faithful men, women and children, have knelt and prayed at All Hallows church, not only when it was in Lombard Street within the City

of London, but through those months when it was dismantled, only to be rebuilt for the people of Twickenham. It reopened here in November 1940. They literally prayed through war and peace.

With these thoughts in mind, our story continues, as this annual report confirms. Our faith is the same as those of previous generations. It is the times we live in, that are different. Our prayers are just as valid as those men, women and children, in days of old. We can take our past into our future because Jesus himself declared, "I am with you always: yesterday, today and forever. I go ahead of you to prepare a place for you..." Our challenge is to meet him there.

With my blessing and best wishes

Father Kevin Bell
Chair of Trustees

3. Aims & Purposes

Members of the PCC are trustees of the charity.

The Parochial Church Council (PCC) has the responsibility of co-operating with the incumbent, Revd Kevin Bell, in "promoting in the parish the whole mission of the church, pastoral, evangelistic, social and ecumenical". The PCC is also specifically responsible for the maintenance of All Hallows Parish Hall which is located beside the Church and accessed via Erncroft Road.

4. Objectives & Activities

The PCC is committed to enabling as many people as possible to worship at our church and to become part of our parish community at All Hallows.

The PCC maintains an overview of worship throughout the parish and how it may be accessed by those that live within our parish and beyond.

Our mission is to be a living church for a living community and as a church we aim to grow in faith and to help others to come to faith through:

- Worship: providing opportunities for as many people within the parish (and beyond) to engage with us in worship online and in person and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus.
- Prayer: to pray for those in need and provide a safe and welcoming place for private prayer
- Pastoral Care: for the congregation and the wider community
- Hospitality: to be an open, welcoming and inclusive Christian community

- Mission and Evangelism: to reach outside our community
- Charitable Works: to share Jesus' love by supporting local, national, and international charities
- Stewardship; through responsible management of the gifts bestowed on us
- Maintenance of our Parish Church and Parish Hall: to provide facilities where our church members and the community we serve can meet in fellowship and friendship and enable the accommodation of a broad range of community groups, clubs and organisations to provide activities for all ages.

5. Achievements & Performance

5.1 Worship

In the 'post covid era' our numbers continue to recover. Our pattern of public worship remains unchanged. Sunday Mass at 10am. Wednesday Mass at 9.30am or 11.30am. Through 2023 Sunday attendance ranged from the low 30s to the high 50s. The average being the low to mid 40s. Whereas Wednesday attendance ranged from 08 to 15. The average hovering around 12. Christmas Day fell on a Wednesday with 44 in church.

Online worship continues at each Wednesday Mass. Our vicar livestreams via his Facebook account. Numbers joining at the time vary between 03-15. The average being 07. However, after a couple of weeks viewing figures show that 80-100 have since viewed the Wednesday Mass. This is an encouraging legacy from the covid era.

Special services included: A Sunday Mass (07 May) to celebrate the Coronation of King Charles. 53 adults attended in company with 16 children. A party followed in our church hall. Cake, fizz and coronation pudding was enjoyed by all. Also, on a Sunday (25 June) we had a 12noon infant baptism for one of our church families: 48 attended. Another Sunday Mass (02 July) included infant baptism for another of our families: attendance was 60 adults and 16 children. Sunday Mass (01 Oct) was attended by 49. Afterwards in our hall Twickenham Beekeepers gave a fascinating talk and produce was bought.

Sadly, at the other end of the liturgical and pastoral spectrums, we had a Wednesday funeral (29 Nov) attended by 300 plus 08 children. This was followed by a burial at Richmond Cemetery. So important that our church is here for the sad days. Not just the happy days.

5.2 Prayer

During weekdays our church is open most afternoons for private prayer. On Saturdays it is open all day. Our prayers for Ukraine and elsewhere continue. Not forgetting the needs our own nation and the local community.

5.3 Pastoral Care

Fr Kevin has continued with pastoral visits. As well as support by prayer, phone, email and cards or letters sent by post, or delivered in person. His weekly Parish Round Up email goes to scores of people. It includes homilies, an email blog, parish prayers, our pew sheet, and occasional other pieces. He refers to this outreach and the Wednesday Mass livestream as his Cyber-flock. A trickle of steady responses come back to him via email, Facebook, private messages or phone texts. The occasional physical card appears in the vicarage post. Further to this he has sanctioned two parishioners to take the reserved sacrament to a housebound lady. That lay ministry is hugely appreciated and to be encouraged.

5.4 Hospitality

Our church family regularly share hospitality and light refreshments after our weekly services and are always happy to welcome new people who attend church. We also have a team of volunteers who regularly provide a warm welcome and refreshments when we have additional visitors for special services and events. For many years Zelma has been a key part of the hospitality team and we are extremely grateful for all her hard work and we are thankful for the new members of the team who have taken on some of these responsibilities.

There were a number of special occasions when enhanced refreshments were offered after on Mothering Sunday, Easter, and various other celebrations including the official reveal of Zelma and Judith's Bench.

We provided a weekly Lunch Club on Wednesdays during term time which catered a two-course meal to those seeking company and fellowship mid-week. In 2023 meals were prepared by volunteer Chef Stefan Berber, an ex-tutor of Richmond Catering college and he was assisted by a second year students from the college who prepared the meals until the end of the April. Following some changes at the Catering College they were no longer able to provide the same level of support during the remainder of the year so we were limited to a rather lovely buffet lunch in the Cloisters in July and were not able to provide weekly lunches for the rest of the year. However, we did have our regular Christmas Lunch Club which was well attended and the food, atmosphere and entertainment were enjoyed by all.

