



## PCC OF ST. JOHN'S SOUTHALL GREEN - APCM REPORT



**Registered Charity**

**No. 1132155**

**FOR THE YEAR ENDED**

**31<sup>ST</sup> DECEMBER 2023**





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## Reference and Administrative Information

St. John's Church is situated in Church Avenue, Southall. It is part of the Diocese of London, Willesden Area, within the Church of England.

The correspondence address is St. John's Parish Centre, Guru Nanak Road, Southall UB2 4NT.

The Parochial Church Council (PCC) is a charity registered with the Charity Commission registration no. 1132155.

PCC members who have served in the year 2023

Ex Officio - Incumbent:

Rev Dr Anna Poulson (Chair) *until January 2024*

Rev Can Mark Poulson (Associate Minister)

Churchwardens:

Anil Lawrence *from APCM 2021*

Neelam Sidhu *from APCM 2021*

Representatives on Ealing Deanery Synod:

Farzana Samuel *from APCM 2023*

Jared Mall *from APCM 2023*

Merab Gill *from APCM 2023*

Theo Adebeyo *from APCM 2023*

Elected Members:

Aisha Nicholas *from APCM 2021*

Alma Patterson *from APCM 2021*

Bathsheba Mall (Secretary) *from APCM 2022*

Gurpal (Pali) Marway *from APCM 2022*

John Noel *from APCM 2021*

Nila Masih *from APCM 2021*

Noah Masih *from APCM 2022*

Sanjiv (Tinks) Alfred *from APCM 2021*

Sebastian (Seb) Stephen *from APCM 2021*

Wilson (Gulu) Sidhu *from APCM 2021*

Co-opted Members:

Christina Masih Alfred (Treasurer) *from APCM 2022*

Officers:

Christina Masih Alfred (Treasurer) *from APCM 2022*

Bathsheba Mall (Hon. Secretary) *from May 2021*

The PCC banks with HSBC Bank PLC, 69 Pall Mall, London SW1Y 5EY  
and with CAF Bank, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ.

*Note that, in time, the PCC will only be banking with CAF Bank and is in a process of transition from HSBC to CAF Bank.*

**Independent Examiner:**

Gowers Limited  
Chartered Accountants  
The Old School House  
Bridge Road  
Hunton Bridge  
Kings Langley  
Herts  
WD4 8SZ

## Structure, Governance and Management

*This summarises the structure, governance and management as at the end of 2023.  
Changes after this date are not shown here.*

The method of appointment of PCC members is set out in the Church Representation Rules.

All members of the congregation are encouraged to register on the Electoral Roll.

There is a maximum of fifteen elected members of the PCC, with five members of the PCC being elected annually for a term of three years, and five retiring every year. They must then stand down for a year before being eligible to stand again as ordinary PCC members. In addition, there are four members of the Deanery Synod who are elected for a three-year term and are automatically PCC members.

All clergy licensed to the parish (Rev Dr Anna Poulson – Vicar and Rev Cannon Mark Poulson – Associate Minister are ex-officio members of the PCC.

Members can be co-opted to the PCC for particular purposes as set out in the Church Representation Rules; there was one co-opted member at the end of 2023. Co-option is for one year only, but may be renewed annually as necessary.

There are two Churchwardens, elected annually for a maximum of six consecutive terms. They must then stand down for two years before being eligible to stand again as Churchwardens.

The Vicar (Rev. Dr Anna Poulson) is the Chair of the PCC and Neelam Sidhu and Anil Lawrence (Churchwardens) are the Vice-Chairs.

The PCC had 14 members at the end of 2023. This included one co-opted member (the PCC Treasurer).

The Standing Committee, agreed by the PCC, is the Vicar, Churchwardens, the Secretary, and the Treasurer. It meets between PCC meetings. The Standing Committee considers some of the items that will be brought to the PCC in much more detail and deals with matters that arise between meetings. It makes urgent decisions as needed. It scrutinises the minutes of the PCC and helps to set the agenda. The Standing Committee reports back to the PCC regularly.

### Electoral Roll Report

The number on the electoral roll at the **beginning of 2023** was **242**

The number on the electoral roll at the **end of 2023** was **267**

There was a **net increase** of 25 on the electoral roll in 2023.

### Vicars Report

It was worth stating from the outset that I am not the Vicar! Our Vicar, the Revd Dr Anna Poulson, announced her departure in November. Having been our leader for over nine years, she has accepted an offer to be the Academic Dean of the Local Ministry Programme in the Diocese of Guildford beginning in February 2024.

We have lost an outstanding leader who has led us on a journey to be recognised nationally as an Intercultural Resource Church. She has played a vital role in St John's becoming the central resourcing and training hub for the Transforming Southall and Hounslow Strategic Development Fund Project and has overseen our development pastorally, liturgically and organisationally from being a multi-ethnic church to an aspiring intercultural worshipping community.

She navigated the ravages of the Covid pandemic and its impact on so many of our church families with a commitment to on-going pastoral care and a flair for holding the multiple challenges of church leadership without losing sight of the people at the heart of our church community.

I think we all recognise that this is the end of a significant chapter in the life of St John's but the beginning of a new one too. Anna is a gifted academic who was encouraged by the Church of England to study for a doctorate twenty years ago and then to use her education to teach, train and equip others. Whilst we have been the recipients of her gifts in Southall, it has always been the intention for her to fulfil the church's desire for her to teach others in leadership. We are fortunate that she has stayed as long as she has but we need to release

her with all the added experience and knowledge she has gained from being the leader of St John's in the heart of Southall Green.

In the midst of her final months, we also said goodbye to Stella Pakiyanathan, our church administrator who was exceptionally conscientious, unfailingly polite and delightful to work with. She and her family have moved to Staffordshire and we continue to hold them in our prayers.

But we did then welcome Sharlene Edwards to our team to coordinate our administration and to build a hub at the heart of the mission zone and specifically to resource all the Anglican churches of Southall. She has settled in well, has a strong and lively Christian faith and is a prayerful and energetic leader of the growing team in our office. She is joined by Alma, who looks after the day-to-day operations of the church and Aubrey Britton, our Book Keeper. I am very thankful to them for all that they do for St John's and for their faithfulness and commitment way beyond the call of duty.

I am also grateful to Fabian and to Saied for their hard work behind the scenes, keeping the church safe, clean and well-maintained. They work long hours in often challenging circumstances and are gracious in the extreme.

The church could not function properly without the offices of the churchwardens. Both Anil and Neelam have managed somehow to combine busy international professional lives with management of an increasingly large, diverse and complex church. I appreciate the gifts that they both bring and their desire to see the best for St John's. They complement each other and have been a formidable team.

We honour the gift of hospitality at St John's and are indebted to Nila Masih and her highly capable team of volunteers. Likewise our Children's Ministry including Little Angels, Bumps and Babies and Messy Church alongside our Youth Ministry are at the heart of all that we believe in supporting the Diocese's Growing Younger initiative. A big thank you to Monika Celtner, Jenny Watson, Alma Paterson and all your teams of assistants.

For many years Kim Mall has coordinated our Children's Ministry through the peaks and troughs of church life. She has been a constant reassuring and competent presence. She has stepped back now but has always been willing to be a support, a listening ear and a calming and reassuring friend to our teams. We are very thankful for all that she has done.

So much work goes on unseen during our weekday ministries and I pay tribute to the Over Sixties Club so ably led by Joyce Murphy, our Coffee Morning team as well as the Language Class teachers who continue to do such a sterling job.

Finally, I want to commend the strength of the preaching, leading, worship, welcome, service managers, tech and prayer ministry teams. It is surely one of Anna's enduring gifts that she has empowered, released and bequeathed such a strong group of people and I am very thankful to everyone who gives so much of their own time for the Lord's service.

This has been an unsettling and challenging time and I am very grateful for those who have rallied around to be supportive. Anna and I were particularly touched by the outpouring of love and support during the wonderful celebration service marking twenty years of ministry here.

As our time of ministry here comes to an end, I am full of hope for the future of St John's.

The Risen Lord is with us and there is nothing we need be afraid of:  
And surely I am with you always, to the very end of the age. Matthew 28:20

Revd Canon Mark Poulson  
Mission Lead  
Transforming Southall and Hounslow

## Fabric Report

Church Wardens (Anil Lawrence and Neelam Sidhu) carry overall responsibility of the church fabric, maintenance, Health & Safety. Similar to the previous year, the fabric and buildings were delivered by Operations Management with Church Wardens oversight.

Health & Safety matters have been a priority alongside major maintenance jobs. We have administered limited funds to meet competing priorities.

### QUINQUENNIAL WORKS

The 2021 Quinquennial Report can be consulted separately upon request. The 2021 Quinquennial report recommendations for works to be done immediately have been completed.

### CHURCH REDECORATION

Redecoration of hallway, church floor mended and cleaned (wooden and carpet). As part of Quinquennial works the Church floor needs to be safe of trip hazards.

The report also highlights the need to overhaul the church roof within the next 8 years. The Diocesan roofer advised to inspect the roof on a regular basis. The roof is inspected by the roof surveyor every 6 months, all advice has been acted on and no further action is currently required. Annual surplus over the reserves will be set aside to build up this fund in the next few years and also explore the possibility of fundraising through grants.

### INSTALLATION OF RAILINGS - CHURCH AVENUE

In the past year there has been a significant increase in homeless, drug addicts and drug dealers using the church grounds. There have been incidents of them entering church and using the toilets, urinating / defecating in the church grounds. Objectives for installation of railings:

- Security of premises
- Health and safety

- Operational continuance
- Staff, volunteer and parishioner wellbeing
- Safeguarding of vulnerable people
- Resource church - safe access to guests
- Welcome - hospitality and peace of mind
- Decorative railings

Recommended at the DAC meeting 10 Oct 2023. Faculty submitted Feb 2024 and are waiting for approval.

### **CAR PARK - MAINTENANCE OF WALLS**

#### Car park wall on Guru Nanak Road

Two cars had consecutively hit and subsequently caused damage to the car park wall on Guru Nanak Road. The first vehicle was badly damaged, and the second one slightly. A section of the lower part of the wall was significantly damaged and misaligned, presenting a potential hazard if not repaired. Insurance money received July 2023 and repair work was completed.

#### Walls as you enter car park (walls on the left hand side)

One wall has collapsed, a homeless man enters through the car park sometimes, climbs over the wall, sleeps in the electricity housed structure. A health and safety issue, proposal to rebuild the wall to deter, also, we close the gates at night.

#### Electricity housing structure

One of the walls has split and needs to be braced to stop it splitting even more. SSE owns the wall, they have put a barrier around the substation.

### **CAR PARK - SECURITY MEASURES**

Homeless/Drug dealers/Drug addicts congregating in the car park. They are using the area next to the electricity sub-station and next to the bins as a toilet. It is very dark and not safe. Plan to add security measures in the car park, e.g. cameras, additional lighting, waiting to see if we will get a government grant.

### **VESTRY REDECORATION**

Refurbish vestry. Mission Zone wants to use the vestry part time as an office. Operations staff can also use it as additional meeting space. Faculty submitted Feb 2024, waiting for approval.

### **CURACY HOUSE**

The Curacy house required maintenance work, where the upstairs, toilet and kitchen floors were replaced, and the downstairs cloakroom leak was repaired.

Anil Lawrence and Neelam Sidhu  
Church Wardens

## PCC Report

The **Parochial Church Council** (PCC) continued to meet online in 2023, supported in their service by faith in the Lord and his guidance.

The duty of the PCC and its members, including the vicar (until January 2024), Church wardens, is to be legally responsible for St John's as a church and all its ministries and activities. The role of the PCC is to be responsible for the administration of the church, to follow and deliver its collectively agreed Mission Statement and adhere to the values of the Christian Church. Collectively, the PCC leads on safeguarding, financial accountability, mission outreach work and the responsibility for ensuring that the pastoral and operational issues are resolved with transparency.

