

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

England & Wales · Charity number 1132598

Details

Other names ST PAUL'S CHURCH EALING

Status Registered

Legal form Previously excepted

Registered 2009-11-09

Register [View on the Charity Commission register](#)

Contact

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Email OFFICE@STPAULSEALING.com

Website www.stpaulsealing.com

Activities

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

Activities: St Paul's is a church in West London and operates a number of ministries to the local community and wider area. We have 4 services on Sundays and also run family life courses, children's and youth work, social transformation projects, and a range of other Christian events, conferences and ministries.

Classification

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

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- Ealing

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£738,637	£776,201	£545,468	13
2023-12-31	£709,228	£803,998	£583,032	15
2022-12-31	£751,761	£727,314	£677,802	12
2021-12-31	£764,163	£706,309	£653,355	13
2020-12-31	£760,194	£686,005	£595,501	13

Trustees

Name	Role	Appointed
Alan Phillips		2024-05-20
Alison Moore		2019-04-29
Amon Colburn		2025-06-09
Andrew Mark Statham		2024-05-20
Angharad Milenkovic		2025-06-09
Anne Owens		2025-06-09
Anusha Couttigane		2022-04-25
Azniv Pambakian		2025-06-09
Brahman Dharmarajah		2025-06-09
Gina Hudson		2025-06-09
Gordon May		2025-06-09
John Dales		2025-06-09
Nicholas Andrew Taylor		2020-10-19
Paul Jason Pambakian		2022-04-25
Rachel Emma Buck		2025-06-09
Rev Benjamin Evans		2024-06-30
Rev Karen Glynn Cosh		2025-09-27
Simon Sworn		2025-06-09
Stephanie Ajayi		2023-04-24
VICTORIA ANNE READ		

Accounts

Charity registration number 1132598 (England and Wales)

**THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH
OF ST PAUL'S EALING**

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

LEGAL AND ADMINISTRATIVE INFORMATION

Members Of The PCC

Vicky Read
Alan Philips
Elizabeth Patel
Aruliniyan Nathaniel
Nicholas Taylor
Oscar Carshagen
Paul Pambakian
Anusha Couttigane
Stephanie Ajayi
Robert Daniel (Appointed 20 May 2024)
Andrew Statham (Appointed 20 May 2024)
Rev Ben Evans (Appointed 30 June 2024)

Charity number (England and Wales)

1132598

Independent examiner

Summers Morgan
First Floor, Sheraton House
Lower Road
Chorleywood
Hertfordshire
WD3 5LH

Bankers

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45 The Broadway
Ealing
London
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Solicitors

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Link House
1200 Uxbridge Road
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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The members of the PCC present their report and accounts for the year ended 31 December 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the PCC's Powers Measures (1956) as amended, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

Our vision at St Paul's Church is to be a church where everyone is made welcome and everyone knows that they matter, both to us as a community and to God. We believe that everyone has something to bring that will add colour and creativity to the church family. Our simple strapline is based on the Greatest Commandment that Jesus gave - loving God and loving our neighbour.

We are committed to following and trying to live like Jesus, and as the disciple Paul encourages us, we need to let love be our highest goal. This means we look for ways to love and serve each other and our wider community. And if we make love our highest goal, we need to be those who receive love and give love to others.

Our mission statement is as follows:

- To see the kingdom of God grow in our community
- To live as a Christian community, devoted to God and to one another
- To share our lives together both practically and spiritually
- To grow in prayer, worship, and our understanding of the Bible
- To witness to Christ's love and mercy in our community and beyond
- To be open to the Holy Spirit in all that we do

As a church, we believe that God is calling us to something bigger than we are currently, and the Diocese of London has appointed St Paul's to be one of its Resource Churches. Our vision for this is that we will plant new churches in communities with no church presence, help to revitalise and renew existing churches, and support and encourage other churches who ask for help. All of this is to enable the Kingdom of God to expand and grow in our wider community.

The members of the PCC have paid due regard to guidance issued by the Charity Commission on public benefit, and in particular the supplementary guidance on charities for the advancement of religion, when deciding what activities the PCC should undertake.

Achievements and performance

2024 was a year when we gave some focus to three main areas: inviting people to follow Jesus, investing in our younger generations, and inspiring one another to grow as disciples of Jesus. At the end of 2024, it was so encouraging to see fruit in all of these areas of church life.

There were some staff changes, with new people arriving and others changing roles. We welcomed Olivia as our new Worship Pastor. In the summer, Elizabeth Patel joined the staff as our Children's Pastor, with Karen Cosh becoming an Assistant Pastor with responsibility for pastoral care and the Wholeness Centre. Ben Evans arrived as our new Curate, along with his wife, Laura, and their daughter. Paul Pambakian took over as Church Warden, following Emma Buck, who had served for 7 years.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Established ministries

Our desire to serve our local community is one that trumps almost everything else that we do. We believe wholeheartedly in the two greatest commandments - to love the Lord with all of your heart, soul, mind, and strength, and to love your neighbour as you love yourself. In 2024, we showed that we have found different ways of fulfilling both of these.

Some of the highlights are:

- **CAP Job Club:** We helped 38 people on their journey into employment through the Steps to Employment courses over the year, and at least 5 are now in jobs.
- **Ealing Community School of English** continued to operate with lessons on two evenings a week, and somewhere around 400 took part in the language school in 2024. Students at the language school are often new to the UK and include people from Sudan, Poland, Hong Kong, Ukraine, Syria, and Iran, as well as many other places. The government's "no recourse to public funds" policy means that we are the only English language school available to many of our students.
- Our in-person **prison ministry** into Wormwood Scrubs continues, and we ran three Sycamore Tree Victim Awareness and Restorative Justice courses alongside the Sunday services and Bible studies. We also supported the Angel Tree project, which enables Christmas presents to be sent to the children of prisoners on their dad or mum's behalf, with gift tags written by the mum or dad in prison. The Prison Fellowship's (PF) Wormwood Scrubs Group meets monthly to pray for the prison – staff, prisoners, families and other needs.
- Through **Beloved**, we have continued to visit Southall Broadway monthly and have met with a growing number of working girls and built up their trust where they are mostly really happy to talk to us. We are working closely with the police to visit brothels and explore potential involvement in offering safe houses.
- Our **children's** ministry has continued to grow, with an increase in those attending groups on a Sunday. **Bump to Baby** has continued to run with two groups each time and provides a vital outreach to new mums in the community, offering a sense of support. We are seeing families who have come to this begin to attend other events, which is great. We ran the **'When Dreams Change'** course, a four-week course devised by the charity Growing Hope. It aims to help parents and carers of children with additional needs reflect on their experiences and become more of the person they have been created to be. **Great and Small** continues to be a brilliant group for parents, carers, and preschool children. It has been a joy to welcome a number of families from these ministries to our Sunday services.
- Lots have continued with our different groups for **Youth**, and we've welcomed a number of new teenagers. In 2024, we saw continued growth in youth ministry across local churches, with more than 100 young people coming together for different events in different locations. It has been an amazing blessing to work together in this way.
- In our **Women's ministry**, Connect continues to provide opportunities for women to meet with each other. Each week we have worship, teaching, and group time with about 40 women on a weekly basis who split into 5 groups. There were breakfasts that were run during the year for Awaken; we had delicious food as usual and a wonderful time of worship and hearing people share their personal journeys of faith.
- The **Wholeness** centre continued to operate through the year, offering counselling, therapy, and healing prayer. The need in our community for support with mental health challenges continues to grow and the Wholeness Centre is a significant resource for many people both within and outside St Paul's
- The **Seniors** group meets after midweek communion and has 30 members who meet for Bible study, fellowship, food, and fun. We run other events from time to time, including walks and pub lunches.
- In September 2024, we had one **New Wine Discipleship Year student** and one **Church of England Ministry Experience Scheme student**, both of whom work across our family of churches, supporting our children's, youth, and other ministries.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

We continue to support other local ministries, such as Mindfood and the CAP Debt Centre, as well as other churches in their outreach, including St Mellitus Hanwell and St Stephen's Shottermill.

New and emerging activities

As part of our role as a Resource Church in the London Diocese, we are continuing to explore opportunities for church planting or partnerships, as well as how we might support churches around us that are in interregnum. We hope this will develop further in the coming years.

Chris Fox, our vicar, is moving to lead St Barnabas Cambridge and will finish on 27th April 2025. As a PCC, we will be working closely with the Diocese and our church family as we go through the process of appointing a new vicar and managing the church during the interregnum.

Financial review

The financial transactions during the year and the financial position at the end of the year are set out in the attached accounts. The members of the PCC consider that the accounts show a satisfactory position. Donations, mainly planned giving, were slightly down year on year reflecting a change in circumstances of a small proportion of givers, this was however countered by an increase in tax recovery with all gift aid claims now up to date. Donations are expected to remain broadly flat in 2025 with a modest increase in underlying giving being offset by annualization of the 2024 downsides. Other income increased in the year as we commercially rented one of our properties that has been occupied by a staff member previously. The longstanding rental of office space to New Wine comes to an end in 2025 and the PCC is exploring alternative arrangements to replace this rental income by other means, most likely a commercial letting.

We work to the principle of matching our expenditure to income, however given the lower giving this year that has not been possible with the PCC making a decision, given the strength of our reserves, to maintain staffing and ministry levels. Expenditure was lower than the previous year following the one-off investment in solar panels in 2023. This has also led to a material reduction in our electricity costs in 2024 reflecting a good financial return on the investment as well as the obvious environmental benefit. Staffing increased with a new curate joining mid-year and a children's worker appointed in September, this together with an annual pay review, increased costs although in line with plan. All other costs were held at a similar level to 2023. During the year, the PCC carried out necessary repairs to the church and its other properties, maintaining them in good order. The PCC expects its regular expenditure commitments in 2025 to be similar to those of 2024 as we again look to maintain all current church activity and ministry. The declining giving levels are likely to result in a deficit position in the year. We will monitor this closely and take necessary action to ensure its kept as low as possible and in line with budget. At the balance sheet date, the charity holds reserves totalling £545,468 (2023: £583,032), comprising restricted funds £4,391 (2023: £8,463), designated reserves £Nil (2023: £Nil), and unrestricted reserves of £541,077 (2023: £574,569).

Reserves Policy

The Trustees believe that St Paul's relies on God's provision for the financial resources needed to fund its work. As a church, we believe that we are called to be good stewards of the resources that have been given to us, so we need to ensure that the level of cash we hold is not higher than needed. The PCC reviewed its reserves policy and level of cover during 2024 to ensure that our reserves continue to match our operating costs. In order to allow for fluctuations in the timing of income or in the case of unforeseen expenditure, it is the policy of this church to hold sufficient reserves to cover 8 weeks' net expenditure after taking into account regular donation income. This means that we will hold £60k in cash, and in addition to this, we will have an additional 2 weeks held as cash or in social investments (£15k) which can be accessed after a short notice period. This policy will be reviewed on an annual basis or more frequently if required. At the accounting date, free reserves were £194,854 (2023: £218,488).

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Risk Management

The members of the PCC have reviewed the major strategic and operational risks the PCC faces through regular meetings of the standing committee and are satisfied that all reasonable measures are in place to mitigate their potential effects. They intend to keep these matters under regular review and consider the controls and procedures to mitigate them. The Governance and Risk Committee meet regularly to ensure that all risks are actively managed and monitored and that all aspects of governance are considered, bringing any areas of concern or interest to the PCC for consideration and action.

The principal risk faced by the PCC lies in the variability of income. The trustees consider variability of income received through planned giving and gifts to constitute the charity's major financial risk. This is mitigated by a monthly review of income and its sources, including monthly cash flow forecasting by the Chair and Treasurer, and consideration of actions needed to remediate this, such as a reduction in planned activities and expenditure.

Plans for future periods

The PCC is continuing its plan to enhance the facilities in the church and its halls so that they offer facilities that are fit for purpose and can be a blessing to those who use them. We will continue to reduce our carbon footprint by focusing on other energy-saving options now that the solar panels are installed. We will also continue to review the land around the church and redesign it to encourage biodiversity, native plants, and community access. Lastly, we will focus on continuing to resource other churches in Ealing as they go through periods of vacancy.

Structure, governance and management

The PCC has the responsibility for co-operating with the clergy in promoting the whole mission of the Church in the parish and in maintaining the church buildings.

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

Vicky Read	
Rev Chris Fox	(Resigned 27 April 2025)
Emma Buck	(Resigned 20 May 2024)
Alan Phillips	
Ruth Dales	(Resigned 20 May 2024)
Elizabeth Patel	
Aruliniyan Nathaniel	
Nicholas Taylor	
Oscar Carshagen	
Paul Pambakian	
Anusha Couttigane	
Stephanie Ajayi	
Robert Daniel	(Appointed 20 May 2024)
Andrew Statham	(Appointed 20 May 2024)
Rev Ben Evans	(Appointed 30 June 2024)

The method of election of the PCC members is as set out in the Church Representation Rules and they are appointed at the annual meeting of church members. The full PCC delegates responsibility for overseeing day-to-day matters to the Standing Committee, the Fabric Committee and the Missions Committee.

The church has sponsored the establishment of a separate charitable trust, the West London Community Trust, whose main activity is to support awareness of Christianity in West London. This includes facilitating the New Wine Discipleship Year hub in West London and hosting the Christians Against Poverty debt counselling service.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

The PCC consider the senior pastoral team – C Fox, K Cosh, T Carshagen, S Richardson and V Read to be the key management personnel of the charity, responsible for directing, controlling, and operating the charity on a day-to-day basis.

A number of PCC members give their time freely and no remuneration was paid during the year. Details of the PCC members receiving remuneration during the year are detailed in the notes to the accounts.

PCC members are required to disclose all relevant interests and register them with V Read in accordance with the PCC's policy to withdraw from decisions where a conflict of interest arises.

The PCC's report was approved by the Board of Members Of The PCC.

Alan Philips

28 May 2025

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

INDEPENDENT EXAMINER'S REPORT

TO THE MEMBERS OF THE PCC OF THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

I report to the members of the PCC on my examination of the financial statements of The Parochial Church Council of the Ecclesiastical Parish of St Paul's Ealing (the PCC) for the year ended 31 December 2024.

Responsibilities and basis of report

As the members of the PCC you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the PCC's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the PCC's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

- 1 accounting records were not kept in respect of the PCC as required by section 130 of the Charities Act 2011.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination.

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

Nicholas Corden ACA
Summers Morgan

First Floor, Sheraton House
Lower Road
Chorleywood
Hertfordshire
WD3 5LH

Dated: 10 June 2025

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2024

Current financial year

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
<u>Income and endowments from:</u>					
Donations and legacies	3	523,134	18,513	541,647	527,812
Charitable activities	4	28,331	-	28,331	32,417
Investments	5	3,294	-	3,294	2,442
Other income	6	165,365	-	165,365	146,557
Total income		720,124	18,513	738,637	709,228
<u>Expenditure on:</u>					
Raising funds	7	2,807	-	2,807	2,264
Charitable activities	8	750,029	23,224	773,253	800,791
(Gain)/Loss on disposal of tangible fixed assets	14	141	-	141	943
Total expenditure		752,977	23,224	776,201	803,998
Net outgoing resources before transfers		(32,853)	(4,711)	(37,564)	(94,770)
Gross transfers between funds		(639)	639	-	-
Net expenditure for the year/ Net movement in funds		(33,492)	(4,072)	(37,564)	(94,770)
Fund balances at 1 January 2024		574,569	8,463	583,032	677,802
Fund balances at 31 December 2024		541,077	4,391	545,468	583,032

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

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

Prior financial year		Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes				
<u>Income and endowments from:</u>					
Donations and legacies		515,455	-	12,357	527,812
Charitable activities		32,417	-	-	32,417
Investments		2,442	-	-	2,442
Other income		146,557	-	-	146,557
Total income		696,871	-	12,357	709,228
<u>Expenditure on:</u>					
Raising funds		2,264	-	-	2,264
Charitable activities		755,002	25,000	20,789	800,791
(Gain)/Loss on disposal of tangible fixed assets		943	-	-	943
Total expenditure		758,209	25,000	20,789	803,998
Net outgoing resources before transfers		(61,338)	(25,000)	(8,432)	(94,770)
Gross transfers between funds		5,518	-	(5,518)	-
Net expenditure for the year/ Net movement in funds		(55,820)	(25,000)	(13,950)	(94,770)
Fund balances at 1 January 2023		630,389	25,000	22,413	677,802
Fund balances at 31 December 2023		574,569	-	8,463	583,032

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	15		336,223		346,081
Mixed motive investments	16		10,000		10,000
			<u>346,223</u>		<u>356,081</u>
Current assets					
Debtors	17	46,142		20,658	
Cash at bank and in hand		178,423		228,592	
		<u>224,565</u>		<u>249,250</u>	
Creditors: amounts falling due within one year	18	(25,320)		(22,299)	
Net current assets			<u>199,245</u>		<u>226,951</u>
Total assets less current liabilities			<u><u>545,468</u></u>		<u><u>583,032</u></u>
The funds of the PCC					
Restricted funds	20		4,391		8,463
Unrestricted funds			<u>541,077</u>		<u>574,569</u>
			<u><u>545,468</u></u>		<u><u>583,032</u></u>

The financial statements were approved by the members of the PCC on 28 May 2025

Alan Phillips
Trustee

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash absorbed by operations	24		(30,885)		(65,980)
Investing activities					
Purchase of tangible fixed assets		(22,578)		(3,759)	
Proceeds from disposal of tangible fixed assets		-		(1)	
Investment income received		3,294		2,442	
Net cash used in investing activities			(19,284)		(1,318)
Net cash generated from financing activities			-		-
Net decrease in cash and cash equivalents			(50,169)		(67,298)
Cash and cash equivalents at beginning of year			228,592		295,890
Cash and cash equivalents at end of year			178,423		228,592

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

Charity information

The Parochial Church Council of the Ecclesiastical Parish of St Paul's Ealing is an unincorporated Charity registered with the Charity commission in England and Wales (number 1132598); its principle address is detailed within the legal and administrative page.

1.1 Accounting convention

The accounts have been prepared in accordance with the PCC's Powers Measures (1956) as amended, the Church Representation Rules, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019). The PCC is a Public Benefit Entity as defined by FRS 102.

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

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

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

1.2 Going concern

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

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the members of the PCC in furtherance of their charitable objectives.

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

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

1.4 Income

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

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

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

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

(Continued)

1.5 Expenditure

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

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

Grants and donations are accounted for when paid away.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Consecrated and beneficed property is excluded from the accounts.

Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold buildings	2% p.a. on cost
Equipment	25% p.a. on net book value
Fixtures and fittings	10% p.a. on cost
Motor vehicles	25% p.a. on net book value

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Cash and cash equivalents

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

1.9 Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at the carrying value plus accrued interest less repayments. The financing charge to expenditure is at a constant rate calculated using the effective interest method.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

(Continued)

1.10 Retirement benefits

The church operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

2 Critical accounting estimates and judgements

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

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

3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts						
Standing orders and other regular giving	408,595	9,197	417,792	427,439	866	428,305
Collections at all services	9,716	9,316	19,032	8,092	11,206	19,298
Gift aid recoverable	94,823	-	94,823	78,427	116	78,543
Other	10,000	-	10,000	1,498	169	1,667
	<u>523,134</u>	<u>18,513</u>	<u>541,647</u>	<u>515,455</u>	<u>12,357</u>	<u>527,812</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

4 Charitable activities

	Wedding, funeral and other fees 2024 £	Wedding, funeral and other fees 2023 £
Youth events	11,653	3,260
Wholeness ministry	3,040	2,685
Language school	835	2,295
Woman's ministry and Men's ministry	1,795	2,597
Senior group	572	273
Great and small	3,088	2,814
Other Income	7,348	18,493
	<u>28,331</u>	<u>32,417</u>

5 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	<u>3,294</u>	<u>2,442</u>

6 Other income

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Bookstall income	850	1,841
Hall Hire income	78,145	53,665
Rental income	85,853	84,430
Van income	517	6,621
	<u>165,365</u>	<u>146,557</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

7 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Publicity costs		
Staging fundraising events	2,807	2,264

8 Expenditure on charitable activities

	Outreach activities 2024 £	Youth activities 2024 £	Other activities 2024 £	Donations paid 2024 £	Total 2024 £
Staff costs	44,606	2,268	104,332	-	151,206
Depreciation and impairment	9,527	485	22,284	-	32,296
Direct costs	37,125	1,723	171,304	-	210,152
	91,258	4,476	297,920	-	393,654
Grant funding of activities (see note 9)	-	-	-	162,064	162,064
Share of support and governance costs (see note 10)					
Support	62,846	3,196	146,994	-	213,036
Governance	1,327	68	3,105	-	4,500
	155,431	7,740	448,019	162,064	773,254
Analysis by fund					
Unrestricted funds - general	155,431	7,739	448,019	138,840	750,029
Restricted funds	-	-	-	23,224	23,224
	155,431	7,739	448,019	162,064	773,253

Staff costs are allocated to the charitable activities on the basis of time allocation within the accounting period as identified. This is currently 56% to direct costs and 44% to support costs. The support and governance costs basis of allocation has been set out in note 10 of the accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

8 Expenditure on charitable activities					(Continued)
Previous year:	Outreach activities 2023 £	Youth activities 2023 £	Other activities 2023 £	Donations paid 2023 £	Total 2023 £
Staff costs	43,256	2,200	101,174	-	146,630
Depreciation and impairment	9,404	478	21,998	-	31,880
Direct costs	40,297	796	149,439	-	190,532
	<u>92,957</u>	<u>3,474</u>	<u>272,611</u>	<u>-</u>	<u>369,042</u>
Grant funding of activities (see note 9)	-	-	-	159,129	159,129
Share of support and governance costs (see note 10)					
Support	78,941	4,014	184,642	-	267,597
Governance	1,482	75	3,466	-	5,023
	<u>173,380</u>	<u>7,563</u>	<u>460,719</u>	<u>159,129</u>	<u>800,791</u>
Analysis by fund					
Unrestricted funds - general	166,005	7,188	443,469	138,340	755,002
Unrestricted funds - Designated	7,375	375	17,250	-	25,000
Restricted funds	-	-	-	20,789	20,789
	<u>173,380</u>	<u>7,563</u>	<u>460,719</u>	<u>159,129</u>	<u>800,791</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

9 Grants payable

	Donations paid 2024 £	Donations paid 2023 £
Grants to institutions:		
West London Community Trust	71,489	76,506
Bihar	950	1,000
Redtribe	8,812	19,561
Growing hope	5,800	-
Grove mission funding	9,500	9,500
Hope for justice	3,970	-
St Mellitus	4,000	4,000
Tearfund	16,167	5,119
St Stephen's Shottermill	4,000	-
Blank Canvas	2,750	-
Prison fellowship	2,500	-
Soul in Ealing	3,000	-
Oasis International	2,000	-
Sozo Foundation	2,500	2,500
Open Door	2,000	-
Other	9,126	23,871
	<u>148,564</u>	<u>142,057</u>
Grants to individuals	13,500	17,072
	<u>162,064</u>	<u>159,129</u>

10 Support costs allocated to activities

	2024 £	2023 £
Staff costs	118,112	109,963
Premises costs	73,274	126,926
Administrative costs	21,649	30,708
Governance costs	4,500	5,023
	<u>217,535</u>	<u>272,620</u>
Analysed between:		
Outreach activities	64,173	80,423
Youth activities	3,263	4,089
Other activities	150,099	188,108
	<u>217,535</u>	<u>272,620</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

10 Support costs allocated to activities

(Continued)

Support and governance costs are allocated to the charitable activities on the basis of activity allocation within the accounting period as identified. This is currently 29.5% to Outreach activities, 1.5% to Youth activities and 69% to Other activities. The exception to this is support costs wholly incurred in respect of a charitable activity, where the full cost is allocated to the relevant activity.

Governance costs include payments to the Independent Examiner of £4,500 (2023 - £5,023)

11 Net movement in funds	2024 £	2023 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	4,500	5,023
Depreciation of owned tangible fixed assets	32,296	31,880
Loss on disposal of tangible fixed assets	141	943
	<u> </u>	<u> </u>

12 Members Of The PCC

One of the members of the PCC received remuneration during the year on normal terms for church work. Normal expenses incurred on church activities were reimbursed to clergy and church workers.

13 Employees

The average monthly number of persons employed by the charity during the year was:

	2024 Number	2023 Number
Pastoral, evangelism, etc.	7	9
Administration	5	5
Cleaning	1	1
	<u> </u>	<u> </u>
Total	13	15
	<u> </u>	<u> </u>

Employment costs	2024 £	2023 £
Wages and salaries	239,683	230,573
Social security costs	13,325	11,794
Other pension costs	16,310	14,226
	<u> </u>	<u> </u>
	269,318	256,593
	<u> </u>	<u> </u>

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

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

13 Employees

(Continued)

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2024 £	2023 £
Aggregate compensation	104,810	111,786

During 2024, the following key management personnel were members or connected to members of the PCC: Rev C Fox (member), Mrs T Carshagen (member), Mr S Richardson (member), Mrs V Read (member), and Mrs K Cosh. All these people were working full-time or part-time for the charity at some point during 2024. The cost of the clergy is accounted for in the payments to the London Diocese. Part of this fund pays the stipend of the vicar. As is standard practice within the Church of England, the vicar receives either housing or housing benefit

14 Loss on disposal of tangible fixed assets

	Unrestricted funds general 2024	Unrestricted funds general 2023
Net loss on disposal of tangible fixed assets	141	943
	141	943

15 Tangible fixed assets

	Freehold buildings £	Equipment £	Fixtures and fittings £	Motor vehicles £	Total £
Cost					
At 1 January 2024	469,480	122,717	226,241	9,949	828,387
Additions	3,880	17,656	1,042	-	22,578
Disposals	-	(141)	-	-	(141)
At 31 December 2024	473,360	140,232	227,283	9,949	850,824
Depreciation and impairment					
At 1 January 2024	193,972	110,676	169,478	8,179	482,305
Depreciation charged in the year	9,158	3,753	18,942	443	32,296
At 31 December 2024	203,130	114,429	188,420	8,622	514,601
Carrying amount					
At 31 December 2024	270,230	25,803	38,863	1,327	336,223
At 31 December 2023	275,507	12,041	56,763	1,770	346,081

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

16 Mixed motive investments

Green
pastures
£

At 1 January 2024	10,000
Advances	10,000
Recovered	(10,000)
At 31 December 2024	<u>10,000</u>

17 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Other debtors	675	1,875
Prepayments and accrued income	45,467	18,783
	<u>46,142</u>	<u>20,658</u>

18 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	575	958
Other creditors	10,931	14,701
Accruals and deferred income	13,814	6,640
	<u>25,320</u>	<u>22,299</u>

19 Retirement benefit schemes

	2024 £	2023 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>16,310</u>	<u>14,226</u>

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

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

20 Restricted funds

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

	At 1 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	£	£	£	£	£
Missions and UK charities	7,040	18,513	(22,134)	637	4,056
Outreach activities	335	-	-	-	335
Other church activities	1,088	-	(1,090)	2	-
	<u>8,463</u>	<u>18,513</u>	<u>(23,224)</u>	<u>639</u>	<u>4,391</u>
Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
	£	£	£	£	£
Missions and UK charities	15,743	6,846	(15,548)	-	7,041
Outreach activities	298	37	-	-	335
Other church activities	6,373	5,474	(5,241)	(5,518)	1,088
	<u>22,413</u>	<u>12,357</u>	<u>(20,789)</u>	<u>(5,518)</u>	<u>8,463</u>

Missions and UK Charities - For payments to mission activities supported by the PCC and donations to UK and overseas charities.

Other Church Activities - For activities relating to general support and maintenance of the church. The transfer represents the capital element held within restricted funds spent on sound equipment in a prior year, to be reallocated to the unrestricted funds. Furthermore, it involves the transfer of funds spent on renovation works which were expensed through unrestricted funds in a prior year but should have been expensed through restricted funds.

Outreach Activities - For supporting activities in the local community.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

21 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 December 2024:			
Tangible assets	336,223	-	336,223
Mixed motive investments	10,000	-	10,000
Current assets/(liabilities)	194,854	4,391	199,245
	<u>541,077</u>	<u>4,391</u>	<u>545,468</u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 December 2023:			
Tangible assets	346,081	-	346,081
Mixed motive investments	10,000	-	10,000
Current assets/(liabilities)	218,488	8,463	226,951
	<u>574,569</u>	<u>8,463</u>	<u>583,032</u>

22 Operating lease commitments

Lessor

The operating leases represent leases of land and buildings to third parties.

At the reporting end date the PCC had contracted with tenants for the following minimum lease payments:

	2024 £	2023 £
Within one year	<u>4,375</u>	<u>8,750</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

23 Related party transactions

During the year the following trustees were directors or members of related entities or were connected to people or organisations in receipt of payments from St Paul's PCC:

Trustee	Related Party
C Fox	Trustee of St Paul's Community Playschool and of West London Community Trust
V Read	West London Community Trust

During the year the following related entities had amounts either made to them or amounts owed to or by them with St Paul's PCC:

West London Community Trust - Grant payments made during the year totalled £71,489 (2023 - £76,506); these include donations made to them from St Paul's PCC for the costs of mortgages for properties held in West London Community Trust.

Aggregated donations received from the trustees or related parties without conditions were £37,451 (2023 - £29,530), and with conditions were £412 (2023 - £353).

24 Cash absorbed by operations

	2024 £	2023 £
Deficit for the year	(37,564)	(94,770)
Adjustments for:		
Investment income recognised in statement of financial activities	(3,294)	(2,442)
Loss on disposal of tangible fixed assets	140	942
Depreciation and impairment of tangible fixed assets	32,296	31,880
Movements in working capital:		
Decrease/(increase) in mixed motive investments	-	(10,000)
(Increase)/decrease in debtors	(25,484)	10,038
Increase/(decrease) in creditors	3,021	(1,628)
Cash absorbed by operations	(30,885)	(65,980)

25 Analysis of changes in net funds

The PCC had no material debt during the year.

Accounts

**THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH
OF ST PAUL'S EALING**

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

LEGAL AND ADMINISTRATIVE INFORMATION

Members Of The PCC

Vicky Read
Rev Chris Fox
Emma Buck
Alan Philips
Ruth Dales
Elizabeth Patel
Aruliniyan Nathaniel
Nicholas Taylor
Oscar Carshagen
Paul Pambakian
Anusha Couttigane
Stephanie Ajayi (Appointed 24 April 2023)

Charity number

1132598

Independent examiner

Summers Morgan
First Floor, Sheraton House
Lower Road
Chorleywood
Hertfordshire
WD3 5LH

Bankers

Lloyds TSB Bank plc
45 The Broadway
Ealing
London
W5 5JU

Solicitors

EDC Lord
Link House
1200 Uxbridge Road
Hayes
Middlesex
UB4 8JD

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

The members of the PCC present their report and accounts for the year ended 31 December 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the PCC's Powers Measures (1956) as amended, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

Our vision at St Paul's Church is to be a church where everyone is made welcome and everyone knows that they matter, both to us as a community and to God. We believe that everyone has something to bring that will add colour and creativity to the church family. Our simple strapline is based on the Greatest Commandment that Jesus gave - loving God and loving our neighbour.

We are committed to following and trying to live like Jesus, and as the disciple Paul encourages us, we need to let love be our highest goal. This means we look for ways to love and serve each other and our wider community. And if we make love our highest goal, we need to be those who receive love and give love to others.

Our mission statement is as follows:

- To see the kingdom of God grow in our community
- To live as a Christian community, devoted to God and to one another
- To share our lives together both practically and spiritually
- To grow in prayer, worship, and our understanding of the Bible
- To witness to Christ's love and mercy in our community and beyond
- To be open to the Holy Spirit in all that we do

As a church, we believe that God is calling us to something bigger than we are currently, and the Diocese of London has appointed St Paul's to be one of its Resource Churches. Our vision for this is that we will plant new churches in communities with no church presence, help to revitalise and renew existing churches, and support and encourage other churches who ask for help. All of this is to enable the Kingdom of God to expand and grow in our wider community.

The members of the PCC have paid due regard to guidance issued by the Charity Commission on public benefit, and in particular the supplementary guidance on charities for the advancement of religion, when deciding what activities the PCC should undertake.

Achievements and performance

2023 was a year of settling for us as a church family, both in our activities and the staff team after all of the changes of 2022.

We said farewell to our worship pastor, David, and our curate, Tim, who have both gone on to roles in other churches. We appointed two new temporary staff members, to help support our children's ministry and to assist with our creative and sound/AV needs, and both Esme and Lydia were a real support to this and the wider team. During the summer term, Chris was able to have a 3-month sabbatical, and Karen and Tamlyn, supported by our church wardens, provided great leadership to the team in his absence.

As we look towards 2024, we feel that God is calling us as a church to be generous ('Freely you've received, freely give' – Matt 10:8). This means being generous in supporting other churches, those in our church family, those in our neighbourhood, and those in the wider community in whatever way is needed.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

Established ministries

Our desire to serve our local community is one that trumps almost everything else that we do. We believe wholeheartedly in the two greatest commandments - to love the Lord with all of your heart, soul, mind, and strength, and to love your neighbour as you love yourself. In 2023, we showed that we have found different ways of fulfilling both of these.

Some of the highlights are:

- **CAP Job Club:** We helped 25 people on their journey into employment through the Steps to Employment courses over the year, and at least 5 are now in jobs.
- **Ealing Community School of English** continued to operate with lessons on two evenings a week, and 395 students enrolled in 2023. The new intake in September 2023 saw us welcoming people from 58 countries, including Sudan, Poland, Hong Kong, Ukraine, Syria and Iran. The “no recourse to public funds” policy of the government means that we are the only English language school available to many of our students.
- Our in-person **prison ministry** into Wormwood Scrubs continues, and we ran three Sycamore Tree Victim Awareness and Restorative Justice courses alongside the Sunday services and Bible studies. We also supported the Angel Tree project, which enables Christmas presents to be sent to the children of prisoners on their dad or mum's behalf, with gift tags written by the mum or dad in prison. The Prison Fellowship's (PF) Wormwood Scrubs Group meets monthly to pray for the prison – staff, prisoners, families and other needs.
- Through **Beloved**, we have continued to visit Southall Broadway monthly and have met with 10 working girls and built up their trust where they are mostly really happy to talk to us. We are working closely with the police to visit brothels and explore potential involvement in offering safe houses.
- Our **children's** ministry has continued to grow with an increase in those attending groups on a Sunday. **Bump to Baby** has continued to run for two groups each time, providing vital outreach to new mums in the community and a sense of support. We are seeing families who have come to this start to attend other events, which is great. We ran the **‘When Dreams Change’** course, which is a four-week course devised by the charity Growing Hope. It aims to help parents and carers of children with additional needs reflect on their experiences and to become more of the person they have been created to be.
- Few have continued with our different groups for **Youth** and seen new teenagers come along. In 2024, we are planning to restart the youth worship evenings, Pursuit, to which youth from churches across the area are invited to spend an evening together in worship and prayer. It is a great chance to create connections between teenagers and the churches.
- In our **Women's ministry**, Connect continues to provide opportunities for women to meet with each other. Each week we have worship, teaching, and group time with about 40 women on a weekly basis who split into 5 groups. There were three breakfasts that were run during the year for Awaken; we had delicious food as usual and a wonderful time of worship and hearing people share their personal journeys of faith.
- The **Wholeness** centre continued to operate through the year, offering counselling, therapy, and healing prayer. We welcomed two new counsellors to the team in December and hope to be able to expand the number of sessions we can offer.
- The **Seniors** group meets after midweek communion and has 30 members who meet for Bible study, fellowship, food, and fun. We run other events from time to time, including walks and pub lunches.
- We had one **New Wine Discipleship Year Student** who was working across our family of churches and supported our children's, youth, and other ministries.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

We continue to support other ministries locally, such as Mindfood, CAP debt centre, other churches in their outreach, such as St Stephen's Shottermill, and Church of the Saviour Collyhurst, and in many places around the world such as Kenya, India, and South Africa.

New and emerging activities

As part of our role as a Resource Church in the London diocese, we are continuing to explore opportunities for church planting or partnerships and how we might be able to support those churches around us who are in interregnum.

We also relaunched our Young Adult ministry which gave us the chance to meet weekly to have teaching, worship, and prayer together. From this, two new life groups have formed and we continue to meet once a month for dinner before the Hungry prayer evening.

Our focus on our use of resources and environmental impact has continued, and after many years of planning, we were delighted to have solar panels fitted on the roof in April 2023. Now these are operational, we have seen a 28% reduction in the amount of electricity we use, and we are also now supplying to the national grid. In the coming year, we will be focusing particularly on reviewing the use of the land surrounding the church and the remaining steps needed to achieve Ecochurch Gold Award.

Financial review

The financial transactions during the year and the financial position at the end of the year are set out in the attached accounts. The members of the PCC consider that the accounts show a satisfactory position.

The continuing generosity of church members enabled the PCC to meet its normal commitments for running and maintaining the Church and its activities. Like many churches, we have carefully managed our expenditure in light of economic uncertainty and its potential impact on our income.

We received a slightly decreased level of income from regular donations, such as planned giving, which remained reasonable despite the impact of the war in Ukraine and resulting financial and economic uncertainty. The PCC is grateful to all those who contribute financially to the work of the church, without whose generosity we would be unable to serve our community effectively. Collections at services remained at similar levels over the last three years, with most of these now being made by contactless donations.

Income from rental and lettings is higher than in 2022. In 2024, we expect rental income to reduce by around £15k due to a significant reduction in office space rented by New Wine. As a PCC, we will explore alternative uses for the vacant space in terms of ministry opportunities and rental income.

Our ministry costs were slightly higher than in 2022, mainly due to the one-off cost for the solar panels in the year, while all other costs remained similar. Despite the rising costs of living, we have been able to maintain our various activities without making any major changes. During the year, the PCC carried out necessary repairs to the church and its other properties, maintaining them in good order.

The PCC expects its regular expenditure commitments in 2024 to be similar to those of 2023 because we will continue with our current ministries and activities. Following the installation of the solar panels, we will continue to explore other possible changes to improve our environmental sustainability, and we will consider setting aside reserves we have available that could be put towards these projects.

The number of staff is expected to remain similar as we have two temporary roles that will finish this year, but we look forward to welcoming a new curate in July, and hope to appoint a children's worker to support and develop our children's ministry. Income is expected to increase in 2024, and activities and staffing will be managed in line with the level of income achieved.

At the balance sheet date, the charity holds reserves totalling £583,032 (2022: £677,802), comprising restricted funds £8,463 (2022: £22,413), designated reserves £Nil (2022: £25,000), and unrestricted reserves of £574,569 (2022: £630,389).

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

Reserves Policy

The Trustees believe that St Paul's relies on God's provision for the financial resources needed to fund its work. As a church, we believe that we are called to be good stewards of the resources that have been given to us, so we need to ensure that the level of cash we hold is not higher than needed. The PCC reviewed and updated its reserves policy and level of cover during 2023 to ensure that our reserves continue to match our operating costs.