The Lunch Club received recognition at the Richmond Chamber of Commerce Business awards in November of 2023 when they were Highly Commended in the Charity / Not for Profit category.

5.5 Mission & Evangelism

In 2022 we formulated a Mission Action Plan (MAP) for our parish. That process was assisted by a priest from London Diocese. The result of those consultations is a distilled list of goals and aims. These we have throughout PCC Meetings in 2023.

- a) Provide - worship, in a traditional style with a high-quality music.
- b) Provide – practical and spiritual help to local people.

- c) Share – Christ’s love via friendship, charity and service.
- d) Help – people to grow in faith.

Furthermore, we seek to achieve the following

- a) Diversity – increase age diversity to better reflect the local community
- b) Outreach – both quantitatively (how much is done) and qualitatively (who is contacted)
- c) Youth – Prioritise
- d) Growth – More people
- e) Project – complete building & site redevelopment project
- f) Pastoral – enhance our pastoral care ethos

With the above MAP in mind. During 2023 our vicar wrote to 17 schools and colleges. He offered his services to address assemblies, and classes, as our priest, but also with his hobbies to the fore as an amateur poet and songwriter. He also said that around Remembrance time he could usefully speak from his previous experience as an army chaplain of many years. He also offered to share something of his faith and life journey. Three schools respond in total. In one case that led to our vicar addressing their senior pupils (05 Dec). He took his guitar, poems, and shared something of his life and faith journey. That school said they wanted him back on an annual basis. The other two schools said they want to work with him in the foreseeable future.

5.6 Charitable Works

Among our nominated charities are the following: SPEAR a local homeless charity, Christian Aid, Richmond Food Bank, The Children’s Society, and the Royal British Legion. Since Russia invaded her neighbour, we run our own Ukraine Relief Fund. To date that has raised around £1500: a collection box in church continues to receive donations.

5.7 Stewardship

As a registered Charity we have a duty and obligation to manage our gifts and resources responsibly. Donations from our church membership are an essential source of income whether by regular weekly giving at church services, regular monthly giving or one-off donations which can be made by standing order or through the Parish Giving Scheme. We encourage our Tax paying members to Gift Aid their donations so that we can claim back the tax paid on their income.

We now have card machine in church. This allows congregation and visitors to make donations with their credit cards. This has been an important development because fewer people are carrying cash.

With the return of Rugby events at Twickenham we set up online booking for parking via our website which also included the option to make donations towards All Hallows and additional options for giving via the website or QR code.

6. Deanery Synod

Hampton Deanery Synod consists of all licensed clergy elected lay representatives from each parish in the deanery who are elected at the APMC for a three-year term of office. Our Elected lay was Leigh Morgan up to May 2023 and then Carol Folly from May 2023 to date.

Hampton Deanery Synod meets three times a year, hosted by each of the churches in turn. Meetings are convened by the Area Dean and cover a variety of issues which are often presented by guest speakers and offers shared training where there is a common need.

Synod provides a forum for the sharing of information between local churches and across the London Diocese and National Church. It ensures that school governor vacancies in local church schools are filled and elects a representative to the London Diocesan Board for Schools. Deanery Synod members each have a vote in the election of representatives to both London Diocesan Synod and the General Synod.

Two Synod meetings were attended on 8th November 2023 and 20th February 2024

Discussions at these meetings included.

- The need for a new lay representative on the diocesan committee and a new member of the Bishop Council for Kensington. No one appeared to want to apply either of these posts. Information on these posts is available from the Synod Secretary and it is hoped there may be volunteers soon.
- Area finances were up to date for 2023 however the area has a 5% deficit, and the future will bring difficult and challenging times.
- The way churches in the deanery work with the young in their parishes including youth workers, volunteers, collaborative working between churches and schools, the sharing of resources and experiences.
- Fr Kevin has established links with St Augustine's and St Philip & St James.
- Revd Libby Talbot has recently joined St Stephen's in Twickenham.
- Vacancies at St Mark's Teddington and St Philip & St James's
- St Mary's Law department are collaborating with Peter and Paul Centre Teddington to offer free legal advice.

The next meeting will be on 22nd May at St Augustine's Church

7. Venue Hire

Following the lifting of lockdown both our buildings were available for use daily. Both buildings have their challenges. The Church is Grade-I listed being that partly built in 1693 (in Lombard Street) and combined into a church built in 1940 there are several fabric issues that require care and attention which will be detailed in our Fabric report.

Both the Church and the Hall were used extensively throughout the year with both the church and Hall being open every day of the week (apart from school holidays).

In addition to our weekly services the Church was used daily for Piano Lessons and singing lessons in both the Chapel and Choir Vestry. It was used for a variety of concerts by Richmond Piano School, Bach to Baby, Richmond Community Choir and West London Chamber Choir. French conversation lessons were held weekly in the Choir vestry.

We also held our annual three-day Open House Event in September and were entertained by recitals in church from Philip Booth and Verena Stephen and provided cream teas in the Narthex.

The Cloisters is now home to Twickenham Cycle Club for their Tuesday Meetings and was also booked for picnics at rugby events and the Bell Tower is used regularly by U3A bellringers on a Wednesday morning.

The Long Room section of the Hall continued to be used by Little Wrens Nursery and the 'Front Room' (previously used as a storeroom up to Aug 2021) was used daily during term time by Richmond Piano School.