The Standing Committee meets between PCC meetings. The PCC met seven times during the year on these dates: 7th February, 20<sup>th</sup> March, 13<sup>th</sup> June, October, 9<sup>th</sup> July, 3<sup>rd</sup> October, and 5<sup>th</sup> December. Governance arrangements ensure accountability through regular reporting between the PCC, Standing and Finance committees. Agenda setting and prioritisation of emerging issues also ensures transparency and a clear direction of travel to achieve sought outcomes to maintain the well-being of the St John's community. The vital work of the PCC and its members in protecting the interests of the St John's community often explores issues in much more detail, supported by Standing and Finance committees.

Attendance at the meetings for 2023 was good (previous five years' figures: 2018 67%, 2019 54%, 2020 81%, 2021 54% and 2022 77%). The average attendance increased again this year so virtual meetings are something we will continue in the future.

**Finances** are reviewed in detail by the Finance Committee led by the PCC Treasurer and supported by the Bookkeeper (formerly Administrator). Detailed consideration of income and expenditure, identifying priorities, and monitoring account activities is regularly undertaken. The budget is annually approved in consultation with the PCC and considers the annual contribution to the Diocese Common Fund. This allows the PCC to take a broader approach to focus on strategic planning.

A standing item for the PCC is our **Electoral Roll**, with the PCC agreeing for new members to be added, and occasionally noting those who have left. Every 5 years the Electoral Roll needs to be renewed. Church Members must be Age 16 and above and a baptised Member. This is next due for completion in 2024. The number of the **Electoral Roll** in 2023 is 267.

The **Quinquennial** report has identified several key areas of work which are required to ensure the maintenance and guardianship of the Church buildings. The PCC as custodians continue to complete this necessary programme of ongoing work as a priority, in addition to the routine health and safety. The age and location of the building means that this year, we have also prioritised hygiene standards with regular environmental checks (to ensure these align with regulatory standards) in addition to pest control and maintenance.

Ongoing **Building** priorities also agreed by the PCC include the installation of railings to deter anti-social behaviour, a review of the car park, the repair of perimeter / boundary walls, and

refurbishment of heating (in the Main Hall). Changes to the layout in the Main Church were made, following the departure of Hope for Southall Street Homeless.

**Safeguarding** is another important issue discussed, both by the Standing Committee and by the PCC, as matters arise. This year the PCC was indebted to Graham Beeden who took on the role of Safeguarding Officer. His expertise and advice have been instrumental in ensuring a culture of listening without judgement and a safe space, helping to facilitate a commitment by every PCC member to successfully complete Safeguarding training.

St John's tithing of 10% to sustain **Mission Partners** continues to be led by a sub-group of the Finance Committee which routinely makes recommendations as to the allocation of Mission funding. Priorities are determined in accordance with St John's Mission Statement, but the group also invests time in exploring and encouraging ongoing support for Mission Partners. Mission Partners are identified as exemplars of the work they do in illuminating the teachings of Christ where there is no light, both at home and abroad. Further details on how the mission money is being used can be found in the Global Mission Report (for further details, please refer to this document).

**Personnel and ministry** changes to the PCC include:

PCC elected the following Officers: Neelam and Anil Lawrence as the two Churchwardens. The PCC also reappointed Bathsheba Mall as PCC Secretary and Tina Masih Alfred as Treasurer. The PCC also appointed the Standing Committee, and the PCC also agreed to the co-option of Anita Masih. The PCC also agreed to sign up to the Diocesan Safeguarding Policy and reappointed the Safeguarding Officer Graham Beeden, Children's Champion Jared Mall and the Senior's Champion Joyce Murphy.

Finally, **Revd Dr Anna Poulson** stepped down as St John's Vicar in January 2024. Anna had been our faithful leader since her appointment 2015, and a member of the St John's family for two decades. During her tenure, she has been our calm voice in the chaos, a listening ear in safe space, and a steady, faithful presence in heels clicking through the church aisles. She leaves a legacy of a strong, intercultural leadership for a church that has many facets, and strived to show us how we can all be better, do more and be real to the teachings of and values of our Lord. We thank Anna for all that she brought to St Johns and are profoundly grateful for the time she spent with us.

In terms of **recruitment**, the PCC has initiated the patronage process by engaging with the London Diocese to find a new leader for St John's, and an indicative timetable for recruitment is in place. This will not be an easy process, no one likes change or uncertainty. But this is also an opportunity for renewal, for us to understand who we are as a church community and how this can be sustained and enhanced during this period of transition. St John's is a vibrant community of believers, we are family and with your prayers and support, we will continue to thrive:

**Psalms 139:23-24** - *"Search me, God, and know my heart; test me and know my anxious thoughts. See if there is any offensive way in me, and lead me in the way everlasting"*

Bathsheba Mall  
Hon. PCC Secretary

## Deanery Synod

The Ealing Deanery Synod comprises of the Church of England parishes and organisations located in the London Borough of Ealing. Last year, 4 new representatives were elected on behalf of St John's to be a part of the Ealing Deanery Synod: Farzana, Jared, Merab and Theo. We attended several meetings throughout the year, visiting different churches in the area, being joined by Anna and Mark. Different matters and items were discussed as well as elections for school governors and standing committee members.

### Mission Fund - St. George's, Southall

Parishes across Ealing gathered and presented new projects to be funded for Christian mission in the deanery. St John's were successful in their grant for a new Women, Art and Wellbeing project. This meeting was also interesting to see the other projects and events taking place within the Ealing deanery.

### Deanery Roadshow - St. John's, West Ealing

Bishop Lusa led the discussion of our 2030 vision, including various activities to encourage our involvement for what we want to see within the church for 2030. Along with other parish representatives, St John's mentioned the need for increased accessibility and inclusion for people, including children, with special needs and disabilities within the church. Kailean Khongsai also joined us to talk about the suffering and persecution for Christians and churches in Manipur, India, and the response and help from St John's during such a difficult time.

### Godly Play - St. Mellitus, Hanwell

A guest speaker spoke about a creative and imaginative approach to learning about God, having worked with primary school aged children, and wanting to continue to grow and develop this new way of Christian teaching and learning.

The Ealing Deanery Synod has allowed us to become more engaged with our wider Christian community, where we have met many other parish representatives, clergy and ministry leaders. We share not only a passion for our own churches, but also as a community that has, and will continue to grow with the love and guidance of God. We have thoroughly enjoyed our roles as Ealing Deanery Synod representatives this past year, and look forward to seeing what the next year brings for our Christian community in Ealing.

Jared Mall  
On behalf of the Deanery Synod Representatives

## Safeguarding

St John's church is committed to safeguarding all members of the Church community. Particularly care is given to safeguarding vulnerable children and adults regarding worship but also to the various activities that the church is involved in.

The PCC has adopted all the relevant policies from the Diocese regarding safeguarding. The safeguarding statement can be found on the website alongside relevant contact numbers.

The Parish Safeguarding Officer is Graham Beeden and he has completed all the required training for the post. He also attends regular update sessions with the diocese safeguarding team and local Parish Safeguarding Officers. Training is a key requirement for PCC members, church wardens, leaders in the various ministries and several other roles. This is ongoing.

The Church of England have introduced a safeguarding dashboard which details the safeguarding requirements all churches must follow. This enables the Vicar and Parish Safeguarding Officer to see at a glance, what is required and what we still need to achieve. This is updated three times a year and an action plan shared with the PCC on a yearly basis.

Where allegations of abuse have been made, the Parish Safeguarding Officer contacts the Diocese Safeguarding Board for advice and discussion. The church is then duty bound to follow this advice. This ensures that there is a consistent approach regarding safeguarding. The police and/or Social Services are contacted if there is any abuse which places a person at immediate risk.

Since May 2023 the diocese has been contacted six times for incidents of varying severity. A database containing basic information regarding staff and volunteers is updated regularly - this includes, name, address, date of birth, contact number, DBS, date of expiry and training.

Graham Beeden  
Parish Safeguarding Officer

## Resource Church Manager

### Church Resource Manager Report

St John's remains as busy as ever, with a hub of activities during the week. The church is able to accommodate organisations and businesses from outside the church as well as cater to ministries such as the Over-60s, English Classes, Coffee Mornings, Little Angels and Bumps and Babies. This means as a Church Resource Manager, I am constantly kept on my toes.

### Staffing

I want to welcome Sharlene Edwards, the new Resource Church Manager, who joined St John's in September. I would also like to say goodbye to Stella Pakiyanathan. Stella left in July. Stella, thank you for all you've done at St John's. I am so grateful for your support and assistance over the past two years and for your courage to stay in the role after Helder left. I wish you all the best in your future roles.

**Weekday Ministries**

Weekday Ministries continues to thrive. Seeing the church used daily by people from the local community and church members is encouraging and reassuring, especially after the pandemic, when there was a real fear that people would not return to church. The fact that Weekday Ministries is still going strong is a real testament to its leaders. The Weekday Ministries is led by committed and dedicated people who turn up week in and week out to run their groups. Thank you so much for all your hard work and commitment. These ministries would not be able to run without your support. We greatly appreciate and acknowledge all you do.

Alma Patterson  
Church Centre Coordinator

**New To The Team**

Since joining the team, I have had the privilege of meeting a lot of the congregation. As this is a big church, there are still so many lovely people to get to know. I will join the Sunday services when possible and hope to meet more of you on those occasions.

I have built relationships and offered support to groups using the church during the weekdays. These teams work tirelessly to offer great space and services for the community. Thank you all.

I have had the pleasure to collaborate with supportive leads to coordinate Sunday services. I would like to thank them for their warm welcome and willingness to help to ensure St John's operates seamlessly and successfully.

A lot of my work is behind the scenes where I have been quietly managing the Operations Team. We are the first point of contact for daily activities; responsible for building related work along with policy and procedure detail to name a few. We lean on God's grace to complete our tasks diligently.

I would like to say a big, big thank you to Alma who has been holding the fort and juggled so much in a professional positive way. She continues to be a great support. I thank Saeid, Fabian, Aubrey and Alma for the super hard work that they complete within a very busy environment.

I look forward to what lies ahead. We have a list of projects to keep us busy. With the help of the extended PCC team, we will report on the great results.

Sharlene Edwards  
Resource Church Manager

## Worship Group

Sung worship has continued to play an important part in the life, worship and ministry of St Johns across the past year, with a committed and faithful team of people who have continued to commit to offering their time, skills, heart and commitment to help lead the church in sung worship.

Susan Taylor was leading/co-ordinating the worship team at the start of the year and subsequently stepped back from this role due to taking the decision to move on from St Johns and to be involved with another church and ministry. The Church is very thankful for the time, skill, passion and dedication that she offered and for her leadership and inspiring example.

In November 2023 the weekly leaders team agreed for Matt Currey to take on the role of Worship co-ordinator/leader, and since then they have lead on co-ordinating rotas and providing oversight and leadership, along with the other members of the weekly leaders team.

A highlight has been continuing to see young people grow in their involvement in being involved in worship and leading worship, with some Sunday's focused around the core of the group being young people. Some Young people have stepped into roles of leading worship and it was great to have many young people involved across the Christmas season with involvement and leading of sung worship at Carols by Candlelight, Christmas Day and other services in the Advent season.

We have also welcomed some new members to the team during the year to boost the number of people who are available to be involved each week. We have also worked with the Sound and tech teams, who have also developed significantly this year, and continued to train up and develop new people into those teams.

Going forward we are in need of developing more weekly leaders as we are down to just 3 of us (4 when including Ben Watson who is able to lead when back from University). We are also keen to find ways to further develop more of the young people and increase their involvement. There are also good questions and challenges about what worship means and might look like in an intercultural resource church and how we can take further steps in this as we seek to offer worship in a range of styles and languages, where possible with our limited, but committed capacity.