In order to allow for fluctuations in the timing of income or in the case of unforeseen expenditure, it is the policy of this church to hold sufficient reserves to cover 8 weeks' net expenditure after taking into account regular donation income. This means that we will hold £60k in cash, and in addition to this, we will have an additional 2 weeks held as cash or in social investments (£15k) which can be accessed after a short notice period. This policy will be reviewed on an annual basis or more frequently if required. At the accounting date, free reserves were £218,488 (2022: £255,246).

Risk Management

The members of the PCC have reviewed the major strategic and operational risks the PCC faces through regular meetings of the standing committee and are satisfied that all reasonable measures are in place to mitigate their potential effects. They intend to keep these matters under regular review and consider the controls and procedures to mitigate them. The Governance and Risk Committee meet regularly to ensure that all risks are actively managed and monitored and that all aspects of governance are considered, bringing any areas of concern or interest to the PCC for consideration and action.

The principal risk faced by the PCC lies in the variability of income. The trustees consider variability of income received through planned giving and gifts to constitute the charity's major financial risk. This is mitigated by a monthly review of income and its sources, including monthly cash flow forecasting by the Chair and Treasurer, and consideration of actions needed to remediate this, such as a reduction in planned activities and expenditure.

Plans for future periods

The PCC is continuing its plan to enhance the facilities in the church and its halls so that they offer facilities that are fit for purpose and can be a blessing to those who use them. We will continue to reduce our carbon footprint by focusing on other energy-saving options now that the solar panels are installed. We will also continue to review the land around the church and redesign it to encourage biodiversity, native plants, and community access. Lastly, we will focus on continuing to resource other churches in Ealing as they go through periods of vacancy.

Structure, governance and management

The PCC has the responsibility for co-operating with the clergy in promoting the whole mission of the Church in the parish and in maintaining the church buildings.

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

Vicky Read

Rev Chris Fox

Emma Buck

Alan Philips

Ruth Dales

Coral Powell

(Resigned 24 April 2023)

Elizabeth Patel

Aruliniyan Nathaniel

Nicholas Taylor

Timothy Radcliffe

(Resigned 14 June 2023)

Oscar Carshagen

Paul Pambakian

Anusha Couttigane

Stephanie Ajayi

(Appointed 24 April 2023)

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

The method of election of the PCC members is as set out in the Church Representation Rules and they are appointed at the annual meeting of church members. The full PCC delegates responsibility for overseeing day-to-day matters to the Standing Committee, the Fabric Committee and the Missions Committee.

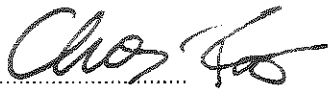
The church has sponsored the establishment of a separate charitable trust, the West London Community Trust, whose main activity is to support awareness of Christianity in West London. This includes facilitating the New Wine Discipleship Year hub in West London and hosting the Christians Against Poverty debt counselling service.

The PCC consider the senior pastoral team – C Fox, K Cosh, T Carshagen, S Richardson and V Read to be the key management personnel of the charity, responsible for directing, controlling, and operating the charity on a day-to-day basis.

A number of PCC members give their time freely and no remuneration was paid during the year. Details of the PCC members receiving remuneration during the year are detailed in the notes to the accounts.

PCC members are required to disclose all relevant interests and register them with V Read in accordance with the PCC's policy to withdraw from decisions where a conflict of interest arises.

The PCC's report was approved by the Board of Members Of The PCC.



Rev Chris Fox

Date: 15/05/2024

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

INDEPENDENT EXAMINER'S REPORT

TO THE MEMBERS OF THE PCC OF THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

I report to the members of the PCC on my examination of the financial statements of The Parochial Church Council of the Ecclesiastical Parish of St Paul's Ealing (the PCC) for the year ended 31 December 2023.

Responsibilities and basis of report

As the members of the PCC you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the PCC's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the PCC's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

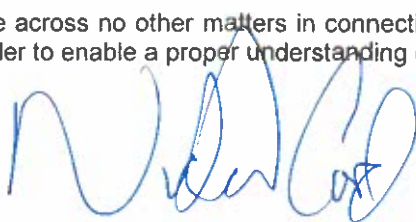
I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

- 1 accounting records were not kept in respect of the PCC as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

Nicholas Corden ACA
Summers Morgan



First Floor, Sheraton House
Lower Road
Chorleywood
Hertfordshire
WD3 5LH

Dated:

16 May 2024

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

Current financial year

	Notes	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
<u>Income and endowments from:</u>						
Donations and legacies	3	515,455	-	12,357	527,812	607,142
Charitable activities	4	32,417	-	-	32,417	24,542
Investments	5	2,442	-	-	2,442	433
Other income	6	146,557	-	-	146,557	119,644
Total income		696,871	-	12,357	709,228	751,761
<u>Expenditure on:</u>						
Raising funds	7	2,264	-	-	2,264	2,782
Charitable activities	8	755,002	25,000	20,789	800,791	722,126
(Gain)/Loss on disposal of tangible fixed assets	14	943	-	-	943	2,406
Total expenditure		758,209	25,000	20,789	803,998	727,314
Net (outgoing)/incoming resources before transfers		(61,338)	(25,000)	(8,432)	(94,770)	24,447
Gross transfers between funds		5,518	-	(5,518)	-	-
Net (expenditure)/income for the year/ Net movement in funds		(55,820)	(25,000)	(13,950)	(94,770)	24,447
Fund balances at 1 January 2023		630,389	25,000	22,413	677,802	653,355
Fund balances at 31 December 2023		574,569	-	8,463	583,032	677,802

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

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

Prior financial year		Unrestricted funds 2022 £	Designated funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes				
<u>Income and endowments from:</u>					
Donations and legacies	3	570,239	-	36,903	607,142
Charitable activities	4	24,542	-	-	24,542
Investments	5	433	-	-	433
Other income	6	119,644	-	-	119,644
Total income		714,858	-	36,903	751,761
<u>Expenditure on:</u>					
Raising funds	7	2,782	-	-	2,782
Charitable activities	8	678,122	-	44,004	722,126
(Gain)/Loss on disposal of tangible fixed assets	14	2,406	-	-	2,406
Total expenditure		683,310	-	44,004	727,314
Net (outgoing)/incoming resources before transfers		31,548	-	(7,101)	24,447
Gross transfers between funds		(25,000)	25,000	-	-
Net (expenditure)/income for the year/ Net movement in funds		6,548	25,000	(7,101)	24,447
Fund balances at 1 January 2022		623,841	-	29,514	653,355
Fund balances at 31 December 2022		630,389	25,000	22,413	677,802

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

BALANCE SHEET

AS AT 31 DECEMBER 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	15		346,081		375,143
Mixed motive investments	16		10,000		-
			<u>356,081</u>		<u>375,143</u>
Current assets					
Debtors	17	20,658		30,696	
Cash at bank and in hand		228,592		295,890	
		<u>249,250</u>		<u>326,586</u>	
Creditors: amounts falling due within one year	18	(22,299)		(23,927)	
Net current assets			<u>226,951</u>		<u>302,659</u>
Total assets less current liabilities			<u>583,032</u>		<u>677,802</u>
The funds of the PCC					
Restricted funds	20		8,463		22,413
Unrestricted funds			574,569		630,389
Designated funds	21		-		25,000
			<u>583,032</u>		<u>677,802</u>

The financial statements were approved by the members of the PCC on 15/05/24



Rev Chris Fox
Trustee

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	25		(65,980)		39,643
Investing activities					
Purchase of tangible fixed assets		(3,759)		(1,655)	
Proceeds from disposal of tangible fixed assets		(1)		-	
Investment income received		2,442		433	
Net cash used in investing activities			(1,318)		(1,222)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(67,298)		38,421
Cash and cash equivalents at beginning of year			295,890		257,469
Cash and cash equivalents at end of year			228,592		295,890

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

Charity information

The Parochial Church Council of the Ecclesiastical Parish of St Paul's Ealing is an unincorporated Charity registered with the Charity commission in England and Wales (number 1132598); its principle address is detailed within the legal and administrative page.

1.1 Accounting convention

The accounts have been prepared in accordance with the PCC's Powers Measures (1956) as amended, the Church Representation Rules, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019). The PCC is a Public Benefit Entity as defined by FRS 102.

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

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

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

1.2 Going concern

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

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the members of the PCC in furtherance of their charitable objectives.

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

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

1.4 Income

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

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

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

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

(Continued)

1.5 Expenditure

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

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

Grants and donations are accounted for when paid away.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Consecrated and beneficed property is excluded from the accounts.

Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold buildings	2% p.a. on cost
Equipment	25% p.a. on net book value
Fixtures and fittings	10% p.a. on cost
Motor vehicles	25% p.a. on net book value

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Cash and cash equivalents

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

1.9 Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at the carrying value plus accrued interest less repayments. The financing charge to expenditure is at a constant rate calculated using the effective interest method.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

(Continued)

1.10 Retirement benefits

The church operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

2 Critical accounting estimates and judgements

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

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

3 Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Donations and gifts	515,455	12,357	527,812	570,239	36,903	607,142
Donations and gifts						
Standing orders and other regular giving	427,439	866	428,305	454,974	10,041	465,015
Collections at all services	8,092	11,206	19,298	9,978	15,248	25,226
Gift aid recoverable	78,427	116	78,543	97,932	6,108	104,040
Other	1,498	169	1,667	7,355	5,506	12,861
	515,455	12,357	527,812	570,239	36,903	607,142

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

4 Charitable activities

	Wedding, funeral and other fees 2023 £	Wedding, funeral and other fees 2022 £
Youth events	3,260	8,027
Wholeness ministry	2,685	3,060
Language school	2,295	3,545
Woman's ministry and Men's ministry	2,597	1,431
Senior group	273	210
Great and small	2,814	2,055
Other Income	18,493	6,214
	<u>32,417</u>	<u>24,542</u>

5 Income from investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	<u>2,442</u>	<u>433</u>

6 Other income

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Bookstall income	8,462	5,903
Hall Hire income	53,665	55,173
Rental income	84,430	58,568
	<u>146,557</u>	<u>119,644</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

7 Expenditure on raising funds

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Publicity costs		
Staging fundraising events	2,264	2,782

8 Expenditure on charitable activities

	Outreach activities 2023 £	Youth activities 2023 £	Other activities 2023 £	Donations paid 2023 £	Total 2023 £
Staff costs	43,256	2,200	101,174	-	146,630
Depreciation and impairment	9,404	478	21,998	-	31,880
Direct costs	40,297	796	149,439	-	190,532
	92,957	3,474	272,611	-	369,042
Grant funding of activities (see note 9)	-	-	-	159,129	159,129
Share of support and governance costs (see note 10)					
Support	78,941	4,014	184,642	-	267,597
Governance	1,482	75	3,466	-	5,023
	173,380	7,563	460,719	159,129	800,791
Analysis by fund					
Unrestricted funds	166,005	7,188	443,469	138,340	755,002
Designated funds	7,375	375	17,250	-	25,000
Restricted funds	-	-	-	20,789	20,789
	173,380	7,563	460,719	159,129	800,791

Staff costs are allocated to the charitable activities on the basis of time allocation within the accounting period as identified. This is currently 56% to direct costs and 44% to support costs. The support and governance costs basis of allocation has been set out in note 10 of the accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

8 Expenditure on charitable activities					(Continued)
Previous year:	Outreach activities 2022 £	Youth activities 2022 £	Other activities 2022 £	Donations paid 2022 £	Total 2022 £
Staff costs	35,511	1,806	83,058	-	120,375
Depreciation and impairment	9,963	507	23,302	-	33,772
Direct costs	27,522	1,672	170,795	-	199,989
	<u>72,996</u>	<u>3,985</u>	<u>277,155</u>	<u>-</u>	<u>354,136</u>
Grant funding of activities (see note 9)	-	-	-	179,223	179,223
Share of support and governance costs (see note 10)					
Support	54,155	2,754	126,668	-	183,577
Governance	1,531	78	3,581	-	5,190
	<u>128,682</u>	<u>6,817</u>	<u>407,404</u>	<u>179,223</u>	<u>722,126</u>
Analysis by fund					
Unrestricted funds	126,882	6,817	407,404	137,019	678,122
Restricted funds	1,800	-	-	42,204	44,004
	<u>128,682</u>	<u>6,817</u>	<u>407,404</u>	<u>179,223</u>	<u>722,126</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

9 Grants payable

	Donations paid 2023 £	Donations paid 2022 £
Grants to institutions:		
West London Community Trust	79,119	68,600
Bihar	1,000	-
Redtribe	19,561	6,583
Grove mission funding	9,500	9,833
Great Lakes Outreach	-	23,802
St Mellitus	4,000	3,000
Tearfund	5,119	38,701
Oasis Church	-	1,500
Sozo Foundation	2,500	3,300
Ealing Foodbank	-	2,000
Prison Fellowship	2,500	-
Church of the Saviour Collyhurst	2,000	-
Soul in Ealing	3,000	-
Growing hope	2,000	-
Earthquake appeal	2,000	-
London Diocesan Fund	2,000	-
St Stephen's Shottermill	2,000	-
Other	5,758	2,954
	<u>142,057</u>	<u>160,273</u>
Grants to individuals	17,072	18,950
	<u>159,129</u>	<u>179,223</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

10 Support costs allocated to activities

	2023 £	2022 £
Staff costs	109,963	89,581
Premises costs	126,926	58,698
Administrative costs	30,708	35,298
Governance costs	5,023	5,190
	<u>272,620</u>	<u>188,767</u>
Analysed between:		
Outreach activities	80,423	55,686
Youth activities	4,089	2,832
Other activities	188,108	130,249
	<u>272,620</u>	<u>188,767</u>

Support and governance costs are allocated to the charitable activities on the basis of activity allocation within the accounting period as identified. This is currently 29.5% to Outreach activities, 1.5% to Youth activities and 69% to Other activities. The exception to this is support costs wholly incurred in respect of a charitable activity, where the full cost is allocated to the relevant activity.

Governance costs include payments to the Independent Examiner of £5,023 (2022 - £5,190)

11 Net movement in funds

	2023 £	2022 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	5,023	5,190
Depreciation of owned tangible fixed assets	31,880	33,772
Loss on disposal of tangible fixed assets	943	2,406
	<u></u>	<u></u>

12 Members Of The PCC

One of the members of the PCC received remuneration during the year on normal terms for church work. Normal expenses incurred on church activities were reimbursed to clergy and church workers.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

13 Employees

The average monthly number of persons employed by the charity during the year was:

	2023 Number	2022 Number
Pastoral, evangelism, etc.	9	6
Administration	5	5
Cleaning	1	1
Total	15	12

Employment costs	2023 £	2022 £
Wages and salaries	230,573	188,345
Social security costs	11,794	8,688
Other pension costs	14,226	12,923
	256,593	209,956

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

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2023 £	2022 £
Aggregate compensation	111,786	108,452

During 2023, the following key management personnel were members or connected to members of the PCC: Rev C Fox (member), Mrs T Carshagen (member), Mr S Richardson (member), Mrs V Read (member), and Mrs K Cosh. All these people were working full-time or part-time for the charity at some point during 2023. The cost of the clergy is accounted for in the payments to the London Diocese. Part of this fund pays the stipend of the vicar. As is standard practice within the Church of England, the vicar receives either housing or housing benefit

14 Loss on disposal of tangible fixed assets

	Unrestricted funds general 2023	Unrestricted funds general 2022
Net loss on disposal of tangible fixed assets	943	2,406
	943	2,406

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

15 Tangible fixed assets

	Freehold buildings £	Equipment £	Fixtures and fittings £	Motor vehicles £	Total £
Cost					
At 1 January 2023	469,480	129,036	226,241	9,949	834,706
Additions	-	3,759	-	-	3,759
Disposals	-	(10,078)	-	-	(10,078)
At 31 December 2023	469,480	122,717	226,241	9,949	828,387
Depreciation and impairment					
At 1 January 2023	184,845	116,540	150,588	7,589	459,562
Depreciation charged in the year	9,128	3,272	18,890	590	31,880
Eliminated in respect of disposals	-	(9,136)	-	-	(9,136)
At 31 December 2023	193,973	110,676	169,478	8,179	482,306
Carrying amount					
At 31 December 2023	275,507	12,041	56,763	1,770	346,081
At 31 December 2022	284,635	12,496	75,652	2,360	375,143

16 Mixed motive investments

	Green pastures £
At 1 January 2023	-
Advances	10,000
At 31 December 2023	10,000

17 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Other debtors	1,875	2,825
Prepayments and accrued income	18,783	27,871
	20,658	30,696

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

18 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	958	1,052
Other creditors	14,701	17,297
Accruals and deferred income	6,640	5,578
	<u>22,299</u>	<u>23,927</u>

19 Retirement benefit schemes

	2023 £	2022 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>14,226</u>	<u>12,923</u>

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

20 Restricted funds

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

	At 1 January 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 December 2023 £
Missions and UK charities	15,743	6,846	(15,548)	-	7,040
Outreach activities	298	37	-	-	335
Other church activities	6,373	5,474	(5,241)	(5,518)	1,088
	<u>22,413</u>	<u>12,357</u>	<u>(20,789)</u>	<u>(5,518)</u>	<u>8,463</u>

Previous year:	At 1 January 2022 £	Incoming resources £	Resources expended £	Transfers £	At 31 December 2022 £
Missions and UK charities	23,850	21,530	(29,637)	-	15,743
Outreach activities	148	150	-	-	298
Other church activities	5,516	15,223	(14,367)	-	6,372
	<u>29,514</u>	<u>36,903</u>	<u>(44,004)</u>	<u>-</u>	<u>22,413</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

20 Restricted funds

(Continued)

Missions and UK Charities - For payments to mission activities supported by the PCC and donations to UK and overseas charities.

Other Church Activities - For activities relating to general support and maintenance of the church. The transfer represents the capital element held within restricted funds spent on sound equipment in a prior year, to be reallocated to the unrestricted funds. Furthermore, it involves the transfer of funds spent on renovation works which were expensed through unrestricted funds in a prior year but should have been expensed through restricted funds.

Outreach Activities - For supporting activities in the local community.

21 Designated funds

These are designated funds which are material to the PCC's activities.

	At 1 January 2023	Resources expended	Transfers	At 31 December 2023
	£	£	£	£
Solar panels project	25,000	(25,000)	-	-
	<u>25,000</u>	<u>(25,000)</u>	<u>-</u>	<u>-</u>
Previous year:	At 1 January 2022	Resources expended	Transfers	At 31 December 2022
	£	£	£	£
Solar panels project	-	-	25,000	25,000
	<u>-</u>	<u>-</u>	<u>25,000</u>	<u>25,000</u>

The designated fund is for projects and activities that aim to reduce our environmental impact, such as the installation of solar panels, the review of the current heating system, and other related activities.

22 Analysis of net assets between funds

	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 31 December 2023 are represented by:				
Tangible assets	346,081	-	-	346,081
Mixed motive investments	10,000	-	-	10,000
Current assets/(liabilities)	218,488	-	8,463	226,951
	<u>574,569</u>	<u>-</u>	<u>8,463</u>	<u>583,032</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

22 Analysis of net assets between funds

(Continued)

	Unrestricted funds 2022 £	Designated funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 December 2022 are represented by:				
Tangible assets	375,143	-	-	375,143
Current assets/(liabilities)	255,246	25,000	22,413	302,659
	<u>630,389</u>	<u>25,000</u>	<u>22,413</u>	<u>677,802</u>

23 Operating lease commitments

Lessor

The operating leases represent leases of land and buildings to third parties.