The Main Hall continued to be used by our congregation for post service refreshments and other meeting and held regular weekly bookings including our uniformed groups (Beavers, Cubs, Scouts, Brownies and Guides) Four different Badminton Groups, Three sessions of Pilates, Slimming World, Lunch Club, Hartbeeps, Funakoshi Karate. There were also several groups who met on a semi regular basis which included National Childbirth Trust, Twickenham Art Circle, Chase Clarinets and Skylarks Charity (Pedal Project and All Aboard Club) and a variety of private bookings for Childrens parties and Corporate Hospitality for Rugby events.

We also had a return visit from One World Animals who entertained young and old with a wide selection of exotic animals and creepy crawlies.

Our Carpark generated significant income from corporate parking and following the return of live Rugby Events it was also used for Rugby parking which all provided additional income and we appreciate all the assistance from our volunteers who help with these events. We also had additional income in October when a TV production company hired our carpark and Hall while they were filming in Erncroft Way.

The average weekly footfall during term time is approximately 1,200 and a further 4,500 adults and children visit our site each year for occasional events.

The hall is at a stage where it needs significant upgrading if it will be fit for purpose for the future and to provide additional space for community and outreach. Over the last 5 years The PCC have been working on a plan to develop the Hall and 2022 saw significant progress on this plan which was displayed in the Hall so that parishioners were kept in the loop and able to comment. It was also reviewed by the Diocesan Advisory Committee (DAC) who expressed support and a desire for us to progress with this. After extensive meetings, investigations, surveys and reports the PCC approved plans which were submitted for planning approval in December 2022. The Standing Committee held the bulk of responsibility for progressing this work.

We are delighted that in February 2023 Planning approval was granted (subject to some caveats to be addressed once the project is ready to commence). This will then be submitted for DAC approval, and we now have details of the costings which will enable us to approach various sources for Grants as well as preparing a fundraising campaign to raise the additional funds that we will need to complete the project.

8. Site & Fabric

The site for which the PCC is responsible comprises: The Church, Hall and Vicarage

8.1 Quinquennial Inspections

- The Quinquennial inspection of the Church and Hall took place in January 2023. The main findings are included in the Maintenance issues listed in section a.
- Quinquennial works to the vicarage were completed in 2023. This included significant rebuilding of walls, replacement of roofing, repairs to windows amongst other works. This was paid for by the Diocese.

Mandatory checks and services carried out across the site in 2023 included:

- Fire Extinguishers and equipment annual service
- Lightning Rod annual inspection
- Church, Choir Vestry, Chapel and Hall boilers annual service
- PAT testing of electrical equipment annual service
- Organ Blower Service
- Annual gutter clearance for Church and Hall
- Gas Safety annual inspection.
- Roof Alarm annual service and maintenance call outs

a. Maintenance Issues

Over the course of 2023, a few issues have continued or emerged, the details of which are listed below. Some of these are resolved, while others are ongoing. These issues are regularly discussed at PSC and PCC meetings.

i. The Church

- Tower Windows – Storm damage which occurred during 2022 along with other defects required a survey of the windows to provide a condition report for all the tower windows to identify a scope of work to identify the required repairs. The resulting report was used to approach several specialist companies to submit tenders for works. Once tenders had been received a faculty application was submitted for the selected contract and after numerous requests for further information the DAC finally granted the faculty at the beginning of December 2023. Work commenced on 7th December and was completed at the end of January 2024
- Leaks in the Cloisters are ongoing due to faulty lead flashing. Some repairs were done in 2022 but the whole area needs a full repair, and this will require a scope of works to be raised followed by a tender process and faculty application. This will be started in 2024 and is likely to take several months.
- Cracks in the Choir Vestry and Chancel caused by subsidence were monitored but seem to have stabilised – the situation continues to be monitored.
- The lightning rod at the east end of the church was dislodged and was repaired.
- During the course of 2023 there were more than a dozen churches in the Hampton and Hounslow Deaneries which were broken in to and All Hallows was one of them. Significant damage was done to locks and our safes which all had to be repaired or replaced. Some of the financial losses included money that was awaiting banking as well as the cost of repairs. Most, but not all of this will be recovered from our Insurance provider. Prior to the break in the PCC had been considering the installation of CCTV as the church is open every day until quite late in the evenings. As a result of the break in the PCC agreed that CCTV was essential and various quotes were evaluated and the final proposal was submitted to the DAC for faculty approval. Once all DAC queries had been answered we received Schedule B Approval on 24th October. The CCTV and Alarm installation was completed on Friday 3rd November.
- The notice boards on the Chertsey Road and Erncroft Way have both been replaced and a new sign is being installed in the church grounds between the Church and Hall.

ii. The Parish Hall

- Intermittent Fault with Hall heating – This fault started in 2022 and continued into 2023. Four heating engineers tried to but failed to identify the cause and the PCC made a decision that the heating needed to be replaced and quotes were obtained to determine the potential costs. In a final attempt to determine the cause, the override controls located in the main hall were disabled to see if this was causing conflicting signals. Once these controls were disabled the fault no longer occurred. Hopefully the heating will now see us out until the Hall Development Project goes ahead.