Matt Currey  
Worship Group Leader

## Children Ministry

St John's continues to have a thriving and growing Children's Ministry, with 35 registered children and an average of 17 children attending each Sunday. We began 2023 with a rota of rotating session leaders and as the new academic year began in September, Monika joined us as our new Children's Ministry leader.

We covered many stories often linked to the sermon series, with different crafts and activities to engage the children. This is as well as having a time of reflection during the session, where we encourage the children to say a prayer. We also made use of the online resources available, as we introduced a screen in the sessions to show videos and play/ sing songs, which the children seem to enjoy.

We went through a process of reorganising our admin system, which has now been converted to an online system. At the beginning of the academic year, we handed out registration and consent forms to parents. This was to make sure we know all the necessary information about the children to keep them safe during Children's Ministry sessions. We had a great response to this, with all regularly attending children now being registered.

At the end of the year, we began to build our SEN/D (special education needs/disabilities) infrastructure to make Children's Ministry a more accessible and inclusive space for all children. This was launched at the beginning of 2024. Volunteers took part in training to learn more about how we can welcome SEN/D children into the church to learn about God. We have enjoyed the variety of games and activities we have played, and spending time to get to know the children. We love to encourage their creative and playful energy, and look forward to seeing how they grow with the love and guidance of God.

We ended 2023 with a fantastic Nativity play performed to our church congregation. The children did an exceptional job, and looked great in their outfits.

We are grateful for the support and love from our fellow volunteers and parents, and look forward to seeing what the next year brings for Children's Ministry as we continue to grow and develop stronger. We are passionate to be able to provide a space where the children can have fun and learn about God, as well as be a safe and inclusive space for all.

Monika Celtner & Jared Mall  
Children's Ministry

## Youth Ministry

Like Weekday Ministries, youth ministry continues to thrive. Sunday sessions are well-attended and lively, with young people not afraid to express their views and opinions. I want to say thank you to Tina Masih Alfred and Omari Taylor for their contribution over the years. As they move on to take up other roles, I want to welcome Ashley Clarke. Having a male on

the team is really important, so I am grateful to Ashley for joining the team and picking up from where Omari left off. It's great to have that continuity. Finally, I would like to thank Lolita George. Lolita has been a member of the Youth Ministry team for many years. Lolita, thank you so much for all your hard work, dedication and commitment to the young people at St John's. We are truly grateful and appreciative of all you for them.

Alma Patterson  
Church Centre Coordinator

### Over 60's

The Over 60's Club is a social club for older residents of the local area whatever their faith. The purpose of the club is to provide friendship, social, mental and spiritual support to the group.

The group has around 45 members on the register, with a regular attendance of around 30 - 35 each week. There is a dedicated team of 6 committee members who help serve.

We offer a varied programme of activities each week which include outings, meals, talks, quizzes and keep fit sessions etc. Three services are offered throughout the year: Christmas, Easter and Harvest. At the beginning of each meeting, we offer a short time of prayer remembering our sick members and any who need prayer and close each meeting with a blessing.

We are very pleased to be part of St John's and to be a means of reaching out to the wider community.

Joyce Murphy  
Over 60's Leader and Safeguarding Adult Champion

### Little Angels

Little Angels was formed well over 10 years ago as a term-time weekly play session for pre-school children and their parents/carers. As a leadership team our aims have focused on the following:

- Being a welcoming community
- Providing support to parents

Reduced Covid-related restrictions allowed us to return to pre-pandemic ways of operating, with one morning group for 0-3s, attracting up to 30 families per week. We have continued to see a number of children whose socialising had been affected in their first 18-24 months by pandemic restrictions, and it has been a joy to see new children come to the group and learn

to mix and play together. We continue to have a link with a member of the Southall Health Visiting Team who supports where children may need extra input.

From Sept 22 Monika Celtner has taken over Little Angels co-ordination from Jenny Watson. Monika is loving the role and building good relationships with parents and others in the building on a Thursday morning. Jenny and other volunteers continue to support her.

It's been lovely to see many families with older children responding to invitations to Messy Church events, and we look forward to maintaining contact with these families as their children grow, sharing the love of Jesus with them in age-appropriate and culturally sensitive ways.

Monika Celtner  
Little Angels Lead

### Coffee Morning

In the early 90s, Kay Shaw initiated her Coffee mornings at St John's Church. She began by baking cakes and lots of them, every Tuesday and would offer these delicacies at Coffee morning. Everyone was invited within St John's and outside in the community. (These cakes were even sold at a nominal and unbelievable price of £1! The proceeds of which went to charity.)

We, her helpers at the time, who helped in serving and clearing have kept up the tradition when her health began to fail and since her demise.

Coffee Morning is held in the same elegant fashion, initiated by Kay with a focus on care and prayer, by a group of helpers who volunteer their time and refreshments every Thursday morning from 11.00am - 12.30pm.

Coffee Morning is a social gathering where friends can meet and enjoy refreshments whilst spending time with each other and exchanging news. All who attend, enjoy the social aspect and companionship and we also celebrate everyone's birthday with enthusiasm and gusto so that every guest feels valued and special. In keeping with the memory of Kay, there is a choice of delicious cakes, biscuits and savouries for refreshments.

All our guests are generous in giving contributions which is collected and given to church or charity. Among our many regular guests are Anne and Archie Ross, whose generosity and hospitality is enjoyed twice a year when the volunteer helpers are served by them!

We also offer prayers at the end lead by Elizabeth Rogers and Uncle John, who are long standing members of St John's Church.

There are a regular band of volunteer helpers who work tirelessly and with great enthusiasm. These are led by Enitan and Grace Raw, Jenny Crouch, Ena, Norma, (and sometimes Nandini)

who bring with them their dedication and love of Jesus in all they do. These remarkable ladies are a willing and enthusiastic group, helping everyone with their needs, as well as joining in the conversations.

As always, we would value prayers for our guests and all those encouraged to come to Coffee Morning so that they can see and be part of Gods own family and to be a valued part of the community where age or disability is no barrier.

Nandini Keay on behalf of Enitan Raw  
Coffee Morning Lead

### Bumps and Babies Ministry

Bumps and Babies launched at the start of October 2020 whilst Covid restrictions were in place. It is a smaller, calmer group for babies<1yr, with opportunity for chat and relationship building, alongside a particular focus for the week.

Many past members of the group have moved into Little Angels, other mums have returned to work from maternity leave. In the past year we have seen another cohort come through the group, bond together and outgrow the group. Our numbers have been low over the winter, as we have seen in previous years. We have refreshed our promotional materials and re-informed health visiting and GP services in the area, and are gradually connecting with a few new mums again. We continue to wrestle with how to attract new mums, especially in winter, who we know do benefit from peer support when they make it out the house!

Jenny Watson  
Bumps and Babies Lead

### Asian Language Congregation (ALC)

The ALC meets every Wednesday evening over zoom with an average of 10 people attending. We engage in bible study sessions often linked to the main sermon series in the church. We sing songs and pray for one another.

At Easter and Christmas, the ALC was blessed to be able to cook for the congregation, continuing the tradition of sharing a meal with the whole church family.

The ALC choir is lead by Ashok Masih, and we were blessed to play and sing during many different services throughout the year.

We thank God for our ALC congregation and ask for your continued prayers over our group.

John Mall  
Asian Language Congregation

### Messy Church

Messy Church ran once a term in 2023 – with Easter, summer thanksgiving and Christmas themes. Word spreads fast about Messy Church, and each attracted approx. 40-50 families (children aged 2-11) from the church and wider Southall community. Through games, crafts, creative prayer, songs and story telling, the key truths of the Christian story have been shared with these families in fun ways.

Messy Church events rely entirely on volunteers – predominantly from St John's but we have been grateful from friends from other churches supporting as well to enable us to have adequate numbers.

Messy Church is a most remarkable opportunity to share the good news of Jesus with many children and parents who otherwise don't get to hear it in any other setting, and have opportunity to share our experiences of God's love in a warm and non-threatening setting. It would be wonderful to have the volunteer capacity to allow for more 1-2-1 conversations during Messy Church events, and see Messy Church happen more frequently.

Jenny Watson  
On behalf of the Messy Church Team

### The Table

The Table is a weekly informal gathering for people of all ages and backgrounds to explore and follow Jesus. We meet every Friday evening in the Watson home for a shared meal, to read a Jesus story together, and to pray for one another. Once a term we hold an invitational event in the church, and are always encouraged to see people coming in from the wider community.

The Table is an easy way for people new to the church or new to faith to journey together in following Jesus. Feel free to drop in, and to invite friends or family members who are open to exploring who Jesus is and what it means to follow Him.

Dave Watson  
The Table Lead

## English Classes

We continue to provide classes for ladies who want to learn to speak, read and write basic English. The 4 classes are for different levels of ability, and take place in term time, on Mondays, Tuesdays and Wednesdays 10.00am - 12.00pm. The classes are relaxed and sociable, to help build the ladies' confidence in an enjoyable way. Approximately 40 ladies regularly attend one of the classes each week, with the majority speaking Somali or Punjabi as their first language, and a wide range of educational experience, including many who never had the chance to attend school in their childhood.

It is very easy to fill the classes, and we have a waiting list. If we had more teachers and helpers we could run more classes. Our urgent need for the Summer Term is a helper who would be available on Wednesdays to open the doors to welcome students as they arrive from 9.45am, help in class and serve tea, coffee and biscuits 11.00 - 11.15am. We are sure this volunteer would enjoy being involved with the classes as much as we teachers do!

Angela Draper  
English Class Lead

## Kings Centre

2023 was the first full year of the Transforming Southall and Hounslow project which is run from the Kings Centre. It has been an exciting year and the alignment of St John's Church with the Kings Centre as its resourcing wing has been at the heart of the launch and development of the project.

The aims of the project are to plant fifteen new worshipping communities, develop sixty emerging leaders and to make a quantifiable social impact in the spheres of environment, education and enterprise.

The most significant development for us has been the partnership we have forged with the National Centre for Church Multiplication and specifically its Myriad Church Planting Programme. This has enabled us to provide a two-year church planting course for ten church planting teams with thirty emerging leaders.

We are delighted that Anita Beeden, a richly experienced teacher, trainer and educationalist as well as being a longstanding member of St John's Church, has become an Associate Director of the Kings Centre with responsibility for developing our training offer.

She has overseen a series of impressive events hosted at St John's as we have launched the Myriad programme with Southall as a West London hub.

We have ceased to run the Near Neighbours Programme for West London as government funding for all interfaith work was stopped without any immediate hope of reinstatement this Parliament. We had made provision for this but are actively exploring ways in which we can use our experience as a successful Near Neighbours hub in future community development work.

I am thankful to the trustees: Sheba Mall, Alma Patterson, Anna Poulson and Seb Stephen, who have continued to offer encouragement and their wisdom and experience. I am also thankful for the growing sense of the Kings Centre being the training arm of St John's an Intercultural Resource Church. The lived experience of St John's Church within Southall and amongst its people is the foundation and rationale for all that we do.

I am also grateful to our administrator David Marsden who has continued to provide a professionalism, diligence and conscientiousness at the heart of our operations. He is now our sole employee as we have moved to a leaner and more flexible model of paying people for sessional work.

Mark Poulson  
Chair of Trustees

### The Old Church

The old church remains a challenge, but it is moving in the right direction. We have had to submit additional faculties and are waiting for the outcome. As soon as the faculties have been approved, we can begin working on the church. The condition of the building remains the same.

Alma Patterson  
Church Centre Coordinator

### St John's ECO-Project

St. John's Church, honoured as an eco-bronze recipient, remains dedicated to enhancing its creation care efforts. Since last year's harvest, funds have been specifically raised for the church's eco-project, totalling over £700. In response, a new Creation Care Team has been formed, comprising enthusiastic members of all ages within the congregation. Currently, the team consists of six members.