At the reporting end date the PCC had contracted with tenants for the following minimum lease payments:

	2023 £	2022 £
Within one year	8,750	35,000
Between two and five years	-	8,750
	<u>8,750</u>	<u>43,750</u>

24 Related party transactions

During the year the following trustees were directors or members of related entities or were connected to people or organisations in receipt of payments from St Paul's PCC:

Trustee	Related Party
C Fox	Trustee of St Paul's Community Playschool and of West London Community Trust
V Read	West London Community Trust

During the year the following related entities had amounts either made to them or amounts owed to or by them with St Paul's PCC:

West London Community Trust - Grant payments made during the year totalled £76,506 (2022 - £65,600); these include donations made to them from St Paul's PCC for the costs of mortgages for properties held in West London Community Trust.

Aggregated donations received from the trustees or related parties without conditions were £29,530 (2022 - £44,101), and with conditions were £353 (2022 - £1,945).

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

25	Cash generated from operations	2023	2022
		£	£
	(Deficit)/surplus for the year	(94,770)	24,447
	Adjustments for:		
	Investment income recognised in statement of financial activities	(2,442)	(433)
	Loss on disposal of tangible fixed assets	942	2,406
	Depreciation and impairment of tangible fixed assets	31,880	33,772
	Movements in working capital:		
	Increase in mixed motive investments	(10,000)	-
	(Increase)/decrease in stocks	-	100
	Decrease in debtors	10,038	8,018
	(Decrease) in creditors	(1,628)	(28,667)
	Cash (absorbed by)/generated from operations	(65,980)	39,643

26 Analysis of changes in net funds

The PCC had no material debt during the year.

Accounts

**THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH
OF ST PAUL'S EALING**

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

LEGAL AND ADMINISTRATIVE INFORMATION

Members Of The PCC

Vicky Read
Rev Chris Fox
Emma Buck
Alan Philips
Ruth Dales
Coral Powell
Elizabeth Patel
Aruliniyan Nathaniel
Nicholas Taylor
Timothy Radcliffe
Oscar Carshagen (Appointed 25 April 2022)
Paul Pambakian (Appointed 25 April 2022)
Ms A Couttigane (Appointed 25 April 2022)

Charity number

1132598

Auditor

Summers Morgan
First Floor, Sheraton House
Lower Road
Chorleywood
Hertfordshire
WD3 5LH

Bankers

Lloyds TSB Bank plc
45 The Broadway
Ealing
London
W5 5JU

Solicitors

EDC Lord
Link House
1200 Uxbridge Road
Hayes
Middlesex
UB4 8JD

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

The Members of the PCC present their report and accounts for the year ended 31 December 2022.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Church Accounting Regulations, applicable law and the requirements of the Statement of Recommended Practice, "Accounting and Reporting by Charities" issued in March 2005.

Objectives and activities

Our vision at St Paul's Church is to be a church where everyone is made welcome and everyone knows that they matter, both to us as a community and to God. We believe that everyone has something to bring that will add colour and creativity to the church family. We try to be an authentic Acts 2 church.

We are committed to following and trying to live like Jesus and as the disciple Paul encourages us, we need to let love be our highest goal. This means we look for ways to love and serve each other and our wider community. And if we make love our highest goal, we need to be those who receive love and give love to others.

Our mission statement is as follows...

- To see the kingdom of God grow in our community
- To live as a Christian community
- Devoted to God and to one another
- To share our lives together both practically and spiritually
- To grow in prayer, worship and our understanding of the Bible
- To witness to Christ's love and mercy in our community and beyond
- To be open to the Holy Spirit in all that we do

As a church, we believe that God is calling us to something bigger than we are currently and the Diocese of London has appointed St Paul's to be one of its Resource Churches. Our vision for this is that we will plant new churches in communities with no church presence, help to revitalise and renew existing churches and support and encourage other churches who ask for help. All of this is to enable the Kingdom of God to expand and grow in our wider community.

The Members of the PCC have paid due regard to guidance issued by the Charity Commission on public benefit, and in particular the supplementary guidance on charities for the advancement of religion, when deciding what activities the PCC should undertake.

Achievements and performance

2022 was a year of change for us as a church family, both in our activities and our staff team. The ending of Covid restrictions meant that we were able to restart many of our ministries that had been paused or restricted in the last couple of years. It was great to be able to welcome back many who had been unable to attend as well as welcome new people week by week.

There were many changes in the staff team, which has both been a challenge and a joy. Nell Fox, Chris's wife, died in February after undergoing cancer treatment for several years and her sunny, warm, friendly presence is missed by us all. The transition in leadership of the church from Mark Melliush to Chris Fox went ahead as planned in June 2022 and we all celebrated Chris's licensing as Vicar here, with Mark moving to the role of Associate.

Further changes followed in September, when after 29 years, Mark and Lindsay Melliush moved to the Diocese of Hereford to enable Mark to take up the role of Mission Enabler and help churches there to engage with mission and outreach. With their departure and Tamlyn's return from maternity leave prompted further changes in roles with Karen Cosh continuing as Children's Pastor and Tamlyn moving into the role of Assistant Pastor.

We continue to celebrate what God is doing across our family of churches:

- St Mellitus in Hanwell led by Stu & Lucy Plumb
- St John's in West Ealing led by Sam Sanya
- The Grove, led by Mark & Laura Tate
- St John's in Greenhill led by Barry & Jill Hingston
- Oasis International led by Randy & Margie Lawler

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Established ministries

Our desire to serve our local community is one that trumps almost everything else that we do.

We believe wholeheartedly in the two greatest commandments - to love the Lord with all of your heart, soul, mind and strength and to love your neighbour as yourself. In 2022, we have shown that we have found different ways in doing both of those.

Some of the highlights are:

- **CAP Job Club** we helped 40 people on their journey into employment. We ran 3 Steps to Employment courses over the year, including one in St George's Southall and a short course for those arriving from Ukraine, which 20 people took part in.
- **Besom** at the start of the year was only able to do assessments by phone and doorstep deliveries of furniture, however we are now back doing home visits and where needed going into the homes to deliver and assemble furniture. We were able to help 39 families in 2022, 31 of those were new referrals.
- **Ealing Community School of English** continued to operate with lessons on two evenings a week and 395 students enrolled in 2022. The nationalities and economic profiles of our students has changed in the last couple of years, with most students coming from Ukraine, Hong Kong, Middle Eastern and East Africa and far fewer from EU countries. There are also many more asylum seekers (130 students), refugees (43 students) and unemployed (102 students) than in previous years. The "no recourse to public funds" policy of the government means that we are the only English language school available to many of our students.
- Our in-person **prison ministry** into Wormwood Scrubs continues and we ran two Sycamore Tree Victim Awareness and Restorative Justice courses alongside the Sunday services and Bible studies. We also supported the Angel Tree project which enables Christmas presents to be sent to the children of prisoners on their dad or mum's behalf with gift tags written by the mum or dad in prison. The Prison Fellowship's (PF) Wormwood Scrubs Group meets monthly to pray for the prison – staff, prisoner's, families and other needs.
- Through **Beloved**, we have continued to visit Southall Broadway monthly and are working closely with the police to visit brothels and explore potential involvement in offering safe houses. We are supporting one trafficked lady on an ongoing basis and have given adhoc support to four other families.

The ending of restrictions has enabled us to restart our church ministries as well and so the church family life has now returned fully.

- Our **children's** ministry has fully returned with our Sunday and midweek groups. The Easter holiday saw the return of Holiday Club where we welcomed over 70 children to learn about Jesus through fun, games and small group teaching. On 31 October, the church was transformed to host a Light Party for children and families. Close to 100 children arrived dressed in their Light and Bright clothes and enjoyed a fun evening of games, crafts and activities, as well as a time of worship and celebrating that Jesus is the Light of the World.
- **Bump to Baby** has continued to run for two groups each time, and provides a vital outreach to new mums in the community and a sense of support.
- For our **Youth**, we had the first weekend away since before lockdown with around 60 young people taking part and four teenagers chose to be baptised soon after. The appointment of a new youth pastor has enabled a renewed focus on the groups we offer - Wednesday evenings for those in school years 7 – 11 meeting from across the three churches at St John's for fun and fellowship and we regularly have 30-35 attending, Thursday evenings for those in years 11 – 13 meet to cook a meal together. On Sunday mornings, the groups split into years 7-8, year 9 and 10 – 13 for more in depth Bible study, discussion and fun.
- In our **Women's ministry**, Connect continues to provide opportunities for women to meet with each other. Each week we have worship, teaching and group time with about 40 women on a weekly basis who split into 5 groups. There were three breakfasts that were run during the year for Awaken, we had delicious food as usual and a wonderful time of worship and teaching on overcoming addiction, finding our place of belonging and encouragement.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

- The **Wholeness** centre continued to operate through the year, offering counselling, therapy and healing prayer. We saw 23 people received counselling and many prayed for during our healing prayer evenings.
- The **Seniors** group meets after midweek communion and has 30 members who meet for Bible study, fellowship, food and fun.
- We had one **New Wine Discipleship Year Student** who were working across our family of churches who supported our children's, youth and other ministries. In September, we welcomed two new DY students for the new academic year.

Our relationship with New Wine continues, through members of our staff team. Chris Fox continues to lead the New Wine Discipleship Year nationally and is running a mentoring group for local church leaders. Many others from St Paul's continue to serve the ministry of New Wine in a variety of ways including children's ministry and worship.

We continue to support other ministries locally, such as Ealing Foodbank, Ealing Soup Kitchen, Street Pastors and in many places around the world such as Mozambique, Kenya, India and South Africa.

New and emerging activities

As part of our role as a Resource Church in the London diocese, we are continuing to explore opportunities for church planting or partnerships as we go forwards and what this may involve in the post-pandemic landscape. One of the ways in which we have responded to this is through the launch of **the Hub**. This is a mental health drop in space which we started in the Autumn with a team of three, open every Tuesday afternoon during term time. We have tea, coffee, arts and crafts on offer as well as quiet corners to reflect or read. Prayer is also offered and it is registered as a warm space.

Our focus on our use of resources and environmental impact has continued and we will be installing solar panels on the roof in April 2023. Whilst this is much delayed, due to Covid and weather constraints, we are pleased that this is finally happening and will enable us to focus on other areas of the building where changes could be made to reduce our carbon footprint. We will be focussing particularly on reviewing our gas heating system, boilers and use of the land surrounding the church.

Financial review

The financial transactions during the year and the financial position at the end of the year are set out in the attached accounts. The members of the PCC consider that the accounts show a satisfactory position.

The continuing generosity of church members enabled the PCC to meet its normal commitments for running and maintaining the Church and its activities. Like many churches, we have carefully managed our expenditure in the light of economic uncertainty and its potential impact on our income.

We received a similar level of income from regular donations, such as planned giving, despite the impact of the war in Ukraine and resulting financial and economic uncertainty though income from one off gifts is lower. The PCC is grateful to all those who contribute financially to the work of the church, without whose generosity we would be unable to serve our community effectively. Collections at services remained below the levels seen in previous years due to lower cash contributions and most of these are made by contactless donations.

Income from rental and lettings is higher than in 2021 as the easing of Covid restrictions meant that many hall users were able to restart their businesses. The PCC also received in full the payment of rent from New Wine which was deferred from July to December.

Our ministry costs were slightly increased in 2022 as many of our groups, activities and ministries were able to slowly resume during the course of the year. During the year the PCC carried out necessary repairs to the church and its other properties and maintained them in good order. A defibrillator and cabinet were fitted to the outside for use by the community and ambulance services and the hall's sliding doors were serviced. No major projects were completed in the halls or church.

Our current liabilities no longer include a loan from a congregation member for the purchase of a house in 2012 as a donation was received during 2022 which enabled us to repay the remaining amount owing on the loan, in full, resulting in a nil balance outstanding on the loan at the year end.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

The PCC expects its regular expenditure commitments in 2023 to be similar to those of 2022 because we will continue with our current ministries and activities. We will finally be able to install solar panels on the church roof in Spring 2023 and, if funding allows, we plan to replace the gas fired heaters in the church nave with a wet central heating system and we have already saved over £100k towards these projects in total. We will continue to save towards this project and complete this as funding allows.

The number of staff is expected to reduce slightly as Tim Radcliffe, our curate, will move on to a new role in June 2023. We are committed to paying all of our staff the London Living Wage. Income is expected to increase in 2023 and activities and staffing will be managed in line with the level of income achieved.

At the balance sheet date the Charity holds reserves totalling £677,802 (2021: £653,355), comprising restricted reserves of £22,413 (2021: £29,514) designated reserves £25,000 (2021: Nil) and unrestricted reserves of £630,389 (2021: £623,841).

Reserves Policy

The Trustees believe that St Paul's relies on God's provision for the financial resources needed to fund its work. As a church, we believe that we are called to be good stewards of the resources that have been given to us and so we need to ensure that the level of cash we hold is not higher than needed. The PCC reviewed and updated its reserves policy and level of cover during 2022 to ensure that our reserves continue to match our operating costs. At the accounting date free reserves were £255,246 (2021: £214,175).

In order to allow for fluctuations in the timing of income or in the case of unforeseen expenditure, it is the policy of this church to hold sufficient reserves to cover 8 weeks' net expenditure after taking into account regular donation income. This means that we will hold (£60k) in cash and in addition to this, we will have an additional 2 weeks held as cash or in social investments (£15k) which can be accessed at after a short notice period. This policy will be reviewed on an annual basis or more frequently if required.

Risk Management

The members of the PCC have reviewed the major strategic and operational risks the PCC faces, through regular meetings of the standing committee and are satisfied that all reasonable measures are in place to mitigate their potential effect. They intend to keep these matters under regular review and consider the controls and procedures to mitigate them. The Governance and Risk Committee meet regularly and to ensure that all risks are actively managed and monitored and that all aspects of governance are considered and any areas of concern or interest are brought to PCC for consideration and action.

The principal risk faced by the PCC lies in the variability of income. The trustees consider variability of income received through planned giving and gifts to constitute the charity's major financial risk. This is mitigated by a monthly review of income and its sources including monthly cashflow forecasting by the Chair and Treasurer and consideration of actions needed to remediate this, such as a reduction in planned activities and expenditure.

Plans for future periods

The PCC is continuing its plan to enhance the facilities in the church and its halls so that they offer facilities that are fit for purpose and can be a blessing to those who use them. We will continue to reduce our carbon footprint through reducing our energy usage by focussing on other energy saving options once the solar panels are installed. We will also be reviewing the land around the church and redesigning this to encourage biodiversity, native plants and community access. We will also focus on continuing to resource other the other churches in the St Paul's family.

Structure, governance and management

The PCC has the responsibility for co-operating with the clergy in promoting the whole mission of the Church in the parish and in maintaining the church buildings.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

The Members of the PCC who served during the year and up to the date of signature of the financial statements were:

Rev Mark Melliush	(Resigned 25 September 2022)
Vicky Read	
Nick Becker	(Resigned 25 April 2022)
Rev Chris Fox	
Emma Buck	
Alan Philips	
Ruth Dales	
Coral Powell	
Elizabeth Patel	
Aruliniyan Nathaniel	
Darren Young	(Resigned 25 April 2022)
Alison Trott	(Resigned 25 April 2022)
Nicholas Taylor	
Timothy Radcliffe	
Oscar Carshagen	(Appointed 25 April 2022)
Paul Pambakian	(Appointed 25 April 2022)
Ms A Couttigane	(Appointed 25 April 2022)

The method of election of the PCC members is as set out in the Church Representation Rules and they are appointed at the annual meeting of church members. The full PCC delegates responsibility for overseeing day-to-day matters to the Standing Committee, the Fabric Committee and the Missions Committee.

The church has sponsored the establishment of a separate charitable trust, the West London Community Trust, the main activity of which is the support of awareness of Christianity in West London. This includes facilitating the New Wine Discipleship Year hub in West London, hosting the Christians Against Poverty debt counselling service, Besom ministry and supporting pastoral work in a local prison.

The PCC consider the senior pastoral team – C Fox, K Cosh, T Carshagen, S Richardson and V Read to be the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis

A number of PCC members give their time freely and no remuneration was paid during the year. Details of the PCC members receiving remuneration during the year are detailed in note to the accounts.

PCC members are required to disclose all relevant interests and register them with V Read in accordance with the PCC's policy to withdraw from decisions where a conflict of interest arises.

The PCC's report was approved by the Board of Members Of The PCC.

Rev Chris Fox

24 April 2023

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF THE PCC'S RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2022

The Members of the PCC are responsible for preparing the PCC's Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Members of the PCC to prepare accounts for each financial year which give a true and fair view of the state of affairs of the PCC and of the incoming resources and application of resources of the PCC for that year.

In preparing these accounts, the Members of the PCC are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Members of the PCC are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the PCC and enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2015 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the PCC and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE PCC OF THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

Opinion

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

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF THE PCC OF THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

Matters on which we are required to report by exception

the information given in the financial statements is inconsistent in any material respect with the The PCC's report; or

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

Responsibilities of Members of the PCC

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

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

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

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF THE PCC OF THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

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

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

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships; and
- tested journal entries to identify unusual transactions; and
- investigated the rationale behind significant or unusual transactions.

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

- agreeing financial statement disclosures to underlying supporting documentation; and
- enquiring of management as to actual and potential litigation and claims; and
- reading the minutes of meetings of the board of trustees; and
- enquiring of management as to income due to ensure income was reported in the correct period.

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

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

Use of our report

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Nicholas Corden ACA (Senior Statutory Auditor)
for and on behalf of Summers Morgan

6 June 2023

Chartered Accountants
Statutory Auditor

First Floor, Sheraton House
Lower Road
Chorleywood
Hertfordshire
WD3 5LH

Summers Morgan is eligible for appointment as auditor of the PCC by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

Current financial year

	Notes	Unrestricted funds 2022 £	Designated funds 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
<u>Income and endowments from:</u>						
Donations and legacies	3	570,239	-	36,903	607,142	647,035
Charitable activities	4	24,542	-	-	24,542	8,390
Investments	5	433	-	-	433	89
Other income	6	119,644	-	-	119,644	108,649
Total income		714,858	-	36,903	751,761	764,163
<u>Expenditure on:</u>						
Raising funds	7	2,782	-	-	2,782	3,244
Charitable activities	8	678,122	-	44,004	722,126	703,065
(Gain)/Loss on disposal of tangible fixed assets	13	2,406	-	-	2,406	-
Total expenditure		683,310	-	44,004	727,314	706,309
Net incoming/(outgoing) resources before transfers		31,548	-	(7,101)	24,447	57,854
Gross transfers between funds		(25,000)	25,000	-	-	-
Net income/(expenditure) for the year/ Net movement in funds		6,548	25,000	(7,101)	24,447	57,854
Fund balances at 1 January 2022		623,841	-	29,514	653,355	595,501
Fund balances at 31 December 2022		630,389	25,000	22,413	677,802	653,355

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

Prior financial year

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
	Notes			
<u>Income and endowments from:</u>				
Donations and legacies	3	599,873	47,162	647,035
Charitable activities	4	8,390	-	8,390
Investments	5	89	-	89
Other income	6	108,649	-	108,649
Total income		717,001	47,162	764,163
<u>Expenditure on:</u>				
Raising funds	7	3,244	-	3,244
Charitable activities	8	669,282	33,783	703,065
Total expenditure		672,526	33,783	706,309
Net incoming/(outgoing) resources before transfers		44,475	13,379	57,854
Net income/(expenditure) for the year/ Net movement in funds		44,475	13,379	57,854
Fund balances at 1 January 2021		579,366	16,135	595,501
Fund balances at 31 December 2021		623,841	29,514	653,355

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

BALANCE SHEET

AS AT 31 DECEMBER 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	14		375,143		409,666
Current assets					
Stocks	15	-		100	
Debtors	16	30,696		38,714	
Cash at bank and in hand		295,890		257,469	
		326,586		296,283	
Creditors: amounts falling due within one year	17	(23,927)		(52,594)	
Net current assets			302,659		243,689
Total assets less current liabilities			677,802		653,355
Income funds					
Restricted funds	19		22,413		29,514
Designated funds	20		25,000		-
Unrestricted funds			630,389		623,841
			677,802		653,355

The financial statements were approved by the Members Of The PCC on 24 April 2023

Rev Chris Fox
Trustee

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash generated from operations	24		39,643		52,810
Investing activities					
Purchase of tangible fixed assets		(1,655)		(11,175)	
Investment income received		433		89	
Net cash used in investing activities			(1,222)		(11,086)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			38,421		41,724
Cash and cash equivalents at beginning of year			257,469		215,745
Cash and cash equivalents at end of year			295,890		257,469

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

Charity information

The Parochial Church Council of the Ecclesiastical Parish of St Paul's Ealing is an unincorporated Charity registered with the Charity commission in England and Wales (number 1132598); its principle address is detailed within the legal and administration section of the trustees report.