- The Waste Sewage pipes serving the Hall toilets continue to regularly get blocked, and sewage backs up and has to be cleared. Some of these blockages are cleared by our caretaker but the worse blockages needed to be cleared professional drainage company. The Hall Development will include replacing the existing sewerage pipes and installing new toilets.
- Minor repairs were carried out to resolve some plumbing leaks in the Long Room and Hall, guttering, filling in some holes in the hall and replacement of two broken windows.
- Window cleaning has been discontinued due to the retirement of our regular Window cleaner. It is hoped that this will resume during 2024 with a new contractor.
- Contract cleaning was carried out in the hall four times a week throughout the year.
- During the course of 2023 filming of Call the Midwife took place in the Hall and Church. In order for the filming to go ahead the production company carried out significant work to the interior of the hall including repainting all the walls, boxing off of pipework, a full sanding and resealing of the hall floor. All of this work gave the hall a real facelift and was much appreciated by all our user group.
- On 3rd September a party was held to celebrate the installation of a beautiful bench which was donated by Zelma and Judith.

iii. Site-wide issues

- Heavy rains continue to cause flooding of the carpark and boiler room - Surveys carried out as part of the **Hall Development Project** to identify issues with ground water and existing soakaways which currently do not link up with any storm drainage and continued damage will occur if this is not resolved. Plans have now been finalised which will replace the existing soakaway with attenuation tanks which will allow the collection of water to be controlled and released into new storm drains which will need to be built. This work was originally intended to be part of the Hall Development Plan but it has now been agreed that it will be carried out as **Phase 1 of the project (Groundworks)** ahead of the main development. The full plans were submitted to the local Council and to the DAC for faculty approval in November 2023. Approval was granted by the Local Authority subject to some further clarification of details and the DAC broadly agreed the application pending some final submissions which were made in March 2024. The final DAC has not been granted at the time of writing this report but is expected imminently but we have been given verbal approval that the Groundworks part of the project can be progressed as a matter of urgency to protect the site. To this end, a Quantity Surveyor has been appointed who will now project manage this phase with the expectation that these urgent works may be able to commence towards the end of 2024. We will need significant help with fundraising to make this happen.

9. All Hallows Community

9.1 Volunteers

We are grateful to all those who volunteer their time and gifts in service of the church though many ways, from providing refreshments after services and at special events, helping with Lunch Club and rugby parking, flower arranging, gardening, cleaning, preparing the church for services, praying, and reading and serving on the PCC. Much of this work may be invisible to others but is a fundamental part of their ministry and without their hard work and dedication the church would be a less welcoming space. There is always a need for new volunteers to help lighten the load on those who are becoming frailer, and we would be particularly grateful to get some help with our website and social media so if you feel able to help do please speak to the vicar or PCC members to offer your services.

9.2 Pastoral Care Report

A special event celebrating the elderly in our community was held after Mass on Silver Sunday, 1st October. In a day devoted to helping our older residents stay active and socially connected, a talk on 'A year in the life of the honeybee' was followed by refreshments including honey cake from around the world. The event was deemed to be both educational and fun.

As part of the Mission Action Plan, work has commenced on establishing contact with a variety of organisations in order to provide a signposting service from which parishioners and other members of the community can access information about local specialist help or care. A leaflet display has been set up at the back of the Hall, a large notice board for the Community of Twickenham has been ordered for the church grounds, and a contact database is being built for the parish website.

Several organisations have been contacted and positive responses have been received from ten, who have sent leaflets, posters, and electronic logos for use on our website, which Sue Hoad is developing. In addition, about half a dozen organisations have offered to make presentations to our community. We hope over time to organise some talks of this nature, accompanied by light refreshments.

Some Lunch Club events were re-established in the course of the year. During the summer months, a cold buffet spread was served on a couple of occasions. At Christmas, thanks to the services of Chef Stefan and various helpers, a splendid two-course meal with wine was organised and attended by about fifty parishioners and friends. It is hoped that a more regular Wednesday lunch programme can be arranged depending on Stefan's availability.

9.3 Flower Report

Carol Folly and myself have had another busy year providing All Hallows with flower displays, we have also had a big tidy up of our flower cupboard so we can now see what we have more easily.

This year saw the Coronation of King Charles III so out came the Union Jacks again, we are getting quite good at displaying red, white and blue flowers.

We have increased our supply of artificial flowers and greenery and are now able to keep the church with displays all year round only using fresh flowers for the big occasions. This also helps with the cost as fresh flowers have increased greatly in price. We have noticed other churches are doing the same.

Sue Swanepoel and team made Daffodil bunches for Mothering Sunday with everyone being given a bunch and also taking bunches home to those who were unable to be with us so thank you Sue and helpers.

We look forward to another year of keeping All Hallows at it's floral best.

Jenny Chivers and Carol Folly, Flower Team

9.3 Music

2023 was another good year for the choir's activities. We continued to provide appropriate music for the main weekly mass on most Sundays throughout the year, singing anthems, suitable for the liturgical season, on as many weeks as possible; also continuing to sing a variety of settings for the sung parts of the service. Particular highlights were the services for Holy Week and Easter, and during the Christmas season.

Unfortunately, we did not manage to include any services of Choral Evensong during the year, but I am hopeful that we will be able to rectify that during this year.

The choir did continue to assist at events at other local churches during the year, particularly continuing our links with St Mary's church, Osterley, where some members took part in a couple of memorial services and a memorial concert, and also joined with them for their service of Lessons and Carols for Christmas. As St Mary's does not have a regular organist at present, I was happy to play for these occasions.

Some of our choir also took part in a singing day and concert at St Philip and St James church, Whitton, which included Vivaldi's 'Gloria'.

For our own service of Nine Lessons and Carols, we were once again joined by some members of the choir of St Mary's Osterley. We were also pleased to be assisted by three members of Twickenham Choral (thanks to David Wallis for arranging this). Sally Martin - Brown (Director of Music at St Mary's) conducted on this occasion, leaving me free to accompany the service.

Once again on Advent Sunday, we were pleased to play host to the University of London Church Choir, who sang the annual 'Lighten our Darkness' service.