The primary goal of the team is to enhance the church's commitment to caring for creation, reflecting our faith and reverence for the Creator God who cherishes His creations deeply.

With the allocated budget, our focus is on improving recycling systems, fostering wildlife-friendly spaces in our garden and trees, and initiating practical steps toward conservation:

- Upgrading our recycling system by implementing new signage and providing clear information is currently underway.
- Installing bird boxes, bug hotels, and feeders to support local wildlife, including birds and insects.
- Establishing a wildflower meadow near the church's car park to further promote biodiversity.

All necessary materials for the project have been procured, and the Church Creation Care Team has set the start date for April 21<sup>st</sup>, with the aim of completing the project before June. Upon the successful completion of this initial endeavour, the team plans to embark on larger-scale initiatives, such as exploring ways the church can integrate creation care into worship and preaching.

The 'Church Creation Care' team is grateful to all church members for their support and encouragement. We firmly believe that together, as a church, we can make a positive impact on God's magnificent world.

Kailean Khongsai  
ECO-Church Lead

## Treasurer

2023 has been a busy year in the financial life of the church, as we looked into recruitment, funding, changes in systems, infrastructure and developing our growing church from a church-operational structure to a larger organisational structure mindset. 2024 will continue on developing this mindset and processes. These changes will allow us to have multiple functions performed simultaneously as we grow as a resource church supporting a larger community, network of volunteers and staff, to reduce bottlenecks, to be proactive, and to prioritise the health and safety of all stakeholders e.g. vulnerable people, children, worshippers, staff, volunteers, schools, visitors etc.

I would like to take this opportunity to convey and record a huge debt of thanks to all and specifically to name a few of these lovely people who have been the backbone in supporting the financial side of St Johns:

- to the conscientious and fun team of Helder Almeida (Operations Manager) and Stella Pakiyanathan (Bookkeeper) for their enthusiastic and joyous teamwork as they built upon the Finance arm of the church over the last few years.
- This year as Helder and Stella moved on to their next adventure we were blessed to welcome Aubrey Britton as our new Bookkeeper working two days a week (looking to change to 2.5 days a week in 2024), he has worked diligently in learning how the church works, made great suggestions and been a great support to all he's worked with.

- A special thanks to the generosity and commitment of Alma Patterson as she covered the transition from Stella to Aubrey and helped me to introduce Aubrey to our systems and procedures.
- to those who quietly give their precious time to help count the donations.
- The Finance Committee, started the year as Anna Poulson, David Watson, Andrew Samuels, Alma Patterson, and closed the year as Mark Poulson, David Watson, Noah Masih and Neelam Sidhu. The team meets regularly to review the accounts, manage the church finances and support the church in how it can achieve its objectives financially.
- Lastly and very importantly a special gift of 2023 was from our saint and beloved Auntie Kay Shaw, who we continue to give thanks for, this time in the form of the legacy she bequeathed to her beloved Church. The PCC has designated this generous financial gift towards our restricted pot for a Youth Worker which we will be recruiting for in 2024.

Looking ahead, we closed the year by setting a new budget of approx. £310,000 for 2024 made up of restricted and general funds (44% tithing, 56% is made of gift aid, rentals of our premises, and restricted funds). This has been allocated as per the following:

- 28% of this will help support the Common Fund
- 28% on staffing costs incl. a potential new addition of a Youth Worker
- 24% on buildings; utilities, insurances, mortgage, maintenance
- 10% of our general fund to support ministries and administration
- 10% of our general fund to help support the wider church via our Mission Partners

### Stewardship

In 2023 we didn't have anyone in post as a Stewardship Officer, this is a post we hope to fill for 2024 especially as we review how we can encourage tithing. If this is something you are interested in, have experience in or would like to get some work experience please do get in touch with me.

### Annual Accounts

As we continue to be transparent and accountable as a church please refer to the Annual Accounts on the next page to see the breakdown of how your commitment of giving in faith has supported the Church to spread the good news this year.

Thank you to all of those who have given so generously to aid us in our commitment to The Great Commission.

Christina 'Tina' Masih Alfred  
Treasurer

|              |   |  |                         |        |
|--------------|---|--|-------------------------|--------|
| Parish Name: | St Johns Church, Southall   | If the form is NOT completed for the entire parish, please list below the churches included: | Parish Code (6 digits): | FE2314 |
|              |   |  | Deanery:                |        |
|              |   |  | Diocese:                |        |
| 30           | Are your accounts Receipts and Payments [ ] OR Accruals [x] (indicate ONE ) | St Johns Church Southall Green   |                         |        |

| RECEIPTS/INCOME                    |  | UNRESTRICTED<br>(nearest £) | RESTRICTED<br>(nearest £) | PAYMENTS/EXPENDITURE               |   | UNRESTRICTED<br>(nearest £) | RESTRICTED<br>(nearest £) |
|------------------------------------|--|-----------------------------|---------------------------|------------------------------------|---|-----------------------------|---------------------------|
| Voluntary giving                   |  |                             |                           | Costs of generating funds          |   |                             |                           |
| 1                                  | Regular giving   | £ 117,070                   | £ 62                      | 17                                 | Costs of fundraising activities   | £ 5,675                     | £ -                       |
| 3                                  | Collections at services  | £ 21,741                    | £ 1,273                   | Church activities                  |   |                             |                           |
| 4                                  | All other giving and voluntary receipts, including special appeals (recurring and one-off) | £ 28,577                    | £ 87,582                  | 18                                 | Mission giving and donations  | £ 23,973                    | £ -                       |
| 6                                  | Gift Aid recovered (regular giving and one-off donations)                                  | £ 24,515                    | £ -                       | 19                                 | Diocesan parish share contribution  | £ 87,774                    | £ -                       |
| 7                                  | Legacies received (capital value)  | £ 34,525                    | £ -                       | 20                                 | Salaries, wages and honoraria   | £ 45,116                    | £ 199                     |
| 8                                  | Grants (include recurring and one-off)   | £ 14,639                    | £ 4,520                   | 21                                 | Clergy and staff expenses   | £ 2,267                     | £ -                       |
| Total voluntary giving             |  | £ 241,067                   | £ 93,437                  | Church expenses                    |   |                             |                           |
| Activities for generating funds    |  |                             |                           | 22                                 | Mission and evangelism costs  | £ 7,236                     | £ 2,466                   |
| 9                                  | Fundraising activities (gross proceeds)  | £ -                         | £ -                       | 23                                 | Church running expenses (including governance)                                      | £ 63,459                    | £ 5,883                   |
| Income from investments            |  |                             |                           | 24                                 | Church utility bills  | £ -                         | £ -                       |
| 10                                 | Dividends, interest, income from property etc.   | £ 67,227                    | £ -                       | 25                                 | Costs of trading  | £ -                         | £ -                       |
| Church activities                  |  |                             |                           | Major capital expenditure          |   |                             |                           |
| 11                                 | Fees retained by PCC (weddings, funerals etc.)   | £ 1,378                     | £ -                       | 27                                 | Major repairs to the church building  | £ 2,296                     | £ -                       |
| 12                                 | Trading activities (gross proceeds), NOT fundraising                                       | £ -                         | £ -                       | 28                                 | Major repairs to church hall/other PCC property including redecoration              | £ -                         | £ -                       |
| Other incoming resources           |  |                             |                           | 29                                 | New building work to the church, church hall, clergy housing or other PCC property. | £ 10,819                    | £ 1,600                   |
| 13                                 | Other receipts/income not already listed<br>PLEASE NOTE BRIEF DETAILS IN BOX E             | £ -                         | £ 2,340                   | Other expenditure                  |   |                             |                           |
| Totals (from Financial Statements) |  | Unrestricted                | Restricted                | 99                                 | Other payments/expenditure not already listed<br>PLEASE NOTE BRIEF DETAILS IN BOX E | £ 13,365                    | £ -                       |
| A                                  | RECEIPTS/INCOME  | £ 309,672                   | £ 95,777                  | Totals (from Financial Statements) |   | Unrestricted                | Restricted                |
| B                                  | COMBINED TOTAL   | £ 405,449                   |                           | C                                  | PAYMENTS/EXPENDITURE  | £ 261,980                   | £ 10,148                  |
| PLANNED GIVERS AND LEGACIES        |  |                             |                           | D                                  | COMBINED TOTAL  | £ 272,128                   |                           |
| 14                                 | Number of regular givers   | 81                          |                           | CASH AND INVESTMENT BALANCES       |   | UNRESTRICTED                | RESTRICTED                |
| 16                                 | Number of new legacies received in year  | 1                           |                           | 31                                 | Cash and deposit balances as at 31/12/23  | £ 125,084                   | £ 180,867                 |
|                                    |  |                             |                           | 32                                 | Investments as at 31/12/23  | £ 106,025                   | £ -                       |

|  |                    |                                 |      |          |
|--|--------------------|---------------------------------|------|----------|
| Please refer to the accompanying notes to help clarify what is included in each section. The item numbers refer to RPF notes, consistent with the guidance provided in PCC Accountability, 5th edn.. | Name               | Christina Masih Alfred          | Date | 30/05/24 |
|  | Position           | Treasurer                       |      |          |
|  | Email or telephone | treasurer@stjohnsouthall.org.uk |      |          |

Looking back across 2023, were there any exceptional circumstances that may have led to unusual figures? Please provide details in this box.

Financial figures 2023 : restricted £95,759 , unrestricted £309,672 . Cash at bank 2023: restricted £180,867, unrestricted £125,084, Investments 2023, £106,025 unrestricted, £0 restricted. Other income £2,340 Insurance claims and Other expenditure £13,365 Curacy House