1.1 Accounting convention

The accounts have been prepared in accordance with the PCC's Powers Measures (1956) as amended, the Church Representation Rules, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The PCC is a Public Benefit Entity as defined by FRS 102.

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

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

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

1.2 Going concern

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

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Members of the PCC in furtherance of their charitable objectives.

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

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

1.4 Income

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

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

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

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

(Continued)

1.5 Expenditure

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

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

Grants and donations are accounted for when paid away.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Consecrated and beneficed property is excluded from the accounts.

Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold buildings	2% p.a. on cost
Equipment	25% p.a. on net book value
Fixtures and fittings	10% p.a. on cost
Motor vehicles	25% p.a. on net book value

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Stocks

Stock is valued at the lower of cost and net realisable value.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.8 Cash and cash equivalents

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

1.9 Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at the carrying value plus accrued interest less repayments. The financing charge to expenditure is at a constant rate calculated using the effective interest method.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

(Continued)

1.10 Retirement benefits

The church operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

2 Critical accounting estimates and judgements

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

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

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

3 Donations and legacies

	Unrestricted funds general 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds general 2021 £	Restricted funds 2021 £	Total 2021 £
Donations and gifts	570,239	36,903	607,142	597,290	47,162	644,452
Furlough scheme grants	-	-	-	2,583	-	2,583
	<u>570,239</u>	<u>36,903</u>	<u>607,142</u>	<u>599,873</u>	<u>47,162</u>	<u>647,035</u>
Donations and gifts						
Standing orders and other regular giving	454,974	10,041	465,015	491,667	20,713	512,380
Collections at all services	9,978	15,248	25,226	6,142	22,921	29,063
Gift aid recoverable	97,932	6,108	104,040	99,481	3,528	103,009
Other	7,355	5,506	12,861	-	-	-
	<u>570,239</u>	<u>36,903</u>	<u>607,142</u>	<u>597,290</u>	<u>47,162</u>	<u>644,452</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

4 Charitable activities

	Wedding, funeral and other fees 2022 £	Wedding, funeral and other fees 2021 £
Youth events	8,027	118
Wholeness ministry	3,060	1,738
Language school	3,545	750
Woman's ministry and Men's ministry	1,431	1,126
Senior group	210	-
Great and small	2,055	1,572
Other Income	6,214	3,086
	<u>24,542</u>	<u>8,390</u>

5 Investments

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £
Interest receivable	<u>433</u>	<u>89</u>

6 Other income

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £
Bookstall income	5,903	4,296
Hall Hire income	55,173	39,701
Rental income	58,568	64,652
	<u>119,644</u>	<u>108,649</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

7 Raising funds

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £
Publicity costs		
Staging fundraising events	2,782	3,244
	<u>2,782</u>	<u>3,244</u>

8 Charitable activities

	Outreach activities 2022 £	Youth activities 2022 £	Other activities 2022 £	Donations paid 2022 £	Total 2022 £	Total 2021 £
Staff costs	35,511	1,806	83,058	-	120,375	141,704
Depreciation and impairment	9,963	507	23,302	-	33,772	33,583
Direct costs	27,522	1,672	170,795	-	199,989	157,054
	<u>72,996</u>	<u>3,985</u>	<u>277,155</u>	<u>-</u>	<u>354,136</u>	<u>332,341</u>
Grant funding of activities (see note 9)	-	-	-	179,223	179,223	177,371
Share of support costs (see note 10)	54,155	2,754	126,668	-	183,577	188,163
Share of governance costs (see note 10)	1,531	78	3,581	-	5,190	5,190
	<u>128,682</u>	<u>6,817</u>	<u>407,404</u>	<u>179,223</u>	<u>722,126</u>	<u>703,065</u>
Analysis by fund						
Unrestricted funds - general	126,882	6,817	407,404	137,019	678,122	669,282
Restricted funds	1,800	-	-	42,204	44,004	33,783
	<u>128,682</u>	<u>6,817</u>	<u>407,404</u>	<u>179,223</u>	<u>722,126</u>	<u>703,065</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

8 Charitable activities

(Continued)

For the year ended 31 December 2021

	Outreach activities £	Youth activities £	Other activities £	Donations paid £	Total 2021 £
Staff costs	37,361	2,220	102,123	-	141,704
Depreciation and impairment	9,907	504	23,172	-	33,583
Direct costs	23,692	1,612	131,750	-	157,054
	<u>70,960</u>	<u>4,336</u>	<u>257,045</u>	<u>-</u>	<u>332,341</u>
Grant funding of activities (see note 9)	-	-	-	177,371	177,371
Share of support costs (see note 10)	52,299	13,535	122,329	-	188,163
Share of governance costs (see note 10)	1,531	78	3,581	-	5,190
	<u>124,790</u>	<u>17,949</u>	<u>382,955</u>	<u>177,371</u>	<u>703,065</u>
Analysis by fund					
Unrestricted funds - general	124,587	17,949	382,955	143,791	669,282
Restricted funds	203	-	-	33,580	33,783
	<u>124,790</u>	<u>17,949</u>	<u>382,955</u>	<u>177,371</u>	<u>703,065</u>

Staff costs are allocated to the charitable activities on the basis of time allocation within the accounting period as identified. This is currently 56% to direct costs and 44% to support costs. The support and governance costs basis of allocation has been set out in note 10 of the accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

9 Grants payable

	Donations paid 2022 £	Donations paid 2021 £
Grants to institutions:		
West London Community Trust	68,600	71,219
Bihar	-	20,262
Redtribe	6,583	9,653
India appeal	-	6,500
Grove mission funding	9,833	7,500
Great Lakes Outreach	23,802	6,654
St Mellitus	3,000	5,000
Tearfund	38,701	4,700
Housing for Women	-	4,654
Power the fight	-	4,654
St John's Greenhill	-	4,000
Soul in Ealing	-	3,000
Oasis Church	1,500	3,000
Sozo Foundation	3,300	2,500
Ealing Foodbank	2,000	1,500
Other	2,954	7,575
	160,273	162,371
Grants to individuals	18,950	15,000
	179,223	177,371

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

10 Support costs

	Support costs £	Governance costs £	2022 £	Support costs £	Governance costs £	2021 £
Staff costs	89,581	-	89,581	116,289	-	116,289
Premises expenses	58,698	-	58,698	45,469	-	45,469
Administrative expenses	35,298	-	35,298	26,405	-	26,405
Audit fees	-	5,190	5,190	-	5,190	5,190
	<u>183,577</u>	<u>5,190</u>	<u>188,767</u>	<u>188,163</u>	<u>5,190</u>	<u>193,353</u>
Analysed between Charitable activities	<u>183,577</u>	<u>5,190</u>	<u>188,767</u>	<u>188,163</u>	<u>5,190</u>	<u>193,353</u>

Support and governance costs are allocated to the charitable activities on the basis of activity allocation within the accounting period as identified. This is currently 29.5% to Outreach activities, 1.5% to Youth activities and 69% to Other activities. The exception to this is support costs wholly incurred in respect of a charitable activity, where the full cost is allocated to the relevant activity.

Governance costs includes payments to the auditor of £5,190 (2021 - £5,190) for audit and accountancy fees.

11 Members Of The PCC

Five of the Members of the PCC received remuneration during the year on normal terms for church work. Normal expenses incurred on church activities were reimbursed to clergy and church workers.

12 Employees

The average monthly number of persons employed by the charity during the year was:

	2022 Number	2021 Number
Pastoral, evangelism, etc.	6	7
Administration	5	4
Premises	-	1
Cleaning	1	1
Total	<u>12</u>	<u>13</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

12	Employees	(Continued)	
	Employment costs	2022 £	2021 £
	Wages and salaries	188,345	228,977
	Social security costs	8,688	12,870
	Other pension costs	12,923	16,146
		<u>209,956</u>	<u>257,993</u>

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

13	(Gain)/Loss on disposal of tangible fixed assets	Unrestricted funds general 2022	Total £ 2021
	Net loss on disposal of tangible fixed assets	2,406	-
		<u>2,406</u>	<u>-</u>

14	Tangible fixed assets	Freehold buildings £	Equipment £	Fixtures and fittings £	Motor vehicles £	Total £
	Cost					
	At 1 January 2022	469,480	154,080	226,241	9,949	859,750
	Additions	-	1,656	-	-	1,656
	Disposals	-	(26,700)	-	-	(26,700)
	At 31 December 2022	<u>469,480</u>	<u>129,036</u>	<u>226,241</u>	<u>9,949</u>	<u>834,706</u>
	Depreciation and impairment					
	At 1 January 2022	175,717	135,867	131,699	6,802	450,085
	Depreciation charged in the year	9,128	4,967	18,890	787	33,772
	Eliminated in respect of disposals	-	(24,294)	-	-	(24,294)
	At 31 December 2022	<u>184,845</u>	<u>116,540</u>	<u>150,589</u>	<u>7,589</u>	<u>459,563</u>
	Carrying amount					
	At 31 December 2022	<u>284,635</u>	<u>12,496</u>	<u>75,652</u>	<u>2,360</u>	<u>375,143</u>
	At 31 December 2021	<u>293,763</u>	<u>18,213</u>	<u>94,542</u>	<u>3,148</u>	<u>409,666</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

15 Stocks

	2022 £	2021 £
Raw materials and consumables	-	100

16 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Other debtors	2,825	3,725
Prepayments and accrued income	27,871	34,989
	<u>30,696</u>	<u>38,714</u>

17 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	1,052	1,298
Other creditors	17,297	44,426
Accruals and deferred income	5,578	6,870
	<u>23,927</u>	<u>52,594</u>

18 Retirement benefit schemes

Defined contribution schemes

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

The charge to the income and expenditure account in respect of defined contribution schemes was £12,922 (2021 - £16,146).

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

19 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			
	Balance at 1 January 2021	Incoming resources	Resources expended	Balance at 1 January 2022	Incoming resources	Resources expended	Balance at 31 December 2022
	£	£	£	£	£	£	£
Missions and UK charities	10,512	40,621	(27,283)	23,850	21,530	(29,637)	15,743
Outreach activities	-	148	-	148	150	-	298
Other church activities	5,623	6,393	(6,500)	5,516	15,223	(14,367)	6,372
	<u>16,135</u>	<u>47,162</u>	<u>(33,783)</u>	<u>29,514</u>	<u>36,903</u>	<u>(44,004)</u>	<u>22,413</u>

Missions and UK Charities - For payments to mission activities supported by the PCC and donations to UK and overseas charities.

Other Church Activities - For activities relating to general support and maintenance of the church.

Outreach Activities - For supporting activities in the local community.

20 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds		Movement in funds	
	New designations	Balance at 1 January 2022	New designations	Balance at 31 December 2022
	£	£	£	£
Solar panels project	-	-	25,000	25,000
	<u>-</u>	<u>-</u>	<u>25,000</u>	<u>25,000</u>

The designated fund is for projects and activities that have the aim of reducing our environmental impact, such as installation of solar panels, review of current heating system, and other related activities.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

21 Analysis of net assets between funds

	Unrestricted funds 2022 £	Designated funds 2022 £	Restricted funds 2022 £	Total Unrestricted funds 2022 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 December 2022 are represented by:						
Tangible assets	375,143	-	-	375,143	409,666	409,666
Current assets/(liabilities)	255,246	25,000	22,413	302,659	29,514	243,689
	<u>630,389</u>	<u>25,000</u>	<u>22,413</u>	<u>677,802</u>	<u>29,514</u>	<u>653,355</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

22 Operating lease commitments

Lessor

The operating leases represent leases of land and buildings to third parties.

At the reporting end date the PCC had contracted with tenants for the following minimum lease payments:

	2022 £	2021 £
Within one year	35,000	35,000
Between two and five years	8,750	43,750
	<u>43,750</u>	<u>78,750</u>

23 Related party transactions

During the year the following trustees were directors or members of related entities or were connected to people or organisations in receipt of payments from St Paul's PCC:

Trustee	Related Party
M Melliush (Resigned 25.09.22)	Chair of St. Pauls Community Playschool
C Fox	Trustee of St Paul's Community Playschool
V Read	West London Community Trust

During the year the following related entities had amounts either made to them or amounts owed to or by them with St Paul's PCC:

West London Community Trust - Grant payments made during the year with a total of £65,600 (2021 - £71,219); these include donations made to them from St Paul's PCC for the costs of the mortgages for properties held in West London Community Trust.

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2022 £	2021 £
Aggregate compensation	<u>108,452</u>	<u>95,866</u>

During 2022 the following key management personnel were members or connected to members of the PCC: Rev C Fox (member), Mr S Richardson (member), Mrs K Cosh, Mrs T Carshagen and Mrs V Read (member). All these people were working full time or part time for the charity at some point during 2022. The cost of the Clergy are accounted for in the payments to the London Diocese. Part of this fund pays the stipend of the vicar. As is standard practice within the Church of England, the vicar receives either housing or housing benefit.

Aggregated donations received from the trustees or related parties without conditions were £46,046 (2021 - £44,531).

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

24	Cash generated from operations	2022	2021
		£	£
	Surplus for the year	24,447	57,854
	Adjustments for:		
	Investment income recognised in statement of financial activities	(433)	(89)
	Loss on disposal of tangible fixed assets	2,406	-
	Depreciation and impairment of tangible fixed assets	33,772	33,583
	Movements in working capital:		
	Decrease in stocks	100	200
	Decrease/(increase) in debtors	8,018	(9,628)
	(Decrease) in creditors	(28,667)	(29,110)
	Cash generated from operations	39,643	52,810
		<u><u> </u></u>	<u><u> </u></u>
25	Analysis of changes in net funds		
	The PCC had no debt during the year.		

Accounts

**THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL
PARISH OF ST PAUL'S EALING**

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

LEGAL AND ADMINISTRATIVE INFORMATION

Members Of The PCC

Rev Mark Melliush
Vicky Read
Rev Chris Fox
Emma Buck
Alan Philips
Ruth Dales
Coral Powell
Elizabeth Patel
Aruliniyan Nathaniel
Nicholas Taylor
Timothy Radcliffe
Oscar Carshagen
Paul Pambakian

(Appointed 25 April 2022)
(Appointed 25 April 2022)

Charity number

1132598

Auditor

Summers Morgan
First Floor, Sheraton House
Lower Road
Chorleywood
Hertfordshire
WD3 5LH

Bankers

Lloyds TSB Bank plc
45 The Broadway
Ealing
London
W5 5JU

Solicitors

EDC Lord
Link House
1200 Uxbridge Road
Hayes
Middlesex
UB4 8JD

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

The Members of the PCC present their report and accounts for the year ended 31 December 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Church Accounting Regulations, applicable law and the requirements of the Statement of Recommended Practice, "Accounting and Reporting by Charities" issued in March 2005.

Objectives and activities

Our vision at St Paul's Church is to be a church where everyone is made welcome and everyone knows that they matter, both to us as a community and to God. We believe that everyone has something to bring that will add colour and creativity to the church family. We try to be an authentic Acts 2 church.

We are committed to following and trying to live like Jesus and as the disciple Paul encourages us, we need to let love be our highest goal. This means we look for ways to love and serve each other and our wider community. And if we make love our highest goal, we need to be those who receive love and give love to others.

Our mission statement is as follows...

- To see the kingdom of God grow in our community
- To live as a Christian community
- Devoted to God and to one another
- To share our lives together both practically and spiritually
- To grow in prayer, worship and our understanding of the Bible
- To witness to Christ's love and mercy in our community and beyond
- To be open to the Holy Spirit in all that we do

As a church, we believe that God is calling us to something bigger than we are currently and the Diocese of London has appointed St Paul's to be one of its Resource Churches. Our vision for this is that we will plant new churches in communities with no church presence, help to revitalise and renew existing churches and support and encourage other churches who ask for help. All of this is to enable the Kingdom of God to expand and grow in our wider community.

The Members of the PCC have paid due regard to guidance issued by the Charity Commission on public benefit, and in particular the supplementary guidance on charities for the advancement of religion, when deciding what activities the PCC should undertake.

Achievements and performance

2021 was perhaps one of the most unusual years in church life with the stop/start of services and the nervousness that there was of people meeting together throughout the year. This meant that we have had to adapt and change many of our activities to ensure that we could respond to the changing needs of our community in a Covid secure way.

2021 also marked a big change for us within the staff team. At the end of the year, we said goodbye to John Murphy, who having served for 10 years as our worship pastor moved on to work full time in education. John was an amazing blessing to us all and will continue to be missed in many ways. Ben Strain moved on and is now leading Holy Trinity Sydenham and Forest Hill and we are so pleased to hear his regular reports back as to how things are going for him and Lydia there.

We continue to celebrate what God is doing across our family of churches:

- St Mellitus in Hanwell led by Stu & Lucy Plumb
- St John's in West Ealing led by Sam Sanya
- The Grove, led by Mark & Laura Tate
- St John's in Greenhill led by Barry & Jill Hingston
- Oasis International led by Randy & Margie Lawler

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

Established ministries

Our desire to serve our local community is one that trumps almost everything else that we do.

We believe wholeheartedly in the two greatest commandments - to love the Lord with all of your heart, soul, mind and strength and to love your your neighbour as yourself. In 2021, despite restrictions, we shown that we have found different ways in doing both of those.

Some of the highlights are:

- CAP Job Club we helped 30 people on their journey into employment. We ran the club on zoom for the first half of the year and in person at St Paul's for the second half of the year. Despite the challenges of the Covid pandemic, 12 people found paid work, and a number of others started volunteering or vocational training.
- Besom at the start of the year was only able to do assessments by phone and doorstep deliveries of furniture, however we are now back doing home visits and where needed going into the homes to deliver and assemble furniture. We were able to help 39 families in 2021, 31 of those were new referrals.
- Unlike many other education courses, Ealing Community School of English continued to operate throughout 2021 with in-person lessons teaching people English but reduced numbers to enable social distancing while this was required. The nationalities and economic profiles of our students has changed in the last couple of years, with far fewer EU students and many more Latin American, Middle Eastern, east African and interestingly, Hong Kong students. There are also many more asylum seekers (81 students), refugees (17 students) and unemployed (75 students) than in previous years. The "no recourse to public funds" policy of the government means that we are the only English language school available to many of our students.
- Our in-person prison ministry into Wormwood Scrubs (Sunday services, Alpha & Sycamore Tree course) was able to restart from summer 2021, and we were able to run Bible Studies for men from one wing at a time. We were able to run the Sycamore Tree Victim Awareness and Restorative Justice course in the autumn and had 20 men take part in this. We also supported the Angel Tree project which enables Christmas presents to be sent to the children of prisoners on their dad or mum's behalf with gift tags written by the mum or dad in prison.
- We were able to restart Beloved, our anti-trafficking ministry and are now undertaking regular patrols in Southall on Friday nights to befriend and come alongside women who are working on the streets. We are continuing to develop this work slowly in conjunction with the Metropolitan Police and other agencies.