I would like to pass on my thanks to Verena Stephen who, as well as being a much valued choir member, has contributed a number of violin and viola solos during the year to enrich our worship.

Choir numbers remained fairly stable throughout the year although, sadly, both Chris Hern and Peter Butterworth both missed much of the year's activities due to ill health. We are all hoping that Chris will be able to resume singing before long and send him our very best wishes. However, we were greatly pleased that Peter, one of our long-standing 'augmentees' was able to rejoin us for Holy Week this year. We were also very pleased to welcome back Guy Pearson to our ranks. Guy sang tenor with us a number of years ago but had to step back; however, he has now been able to join us once again and has become a regular and valued member of our team.

If anyone would like to consider joining us, do please let me know; we are always keen to welcome new members!

Lastly, I would like to offer my grateful thanks to all our choir members for their unstinting efforts throughout the year. I really do appreciate having such a talented and friendly group of people to work with.

Philip Booth - Director of Music.

10. Electoral Roll

The church membership reported at the APCM on 28th May 2023 was 113. resident in the parish: 54 persons, resident elsewhere: 54 persons. Five people had been added.

John Peperell -Electoral Roll Officer

11. Safeguarding

Parish Safeguarding Policy Statement

At the PCC meeting held on: 19th July 2022 the PCC of All Hallows Twickenham adopted the Church of England "Promoting a Safer Church" Policy Statement, national policies and Practice Guidance approved by the House of Bishops. This policy statement actively underpins all safeguarding work within the church, and details are available on our website: <https://allhallowstwick.org.uk>

The PCC is committed to the safeguarding, care and nurture of everyone within our community, and will ensure that we will.

1. Adopt and implement the House of Bishops' safeguarding policy and practice guidance.
2. Promote and publicise the 'Promoting a Safer Church' policy statement and ensure all church officers have access to it.

3. Have a plan in place that sets out, in line with national and local priorities, how the policy will be put into action.

4. Ensure that any person who works with vulnerable groups is aware of and abides by national and local safeguarding guidance.

5. Review the policy regularly to ensure best practice.

"Promoting a Safer Church" sets out the Church of England's commitment to making the church a safer place for all. The Policies and Practice Guidance apply to all Church bodies and officers. All authorised clergy, bishops, archdeacons licensed readers and lay workers, church wardens and PCCs are required by section 5 Clergy Disciplinary Measure to have "due regard" to safeguarding guidance issued by the House of Bishops.

The parish safeguarding officer is a PCC member. There was one case during 2023. This was initially handled by the vicar with assistance from the Safeguarding Team at London Diocese. After that, our parish safeguarding officer took over and dealt directly with the Diocese on our behalf. The case was closed satisfactorily.

The diocesan dashboard is the only item that needs to be completed, and this will go ahead in the near future.

Rev. Kevin Bell, and Andrew Winters

12. Treasurer's Report

Our overall income was £23,147 higher than in 2022 and totalled £198,231 in 2023. The increased income was largely due to the filming of Call the Midwife between May and November which generated over £33,000 and a generous one-off donation of £10,000 and increased hire income (up £4,634) from Richmond Piano School. This additional income was partly offset by reduced income from Rugby parking and events which was down by around £12,000, fewer occasional lettings and reduced payments from Little Wrens.

Stewardship and regular giving were down about £5,000 on last year which is not surprising given the fuel crisis, global economy, and inflation due to Russia's war on Ukraine. These all contributed to a reduction of disposable income for many.

Expenditure for 2023 was £296,307 which is up by over £57,000 on 2022. The bulk of this is due to additional costs for church repairs and maintenance £27,880, the installation of CCTV £8,815, increased fuel costs which were up by £11,809 compared with 2022, increase in our common fund by £3,790 with the remainder due to increased costs generally across the board due to inflation.

At the end of December 2023, we had £712,444 in cash and investments compared with £765,741 in 2023. This reduction was caused by the shortfall between income and expenditure of £98,076. This deficit was partially offset but an increase in the value of our investments

which were up by £44,778 compared to 2023 due to a recovery in the markets during the year which meant that overall our net income over expenditure gave a deficit of £53,297.

Looking ahead to 2024 and beyond, we have now appointed a Project Manager for our Groundworks project (phase 1 of our Hall Development Project) This work is urgent and is expected to commence towards the end of 2024. The cost of this phase is likely to be over £200,000 as construction costs have risen sharply. To cover the cost of this we must raise additional funds as we need to keep a significant proportion of our reserves to put towards the Main Hall Development Project. We will be applying for some grants but most of these will be on the basis of match funding so the more funds we can generate ourselves the better the chance of getting additional support from external funders. There is a dedicated fund set up for this and contributions can be made via our website or using the QR Code which is displayed on posters on our noticeboards.

We also need to increase our regular giving and stewardship. For anyone interested in giving regularly to the Church, please consider our Parish Giving Scheme which enables us to reclaim gift aid and is one of the most efficient and effective ways to support us. This can be accessed via our website or by using QR Code which will be introduced into our Orders of service and will be displayed on noticeboards. Paper forms are also available to those who need them.

Kevin Bell

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF
ALL HALLOWS TWICKENHAM

YEAR ENDED 31st DECEMBER 2023

INDEPENDENT EXAMINER'S REPORT

I report on the accounts of the PCC for the year ended 31st December 2023, which are set out on pages 21 to 30

Respective responsibilities of trustees and examiner

As members of the PCC, you are responsible for the preparation of the accounts. You consider that an audit is not required for this year under Regulation 3(3) of the Church Accounting Regulations 1997 to 2001 (the Regulations) and section 144(2) of the Charities Act 2011 (the 2011 Act).