|    |   |   |   |
|----|---|---|---|
| 30 | Receipts and Payments OR Accruals ?   | Your accounts and financial statements will have been prepared on one or other of these bases. Accruals accounting is mandatory for parishes with gross annual income of over £250,000. Please indicate which basis of accounting has been used to report these figures by placing an X in the centre of one of the brackets [    ]   |   |
| 1  | Regular giving<br>previous "Planned giving" RPF 1 and 2]                                    | [Combines<br>Money given regularly (e.g. weekly, monthly, quarterly) through a standing order or the parish giving scheme, by envelope or by cheque. Include gross amounts for money given through charity vouchers (e.g. CAF or Sovereign Giving) and payroll giving. Otherwise net amounts - report tax recovered separately under Gift Aid at RPF 6  |   |
| 3  | Collections at services   | Money given in collections at services, excluding money given through planned giving envelopes, but including one-off gifts given through Gift Aid envelopes (net amount). Do not include monies passed to a charity that do not 'go through the books'   |   |
| 4  | All other giving and voluntary receipts, including special appeals<br>previous RPF 4 and 5] | Money given in church boxes and wall safes, at Gift Days, through individual donations from givers, and the proceeds of special appeals   | Accruals Accounts: Include (a) gifts of freehold or leasehold land or shares at market value; (b) donated services and facilities (expense the equivalent "value to the charity"); (c) gifts in kind for sale (estimated value at time of gift); (d) gifts in kind for own use (if material) - capitalise and expense over their useful economic life |
| 6  | Gift Aid recovered  | Tax recovered from HMRC on all money given to the PCC under Gift Aid, split between restricted and unrestricted donations and allocated to the appropriate fund. This should include claims through the Gift Aid Small Donation Scheme, on small cash and contactless donations. For limits see <a href="https://www.gov.uk/claim-gift-aid/small-donations-scheme">https://www.gov.uk/claim-gift-aid/small-donations-scheme</a> |   |
| 7  | Legacies received   | The capital amount of a legacy, together with interest from the probate process, should be recorded in the year(s) that it appears in the accounts. Any interest from legacy investments should be recorded as income from investments.   |   |
| 8  | Grants<br>[Combines previous RPF 8 and 8A]  | External grants (whether one-off or recurring) received from trusts and other funding bodies for the PCC's General Fund or for a restricted purpose. Include VAT recovered through the Listed Places of Worship scheme. Do not include transfers within a benefice  |   |
|    | Total voluntary giving  | These will be the totals of the figures reported in the six rows above  |   |
| 9  | Fundraising activities  | Money raised from sponsored activities, jumble sales, fetes, and other activities where the primary purpose is fundraising. Income should be stated gross, and any costs must be recorded separately as payments in RPF 17  |   |
| 10 | Dividends, interest, income from property etc.  | Bank and other interest including any reclaimed tax on investment income; dividends from shareholdings and investments; rent received from land or buildings owned by PCC. Report monies from sale of buildings or investments in RPF 13  |   |
| 11 | Fees retained by PCC  | PCC Fees for weddings, funerals etc. Do not include fees received on behalf of the DBF or organist as these are not PCC funds   |   |
| 12 | Trading activities  | Money received from trading activities including bookstall, letting of the church hall, sales and advertising of church magazines, membership fees, payments for events etc., where these are distinct from fundraising. Income should be stated gross, and any costs must be recorded separately as payments in RPF 17   |   |
| 13 | Other receipts/income not already listed<br>PLEASE NOTE BRIEF DETAILS IN BOX E              | These may include monies from the sale of buildings or investments, insurance claims, transfers from term deposits, loans received or transfers from other churches in the benefice   | <b>Accruals Accounts: Proceeds from the sale or disposal of assets that have already been capitalised (property, investments, fixed assets etc.) should be noted where they exceed the book value of the asset sold or disposed of, i.e. where there has been a gain on disposal</b>  |
| A  | Receipts/income totals (from Financial Statements)  | These will be the totals of the figures reported under the numbered receipts/income headings above. For accounts prepared under the Receipts and Payments basis, they should equal the "Total Receipts" figures reported in the financial statements for Unrestricted and Restricted Funds (except where they form part of total receipts for a parish with included churches)  |   |
| B  | Combined Total  | This will be the sum of the two totals reported in row A above. They will not usually be shown as a separate figure in the financial statements.  |   |
| 14 | Number of regular givers<br>previous RPF "Planned givers" 14 and 15]                        | [Combines<br>Each regular giver should only be counted ONCE. If more than one person is associated with a regular giving scheme, only ONE person should be counted  |   |
| 16 | Number of new legacies received in year   | A legacy should only be counted in the first year that money from it is received. Each legacy should only be counted once   |   |
| 17 | Costs of fundraising activities   | Costs of fundraising events, which have contributed to the monies received in RPF9 above. Also include fees paid to a professional fundraiser, the costs of a stewardship campaign and the costs of supporting regular giving e.g. envelopes  |   |
| 18 | Mission giving and donations  | Donations to external missions and charities that come from the PCC's receipts. Collections that go directly to external charities should not be included   |   |
| 19 | Diocesan parish share contribution  | All payments made during the year, including arrears or prepayments   | Accruals Accounts: Payment due for the year   |
| 20 | Salaries, wages and honoraria   | Employments costs of assistant staff, youth worker, verger, administrator, sexton, organist and choir etc. Include NI/Pension costs where applicable  |   |
| 21 | Clergy and staff expenses   | Working expenses of the incumbent and assistant staff: e.g. telephone, postage, stationery, travel costs, secretarial assistance, office equipment, maintenance of robes, hospitality. Include costs relating to clergy/staff housing paid by the PCC (including where applicable repair costs, water rates, council tax, and redecoration)   |   |
| 22 | Mission and evangelism costs  | Costs of mission and evangelistic outreach, including courses and activities, but excluding staff salaries  |   |
| 23 | Church running expenses<br>[Combines previous RPF 23 and 26]                                | Insurance, routine maintenance, cleaning, church office costs, upkeep of services, organ tuning etc. Also include governance costs, e.g. fees for audit or independent examination.   | Accruals Accounts: Where equipment, IT or other fixed asset costs have been capitalised, depreciation is included in church running expenses  |
| 24 | Church utility bills  | Total costs of electricity, gas, oil, water etc   |   |

|   |    |   |   |   |
|---|----|---|---|---|
|   | 25 | Costs of trading  | Include the cost of trading activities that generated the monies received in RPF 12   |   |
|   | 27 | Major repairs to the church building  | Include repairs that are not routine and internal and external decoration   | Accruals Accounts: Works integral to the fabric or structure of consecrated church property may be expensed as incurred. Where works project costs have been otherwise capitalised, depreciation is expensed over their useful economic life                    |
|   | 28 | Major repairs to church hall/other PCC property                                     |   |   |
|   | 29 | New building work to the church, church hall, clergy housing or other PCC property. | New buildings, major alterations and extensions to church or other property, including professional fees  |   |
|   | 99 | Other payments/expenditure not already listed<br>PLEASE NOTE BRIEF DETAILS IN BOX E | These may include monies to purchase of buildings or investments, transfers to term deposits, loans repayments or contributions to other churches in the benefice to shared costs   | <b>Accruals Accounts: Proceeds from the sale or disposal of assets that have already been capitalised (property, investments, fixed assets etc.) should be noted where their book value has not been realised, i.e. where there has been a loss on disposal</b> |
| C |    | Payments/expenditure totals (from Financial Statements)                             | These will be the totals of the figures reported under the numbered payments/expenditure headings above. For accounts prepared under the Receipts and Payments basis, they should equal the "Total Payments" figures reported in the financial statements for Unrestricted and Restricted Funds (except where part of total receipts for a parish with included churches) |   |
| D |    | Combined Total  | This will be the sum of the two totals reported in row C above. They will not usually be shown as a separate figure in the financial statements   |   |
|   | 31 | Cash and deposit balances as at 31/12/23  | Total Restricted and Unrestricted balances as at 31/12/23 for all current and deposit accounts, plus cash in hand   | <b>Accruals Accounts: Adjust cash and deposit balances to account for (a) stock (net realisable value); (b) trade debtors and prepayments, and subtract (c) short-term liabilities, e.g trade creditors (usually = "NET CURRENT ASSETS/(LIABILITIES)"</b>       |
|   | 32 | Investments as at 31/12/23  | Total Restricted and Unrestricted balances as at 31/12/23 for all investment assets, including shares, bonds, CBF funds, CCLA and long-term interest-bearing accounts. These should, where possible, be reported at market value as at that date. Exclude investments held for Endowment Funds. Exclude Tangible fixed assets   |   |
| E |    | Additional comments   | This box is to report (a) any exceptional circumstances (other than COVID 19) that may have led to unusual figures in this return; (b)detail of exceptional receipts/income from RPF 13; (b)detail of exceptional payments/expenditure from RPF 99  |   |

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023  
FOR  
PARISH OF ST JOHNS SOUTHALL

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These financial statements form a part of the PCC of St John’s Annual Report

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF PARISH OF ST JOHNS SOUTHALL

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I report on the accounts for the year ended 31 December 2023.

### Respective responsibilities of trustees and examiner

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

It is my responsibility to:

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

### Basis of the independent examiner's report

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

### 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
  - a. To keep accounting records in accordance with Section 130 of the 2011 Act; and
  - b. To prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

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.

DocuSigned by:

*David Green*

...CF551C3B1C2E41D...

Rev. David M Green FCA  
Gowers Limited  
Chartered Accountants  
The Old School House  
Bridge Road  
Hunton Bridge  
Kings Langley  
Herts  
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04-Apr-2024 | 1:36 AM PDT

Date: .....

Parish of St Johns Southall

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 DECEMBER 2023**

|   | NOTES             | Unrestricted<br>funds | Designated<br>funds | Restricted<br>funds | Endowment<br>funds | Total<br>funds | Prior<br>year<br>total<br>funds |
|---|-------------------|-----------------------|---------------------|---------------------|--------------------|----------------|---------------------------------|
| <b>Incoming resources</b>                                   |                   |                       |                     |                     |                    |                |                                 |
| <b>Incoming resources from generated funds</b>              |                   |                       | -                   | -                   | -                  | -              | -                               |
| Voluntary income  | <a href="#">2</a> | 162,885               | 59,567              | 92,516              | -                  | 314,969        | 239,354                         |
| Activities for generating funds                             | <a href="#">3</a> | -                     | 2,650               | -                   | -                  | 2,650          | 1,864                           |
| Investment income   | <a href="#">4</a> | 27,057                | 2,076               | -                   | -                  | 29,133         | 23,831                          |
| <b>Incoming resources from charitable activities</b>        |                   | 39,472                | -                   | 920                 | -                  | 40,392         | 48,826                          |
| Other incoming resources                                    |                   | 15,964                | -                   | 2,340               | -                  | 18,305         | -                               |
| <b>Total income</b>   |                   | <b>245,378</b>        | <b>64,293</b>       | <b>95,776</b>       | <b>-</b>           | <b>404,448</b> | <b>313,876</b>                  |
| <b>Resources used</b>                                       |                   |                       |                     |                     |                    |                |                                 |
| <b>Cost of generating funds</b>                             |                   | 0                     | -                   | -                   | -                  | 0              | 8,218                           |
| Cost of generating voluntary income                         | <a href="#">5</a> | -                     | -                   | -                   | -                  | -              | -                               |
| Fundraising trading cost of goods sold and other costs      |                   | -                     | -                   | -                   | -                  | -              | -                               |
| Investment management costs                                 |                   | -                     | -                   | -                   | -                  | -              | -                               |
| <b>Charitable activities</b>                                |                   | 242,469               | 5,768               | 10,146              | -                  | 258,383        | 270,879                         |
| <b>Governance costs</b>                                     |                   | 380                   | -                   | -                   | -                  | 380            | 637                             |
| <b>Other resources used</b>                                 |                   | 600                   | 12,765              | -                   | -                  | 13,365         | 11,491                          |
| <b>Total expenditure</b>                                    |                   | <b>243,449</b>        | <b>18,533</b>       | <b>10,146</b>       | <b>-</b>           | <b>272,128</b> | <b>291,225</b>                  |
| <b>Net income / (expenditure) resources before transfer</b> |                   | <b>1,929</b>          | <b>45,760</b>       | <b>85,630</b>       | <b>-</b>           | <b>133,320</b> | <b>22,651</b>                   |
| <b>Transfers:</b>   |                   |                       |                     |                     |                    |                |                                 |
| Gross transfers between funds - in                          |                   | 22,632                | 1,760               | -                   | -                  | 24,391         | 41,012                          |
| Gross transfers between funds - out                         |                   | -                     | -7,173              | -17,218             | -                  | -24,391        | -41,012                         |
| Other recognised gains / losses                             |                   |                       |                     |                     |                    |                |                                 |
| Gains/losses on investment assets                           |                   | 12,915                | -                   | -                   | -                  | 12,915         | 163                             |
| Gains on revaluation, fixed assets, charity's own use       |                   | -                     | -                   | -                   | -                  | -              | -7,329                          |
| <b>Net movement in funds</b>                                |                   | <b>37,476</b>         | <b>40,347</b>       | <b>68,412</b>       | <b>-</b>           | <b>145,235</b> | <b>15,486</b>                   |
| <b>Reconciliation of funds</b>                              |                   |                       |                     |                     |                    |                |                                 |
| <b>Total funds brought forward</b>                          |                   | <b>454,710</b>        | <b>24,188</b>       | <b>110,824</b>      | <b>-</b>           | <b>589,722</b> | <b>574,235</b>                  |
| <b>Total funds carried forward</b>                          |                   | <b>492,186</b>        | <b>64,535</b>       | <b>179,236</b>      | <b>-</b>           | <b>735,957</b> | <b>589,722</b>                  |