Our church family life was also been affected by the changing restrictions and required us to explore new ways of running groups, ministries and services and ensuring that we are still able to meet as a church family. We are very thankful for those who found ways to livestream our services and also new and creative ways in helping us engage with worship and teaching during this time.

- Our children's ministry started the year online but our Sunday and midweek groups were gradually reintroduced after Easter and this was only possible because of our team of 70+ volunteers. By the summer, we were able to have a Holiday Club at hosted at St Mellitus which involved families from the three Ealing based churches.
- We were very pleased to be able to continue running Bump to Baby throughout the year and during lockdown we ran 2 groups as there were up to 20 attendees, this was a vital outreach to new mums in the community and a sense of support especially during Covid times.
- The Youth ministry officially went 'back in person' in the summer term of 2021, after over a year of meeting online. Wednesday evenings see those in school years 7 – 11 meeting from across the three churches at St John's for fun and fellowship and we regularly have 20 attending. Sundays see the groups split into years 7-9 and 10 – 13 for more in depth Bible study, discussion and fun.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

- Women's ministry continued was a mix of zoom and in person but was none the less rich and inspiring. Connect continues to provide opportunities for women who are around during the day on a Thursday to connect with each other and with God, through worship, stories of God at work, conversations in small groups (5 in all) about faith and the Bible, and importantly coffee and cakes. 2021 saw the return of Create for Christmas where we had over 100 women who took part in various creative activities, heard a Christmas reflection as well as consuming mulled wine and lots of chocolate.
- The Wholeness centre continued to operate through the year, offering counselling, therapy and healing prayer, initially online and then back in person. We saw 24 people received counselling and many prayed for during our healing prayer evenings.
- Alpha began online and moved back to meeting in person for the Autumn term. We loved hearing stories of people finding faith in Jesus.
- We initially had two New Wine Discipleship Year Students who were working across our family of churches. They supported our children's, youth and other ministries as we adapted our church life & worship online then back in person. In September we welcomed one new DY student for the new academic year.

Our relationship with New Wine continues, through members of our staff team. Chris Fox continues to lead the New Wine Discipleship Year; Mark Melluish continues to mentor individual church leaders and regularly speak at New Wine Celebration services and network meetings. Many others from St Paul's continue to serve the ministry of New Wine in a variety of ways including children's ministry and worship.

We continue to support other ministries locally, such as Ealing Foodbank, Ealing Soup Kitchen, Street Pastors and in many places around the world such as Mozambique, Kenya, India and South Africa.

New and emerging activities

As part of our role as a Resource Church in London diocese, in the summer of 2020 we welcomed Tim & Lucy Radcliffe and their children to St Paul's. We are continuing to explore opportunities for church planting as we go forwards and what this may involve in the post-pandemic landscape.

With the ever-increasing focus on the environment, climate change and the use of resources, we have made a number of changes as a church to help reduce the environmental impact that we have. We have taken steps to try to minimise our use of single use items, especially plastics in all aspects of church life, from disposal cutlery to craft activity resources. We actively manage the energy that we use and have reduced this substantially over the last few years, with LED bulbs, zoned heating etc. We were awarded the Silver EcoChurch award by Arocha in 2019, which was great but there is still more we know we can do. We had hoped to do this in 2021 but during 2022, we plan to install PV solar panels on the roof of the church to supply most, if not all, of our energy needs and are also looking at ways to further reduce our gas usage.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

Financial review

The financial transactions during the year and the financial position at the end of the year are set out in the attached accounts. The members of the PCC consider that the accounts show a satisfactory position.

The continuing generosity of church members enabled the PCC to meet its normal commitments for running and maintaining the Church and its activities. Like many churches, we have carefully managed our expenditure in the light of economic uncertainty and its potential impact on our income.

We experienced a small reduction in our income from regular donations, such as planned giving, because of the financial uncertainty during 2021. The PCC is grateful to all those who contribute financially to the work of the church, without whose generosity we would be unable to serve our community effectively. Collections at services remained below the levels seen in previous years due to lower cash contributions but since November contactless donations can be made during the services which has helped to reverse this.

Income from hall hire has increased by £15k as the ending of many Covid restrictions meant that more hall users were able to resume their businesses and Adhoc bookings for parties were greater. The PCC also agreed to defer the payment of rental income from New Wine from July to December 2021 – this is being repaid in 2022. The PCC also received £3k of government grants through the Covid Job Retention Scheme.

Our ministry costs were slightly increased in 2021 as many of our groups, activities and ministries were able to slowly resume during the course of the year. During the year the PCC carried out necessary repairs to the church and its other properties and maintained them in good order. A new kitchenette was fitted in the balcony room but no major projects were completed in the halls.

Our current liabilities include a loan from a congregation member for the purchase of a house in 2012 and a donation was received during 2020 which enabled us to repay just under half of this but the PCC has plans in place to ensure that the remainder can be repaid when it is due in 2022.

The PCC expects its regular expenditure commitments in 2022 to be similar to those of 2021 because we will continue with our current ministries and activities. Our hope for 2022 is to install solar panels on the church roof and batteries for storing used electricity and, if funding allows, we plan to replace the gas fired heaters in the church nave with a wet central heating system and we have already saved over £100k towards this. We will continue to save towards this project and complete this as funding allows.

The number of staff is expected to remain the same and we currently have a vacant youth pastor role but we hope to appoint to this role during the summer. We are committed to paying all of our staff the London Living Wage. Income is expected to increase in 2022 and activities and staffing will be managed in line with the level of income achieved.

At the balance sheet date the Charity holds reserves totalling £653,355 (2020: £595,501), comprising restricted reserves of £29,514 (2020: £16,135) and unrestricted reserves of £623,841 (2020: £579,366).

Reserves Policy

The Trustees believe that St Paul's relies on God's provision for the financial resources needed to fund its work. This means that it is the policy of the PCC to ensure that we don't build up reserves beyond the operating requirements of the church and, as far as is practicable, to use income received in the course of the year on its purposes. At the accounting date free reserves were £214,175 (2020: £147,292).

However, in order to allow for fluctuations in the timing of income or in the case of unforeseen expenditure, the Trustees aim to hold sufficient 'free' reserves to cover three months' net expenditure after taking into account monthly donation income. For 2021, this has been calculated as unrestricted funds less fixed assets and long term debtors expected to be settled over a number of years and the 'free' reserves are currently above this target. The PCC will be reviewing the reserves policy and level of cover during 2022 to ensure that our reserves continue to match our operating costs.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

Risk Management

The members of the PCC have reviewed the major strategic and operational risks the PCC faces, through regular meetings of the standing committee and are satisfied that all reasonable measures are in place to mitigate their potential effect. They intend to keep these matters under regular review and consider the controls and procedures to mitigate them. The Governance and Risk Committee meet regularly and to ensure that all risks are actively managed and monitored and that all aspects of governance are considered and any areas of concern or interest are brought to PCC for consideration and action.

The trustees consider variability of income received through planned giving and gifts to constitute the charity's major financial risk. This is mitigated by a monthly review of income and its sources including monthly cashflow forecasting by the Chair and Treasurer and consideration of actions needed to remediate this, such as a reduction in planned activities and expenditure.

Plans for the Future

The PCC is continuing its plan to enhance the facilities in the church and its halls so that they offer facilities that are fit for purpose and can be a blessing to those who use them. We hope to update the toilet facilities in the balcony room during 2022. We will continue to reduce our carbon footprint through reducing our energy usage, through LED bulbs, smart heating and lighting where possible and to install solar panels on our roof. We will also focus on continuing to resource other the other churches in the St Paul's family.

Structure, governance and management

The PCC has the responsibility for co-operating with the clergy in promoting the whole mission of the Church in the parish and in maintaining the church buildings.

The Members of the PCC who served during the year and up to the date of signature of the financial statements were:

Rev Mark Melliush

Vicky Read

Nick Becker

Rev Chris Fox

Emma Buck

Alan Philips

Ruth Dales

Rev Ben Strain

(Resigned 31 December 2021)

Coral Powell

Elizabeth Patel

Aruliniyan Nathaniel

Darren Young

Alison Trott

Nicholas Taylor

Zoe Kowalski

(Resigned 16 October 2021)

Timothy Radcliffe

Oscar Carshagen

(Appointed 25 April 2022)

Paul Pambakian

(Appointed 25 April 2022)

The method of election of the PCC members is as set out in the Church Representation Rules and they are appointed at the annual meeting of church members. The full PCC delegates responsibility for overseeing day-to-day matters to the Standing committee, the Fabric Committee and the Missions Committee.

The church has sponsored the establishment of a separate charitable trust, the West London Community Trust, the main activity of which is the support of awareness of Christianity in West London. This includes facilitating the New Wine Discipleship Year hub in West London, hosting the Christians Against Poverty debt counselling service, Besom ministry and supporting pastoral work in a local prison.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

The PCC consider the senior pastoral team - M Melliush, L Melliush, C Fox, S Richardson and V Read to be the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis.

A number of PCC members give their time freely and no remuneration was paid during the year. Details of the PCC members receiving remuneration during the year are detailed in notes to the accounts.

PCC members are required to disclose all relevant interests and register them with V Read in accordance with the PCC's policy to withdraw from decisions where a conflict of interest arises.

The PCC's report was approved by the Board of Members Of The PCC.

Rev Mark Melliush

Dated: 25 April 2022

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF THE PCC'S RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2021

The Members of the PCC are responsible for preparing the The PCC's Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Members of the PCC to prepare accounts for each financial year which give a true and fair view of the state of affairs of the PCC and of the incoming resources and application of resources of the PCC for that year.

In preparing these accounts, the Members of the PCC are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Members of the PCC are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the PCC and enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2015 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the PCC and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE PCC OF THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

Opinion

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

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF THE PCC OF THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

Matters on which we are required to report by exception

the information given in the financial statements is inconsistent in any material respect with the The PCC's report; or

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

Responsibilities of Members of the PCC

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

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

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

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF THE PCC OF THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

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

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

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships; and
- tested journal entries to identify unusual transactions; and
- investigated the rationale behind significant or unusual transactions.

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

- agreeing financial statement disclosures to underlying supporting documentation; and
- enquiring of management as to actual and potential litigation and claims; and
- reading the minutes of meetings of the board of trustees; and
- enquiring of management as to income due to ensure income was reported in the correct period.

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

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

Use of our report

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

Nicholas Corden ACA (Senior Statutory Auditor)
for and on behalf of Summers Morgan

16 June 2022

Chartered Accountants
Statutory Auditor

First Floor, Sheraton House
Lower Road
Chorleywood
Hertfordshire
WD3 5LH

Summers Morgan is eligible for appointment as auditor of the PCC by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2021

Current financial year

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Total 2020 £
<u>Income and endowments from:</u>					
Donations and legacies	3	599,873	47,162	647,035	650,780
Charitable activities	4	8,390	-	8,390	11,373
Investments	5	89	-	89	16
Other income	6	108,649	-	108,649	98,025
Total income		717,001	47,162	764,163	760,194
<u>Expenditure on:</u>					
Raising funds	7	3,244	-	3,244	2,582
Charitable activities	8	669,282	33,783	703,065	683,423
Total expenditure		672,526	33,783	706,309	686,005
Net income for the year/ Net movement in funds		44,475	13,379	57,854	74,189
Fund balances at 1 January 2021		579,366	16,135	595,501	521,312
Fund balances at 31 December 2021		623,841	29,514	653,355	595,501

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2021

Prior financial year

		Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
	Notes			
<u>Income and endowments from:</u>				
Donations and legacies	3	640,768	10,012	650,780
Charitable activities	4	11,373	-	11,373
Investments	5	16	-	16
Other income	6	98,025	-	98,025
Total income		750,182	10,012	760,194
<u>Expenditure on:</u>				
Raising funds	7	2,582	-	2,582
Charitable activities	8	665,220	18,203	683,423
Total expenditure		667,802	18,203	686,005
Gross transfers between funds		1,181	(1,181)	-
Net income for the year/ Net movement in funds		83,561	(9,372)	74,189
Fund balances at 1 January 2020		495,805	25,507	521,312
Fund balances at 31 December 2020		579,366	16,135	595,501

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

BALANCE SHEET

AS AT 31 DECEMBER 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	13		409,666		432,074
Current assets					
Stocks	14	100		300	
Debtors	15	38,714		29,086	
Cash at bank and in hand		257,469		215,745	
		<u>296,283</u>		<u>245,131</u>	
Creditors: amounts falling due within one year	16	<u>(52,594)</u>		<u>(81,704)</u>	
Net current assets			243,689		163,427
Total assets less current liabilities			<u>653,355</u>		<u>595,501</u>
Income funds					
Restricted funds	18		29,514		16,135
Unrestricted funds			623,841		579,366
			<u>653,355</u>		<u>595,501</u>

The financial statements were approved by the Members Of The PCC on 25 April 2022

Rev Mark Melluish
Trustee

Vicky Read
Trustee

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash generated from operations	22		52,810		80,803
Investing activities					
Purchase of tangible fixed assets		(11,175)		(22,881)	
Proceeds on disposal of investments		-		30,000	
Investment income received		89		16	
Net cash (used in)/generated from investing activities			(11,086)		7,135
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			41,724		87,938
Cash and cash equivalents at beginning of year			215,745		127,807
Cash and cash equivalents at end of year			257,469		215,745

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS *FOR THE YEAR ENDED 31 DECEMBER 2021*

1 Accounting policies

Charity information

The Parochial Church Council of the Ecclesiastical Parish of St Paul's Ealing is an unincorporated Charity registered with the Charity commission in England and Wales (number 1132598); its principle address is detailed within the legal and administration section of the trustees report.

1.1 Accounting convention

The accounts have been prepared in accordance with the PCC's Powers Measures (1956) as amended, the Church Representation Rules, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The PCC is a Public Benefit Entity as defined by FRS 102.

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

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

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

1.2 Going concern

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

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Members of the PCC in furtherance of their charitable objectives.

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

1.4 Incoming resources

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

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

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

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

1 Accounting policies

(Continued)

1.5 Resources expended

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

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

Grants and donations are accounted for when paid away.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Consecrated and beneficed property is excluded from the accounts.

Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold buildings	2% p.a. on cost of buildings and improvements
Equipment	25% p.a. on net book value
Fixtures and fittings	10% p.a. on cost
Motor vehicles	25% p.a. on net book value

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Investments

Investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Stocks

Stock is valued at the lower of cost and net realisable value.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 Cash and cash equivalents

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

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

1 Accounting policies

(Continued)

1.10 Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at the carrying value plus accrued interest less repayments. The financing charge to expenditure is at a constant rate calculated using the effective interest method.

1.11 Retirement benefits

The church operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Donations and gifts	597,290	47,162	644,452	621,959	10,012	631,971
Furlough scheme grants	2,583	-	2,583	18,809	-	18,809
	<u>599,873</u>	<u>47,162</u>	<u>647,035</u>	<u>640,768</u>	<u>10,012</u>	<u>650,780</u>
Donations and gifts						
Standing orders and other regular giving	491,667	20,713	512,380	505,013	3,414	508,427
Collections at all services	6,142	22,921	29,063	5,634	6,598	12,232
Gift aid recoverable	99,481	3,528	103,009	110,448	-	110,448
Other	-	-	-	864	-	864
	<u>597,290</u>	<u>47,162</u>	<u>644,452</u>	<u>621,959</u>	<u>10,012</u>	<u>631,971</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

4 Charitable activities

	Unrestricted funds	Unrestricted funds
	2021 £	2020 £
Youth events	118	3,466
Wholeness ministry	1,738	2,910
Language school	750	2,210
Woman's ministry and Men's ministry	1,126	-
Senior group	-	158
Great and small	1,572	749
Other income	3,086	1,880
	<u>8,390</u>	<u>11,373</u>

5 Investments

	Unrestricted funds	Unrestricted funds
	2021 £	2020 £
Interest receivable	89	16
	<u>89</u>	<u>16</u>

6 Other income

	Unrestricted funds	Unrestricted funds
	2021 £	2020 £
Bookstall income	4,296	1,502
Hall Hire income	39,701	24,548
Rental income	64,652	71,975
	<u>108,649</u>	<u>98,025</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

7 Raising funds

	Unrestricted funds 2021 £	Unrestricted funds 2020 £
<u>Publicity costs</u>		
Staging fundraising events	3,244	2,582
	<u>3,244</u>	<u>2,582</u>

8 Charitable activities

	Outreach activities 2021 £	Youth activities 2021 £	Other activities 2021 £	Donations paid 2021 £	Total 2021 £	Total 2020 £
Staff costs	37,361	2,220	102,123	-	141,704	160,918
Depreciation and impairment	9,907	504	23,172	-	33,583	36,471
Direct costs	23,692	1,612	131,750	-	157,054	150,565
	<u>70,960</u>	<u>4,336</u>	<u>257,045</u>	<u>-</u>	<u>332,341</u>	<u>347,954</u>
Grant funding of activities (see note 9)	-	-	-	177,371	177,371	125,951
Share of support costs (see note 10)	52,299	13,535	122,329	-	188,163	204,298
Share of governance costs (see note 10)	1,531	78	3,581	-	5,190	5,220
	<u>124,790</u>	<u>17,949</u>	<u>382,955</u>	<u>177,371</u>	<u>703,065</u>	<u>683,423</u>
Analysis by fund						
Unrestricted funds	124,587	17,949	382,955	143,791	669,282	665,220
Restricted funds	203	-	-	33,580	33,783	18,203
	<u>124,790</u>	<u>17,949</u>	<u>382,955</u>	<u>177,371</u>	<u>703,065</u>	<u>683,423</u>

Staff costs are allocated to the charitable activities on the basis of time allocation within the accounting period as identified. This is currently 56% to direct costs and 44% to support costs. The support and governance costs basis of allocation has been set out in note 10 of the accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

8 Charitable activities

(Continued)

For the year ended 31 December 2020

	Outreach activities £	Youth activities £	Other activities £	Donations paid £	Total 2020 £
Staff costs	47,471	2,414	111,033	-	160,918
Depreciation and impairment	10,759	547	25,165	-	36,471
Direct costs	21,221	4,327	125,017	-	150,565
	<u>79,451</u>	<u>7,288</u>	<u>261,215</u>	<u>-</u>	<u>347,954</u>
Grant funding of activities (see note 9)	-	-	-	125,951	125,951
Share of support costs (see note 10)	57,285	12,993	134,020	-	204,298
Share of governance costs (see note 10)	1,540	78	3,602	-	5,220
	<u>138,276</u>	<u>20,359</u>	<u>398,837</u>	<u>125,951</u>	<u>683,423</u>
Analysis by fund					
Unrestricted funds	137,930	20,359	398,837	108,094	665,220
Restricted funds	346	-	-	17,857	18,203
	<u>138,276</u>	<u>20,359</u>	<u>398,837</u>	<u>125,951</u>	<u>683,423</u>

Staff costs are allocated to the charitable activities on the basis of time allocation within the accounting period as identified. This is currently 56% to direct costs and 44% to support costs. The support and governance costs basis of allocation has been set out in note 10 of the accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

9 Grants payable

	2021 £	2020 £
Grants to institutions (202 grants):		
West London Community Trust	71,219	48,120
Bihar	20,262	7,094
Redtribe	9,653	11,555
India appeal	6,500	-
Grove mission funding	7,500	7,500
Open doors	6,654	-
St Mellitus	5,000	1,000
Tearfund	4,700	3,000
Housing for Women	4,654	-
Power the fight	4,654	-
St John's Greenhill	4,000	-
Soul in Ealing	3,000	750
Oasis Church	3,000	-
Sozo Foundation	2,500	2,500
Ealing Foodbank	1,500	1,500
Other	7,575	27,932
	<u>162,371</u>	<u>110,951</u>
Grants to individuals (6 grants)	15,000	15,000
	<u><u>177,371</u></u>	<u><u>125,951</u></u>

10 Support costs

	Support costs £	Governance costs £	2021 £	2020 £
Staff costs	116,289	-	116,289	126,435
Premises expenses	45,469	-	45,469	48,003
Administrative expenses	26,405	-	26,405	29,860
Audit fees	-	5,190	5,190	5,220
	<u>188,163</u>	<u>5,190</u>	<u>193,353</u>	<u>209,518</u>

Support and governance costs are allocated to the charitable activities on the basis of activity allocation within the accounting period as identified. This is currently 29.5% to Outreach activities, 1.5% to Youth activities and 69% to Other activities. The exception to this is support costs wholly incurred in respect of a charitable activity, where the full cost is allocated to the relevant activity.