Having satisfied myself that the charity is not subject to audit and is eligible for independent examination, it is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act and Regulation 3(3);
- To follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- To state whether particular matters have come to my attention.

Basis of independent examiner's report

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

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF
ALL HALLOWS TWICKENHAM

YEAR ENDED 31st DECEMBER 2023

INDEPENDENT EXAMINER'S REPORT

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1) Which gives me reasonable cause to believe that in any material respect the requirements to:

Keep accounting records in accordance with section 130 of the 2011 Act; and

To prepare accounts which accord with the accounting records, comply with the accounting requirements of the 2011 Act, the Regulations and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

- 2) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Rev. David M Green FCA
Gowers Limited,
Chartered Accountants.
The Old School House,
Bridge Road,
Hunton Bridge,
Kings Langley,
Herts. WD4 8SZ

25th April 2024

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF
ALL HALLOWS TWICKENHAM

AS AT 31st DECEMBER 2023

STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Designated funds	Restricted funds	Total funds	Prior year total funds
(Notes)					
<i>Income and endowments from:</i>	(4)				
Donations	25,355	—	10,397	35,752	30,131
Income from charitable activities	3,393	—	—	3,393	4,853
Other trading activities	157,687	—	—	157,687	138,290
Investments	1,195	4,176	—	4,371	810
Other income	202	—	—	202	1,000
Total income	187,832	4,176	10,397	202,405	175,084
<i>Expenditure on:</i>	(5)				
Raising funds	896	5,348	—	6,244	5,814
Expenditure on charitable activities	187,269	98,112	1,000	286,381	232,305
Other expenditure	1,203	—	1,276	2,479	2,092
Total expenditure	189,369	103,460	2,276	295,104	240,211
<i>Other recognised gains / losses</i>					
Gains / losses on investment assets	—	40,601	—	40,601	(82,252)
Net income / (expenditure) resources before transfers	(1,536)	(58,683)	8,121	(52,098)	(142,812)
<i>Transfers</i>					
Gross transfers between funds - in	—	500	—	500	—
Gross transfers between funds - out	(500)	—	—	(500)	—
Net movement in funds	(2,036)	(58,183)	8,121	(52,098)	(142,812)
<i>Reconciliation of funds</i>					
Total funds brought forward	88,760	647,162	28,619	764,541	907,353
Total funds carried forward	86,724	588,980	36,740	712,444	764,541
	Unrestricted funds	Designated funds	Restricted funds	Total funds	Prior year total funds

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF
ALL HALLOWS TWICKENHAM

AS AT 31st DECEMBER 2023
BALANCE SHEET

		As at 31/12/2023 £	As at 31/12/2022 £
	(Notes)		
Fixed assets			
Tangible assets	(6)	17,250	19,341
Aviva investment - Legacy fund	(7)	618,241	698,812
		635,492	718,153
Current assets			
Debtors	(8)	6,186	6,849
Cash at bank and in hand	(9)	94,595	62,219
		100,781	69,069
Liabilities			
Creditors: Amounts falling due within one year	(10)	23,829	22,680
Net current assets less current liabilities		76,952	48,389
Total assets less current liabilities		712,444	764,541
Total net assets less liabilities		712,444	764,541
Represented by			
Unrestricted			
Unrestricted - General fund		86,724	88,760
Designated			
Designated – Discretionary fund		500	—
Designated – Legacy		588,480	647,162
Restricted			
Restricted - Bell Fund		2,187	2,187
Restricted - Friends of All Hallows		11,596	1,596
Restricted - Hall Refurbishment		—	—
Restricted - Kitchen Refurbishment Fund		—	—
Restricted - Organ Restoration Fund		6,058	6,058
Restricted - Organ Capital Fund		16,434	17,710
Restricted - Ukraine		374	1,068
Funds of the church		712,444	764,541

Approved by the Parochial Church Council on
and signed on its behalf by:

 21/4/2024

Rev. K Bell
PCC Chairman

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF
ALL HALLOWS TWICKENHAM

AS AT 31st DECEMBER 2023

NOTES ON THE FINANCIAL STATEMENTS

1. General information

The PCC is a registered charity in England and Wales and is unincorporated. The address of the principal office is All Hallows Parish Office, Erncroft Way, Twickenham, TW1 1DA.

2. Statement of compliance.

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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), the Charities Act 2011 and the Church Accounting Regulations 2006.

3. Accounting policies

Going concern

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

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure. The financial statements are prepared in sterling, which is the functional currency of the PCC.

Fund accounting

Unrestricted funds are available for use at the discretion of the PCC to further any of the PCC's purposes.

Designated funds are unrestricted funds earmarked by the PCC for particular future projects or commitments.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF
ALL HALLOWS TWICKENHAM

AS AT 31st DECEMBER 2023

NOTES ON THE FINANCIAL STATEMENTS

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- No amounts are included for the contribution of general volunteers.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates.

Heritage assets

The PCC is not required to recognise heritage assets on the balance sheet if information on their cost or valuation is not available and such information cannot be obtained at a cost commensurate with the benefit to the users of the accounts and to the PCC. Accordingly, the church and surrounding buildings are not recognised on the balance sheet.