Parish of St Johns Southall

**BALANCE SHEET WITH FUNDS  
AT 31 DECEMBER 2023**

|  |                    |                |               |                |           | At<br>31/12/2023<br>£ | At<br>31/12/2022<br>£ |
|--|--------------------|----------------|---------------|----------------|-----------|-----------------------|-----------------------|
|  | Notes              | General        | Designated    | Restricted     | Endowment |                       |                       |
| <b>Fixed assets</b>                                    |                    |                |               |                |           |                       |                       |
| Tangible Assets  | <a href="#">8</a>  | 477,893        | 7,369         | 492            | -         | 485,754               | 486,616               |
| Investments  | <a href="#">9</a>  | 106,025        | -             | -              | -         | 106,025               | 93,109                |
|  |                    | <b>583,918</b> | <b>7,369</b>  | <b>492</b>     | <b>-</b>  | <b>591,779</b>        | <b>579,725</b>        |
| <b>Current assets</b>                                  |                    |                |               |                |           |                       |                       |
| Debtors  | <a href="#">10</a> | 16,588         | 1,061         | 1,061          | -         | 18,711                | 57,628                |
| Cash At Bank And In Hand                               | <a href="#">12</a> | 69,520         | 56,163        | 180,867        | -         | 305,951               | 134,492               |
|  |                    | <b>86,108</b>  | <b>57,225</b> | <b>181,928</b> | <b>-</b>  | <b>324,662</b>        | <b>192,120</b>        |
| <b>Liabilities</b>                                     |                    |                |               |                |           |                       |                       |
| Creditors:<br>Falling Due In 1 Yr                      | <a href="#">13</a> | 7,391          | 60            | 2,582          | -         | 10,033                | 6,794                 |
|  |                    | <b>7,391</b>   | <b>60</b>     | <b>2,582</b>   | <b>-</b>  | <b>10,033</b>         | <b>6,794</b>          |
| <b>Net current assets less<br/>current liabilities</b> |                    |                |               |                |           |                       |                       |
|  |                    | <b>78,717</b>  | <b>57,165</b> | <b>178,745</b> | <b>-</b>  | <b>314,629</b>        | <b>185,326</b>        |
| <b>Total assets less current<br/>liabilities</b>       |                    |                |               |                |           |                       |                       |
|  |                    | <b>662,635</b> | <b>64,534</b> | <b>179,237</b> | <b>-</b>  | <b>906,408</b>        | <b>765,051</b>        |
| <b>Liabilities</b>                                     |                    |                |               |                |           |                       |                       |
| Creditors:<br>Falling due after 1Yr                    | <a href="#">14</a> | 170,450        | -             | -              | -         | 170,450               | 175,330               |
|  |                    | <b>170,450</b> | <b>-</b>      | <b>-</b>       | <b>-</b>  | <b>170,450</b>        | <b>175,330</b>        |
| <b>Total net assets less<br/>liabilities</b>           |                    |                |               |                |           |                       |                       |
|  |                    | <b>492,186</b> | <b>64,534</b> | <b>179,237</b> | <b>-</b>  | <b>735,958</b>        | <b>589,722</b>        |

Parish of St Johns Southall

**BALANCE SHEET WITH FUNDS - CONTINUED**

| UNRESTRICTED  |    | GENERAL        | DESIGNATED    | RESTRICTED     | AT<br>31/12/2023 | AT<br>31/12/2022 |
|---|----|----------------|---------------|----------------|------------------|------------------|
| Unrestricted - General Fund                                   | 15 | 492,186        | -             | -              | 492,186          | 454,710          |
| <b>DESIGNATED</b>   |    |                |               |                |                  |                  |
| Designated - CCX - H Miller - Idina Curacy/Pioneer Planting   |    | -              | -1,130        | -              | -1,130           | -2,580           |
| Designated - Eco Church                                       |    | -              | 283           | -              | 283              | -                |
| Designated - Growing Younger Appeal (Launched Christmas 2022) |    | -              | 6,284         | -              | 6,284            | 1,579            |
| Designated - Little Angels - Trips                            |    | -              | 847           | -              | 847              | 801              |
| Designated - Night Shelter                                    |    | -              | -             | -              | -                | 1,502            |
| Designated - Old Church                                       |    | -              | 50            | -              | 50               | -                |
| Designated - Over 60s Club                                    |    | -              | 2,722         | -              | 2,722            | 2,262            |
| Designated - Projects Fund                                    |    | -              | 25,253        | -              | 25,253           | 20,418           |
| Designated - YworkrSal (Vibe)                                 |    | -              | 30,226        | -              | 30,226           | 206              |
| <b>RESTRICTED</b>   |    |                |               |                |                  |                  |
| Restricted - ALC  |    | -              | -             | 2,810          | 2,810            | 2,810            |
| Restricted - Bumps & Babies - Near Neighbours                 |    | -              | -             | 287            | 287              | 296              |
| Restricted - Community And Near Neighbours Projects           |    | -              | -             | -              | -                | 234              |
| Restricted - Events - Street Party                            |    | -              | -             | 372            | 372              | 372              |
| Restricted - Food Hub   |    | -              | -             | -              | -                | 652              |
| Restricted - Flowers  |    | -              | -             | 103            | 103              | 83               |
| Restricted - Francis Courtney Fund - Housing Pathways         |    | -              | -             | 3,000          | 3,000            | 375              |
| Restricted - Language Class Salary                            |    | -              | -             | 4,187          | 4,187            | 4,187            |
| Restricted - Language   |    | -              | -             | 3,506          | 3,506            | 2,843            |
| Restricted - MZ Funding Towards CRM, OC & Bookkeeper          |    | -              | -             | 72,051         | 72,051           | -                |
| Restricted - King's Centre - Interfaith Committee             |    | -              | -             | -              | -                | 1,880            |
| Restricted - Old Church                                       |    | -              | -             | 69,237         | 69,237           | 74,205           |
| Restricted - The Table  |    | -              | -             | 2,784          | 2,784            | 2,884            |
| Restricted - Youth - Vibe Intern Grant - Ward Forum           |    | -              | -             | -              | -                | 199              |
| Restricted - Women, Art & Wellbeing (Ealing Deanery)          |    | -              | -             | 1,520          | 1,520            | -                |
| Restricted - YworkrSal (Vibe)                                 |    | -              | -             | 19,379         | 19,379           | 19,806           |
| <b>FUND TOTALS</b>  |    | <b>492,186</b> | <b>64,534</b> | <b>179,237</b> | <b>735,957</b>   | <b>589,722</b>   |

The financial statements were approved by the Board of Trustees on 19<sup>th</sup> March 2024 and were signed on its behalf by:

DocuSigned by:

*Mark Poulson*

22-Mar-2024 | 2:33 AM PDT

REV Mark Poulson (Chair)

DocuSigned by:

*Neelam Sidhu*

20-Mar-2024 | 7:42 AM PDT

Neelam Sidhu (Church Warden)

DocuSigned by:

*Christina Masih Alfred*

20-Mar-2024 | 7:41 AM PDT

Christina Masih Alfred (Treasurer)

Parish of St Johns Southall

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

### 1. ACCOUNTING POLICIES

#### Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the Charities Act 2011 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities, the Charities SORP (FRS102).

#### Incoming resources

all incoming resources are included on the Statement of Financial Activities when the charity (PCC) is legally entitled to the income and the amount can be quantified with reasonable accuracy. These consist of standing order, loose, envelope donations by current and previous members of the congregation.

Voluntary income and capital sources:

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

Planned giving receivable under Gift Aid recognised only when received

Tax reclaims on donations and gifts:

Incoming resources from tax reclaims are included in the SOFA at the same time as the gift to which they relate.

Grants and legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the PCC is reasonably certain.

Incoming resources with related expenditure:

Funds raised by the fete, garden party, sales of books, magazines from the church bookstall and similar events are accounted for gross.

Other ordinary income:

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

Income from investments:

Interest is accounted for on a receivable basis.

Gains and losses on investments:

Realised gains or losses are recognised when investments are sold. Unrealised gains or losses are accounted for on revaluation of investments at 31 December.

Volunteer help:

The monetary value of any voluntary help received is not included in the accounts.

#### Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost 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.

#### Governance costs

Cost of the preparation and examination of statutory accounts.

#### Tangible fixed assets

Depreciation is provided to write off each asset over its estimated useful life.

Consecrated land and buildings and movable church furnishings:

Consecrated and beneficed property is excluded from the accounts by s10(2)(a) of the Charities Act 2011.

Other tangible assets:

Other tangible assets are depreciated on a reducing balance basis at a rate of 20%. Some items have been fully depreciated.

#### Property revaluation

The long leasehold property is included in the Balance Sheet at the estimated market value as valued on the 26<sup>th</sup> January 2018.

## Parish of St Johns Southall

**Taxation**

The charity is exempt from tax on charitable activities.

**Fund accounting**

General Unrestricted funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for application on the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes.

The accounts include all transactions, assets, and liabilities for which the PCC is responsible in law. They do not include accounts of church groups that owe their main affiliation to another body nor those that are informal gatherings of Church members.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**2. Voluntary Income**

|   | 2023           | 2022           |
|---|----------------|----------------|
|   | £              | £              |
| Online giving, other planned giving and collections | 23,013         | 10,965         |
| Donations   | 7,525          | 22,796         |
| Monthly giving and Gift Aid envelopes               | 117,132        | 115,781        |
| Gift Aid tax recoverable                            | 24,515         | 54,131         |
| Legacies  | 34,525         | 8,100          |
| Grants  | 19,159         | 15,163         |
| Other funds generated                               | 89,100         | 12,418         |
|   | <u>314,969</u> | <u>239,354</u> |

Grants received, included in the above are as follows:

|  |               |
|--|---------------|
| Spacehive, Old church                        | 8,552         |
| Francis Courtney Fund, 2022                  | 3,000         |
| London Diocese Fund, Church Energy Grant     | 2,641         |
| Foodhub                                      | 970           |
| Warm Spaces grant 2023                       | 2,500         |
| London Diocese Fund, Pioneer Planting Rental | 12,139        |
| Deanary Synod, Women Art & Wellbeing Grant   | 1,520         |
| Francis Courtney Fund, 2023                  | 3,000         |
|  | <u>19,159</u> |
|  | <u>15,163</u> |

## Parish of St Johns Southall

**3. Activities for generating funds**

|                 | 2023         | 2022         |
|-----------------|--------------|--------------|
|                 | £            | £            |
| Over 60s income |              | 1864         |
| Over 60s income | 2650         |              |
|                 | <u>2,650</u> | <u>1,864</u> |

**4. Investment income**

|  | 2023          | 2022          |
|--|---------------|---------------|
|  | £             | £             |
| Rents received                         | 28,743        | 23,720        |
| Deposit account interest and dividends | 390           | 111           |
|  | <u>29,133</u> | <u>23,831</u> |

**Incoming resources from charitable activities**

|                      |               |               |
|----------------------|---------------|---------------|
| Hall lettings        | 38,094        | 46,323        |
| Fees for weddings    | 1,378         | 2,001         |
| Language classes (R) | 920           | 502           |
|                      | <u>40,392</u> | <u>48,826</u> |

**Other incoming resources**

|                       |        |   |
|-----------------------|--------|---|
| Insurance claims      | 2,340  | 0 |
| Mission zone recharge | 15,964 | 0 |

**5. Cost of generating voluntary income**

|                                | 2023     | 2022     |
|--------------------------------|----------|----------|
|                                | £        | £        |
| Costs of fetes & other events  | -        | -        |
| Costs of stewardship campaigns | -        | -        |
|                                | <u>-</u> | <u>-</u> |

Parish of St Johns Southall

**6. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 December 2022 nor for the year ended 31 December 2021.

|                                | 2023  |
|--------------------------------|-------|
| Trustees' expenses             | £     |
| Anna Poulson                   | 2,789 |
| Christina Masih Alfred, 'Tina' | 248   |
| Edwin Alfred, 'Tinks'          | 168   |
| Wilson Sidhu, 'Gulu'           | 500   |
|                                | <hr/> |
|                                | 3,705 |
|                                | <hr/> |