Governance costs includes payments to the auditor of £5,190 (2020 - £4,710) for audit and accountancy fees.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

11 Members Of The PCC

Five of the Members of the PCC received remuneration during the year on normal terms for church work. Normal expenses incurred on church activities were reimbursed to clergy and church workers.

12 Employees

The average monthly number of persons employed by the charity during the year was:

	2021 Number	2020 Number
Pastoral, evangelism, etc.	7	7
Administration	4	4
Premises	1	1
Cleaning	1	1
Total	13	13

Employment costs	2021 £	2020 £
Wages and salaries	228,977	255,211
Social security costs	12,870	14,630
Other pension costs	16,146	17,512
	257,993	287,353

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

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

13 Tangible fixed assets

		Equipment	Fixtures and fittings	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 January 2021	468,672	152,323	217,631	9,949	848,575
Additions	808	1,757	8,610	-	11,175
At 31 December 2021	469,480	154,080	226,241	9,949	859,750
Depreciation and impairment					
At 1 January 2021	166,589	130,766	113,393	5,752	416,500
Depreciation charged in the year	9,128	5,101	18,306	1,049	33,584
At 31 December 2021	175,717	135,867	131,699	6,801	450,084
Carrying amount					
At 31 December 2021	293,763	18,213	94,542	3,148	409,666
At 31 December 2020	302,083	21,557	104,237	4,197	432,074

14 Stocks

	2021 £	2020 £
Bookstall stock	100	300

15 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Other debtors	3,725	4,625
Prepayments and accrued income	34,989	24,461
	38,714	29,086

16 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	1,298	1,212
Other creditors	44,426	73,086
Accruals and deferred income	6,870	7,406
	52,594	81,704

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

17 Retirement benefit schemes

Defined contribution schemes

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

The charge to the income and expenditure account in respect of defined contribution schemes was £16,146 (2020 - £17,511).

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds			
	Balance at 1 January 2020	Incoming resources	Resources expended	Transfers	Balance at 1 January 2021	Incoming resources	Resources expended	Balance at 31 December 2021
	£	£	£	£	£	£	£	£
Missions and UK charities	18,752	9,755	(17,995)	-	10,512	40,621	(27,283)	23,850
Outreach activities	58	150	(208)	-	-	148	-	148
Other church activities	6,697	107	-	(1,181)	5,623	6,393	(6,500)	5,516
	<u>25,507</u>	<u>10,012</u>	<u>(18,203)</u>	<u>(1,181)</u>	<u>16,135</u>	<u>47,162</u>	<u>(33,783)</u>	<u>29,514</u>

Missions and UK Charities - For payments to mission activities supported by the PCC and donations to UK and overseas charities.

Other Church Activities - For activities relating to general support and maintenance of the church.

Outreach Activities - For supporting activities in the local community.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

19 Analysis of net assets between funds

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Fund balances at 31 December 2021 are represented by:						
Tangible assets	409,666	-	409,666	432,074	-	432,074
Current assets/ (liabilities)	214,175	29,514	243,689	147,292	16,135	163,427
	<u>623,841</u>	<u>29,514</u>	<u>653,355</u>	<u>579,366</u>	<u>16,135</u>	<u>595,501</u>

20 Operating leases

Lessor

The operating leases represent leases of land and buildings to third parties.

At the reporting end date the PCC had contracted with tenants for the following minimum lease payments:

	2021 £	2020 £
Within one year	35,000	35,000
Between two and five years	43,750	78,750
	<u>78,750</u>	<u>113,750</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

21 Related party transactions

During the year the following trustees were directors or members of related entities or were connected to people or organisations in receipt of payments from St Paul's PCC:

Trustee	Related Party
M Melliush	Mrs L Melliush (wife) - also an employee, all costs incurred were within role as Co-pastor St Paul's Community Play-School
	RedTribe
V Read	West London Community Trust
	RedTribe
S Richardson	West London Community Trust

During the year the following related entities had amounts either made to them or amounts owed to or by them with St Paul's PCC:

West London Community Trust - Grant payments made during the year with a total of £71,219 (2020 - £48,120); these include donations made to them from St Paul's PCC for the costs of the mortgages for properties held in West London Community Trust.

RedTribe - Grant payments made during the year with a total of £9,653 (2020 - £11,555); this grant was given to support the work of RedTribe among the Maasai in Kenya, including schooling, community health clinic, water projects and beadwork..

Remuneration of key management personnel

The remuneration of key management personnel, who are also PCC Members, is as follows:

	2021 £	2020 £
Aggregate compensation	95,866	126,255

During 2021 the following key management personnel were members or connected to members of the PCC: Mr M Melliush (member) Mrs L Melliush (member), Mr S Richardson (member), Rev C Fox (member) and Mrs V Read (member). All these people were working full time or part time for the charity at some point during 2020. The cost of the Clergy are accounted for in the payments to the London Diocese. Part of this fund pays the stipend of the vicar. As is standard practice within the Church of England, the vicar receives either housing or housing benefit.

Aggregated donations received from the trustees or related parties without conditions were £44,531 (2020 - £64,225).

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

22 Cash generated from operations	2021 £	2020 £
Surplus for the year	57,854	74,189
Adjustments for:		
Investment income recognised in statement of financial activities	(89)	(16)
Depreciation and impairment of tangible fixed assets	33,583	36,471
Movements in working capital:		
Decrease in stocks	200	-
(Increase)/decrease in debtors	(9,628)	18,286
(Decrease) in creditors	(29,110)	(48,127)
Cash generated from operations	<u>52,810</u>	<u>80,803</u>

Accounts

Charity Registration No. 1132598

**THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL
PARISH OF ST PAUL'S EALING**

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

LEGAL AND ADMINISTRATIVE INFORMATION

Members Of The PCC

Rev Mark Melliush
Vicky Read
Nick Becker
Rev Chris Fox
Emma Buck
Alan Philips
Ruth Dales
Rev Ben Strain
Coral Powell
Elizabeth Patel
Aruliniyan Nathaniel
Darren Young
Alison Trott
Nicholas Taylor (Appointed 19 October 2020)

Zoe Kowalski (Appointed 19 October 2020)

Timothy Radcliffe (Appointed 19 October 2020)

Charity number

1132598

Auditor

Summers Morgan
First Floor, Sheraton House
Lower Road
Chorleywood
Hertfordshire
WD3 5LH

Bankers

Lloyds TSB Bank plc
45 The Broadway
Ealing
London
W5 5JU

Solicitors

EDC Lord
Link House
1200 Uxbridge Road
Hayes
Middlesex
UB4 8JD

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

The Members of the PCC present their report and accounts for the year ended 31 December 2020.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Church Accounting Regulations, applicable law and the requirements of the Statement of Recommended Practice, "Accounting and Reporting by Charities" issued in March 2005.

Objectives and activities

Our vision at St Paul's Church is to be a church where everyone is made welcome and everyone knows that they matter, both to us as a community and to God. We believe that everyone has something to bring that will add colour and creativity to the church family. We try to be an authentic Acts 2 church.

We are committed to following and trying to live like Jesus. This means we look for ways to love and serve each other and our wider community.

Our mission statement is as follows...

- To see the kingdom of God grow in our community
- To live as a Christian community
- Devoted to God and to one another
- To share our lives together both practically and spiritually
- To grow in prayer, worship and our understanding of the Bible
- To witness to Christ's love and mercy in our community and beyond
- To be open to the Holy Spirit in all that we do

As a church, we believe that God is calling us to something bigger than we are currently and the Diocese of London has appointed St Paul's to be one of its Resource Churches. Our vision for this is that we will plant new churches in communities with no church presence, help to revitalise and renew existing churches and support and encourage other churches who ask for help. All of this is to enable the Kingdom of God to expand and grow in our wider community.

The Members of the PCC have paid due regard to guidance issued by the Charity Commission on public benefit, and in particular the supplementary guidance on charities for the advancement of religion, when deciding what activities the PCC should undertake.

Achievements and performance

2020 was an exceptional year because of the impact of the coronavirus pandemic, which has meant that we have had to adapt and change many of our activities to ensure that we could respond to the changing needs of our community in a Covid secure way.

We continue to celebrate what God is doing across our family of churches:

- St Mellitus in Hanwell led by Stu & Lucy Plumb
- St John's in West Ealing led by Mark Melliush
- The Grove, led by Mark & Laura Tate
- St John's in Greenhill led by Barry & Jill Hingston
- Oasis International led by Randy & Margie Lawler

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

Established ministries

At the start of 2020, our community based ministries ran as normal, but as the pandemic spread all of them had to adapt.

- CAP Job Club ran a mixture of online and in person courses during 2020 with twenty people attending the course during the year.
- Besom as a ministry had to close during the lockdown and restarted at the start of November. However, even in a limited time 29 families were helped with furniture deliveries, including women & children fleeing domestic violence.
- Ealing Foodbank saw a huge increase in the number of households needing emergency support during the pandemic. They were primarily based out of St Mellitus (one of our family of churches) and began opening more regularly to meet the need. They also had to use the church building for extra storage space for food items.
- Ealing Soup Kitchen also had to adapt suddenly during the pandemic - serving food outside and providing a delivery service for clinically extremely vulnerable clients which was supported by volunteers from St Paul's.
- Unlike many other education courses, Ealing Community School of English reopened in September 2020 with in-person lessons teaching people English. They saw a small reduction in uptake but were still able to provide many people with crucial language skills to enable them to find work.
- Our in-person prison ministry into Wormwood Scrubs (Sunday services, Alpha & Sycamore Tree course) also had to pause for much of 2020. However there have been other ways of supporting prisoners including a prayer line where prisoners can call and leave prayer requests and support has been given through Prison Fellowship for families of inmates.

Our church family life has also been affected significantly by the pandemic and required us to explore new ways of running groups, ministries and services and ensuring that we are still able to meet as a church family.

- During the year, our children's team developed creative ways to engage with children & families online. This included life groups for all children from nursery age to year 6 each week. Family worship online began each Sunday throughout the year giving families fantastic input through worship, teaching and prayer.
- During the second lockdown, the team were able to start Bump to Baby in person for a limited number of new parents - growing to 25 new parents over two groups.
- The Youth ministry began the year with a weekend away, where three of our family of churches came together. This happened just before the national lockdown took place which saw the whole of the youth ministry meet online. During the summer as restrictions began to lift, the young people began to meet together for in person events as well as online groups which continued throughout the autumn.
- During the first lockdown our worship team really stepped up to the challenge of recording worship from their own homes, which formed such a significant part of our online worship. Our worship team have also significantly supported the worship ministry at St John's Ealing. Since the autumn we've live streamed all of our services from St Paul's.
- Women's ministry continued and met the challenge of the pandemic by meeting online and when possible in person. Awaken! breakfasts for women also went online during the year.
- The Wholeness centre opened in person during the first few months of 2020, offering counselling, therapy and healing prayer. This all went online from March and has remained online for the rest of 2020.
- Life Groups grew during the year with many joining during lockdown as it became a significant place of community and connection with others during the week. Also, more people were able to meet as life groups utilised Zoom and other resources to meet online enabling everyone to join from their home.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

- Alpha began in person during 2020 but along with many other ministries moved online. This has enabled people from around the world to join in with Alpha courses during the year. We loved hearing stories of people finding faith in Jesus.
- We initially had three New Wine Discipleship Year Students who were working across our family of churches. They committed to staying during lockdown and helping us as we adapted our church life & worship online. In September we welcomed two new DY students for the new academic year.

Our relationship with New Wine continues, through members of our staff team. Mark Melliush finished as one of the assistant national leaders in the autumn of 2020 having served in a leadership role within New Wine for almost 30 years. Chris Fox continues to lead the New Wine Discipleship Year; Ben Strain helps to resource church leaders in training. Many others from St Paul's continue to serve the ministry of New Wine in a variety of ways including children's ministry and worship.

We continue to support other ministries locally, such as Prayer on the Streets, Street Pastors and in many places around the world such as Mozambique, Kenya, India and South Africa.

New and emerging activities

As part of our role as a Resource Church in London diocese, in the summer of 2020 we welcomed Tim & Lucy Radcliffe and their children to St Paul's. Tim has joined as our new planting curate. Whilst it has been a tricky time to join a church when our gatherings have been limited by the COVID-19 pandemic, they have already settled in to life here and we will continue to explore opportunities for church planting as we go forwards.

Whilst this has been paused for most of 2020, we are looking forward to restarting and developing an anti-trafficking ministry, which is working with the Metropolitan Police and other agencies to support those who are caught in slavery in London. Volunteers have undertaken training with other agencies already doing this work in London and so we hope this will continue to grow in the coming year and that we ourselves as a church will be able to start a ministry that reaches out to those on the streets of Ealing, particularly women, who are caught in this way.

With the ever-increasing focus on the environment, climate change and the use of resources, we have made a number of changes as a church to help reduce the environmental impact that we have. We have taken steps to try to minimise our use of single use items, especially plastics in all aspects of church life, from disposal cutlery to craft activity resources. We actively manage the energy that we use and have reduced this substantially over the last few years, with LED bulbs, zoned heating etc. We were awarded the Silver EcoChurch award by Arocha in 2019, which was great but there is still more we know we can do. In the near future, we hope to install PV solar panels on the roof of the church to supply most, if not all, of our energy needs and are also looking at ways to further reduce our gas usage.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

Financial review

The financial transactions during the year and the financial position at the end of the year are set out in the attached accounts. The members of the PCC consider that the accounts show a satisfactory position.

The continuing generosity of church members enabled the PCC to meet its normal commitments for running and maintaining the Church and its activities. Like many churches, we have seen a decrease across all areas. We experienced a small reduction (£28k) in our income from regular donations, such as planned giving, because of the financial uncertainty during 2020. The PCC is grateful to all those who contribute financially to the work of the church, without whose generosity we would be unable to serve our community effectively.

We have had a significant decrease (£18k) in collections and donations as services were only held online for significant parts of the year. Income from rental and lettings is also lower (by £30k) as Covid restrictions have meant that many hall users were unable to operate their businesses. We fully expect these users to return as and when this is permitted. The PCC also received £19k of government grants through the Covid Job Retention Scheme.

Our ministry costs were significantly reduced in 2020 as many of our groups, activities and ministries were paused during the pandemic or moved to meeting virtually. During the year the PCC carried out necessary repairs to the church and its other properties and maintained them in good order. No major projects were completed in the church or halls.

Our current liabilities include a loan from congregation member for the purchase of a house in 2012 and a donation was received during 2020 which enabled us to repay just under one third of this but the PCC has plans in place to ensure that the remainder can be repaid when it is due in 2022.

The PCC expects its expenditure commitments in 2021 to be above those of 2020 because we will restart ministries as and when Covid restrictions are removed and enable us to do so. Our long term hope is to install solar panels on the church roof and batteries for storing used electricity and, if funding allows, we plan to replace the gas fired heaters in the church nave with a wet central heating system and we have already saved £35k towards this. We will continue to save towards this project and complete this as funding allows.

The number of staff is expected to remain the same and ministry costs will continue to be closely managed with activities restarting as Covid restrictions allow. We are committed to paying all of our staff the London Living Wage. Income is expected to reduce slightly in 2021 and activities and staffing will be managed in line with the level of income achieved.

At the balance sheet date the Charity holds reserves totalling £521,312 (2019: £421,312), comprising restricted reserves of £16,135 (2019: £25,507) and unrestricted reserves of £579,366 (2019: £495,805).

Reserves Policy

The Trustees believe that St Paul's relies on God's provision for the financial resources needed to fund its work. This means that it is the policy of the PCC to ensure that we don't build up reserves beyond the operating requirements of the church and, as far as is practicable, to use income received in the course of the year on its purposes. At the accounting date free reserves were £147,292 (2019: £20,141).

However, in order to allow for fluctuations in the timing of income or in the case of unforeseen expenditure, the Trustees aim to hold sufficient 'free' reserves to cover three months' net expenditure after taking into account monthly donation income. For 2020, this has been calculated as unrestricted funds less fixed assets and the 'free' reserves are currently above this target. The PCC will be reviewing the reserves policy and level of cover during 2021 to ensure that our reserves continue to match our operating costs.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

Risk Management

The members of the PCC have reviewed the major strategic and operational risks the PCC faces, through regular meetings of the standing committee and are satisfied that all reasonable measures are in place to mitigate their potential effect. They intend to keep these matters under regular review and consider the controls and procedures to mitigate them. The Governance and Risk Committee meet regularly and to ensure that all risks are actively managed and monitored and that all aspects of governance are considered and any areas of concern or interest are brought to PCC for consideration and action.

The trustees consider variability of income received through planned giving and gifts to constitute the charity's major financial risk. This is mitigated by a monthly review of income and its sources including monthly cashflow forecasting by the Chair and Treasurer and consideration of actions needed to remediate this, such as a reduction in planned activities and expenditure.

Plans for the Future

The PCC is continuing its plan to enhance the facilities in the church and its halls so that they offer facilities that are fit for purpose and can be a blessing to those who use them. We also are committed to reducing our carbon footprint through reducing our energy usage, through LED bulbs, smart heating and lighting where possible and to install solar panels on our roof. We will also focus on continuing to help provide resources to the other churches in the St Paul's family.

Structure, governance and management

The PCC has the responsibility for co-operating with the clergy in promoting the whole mission of the Church in the parish and in maintaining the church buildings.

The Members of the PCC who served during the year and up to the date of signature of the financial statements were:

Rev Mark Melliush

Vicky Read

Nick Becker

Rev Chris Fox

Emma Buck

Alan Philips

Ruth Dales

Rev Ben Strain

Elizabeth Corbyn

(Resigned 19 October 2020)

Sara Robinson

(Resigned 19 October 2020)

Steve Pye

(Resigned 19 October 2020)

Coral Powell

Elizabeth Patel

Aruliniyan Nathaniel

Darren Young

Kathryn Miles

(Resigned 21 July 2020)

Alison Trott

Nicholas Taylor

(Appointed 19 October 2020)

Zoe Kowalski

(Appointed 19 October 2020)

Timothy Radcliffe

(Appointed 19 October 2020)

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

THE PCC'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

The method of election of the PCC members is as set out in the Church Representation Rules and they are appointed at the annual meeting of church members. The full PCC delegates responsibility for overseeing day-to-day matters to the Standing committee, the Fabric Committee and the Missions Committee.

The church has sponsored the establishment of a separate charitable trust, the West London Community Trust, the main activity of which is the support of awareness of Christianity in West London. This includes facilitating the New Wine Discipleship Year hub in West London, hosting the Christians Against Poverty debt counselling service, Besom ministry and supporting pastoral work in a local prison.

The PCC consider the senior pastoral team - M Melliush, L Melliush, C Fox, S Richardson and V Read to be the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis.

A number of PCC members give their time freely and no remuneration was paid during the year. Details of the PCC members receiving remuneration during the year are detailed in notes to the accounts.

PCC members are required to disclose all relevant interests and register them with V Read in accordance with the PCC's policy to withdraw from decisions where a conflict of interest arises.

The PCC's report was approved by the Board of Members Of The PCC.