Other tangible assets and depreciation

All fixed assets are initially recorded at cost. Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

- Parish hall long room refurbishment – over 5 years
- Floor cleaner – over 5 years
- Makin Digital organ – over 30 years

Investments

Fixed asset investments in quoted shares, traded bonds and similar investments are measured initially at cost and subsequently at fair value (their market value) at the reporting date.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

Creditors and provisions

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

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF
ALL HALLOWS TWICKENHAM

AS AT 31st DECEMBER 2023

NOTES ON THE FINANCIAL STATEMENTS

4. Income and endowments

	Unrestricted funds £	Designated funds £	Restricted funds £	2023 £	2022 £
<i>Donations</i>					
Gift Aid - Bank	9,927	—	—	9,927	10,380
PGS Giving	10,923	—	—	10,923	10,537
Give as you earn	230	—	—	230	230
Online giving and card reader	157	—	—	157	198
Other planned giving	469	—	—	469	—
Loose plate collections	37	—	—	37	199
Giving through church boxes	56	—	—	56	854
One-off Gift Aid gifts	432	—	—	432	160
Donations appeals etc	474	—	10,397	10,871	2,298
Tax Reclaimed on PGS Giving	2,649	—	—	2,649	2,634
Other funds generated	—	—	—	—	2,641
	25,355	—	10,397	35,752	30,131
<i>Income from charitable activities</i>					
Lunch club donations	3,374	—	—	3,374	3,687
Fees for weddings and funerals	19	—	—	19	1,106
Bookstall to promote objectives	—	—	—	—	60
	3,393	—	—	3,393	4,853
<i>Other activities</i>					
Fund Raising	37	—	—	37	133
Car Park Income	33,482	—	—	33,482	38,469
Teas & Coffee	490	—	—	490	670
Bookstall sales – fund raising	—	—	—	—	43
Church hall – regular lettings	26,459	—	—	26,459	25,123
Church hall – occasional lettings	4,184	—	—	4,184	12,777
Church hall – nursery lettings	25,500	—	—	25,500	31,875
Church room Hire	350	—	—	350	450
Church hire	160	—	—	160	250
Richmond piano	33,134	—	—	33,134	28,500
Church hall lettings filming	33,890	—	—	33,890	—
	157,687	—	—	157,687	138,290
<i>Investments</i>					
Bank and building society interest	1,195	—	—	1,195	810
Aviva investment	—	4,176	—	4,176	4,567
	1,195	4,176	—	5,371	5,377
<i>Legacy income</i>					
Legacies	—	—	—	—	—
<i>Other income</i>					
Insurance claims	—	—	—	—	1,000
Other income	202	—	—	202	—
	202	—	—	202	1,000
Total for the year	187,832	4,176	10,397	202,405	179,651

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF
ALL HALLOWS TWICKENHAM

AS AT 31st DECEMBER 2023

NOTES ON THE FINANCIAL STATEMENTS

5. Expenditure

	Unrestricted funds £	Designated funds £	Restricted funds £	2023 £	2022 £
<i>Raising funds</i>					
Costs of fetes & other events	323	—	—	323	323
Costs of stewardship/fundraising	43	—	—	46	
	456	—	—	456	
Investment management costs	—	5,348	—	5,348	5,490
	896	5,348	—	6,244	5,814
<i>Expenditure on charitable activities</i>					
Lunch Club Expenses	1,722	—	—	1,722	3,180
Occasional offices costs	—	—	—	—	40
Giving – relief and development	—	—	1,000	1,000	—
Common Fund	65,000	—	—	65,000	61,210
Salaries	553	—	—	553	551
Staff Pension	1,433	—	—	1,433	1,035
Working expenses of incumbent	—	—	—	—	125
Water rates - vicarage	385	—	—	385	340
Parish training and mission	—	—	—	—	135
Church running - insurance	8,424	—	—	8,424	7,499
Church office - telephone	343	—	—	343	348
Church Office - Photocopier	896	—	—	896	1,584
Church Office - IT	1,090	—	—	1,090	968
Organ / piano tuning	210	—	—	210	210
Organist	2,535	—	—	2,535	3,380
Church maintenance	15,225	—	—	15,225	525
Cleaning	13	—	—	13	—
Upkeep of services	3,447	—	—	3,447	3,431
Refreshments	1,032	—	—	1,032	1,209
Upkeep of churchyard	59	—	—	59	78
Administration	6,682	—	—	6,682	2,243
Bank Charges	351	—	—	351	424
Bookkeeping Service	3,659	—	—	3,659	3,600
Visiting speakers / locums	575	—	—	575	476
Church running - electric	3,102	—	—	3,102	1,569
Church running - gas	4,499	—	—	4,499	1,862
Chapel Gas	1,742	—	—	1,742	832
Sundry	12	—	—	12	—
<i>subtotals – as below</i>	122,989	—	1,000	123,989	96,854

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF
ALL HALLOWS TWICKENHAM

AS AT 31st DECEMBER 2023

NOTES ON THE FINANCIAL STATEMENTS

	Unrestricted funds £	Designated funds £	Restricted funds £	2023 £	2022 £
<i>subtotals – as above</i>	122,989	—	1,000	123,989	96,854
Hall running - Consumables	2,103	—	—	2,103	2,057
Hall running - electricity	5,813	—	—	5,813	2,331
Hall running - gas	5,397	—	—	5,397	2,153
Hall running - insurance	1,575	—	—	1,575	1,474
Hall running - maintenance	4,128	—	—	4,128	7,259
Hall running - telephone	85	—	—	85	—
Hall running - water	213	—	—	213	152
Hall running - Cleaning	13,179	—	—	13,179	11,108
Hall running - Waste Collection	679	—	—	679	679
Hall running - Salaries	28,794	—	—	28,794	24,938
Hall Running Caretaker expenses	173	—	—	173	112
Examination fees	2,140	—	—	2,140	1,200
Professional Fees	—	16,293	—	16,293	2,107
Church major repairs - structure	—	8,814	—	8,814	3,423
Church major repairs - installation	—	583	—	583	—
Church major repairs - Fees	—	—	—	—	198
Hall + major repairs - structure	—	—	—	—	4,354
Hall + major repairs - Fees	—	72,421	—	72,421	71,905
	187,268	98,112	1,000	286,381	232,305
<i>Other expenditure</i>					
Parish trips etc.	120	—	—	120	—
Volunteer expenses	268	—	—	268	—
Fixed asset depreciation	815	—	1,276	2,091	2,092
	1,203	—	1,276	2,479	2,092
Total for year	189,368	103,460	2,276	295,104	240,211