**7. Staff Costs**

|   | 2023         | 2022         |
|---|--------------|--------------|
|   | £            | £            |
| Wages and salaries, and pensions                              | <hr/> 49,624 | <hr/> 48,555 |
| Caretaker & cleaner   | 16,157       | 8,218        |
| Ops team: Ops Manager, Church centre coordinator & Bookkeeper | 26,002       | 22,382       |
| youth work  | 380          | 380          |
| Little Angles & Childrens Ministry                            | 4,842        | 1,248        |
| Foodhub Manager   | -            | 11,730       |
| Pensions  | 2,243        | 2,139        |
| Cleaning (some payroll costs were in here for 2022)           | -            | 1,112        |
| Church maintenance (some Payroll costs were in here for 2022) | -            | 1,346        |
|   | <hr/>        | <hr/>        |
| Employees as at 31/22   | 5            | 5            |
|   | <hr/>        | <hr/>        |

## Employee Contracts:

|   |   |   |
|---|---|---|
| Operations Manager                        | 1 | 1 |
| Church Centre Coordinator                 | 1 | 0 |
| Bookkeeper                                | 1 | 1 |
| Caretaker                                 | 1 | 1 |
| Little Angels & Childrens ministry worker | 1 | 1 |
| Youth worker                              | 0 | 1 |

No employees received emoluments in excess of £60,000

**8. TANGIBLE FIXED ASSETS**

## Parish of St Johns Southall

|                       | Long Leasehold<br>£ | Minibus<br>£ | Equipment<br>£ | Total<br>£     |
|-----------------------|---------------------|--------------|----------------|----------------|
| <b>COST</b>           |                     |              |                |                |
| At 1 January 2023     | 482,500             | 738          | 3,377          | 486,615        |
| Additions             | -                   | -            | -              | -              |
| Disposals             | -                   | -            | -              | -              |
| At 31 December 2023   | <u>482,500</u>      | <u>738</u>   | <u>3,377</u>   | <u>486,615</u> |
| <b>DEPRECIATION</b>   |                     |              |                |                |
| At 1 January 2023     | -                   | -            | -              | -              |
| Charge for year       |                     | 247          | 615            | 862            |
| On Disposals          |                     |              |                | -              |
| At 31 December 2023   | <u>-</u>            | <u>247</u>   | <u>615</u>     | <u>862</u>     |
| <b>NET BOOK VALUE</b> |                     |              |                |                |
| At 31 December 2023   | <u>482,500</u>      | <u>491</u>   | <u>2,762</u>   | <u>485,753</u> |
| At 31 December 2022   | <u>482,500</u>      | <u>738</u>   | <u>3,377</u>   | <u>486,615</u> |

The long leasehold property included in the Balance Sheet at the Trustees evaluation based on the estimated market value provided by the letting agent on the 26/01/2018.

**9. FIXED ASSET INVESTMENTS**

|       | 2023<br>£      | 2022<br>£     |
|-------|----------------|---------------|
| CBF Y | 34,500         | 30,297        |
| CBF G | 71,525         | 62,812        |
| Other | -              | -             |
|       | <u>106,025</u> | <u>93,109</u> |

**10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

|   | 2023<br>£     | 2022<br>£     |
|---|---------------|---------------|
| <b>ACCOUNTS RECEIVABLE</b>              |               | 57,628        |
| 2023 Christmas Appeal                   | 2,122         |               |
| 2023 Jul-Dec MZ Administration recharge | 10,645        |               |
| 2023 Gift Aid claim balance             | 5,943         |               |
|   | <u>18,711</u> | <u>57,628</u> |

**11. CURRENT ASSET INVESTMENTS**

2022 2021

Parish of St Johns Southall

Other

-

-

-

-

**12. CASH AT BANK**

|   | 172,961  | 128,345 | 4,645       |
|---|----------|---------|-------------|
|   | 2023     |         |             |
|   | CAF      | HSBC    | Deposit Acc |
| FUNDS                                       | £        | £       | £           |
| <b>UNRESTRICTED FUNDS:</b>                  | 1,434    | 119,011 | 4,645       |
| GENERAL                                     | - 45,213 | 114,647 | 92          |
| DESIGNATED - ECO CHURCH                     | 283      | -       | -           |
| DESIGNATED - GIFTS - CCX - PIONEER PLANTING | - 1,130  | -       | -           |
| DESIGNATED - GROWING YOUNGER APPEAL         | 2,220    | 4,064   | -           |
| DESIGNATED - LITTLE ANGELS                  | 847      | -       | -           |
| DESIGNATED - NIGHT SHELTER                  | - 100    | 100     | -           |
| DESIGNATED - OLD CHURCH                     | - 150    | 200     | -           |
| DESIGNATED - OVER 60S                       | 2,782    | -       | -           |
| DESIGNATED - PROJECTS FUND                  | 12,269   | -       | 4,553       |
| DESIGNATED - VIBE YOUTHWORKER SALARY        | 30,226   | -       | -           |
| <b>RESTRICTED FUNDS:</b>                    | 171,527  | 9,334   | -           |
| ALC   | 2,810    | -       | -           |
| BUMPS & BABIES                              | 287      | -       | -           |
| COMMUNITY & NEAR NEIGHBOURS                 | -        | -       | -           |
| EVENTS - STREET PARTY                       | 372      | -       | -           |
| FOODHUB                                     | -        | -       | -           |
| FLOWERS                                     | 103      | -       | -           |
| FRANCIS COURTNEY FUND - HOUSING PATHWAYS    | 3,000    | -       | -           |
| LANGUAGE CLASS SALARY                       | 4,187    | -       | -           |
| LANGUAGE                                    | 3,506    | -       | -           |
| KINGS CENTRE - INTERFAITH COMMITTEE         | -        | -       | -           |
| OLD CHURCH                                  | 68,581   | 656     | -           |
| PROJECTS FUND                               | -        | -       | -           |
| THE TABLE                                   | 620      | 2,164   | -           |
| VIBE - WARD FORUM GRANT                     | -        | -       | -           |
| VIBE - YOUTH WORKER                         | 18,887   | -       | -           |
| MZ TOWARDS CRM, OC, BOOKKEEPER              | 72,051   | -       | -           |
| WOMEN, ART & WELLBEING                      | 1,520    | -       | -           |
| AGENCY COLLECTION                           | - 4,997  | 6,514   | -           |

**13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

## Parish of St Johns Southall

|   | 2023   | 2022  |
|---|--------|-------|
|   | £      | £     |
| <b>ACCOUNTS PAYABLE</b>                     |        | 6,794 |
| 2023 Vicars expenses - balance              | 121    |       |
| 2023 Audit Fee                              | 1,000  |       |
| Electrics for curacy house                  | 330    |       |
| Eco project 2023 carried over               | 500    |       |
| 2023 Mission partners final to be paid out  | 2,219  |       |
| 2023 Pensions                               | 2,052  |       |
| Cleaner/caretaker pay                       | 842    |       |
| Tablet for childrens ministry               | 168    |       |
| General fund - Organist outstanding invoice | 60     |       |
| Over 60s - organist outstanding invoice     | 160    |       |
| <b>AGENCY COLLECTION</b>                    |        |       |
| 2023 Christmas Appeal - Ahli Hospital, Gaza | 1,061  |       |
| 2025 Ashburnham Deposit                     | - 250  |       |
| 2023 British Legion                         | 656    |       |
| 2023 LDF Wedding & funeral fees             | 1,067  |       |
| 2023 Manipur collection tbc                 | 695    |       |
| Refunds                                     | - 646  |       |
|   | <hr/>  | <hr/> |
|   | 10,034 | 6,794 |

**14. CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR**

|                         | 2023    | 2022    |
|-------------------------|---------|---------|
|                         | £       | £       |
| Curate's House Mortgage | 170,450 | 175,330 |
|                         | <hr/>   | <hr/>   |
|                         | 170,450 | 175,330 |

Parish of St Johns Southall

## 15. MOVEMENT IN FUNDS

| FUND  | FUND BALANCES   | INCOMING  | OUTGOING  | TRANSFERS | GAINS AND | FUND BALANCES   |
|---|-----------------|-----------|-----------|-----------|-----------|-----------------|
|   | brought forward | Resources | Resources |           | Losses    | Carried forward |
| ALC - ALC   | 2,810           | -         | -         | -         | -         | 2,810           |
| BUMPS & BABIES - BUMPS & BABIES - NEAR NEIGHBOURS                                 | 296             | -         | 9         | -         | -         | 287             |
| CCX - PIONEER PLANTING - CCX - H MILLER - IDINA CURACY/PIONEER PLANTING           | -2,580          | 14,215    | 12,765    | -         | -         | -1,130          |
| CEO DONATIONS - CEO DONATIONS   | -               | 851       | 851       | -         | -         | -               |
| COMMUNITY & NN - COMMUNITY AND NEAR NEIGHBOURS PROJECTS                           | 234             | -         | -         | -234      | -         | -               |
| ECO CHURCH - ECO CHURCH   | -               | 238       | -         | 45        | -         | 283             |
| EVENTS - STREET PARTY - EVENTS - STREET PARTY                                     | 372             | -         | -         | -         | -         | 372             |
| FH - FOOD HUB   | 652             | 323       | -         | -974      | -         | -               |
| FLOWERS - FLOWERS   | 83              | 20        | -         | -         | -         | 103             |
| FRANCIS COURTNEY FUND - FRANCIS COURTNEY FUND - HOUSING PATHWAYS                  | 375             | 3,000     | 375       | -         | -         | 3,000           |
| GROWING YOUNGER APPEAL - GROWING YOUNGER APPEAL (LAUNCHED CHRISTMAS 2022)         | 1,579           | 10,435    | -         | -5,730    | -         | 6,284           |
| INSURANCE CLAIMS - INSURANCE CLAIMS   | -               | 2,340     | 1,600     | -740      | -         | -               |
| LANGSAL - LANGUAGE CLASS SALARY   | 4,187           | -         | -         | -         | -         | 4,187           |
| LANGUAGE - LANGUAGE   | 2,843           | 995       | 332       | -         | -         | 3,506           |
| LITANGELS - LITTLE ANGELS - TRIPS   | 801             | 100       | 54        | -         | -         | 847             |
| MZ FUNDING TOWARDS CRM, OC & BOOKKEEPER - MZ FUNDING TOWARDS CRM, OC & BOOKKEEPER | -               | 85,666    | 225       | -13,390   | -         | 72,051          |
| NEHINTERF - KING'S CENTRE - INTERFAITH COMMITTEE                                  | 1,880           | -         | -         | -1,880    | -         | -               |
| NIGHTSHELT - NIGHT SHELTER  | 1,502           | 20        | 1,453     | -69       | -         | -               |
| OLDCH - OLD CHURCH  | 74,205          | 112       | 5,030     | -         | -         | 69,287          |
| OVER60 - OVER 60S CLUB  | 2,262           | 2,650     | 1,790     | -400      | -         | 2,722           |
| PROJECTS - PROJECTS FUND  | 20,418          | 6,561     | 2,467     | 740       | -         | 25,253          |
| TABLE - THE TABLE   | 2,884           | 1,000     | 1,100     | -         | -         | 2,784           |
| VIBEINTERN - YOUTH - VIBE INTERN GRANT - WARD FORUM                               | 199             | -         | 199       | -         | -         | -               |
| WOMEN, ART & WELLBEING - WOMEN, ART & WELLBEING (EALING DEANERY)                  | -               | 1,520     | -         | -         | -         | 1,520           |
| YWORKRSAL - YWORKRSAL (VIBE)  | 20,012          | 30,025    | 432       | -         | -         | 49,605          |
| GENERAL - GENERAL FUND  | 454,710         | 245,378   | 243,449   | 22,632    | 12,915    | 492,186         |
|   |                 |           |           |           |           |                 |
| TOTALS  | 589,722         | 405,449   | 272,128   | -         | 12,915    | 735,957         |

Parish of St Johns Southall

## 16. ULTIMATE CONTROLLING PARTY

The charity is controlled by the members of the PCC

## 17. CHURCH WORKERS PENSION FUND (CWPF)

**St John's Church (Southall Green) PCC (PB2014)** participates in the Pension Builder Scheme section of CWPF for lay staff. CWPF is administered by the Church of England Pensions Board, which holds the CWPF assets separately from those of the Employer and other participating employers.