.....
Rev Mark Melliush

Dated: 27/05/2021

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF THE PCC'S RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2020

The Members of the PCC are responsible for preparing the The PCC's Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Members of the PCC to prepare accounts for each financial year which give a true and fair view of the state of affairs of the PCC and of the incoming resources and application of resources of the PCC for that year.

In preparing these accounts, the Members of the PCC are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Members of the PCC are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the PCC and enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2015 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the PCC and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE PCC OF THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

Opinion

We have audited the financial statements of The Parochial Church Council of the Ecclesiastical Parish of St Paul's Ealing (the 'PCC') for the year ended 31 December 2020 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2020 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF THE PCC OF THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

Matters on which we are required to report by exception

the information given in the financial statements is inconsistent in any material respect with the The PCC's report; or

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

Responsibilities of Members of the PCC

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

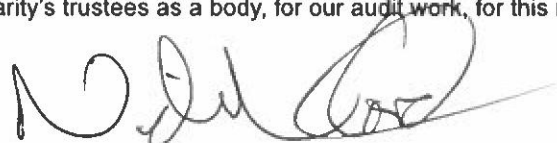
THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF THE PCC OF THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

Use of our report

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



Nicholas Corden ACA (Senior Statutory Auditor)
for and on behalf of Summers Morgan

27/5/21

Chartered Accountants
Statutory Auditor

First Floor, Sheraton House
Lower Road
Chorleywood
Hertfordshire
WD3 5LH

Summers Morgan is eligible for appointment as auditor of the PCC by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2020

Current financial year

	Notes	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £	Total 2019 £
<u>Income and endowments from:</u>					
Donations and legacies	3	640,768	10,012	650,780	705,290
Charitable activities	4	11,373	-	11,373	36,439
Investments	5	16	-	16	321
Other income	6	98,025	-	98,025	127,848
Total income		750,182	10,012	760,194	869,898
<u>Expenditure on:</u>					
Raising funds	7	2,582	-	2,582	2,551
Charitable activities	8	665,220	18,203	683,423	771,681
Total resources expended		667,802	18,203	686,005	774,232
Net incoming/(outgoing) resources before transfers		82,380	(8,191)	74,189	95,666
Gross transfers between funds		1,181	(1,181)	-	-
Net income/(expenditure) for the year/ Net movement in funds		83,561	(9,372)	74,189	95,666
Fund balances at 1 January 2020		495,805	25,507	521,312	425,646
Fund balances at 31 December 2020		579,366	16,135	595,501	521,312

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2020

Prior financial year

	Notes	Unrestricted funds 2019 £	Restricted funds 2019 £	Total 2019 £
<u>Income and endowments from:</u>				
Donations and legacies	3	672,224	33,066	705,290
Charitable activities	4	36,439	-	36,439
Investments	5	321	-	321
Other income	6	127,848	-	127,848
Total income		836,832	33,066	869,898
<u>Expenditure on:</u>				
Raising funds	7	2,551	-	2,551
Charitable activities	8	742,962	28,719	771,681
Total resources expended		745,513	28,719	774,232
Net incoming/(outgoing) resources before transfers		91,319	4,347	95,666
Net income/(expenditure) for the year/ Net movement in funds		91,319	4,347	95,666
Fund balances at 1 January 2019		404,486	21,160	425,646
Fund balances at 31 December 2019		495,805	25,507	521,312

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

BALANCE SHEET

AS AT 31 DECEMBER 2020

	Notes	2020 £	£	2019 £	£
Fixed assets					
Tangible assets	13		432,074		445,664
Current assets					
Stocks	14	300		300	
Debtors	15	29,086		47,372	
Investments	16	-		30,000	
Cash at bank and in hand		215,745		127,807	
		<u>245,131</u>		<u>205,479</u>	
Creditors: amounts falling due within one year	17	<u>(81,704)</u>		<u>(129,831)</u>	
Net current assets			163,427		75,648
Total assets less current liabilities			<u>595,501</u>		<u>521,312</u>
Income funds					
Restricted funds	19		16,135		25,507
Unrestricted funds			579,366		495,805
			<u>595,501</u>		<u>521,312</u>

The financial statements were approved by the Members Of The PCC on 26/04/2021.....



Rev Mark Melliush
Trustee



Vicky Read
Trustee

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	2020 £	£	2019 £	£
Cash flows from operating activities					
Cash generated from operations	23		80,803		57,265
Investing activities					
Purchase of tangible fixed assets		(22,881)		(20,315)	
Purchase of investments		-		(10,000)	
Proceeds on disposal of investments		30,000		-	
Interest received		16		321	
Net cash generated from/(used in) investing activities			7,135		(29,994)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			87,938		27,271
Cash and cash equivalents at beginning of year			127,807		100,536
Cash and cash equivalents at end of year			215,745		127,807

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

1 Accounting policies

1.1 Accounting convention

The accounts have been prepared in accordance with the PCC's Powers Measures (1956) as amended, the Church Representation Rules, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The PCC is a Public Benefit Entity as defined by FRS 102.

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

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

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

1.2 Going concern

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

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Members of the PCC in furtherance of their charitable objectives.

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

1.4 Incoming resources

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

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

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

1.5 Resources expended

Grants and donations are accounted for when paid away.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

1 Accounting policies (Continued)

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Consecrated and beneficed property is excluded from the accounts.

Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land and buildings	
Freehold buildings	2% p.a. on cost of buildings and improvements
Equipment	25% p.a. on net book value
Fixtures and fittings	10% p.a. on cost
Motor vehicles	25% p.a. on net book value

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Investments

Investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Stocks

Stock is valued at the lower of cost and net realisable value.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 Cash and cash equivalents

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

1.10 Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at the carrying value plus accrued interest less repayments. The financing charge to expenditure is at a constant rate calculated using the effective interest method.

1.11 Retirement benefits

The church operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £	Unrestricted funds 2019 £	Restricted funds 2019 £	Total 2019 £
Donations and gifts	621,959	10,012	631,971	672,224	33,066	705,290
Furlough scheme grants	18,809	-	18,809	-	-	-
	<u>640,768</u>	<u>10,012</u>	<u>650,780</u>	<u>672,224</u>	<u>33,066</u>	<u>705,290</u>
Donations and gifts						
Standing orders and other regular giving	505,013	3,414	508,427	519,945	14,735	534,680
Collections at all services	5,634	6,598	12,232	24,174	18,331	42,505
Gift aid recoverable	110,448	-	110,448	112,386	-	112,386
Other	864	-	864	15,719	-	15,719
	<u>621,959</u>	<u>10,012</u>	<u>631,971</u>	<u>672,224</u>	<u>33,066</u>	<u>705,290</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

4 Charitable activities

	Unrestricted funds	Unrestricted funds
	2020	2019
	£	£
Youth events	3,466	9,779
Wholeness ministry	2,910	3,080
Language school	2,210	3,990
Woman's ministry	-	3,848
Senior group	158	1,210
Great and small	749	3,626
Other income	1,880	10,906
	<u>11,373</u>	<u>36,439</u>

5 Investments

	Unrestricted funds	Unrestricted funds
	2020	2019
	£	£
Interest receivable	<u>16</u>	<u>321</u>

6 Other income

	Unrestricted funds	Unrestricted funds
	2020	2019
	£	£
Bookstall income	1,502	3,162
Hall Hire income	24,548	63,636
Rental income	71,975	61,050
	<u>98,025</u>	<u>127,848</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

7 Raising funds

	Unrestricted funds 2020 £	Unrestricted funds 2019 £
<u>Publicity costs</u>		
Staging fundraising events	2,582	2,551
	<u>2,582</u>	<u>2,551</u>

8 Charitable activities

	Outreach activities 2020 £	Youth activities 2020 £	Other activities 2020 £	Donations paid 2020 £	Total 2020 £	Total 2019 £
Staff costs	47,471	2,414	111,033	-	160,918	136,500
Depreciation and impairment	10,759	547	25,165	-	36,471	36,472
Direct costs	21,221	4,327	125,017	-	150,565	188,060
	<u>79,451</u>	<u>7,288</u>	<u>261,215</u>	<u>-</u>	<u>347,954</u>	<u>361,032</u>
Grant funding of activities (see note 9)	-	-	-	125,951	125,951	160,537
Share of support costs (see note 10)	57,285	12,993	134,020	-	204,298	245,402
Share of governance costs (see note 10)	1,540	78	3,602	-	5,220	4,710
	<u>138,276</u>	<u>20,359</u>	<u>398,837</u>	<u>125,951</u>	<u>683,423</u>	<u>771,681</u>
Analysis by fund						
Unrestricted funds	137,930	20,359	398,837	108,094	665,220	742,962
Restricted funds	346	-	-	17,857	18,203	28,719
	<u>138,276</u>	<u>20,359</u>	<u>398,837</u>	<u>125,951</u>	<u>683,423</u>	<u>771,681</u>

Staff costs are allocated to the charitable activities on the basis of time allocation within the accounting period as identified. This is currently 56% to direct costs and 44% to support costs. The support and governance costs basis of allocation has been set out in note 10 of the accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

8 Charitable activities

(Continued)

For the year ended 31 December 2019

	Outreach activities £	Youth activities £	Other activities £	Donations paid £	Gurnell Grove £	Total 2019 £
Staff costs	25,747	54,355	56,398	-	-	136,500
Depreciation and impairment	8,821	729	26,922	-	-	36,472
Direct costs	43,498	6,608	137,953	-	1	188,060
	<u>78,066</u>	<u>61,692</u>	<u>221,273</u>	<u>-</u>	<u>1</u>	<u>361,032</u>
Grant funding of activities (see note 9)	-	-	-	160,537	-	160,537
Share of support costs (see note 10)	62,265	96,852	86,285	-	-	245,402
Share of governance costs (see note 10)	1,389	71	3,250	-	-	4,710
	<u>141,720</u>	<u>158,615</u>	<u>310,808</u>	<u>160,537</u>	<u>1</u>	<u>771,681</u>
Analysis by fund						
Unrestricted funds	141,481	158,615	296,417	146,449	-	742,962
Restricted funds	239	-	14,391	14,088	1	28,719
	<u>141,720</u>	<u>158,615</u>	<u>310,808</u>	<u>160,537</u>	<u>1</u>	<u>771,681</u>

Staff costs are allocated to the charitable activities on the basis of time allocation within the accounting period as identified. This is currently 56% to direct costs and 44% to support costs. The support and governance costs basis of allocation has been set out in note 10 of the accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

9 Grants payable

	2020 £	2019 £
Grants to institutions (164 grants):		
West London Community Trust	48,120	84,448
Redtribe	11,555	1,988
Grove Mission	7,500	6,944
Ealing Churches Winter Night Shelter	7,463	-
Bihar	7,094	2,000
Action Homeless Concern	6,264	-
YWAM	3,500	3,500
Tearfund	3,000	15,538
Sozo Foundation	2,500	5,340
Starfish Clinic	2,000	2,000
Ealing Soup Kitchen	1,500	1,500
Prison Fellowship	1,500	1,500
Ealing Food Bank	1,500	700
St Mellitus	1,000	2,000
Soul in Ealing	750	3,000
Other	5,705	15,779
	<u>110,951</u>	<u>146,237</u>
Grants to individuals (4 grants)	15,000	14,300
	<u>125,951</u>	<u>160,537</u>

West London Community Trust – this grant was given to enable payment of mortgage costs, payment of Discipleship Year Student costs and to support the running of the Discipleship Year hub.

Tearfund – this grant was given to support Tearfund's work in areas of greatest need and disaster relief.

Grove Mission – this grant was given to support the missional community that has been set up on Gurnell Grove estate and their outreach and community activities.

Ealing Churches Winter Night Shelter - Christmas collection given to support the work of projects working with the homeless locally

Action Homeless Concern- Christmas collection given to support the work of projects working with the homeless locally

YWAM – this grant was given to support the 'Stichting India Adoptie Plan' which supports church leaders in Bihar, India and Nepal.

Soul in Ealing – this grant was given to support the work of CAP Ealing debt counselling service.

Sozo Foundation – this was given to support the Sozo Foundation in Vygrond, South Africa which provides skills training and mentoring to young people.

Starfish Clinic – this was given to support the medical and dental clinic providing health services to the Maasai community around Orlote.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

9 Grants payable

(Continued)

Ealing Soup Kitchen - this was given to support the work of the charity feeding the homeless locally

Ealing Foodbank - this was given to support the work of the charity feeding the homeless locally

St Mellitus Hanwell – this grant was given to support outreach projects for the church and local community.

RedTribe – this grant was given to support the work of RedTribe among the Maasai in Kenya, including schooling, community health clinic, water projects and beadwork.

Prison Fellowship - this grant was given to support the work of Prison Fellowship for running the Sycamore Tree course in prisons.

Bihar - this grant was given to support church leaders in Bihar, India and Nepal.

Other grants to institutions and individuals – grants authorised by the Mission Committee to support their work.

10 Support costs

	Support costs	Governance costs	2020	2019
	£	£	£	£
Staff costs	126,435	-	126,435	160,201
Premises expenses	48,003	-	48,003	55,315
Administrative expenses	29,860	-	29,860	29,886
Audit fees	-	5,220	5,220	4,710
	<u>204,298</u>	<u>5,220</u>	<u>209,518</u>	<u>250,112</u>

Support and governance costs are allocated to the charitable activities on the basis of activity allocation within the accounting period as identified. This is currently 29.5% to Outreach activities, 1.5% to Youth activities and 69% to Other activities. The exception to this is support costs wholly incurred in respect of a charitable activity, where the full cost is allocated to the relevant activity.

Governance costs includes payments to the auditor of £5,220 (2019 - £4,710) for audit and accountancy fees.

11 Members Of The PCC

Five of the Members of the PCC received remuneration during the year on normal terms for church work. Normal expenses incurred on church activities were reimbursed to clergy and church workers.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

12 Employees

The average monthly number of persons employed by the charity during the year was:

	2020 Number	2019 Number
Pastoral, evangelism, etc.	7	9
Administration	4	4
Premises	1	1
Cleaning	1	1
Total	13	15

Employment costs	2020 £	2019 £
Wages and salaries	255,211	263,692
Social security costs	14,630	15,313
Other pension costs	17,512	17,696
	287,353	296,701

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

13 Tangible fixed assets

	Freehold land and buildings £	Equipment £	Fixtures and fittings £	Motor vehicles £	Total £
Cost					
At 1 January 2020	468,672	149,334	197,155	9,949	825,110
Additions	-	2,989	20,475	-	23,464
At 31 December 2020	468,672	152,323	217,630	9,949	848,574
Depreciation and impairment					
At 1 January 2020	157,694	122,285	95,698	4,353	380,030
Depreciation charged in the year	8,895	8,481	17,695	1,399	36,470
At 31 December 2020	166,589	130,766	113,393	5,752	416,500
Carrying amount					
At 31 December 2020	302,083	21,557	104,237	4,197	432,074
At 31 December 2019	310,978	27,050	102,040	5,596	445,664

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

14 Stocks	2020	2019
	£	£
Bookstall stock	300	300
15 Debtors	2020	2019
	£	£
Amounts falling due within one year:		
Other debtors	4,625	5,525
Prepayments and accrued income	24,461	41,847
	29,086	47,372
16 Current asset investments	2020	2019
	£	£
Unlisted investments	-	30,000
17 Creditors: amounts falling due within one year	2020	2019
	£	£
Trade creditors	1,212	2,292
Other creditors	73,086	121,633
Accruals and deferred income	7,406	5,906
	81,704	129,831

18 Retirement benefit schemes

Defined contribution schemes

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

The charge to the income and expenditure account in respect of defined contribution schemes was £17,511 (2019 - £17,696).

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

19 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			Transfers	Balance at 31 December 2020
	Balance at 1 January 2019	Incoming resources	Resources expended	Balance at 1 January 2020	Incoming resources	Resources expended		
	£	£	£	£	£	£	£	£
Missions and UK charities	14,323	18,831	(14,402)	18,752	9,755	(17,995)	-	10,512
Outreach activities	720	10,815	(11,477)	58	150	(208)	-	-
Other church activities	6,116	3,420	(2,839)	6,697	107	-	(1,181)	5,623
Gurnell Grove	1	-	(1)	-	-	-	-	-
	<u>21,160</u>	<u>33,066</u>	<u>(28,719)</u>	<u>25,507</u>	<u>10,012</u>	<u>(18,203)</u>	<u>(1,181)</u>	<u>16,135</u>

Missions and UK Charities - For payments to mission activities supported by the PCC and donations to UK and overseas charities.

Other Church Activities - For activities relating to general support and maintenance of the church. The transfer represents expenditure for the Flood Appeal in the previous year misallocated to unrestricted funds being reallocated to restricted funds.

Outreach Activities - For supporting activities in the local community.

Gurnell Grove - For supporting the Gurnell Grove project which has been setup to build community, offer support and transform lives in the local area of Gurnell Grove.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

20 Analysis of net assets between funds

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £	Unrestricted funds 2019 £	Restricted funds 2019 £	Total 2019 £
Fund balances at 31 December 2020 are represented by:						
Tangible assets	432,074	-	432,074	445,664	-	445,664
Current assets/ (liabilities)	147,292	16,135	163,427	50,141	25,507	75,648
	<u>579,366</u>	<u>16,135</u>	<u>595,501</u>	<u>495,805</u>	<u>25,507</u>	<u>521,312</u>

21 Operating leases

Lessor

The operating leases represent leases of land and buildings to third parties.

At the reporting end date the PCC had contracted with tenants for the following minimum lease payments:

	2020 £	2019 £
Within one year	35,000	35,000
Between two and five years	78,750	113,750
	<u>113,750</u>	<u>148,750</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

22 Related party transactions

During the year the following trustees were directors or members of related entities or were connected to people or organisations in receipt of payments from St Paul's PCC:

Trustee	Related Party
M Melliush	Mrs L Melliush (wife) - also an employee, all costs incurred were within role as Co-pastor St Paul's Community Play-School RedTribe
V Read	West London Community Trust RedTribe
S Richardson	West London Community Trust

During the year the following related entities had amounts either made to them or amounts owed to or by them with St Paul's PCC:

West London Community Trust - Grant payments made during the year with a total of £48,120 (2019 - £84,448); these include donations made to them from St Paul's PCC for the costs of the mortgages for properties held in West London Community Trust.

RedTribe - Grant payments made during the year with a total of £11,555 (2019 - £1,988); this grant was given to support the work of RedTribe among the Maasai in Kenya, including schooling, community health clinic, water projects and beadwork..

Remuneration of key management personnel

The remuneration of key management personnel, who are also PCC Members, is as follows:

	2020 £	2019 £
Aggregate compensation	126,255	132,537

During 2020 the following key management personnel were members or connected to members of the PCC: Rev M Melliush (member), Mrs L Melliush (Spouse), Mr S Richardson (member), Rev C Fox (member), Mrs V Read (member) and Mr B Strain (member). All these people were working full time or part time for the charity at some point during 2020. The cost of the Clergy are accounted for in the payments to the London Diocese. Part of this fund pays the stipend of the vicar. As is standard practice within the Church of England, the vicar receives either housing or housing benefit.

Aggregated donations received from the trustees or related parties without conditions were £64,225 (2019 - £63,925).

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S EALING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

23	Cash generated from operations	2020	2019
		£	£
	Surplus for the year	74,189	95,698
	Adjustments for:		
	Investment income recognised in statement of financial activities	(16)	(321)
	Depreciation and impairment of tangible fixed assets	36,471	36,472
	Movements in working capital:		
	(Increase)/decrease in stocks	-	100
	Decrease/(increase) in debtors	18,286	(26,983)
	(Decrease) in creditors	(48,127)	(47,701)
	Cash generated from operations	80,803	57,265