The costs of investment management are shown separately within the cost of raising funds.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF
ALL HALLOWS TWICKENHAM

AS AT 31st DECEMBER 2023

NOTES ON THE FINANCIAL STATEMENTS

6. Fixed assets

	Floor cleaner	Long room refurb	Organ	Total
	£	£	£	£
<i>Cost</i>				
1st January 2023 and at 31st December 2023	4,078	39,938	38,895	82,911
Additions in year	—	—	—	—
	4,078	39,938	38,895	82,911
<i>Depreciation</i>				
1st January 2023	2,447	39,938	21,185	63,570
Charge for year	815	—	1,276	2,091
As at 31st December 2023	3,262	39,938	22,460	63,570
<i>Net book value</i>				
As at 31st December 2023	816	—	16,434	17,250
As at 1st January 2023	1,631	—	17,710	19,341

7. Investments

	Unrestricted funds	Restricted funds	2023	2022
	£	£	£	£
Valuation at 1st January 2023	698,812	—	698,812	781,987
Movements in year	(120,000)	—	(120,000)	—
Income in year	4,176	—	4,176	4,567
Professional fees	(5,348)	—	(5,348)	(5,490)
(Loss)/gain on revaluation	40,601	—	40,601	(82,252)
Valuation at 31st December 2023	618,241	—	618,241	698,812

The valuation at 31st December 2022 was in fact as provided at 31st January 2023, but is believed to be materially appropriate for use at the year end.

8. Debtors

	Unrestricted funds	Restricted funds	2023	2022
	£	£	£	£
Other debtors and prepayments	6,186	—	6,186	6,849
	6,186	—	6,186	6,849

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF
ALL HALLOWS TWICKENHAM

AS AT 31st DECEMBER 2023

NOTES ON THE FINANCIAL STATEMENTS

9. Cash at bank and in hand

	Unrestricted funds £	Restricted funds £	2023 £	2022 £
Cash at bank	21,189	36,649	57,838	26,646
Cash in hand	50	—	50	6
Short term deposits	36,707	—	36,707	35,567
	57,946	36,649	94,595	62,219

The short term deposits, representing reserve funds, are held in the CCLA Church of England Deposit Fund.

10. Creditors

	Unrestricted funds £	Restricted funds £	2023 £	2022 £
General creditors	14,829	—	14,829	10,680
Loan	9,000	—	9,000	12,000
	23,829		23,829	22,680

The loan is from the London Diocesan Fund, is interest free and is repayable over five years at £3,000 per year. The original amount loaned was £15,000.

11. Staff costs

	Unrestricted funds £	Restricted funds £	2023 £	2022 £
Total employment costs in the year	30,780	—	30,780	26,524

Staff costs include Employers National Insurance and pension contributions and payroll administration, but do not include contract or temporary staff. Roy Stevens, a member of the PCC, is employed by the PCC and during the year received £7,950 (2022: £7,163).

12. Payments to trustees

No PCC member received any fee, remuneration, pension contribution or taxable benefit during the year, except as above.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF
ALL HALLOWS TWICKENHAM

AS AT 31st DECEMBER 2023

NOTES ON THE FINANCIAL STATEMENTS

13. Funds

	As at 1st January 2023 £	Incoming resources, inc gains £	Outgoing resources, inc losses £	transfers £	As at 31st December 2023 £
<i>Unrestricted fund</i>					
General fund	88,760	187,834	(189,370)	(500)	86,724
<i>Designated funds</i>					
Discretionary fund	—	—	—	500	500
Legacies fund	647,162	44,778	(103,460)	—	588,480
	735,922	232,612	(292,830)	—	675,704
<i>Restricted funds</i>					
Bell fund	2,187	—	—	—	2,187
Friends of All Hallows	1,596	10,000	—	—	11,596
Hall refurbishment fund	—	91	—	—	91
Kitchen refurbishment fund	—	—	—	—	—
Organ restoration fund	6,058	—	—	—	6,058
Organ capital fund	17,710	—	(1,276)	—	16,434
Ukraine relief fund	1,068	306	(1,000)	—	374
	28,619	10,397	(2,276)	—	36,740
Total funds	764,541	243,009	(295,106)	—	712,444

The Bell Fund provides for the maintenance and repairs of the bells and mechanisms.

The Friends of All Hallows fund can be used for purposes agreed by the PCC from time to time.

The Renatus Harris Organ Restoration Fund provides for the care and eventual restoration of the historic pipe organ.

The Legacies fund was established during a previous year following the kindness of those who made the bequests. The Legacies fund is a designated but unrestricted fund.

The Ukraine relief fund comprises monies given to support the relief effort in Ukraine.

The Discretionary Fund was established during the year, to be able to provide to support for those in need.

14. Rounding

It is noted that there may be minor discrepancies in these financial statements as the pence are not being shown