CWPF has two sections:

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

### Pension Builder Scheme

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

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

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

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

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable (**2023: £2,243, 2022: £2,139**).

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

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

For the Pension Builder 2014 section, the 2019 valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The next valuation is due as at 31 December 2022. Calculations for this are currently under way.

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

Parish of St Johns Southall

DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 DECEMBER 2022

|   |   |                |               |               | TOTAL          |                |
|---|---|----------------|---------------|---------------|----------------|----------------|
|   |   | General        | Designated    | Restricted    | This year      | Last year      |
| <b>INCOMING RESOURCES</b>                                   |   |                |               |               |                |                |
| <b>INCOMING RESOURCES FROM GENERATED FUNDS</b>              |   |                |               |               |                |                |
|   | 0101 - Monthly SO.                        | 111,162        | 1,200         | 62            | 112,424        | 113,996        |
|   | 0102 - Online giving                      | 13,468         | 150           | 1,000         | 14,618         | 4,187          |
|   | 0110 - Gift Aid - Envelopes               | 4,208          | 500           | -             | 4,708          | 1,785          |
|   | 0301 - Loose plate collections            | 5,909          | 2,214         | 273           | 8,395          | 6,779          |
|   | 0550 - Donations appeals etc              | -              | 7,525         | -             | 7,525          | 22,796         |
|   | 0601 - Tax recoverable on Gift Aid        | 24,515         | -             | -             | 24,515         | 54,131         |
|   | 0701 - Legacies                           | -              | 34,525        | -             | 34,525         | 8,100          |
|   | 08A1 - Non-recurring one-off grants       | 2,500          | 12,139        | 4,520         | 19,159         | 15,163         |
|   | 0901 - Other funds generated              | 1,123          | 1,315         | 86,662        | 89,100         | 12,418         |
|   | 0560 - Over 60s Income                    | -              | 2,650         | -             | 2,650          | 1,864          |
|   | 1020 - Bank and building society interest | 390            | -             | -             | 390            | 112            |
|   | 1030 - Rent from lands or buildings       | -              | -             | -             | -              | 2,219          |
|   | 1031 - Car Park space hire                | 5,067          | -             | -             | 5,067          | 563            |
|   | 1033 - Curacy House Rent                  | 21,600         | 2,076         | -             | 23,676         | 20,938         |
|   | 1330 - Mission Zone recharge income       | 15,964         | -             | -             | 15,964         | -              |
|   |   |                |               |               |                |                |
| <b>INCOMING RESOURCES FROM GENERATED FUNDS TOTALS</b>       |   | <b>205,906</b> | <b>64,293</b> | <b>92,516</b> | <b>362,716</b> | <b>265,050</b> |
|   |   |                |               |               |                |                |
| <b>INCOMING RESOURCES FROM CHARITABLE ACTIVITIES</b>        |   |                |               |               |                |                |
|   | 0570 - Language Classes Income            | -              | -             | 920           | 920            | 502            |
|   | 1101 - Fees for weddings and funerals     | 1,378          | -             | -             | 1,378          | 2,001          |
|   | 1230 - Church hall lettings - objectives  | 38,094         | -             | -             | 38,094         | 46,323         |
| <b>INCOMING RESOURCES FROM CHARITABLE ACTIVITIES TOTALS</b> |   | <b>39,472</b>  | <b>-</b>      | <b>920</b>    | <b>40,392</b>  | <b>48,826</b>  |
|   |   |                |               |               |                |                |
| <b>OTHER INCOMING RESOURCES</b>                             |   |                |               |               |                |                |
|   | 1310 - Insurance claims                   | -              | -             | 2,340         | 2,340          | -              |
| <b>OTHER INCOMING RESOURCES TOTALS</b>                      |   | <b>-</b>       | <b>-</b>      | <b>2,340</b>  | <b>2,340</b>   | <b>-</b>       |
| <b>INCOMING RESOURCES GRAND TOTALS</b>                      |   | <b>245,378</b> | <b>64,293</b> | <b>95,777</b> | <b>405,449</b> | <b>313,876</b> |
| <b>RESOURCES USED</b>                                       |   |                |               |               |                |                |
|   |   |                |               |               |                |                |

| COST OF GENERATING FUNDS        |  |        |       |       |        |        |
|---------------------------------|--|--------|-------|-------|--------|--------|
| COST OF GENERATING FUNDS TOTALS |  | -      | -     | -     | -      | -      |
|                                 |  |        |       |       |        |        |
| CHARITABLE ACTIVITIES           |  |        |       |       |        |        |
|                                 | 1735 - Hospitality   | 3,243  | -     | 851   | 4,094  | 4,363  |
|                                 | 1801 - Giving to missionary societies                        | 22,520 | -     | -     | 22,520 | 19,328 |
|                                 | 1830 - Giving - relief and development agencies              | -      | 1,453 | -     | 1,453  | 1,000  |
|                                 | 1850 - Home mission  | -      | -     | -     | -      | 6,057  |
|                                 | 1901 - Common Fund   | 87,775 | -     | -     | 87,775 | 85,200 |
|                                 | 2001 - Staff Costs - Assistant staff costs (tech, verger etc | -      | -     | -     | -      | 11,730 |
|                                 | 2012 - Youth Running Costs                                   | 1,162  | 5     | 199   | 1,366  | 2,587  |
|                                 | 2050 - Staff Costs - Parish Administration Team              | 26,002 | -     | -     | 26,002 | 22,384 |
|                                 | 2055 - Staff Costs - Staff Pensions                          | 2,243  | -     | -     | 2,243  | 2,139  |
|                                 | 2060 - Staff Costs - Youth Worker Salary                     | 380    | -     | -     | 380    | 380    |
|                                 | 2065 - Staff Costs - Little Angels                           | 4,842  | -     | -     | 4,842  | -      |
|                                 | 2070 - Staff Costs - Cleaner                                 | 9,140  | 1,342 | -     | 10,482 | -      |
|                                 | 2071 – Staff costs – Caretaker                               | 5,675  | -     | -     | 5,675  | 8,218  |
|                                 | 2101 - Working expenses of clergy                            | 2,267  | -     | -     | 2,267  | 4,298  |
|                                 | 2130 - Parsonage house expenses                              | -      | -     | -     | -      | 617    |
|                                 | 2140 - Water rates - vicarage                                | -      | -     | -     | -      | 157    |
|                                 | 2160 - Over 60s  | -      | 1,730 | -     | 1,730  | 1,878  |
|                                 | 2165 - Language Classes                                      | -      | 241   | 131   | 372    | 1,710  |
|                                 | 2201 - Parish training and mission                           | -58    | -     | 375   | 317    | 3,505  |
|                                 | 2301 - Church running - insurance                            | 6,482  | -     | -     | 6,482  | 10,641 |
|                                 | 2320 - Upkeep of services Organ/piano tuning/wi              | 630    | 60    | -     | 690    | 1,689  |
|                                 | 2321 - Eco Green   | 500    | -     | -     | 500    | -      |
|                                 | 2322 - Equipment   | -      | -     | -     | -      | -2,493 |
|                                 | 2323 - SEN/D Ministry  | 278    | -     | -     | 278    | -      |
|                                 | 2324 - Bumps & Babies Expenses                               | -      | -     | 9     | 9      | -      |
|                                 | 2325 - Worship group expenses                                | -      | -     | -     | -      | 9      |
|                                 | 2326 - Childrens Ministry                                    | 168    | -     | -     | 168    | -      |
|                                 | 2327 - Little Angels Expenses                                | 468    | 54    | -     | 521    | 1,248  |
|                                 | 2328 - Messy Church  | 387    | -     | -     | 387    | 226    |
|                                 | 2330 - Church maintenance                                    | 7,032  | 583   | 1,600 | 9,216  | 30,459 |
|                                 | 2331 - Cleaning  | 2,510  | 300   | -     | 2,810  | 4,545  |
|                                 | 2332 - The Table   | -      | -     | 1,100 | 1,100  | 880    |
|                                 | 2350 - Upkeep of churchyard                                  | 394    | -     | -     | 394    | 782    |

## Parish of St Johns Southall

|                                     |                                       |                |               |               |                |                |
|-------------------------------------|---------------------------------------|----------------|---------------|---------------|----------------|----------------|
|                                     | 2360 - Administration                 | 16,363         | -             | 606           | 16,969         | 9,654          |
|                                     | 2361 - Depreciation of Equipment      | 615            | -             | 247           | 862            | 1,047          |
|                                     | 2370 - Visiting speakers / locums     | 225            | -             | -             | 225            | 100            |
|                                     | 2401 - Church running utilities       | 23,624         | -             | -             | 23,624         | 25,275         |
|                                     | 2410 - Church running - gas           | -              | -             | -             | -              | 642            |
|                                     | 2420 - Church running - water         | 2,462          | -             | -             | 2,462          | 1,770          |
|                                     | 2441 - Old Church - Gas               | -              | -             | 93            | 93             | 235            |
|                                     | 2442 - Old Church - Electricity       | -              | -             | -             | -              | 15             |
|                                     | 2443 - Old Church - Insurance         | -              | -             | 4,937         | 4,937          | -              |
|                                     | 2444 - Old Church - Repairs           | -              | -             | -             | -              | 2,692          |
|                                     | 2540 - Hall running - gas             | 264            | -             | -             | 264            | 196            |
|                                     | 2560 - Hall running - maintenance     | -              | -             | -             | -              | 602            |
|                                     | 2916 - Curacy House Maintenance       | 2,296          | -             | -             | 2,296          | 3,392          |
|                                     | 2931 - Mortgage Interest              | 12,579         | -             | -             | 12,579         | 9,940          |
| <b>CHARITABLE ACTIVITIES TOTALS</b> |                                       | <b>242,468</b> | <b>5,768</b>  | <b>10,146</b> | <b>258,384</b> | <b>270,879</b> |
|                                     |                                       |                |               |               |                |                |
| <b>GOVERNANCE COSTS</b>             |                                       |                |               |               |                |                |
|                                     | 2040 - HR Costs/Fee                   | 320            | -             | -             | 320            | 637            |
|                                     | 2041 - Bank charges                   | 60             | -             | -             | 60             | -              |
| <b>GOVERNANCE COSTS TOTALS</b>      |                                       | <b>380</b>     | <b>-</b>      | <b>-</b>      | <b>380</b>     | <b>637</b>     |
|                                     |                                       |                |               |               |                |                |
| <b>OTHER RESOURCES USED</b>         |                                       |                |               |               |                |                |
|                                     | 2917 - Curacy / Pioneer Planting Rent | 600            | 12,765        | -             | 13,365         | 11,491         |
| <b>OTHER RESOURCES USED TOTALS</b>  |                                       | <b>600</b>     | <b>12,765</b> | <b>-</b>      | <b>13,365</b>  | <b>11,491</b>  |
| <b>RESOURCES USED GRAND TOTALS</b>  |                                       | <b>243,449</b> | <b>18,533</b> | <b>10,146</b> | <b>272,128</b> | <b>291,225</b> |
|                                     |                                       |                |               |               |                |                |