

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF ST THOMAS, FAIR OAK
(REGISTERED NUMBER : 1132887)**

**TRUSTEES' REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021**



THE PAROCHIAL CHURCH COUNCIL OF FAIR OAK AND HORTON HEATH

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

REPORT OF THE TRUSTEES

LEGAL AND ADMINISTRATIVE INFORMATION

Vicar:	N/A – in “Vacancy” for all of 2021 (until 21 March 2022)
Churchwardens:	Bob Carkeet Matt Nicholson
Deanery Synod reps:	Danny Stupple (Deanery Synod Lay Chair) Steve Harding Neil Osborne
Other PCC Members:	Geoff Hobbs (Secretary) Stuart Waterman (Treasurer) (from April 2021) Eve Croucher Gary Stupple Steve Cann Luke Martin Nigel Hopper (until September 2021) Colin Walters Pippa Stupple Mark Stapleton Judy White Teresa Lovett Bruce White (LLM) (from April 2021) Sean Marsh Co-opted (until June 2021) Julie Waterman Co-opted (from April 2021)
Ex Officio:	Revd. Bob Nicholls - Self Supporting Minister& Deputy-Chair
Charity Number:	1132887
Independent Examiner:	Knight Goodhead Limited, 7 Bournemouth Road, Chandlers Ford, Eastleigh, Hampshire, SO32 5DA

The trustees present their report and accounts for the year ended 31 December 2021

Structure, government and management of the PCC

The Parochial Church Council is a corporate body established by the Church of England. The PCC operates under the Parochial Church Powers Measure.

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The appointment of PCC members is governed by the Church Representation Rules. Training is provided where appropriate, for example, where churchwarden briefings or safeguarding training is arranged by the diocese.

The parish has an annually reviewed Safeguarding Policy, with established and ongoing training in safeguarding and working with vulnerable adults. All staff, paid and volunteers, receive instruction in safeguarding. There is also a Staff handbook covering matters relating to work, safety, disciplinary and grievance procedures, and health and safety at work.

Background: The Parochial Church Council (PCC) has the responsibility of co-operating with the Vicar, (we have been in vacancy for the calendar year of 2021, since the departure of our previous Vicar Revd Ali Mephram, who left in July 2020) in promoting the whole mission of the Church – evangelistic, social and ecumenical – in the ecclesiastical parish of Fair Oak and Horton Heath and beyond.

Whilst the benefice has been in vacancy, the responsibility held by the Vicar passed to the Churchwardens, as they now hold the Bishop's mandate. They are directly responsible to the Archdeacon and the Bishop for overseeing the life of the Parish during the vacancy period.

Membership: Members of the PCC are ex-officio or elected by the Annual Parochial Church Meeting (APCM), in accordance with Church Representation Rules.

Committees: The PCC also operates the following committees which meet when required and report back to the full meetings of the PCC.

Standing Committee: This is the only committee required by law. It comprises the Vicar (or an ordained deputy in his absence), the Assistant Clergy, the Churchwardens, Treasurer and PCC Secretary. It has the power to transact the business of the PCC between meetings, should that become necessary, normally in exceptional circumstances only. Any decisions taken by this committee are reported back to the next full PCC meeting and are minuted accordingly.

Fabric and Building Strategic Team - this team did not meet during 2020 due to the Covid situation, but minor maintenance works were addressed and reported back to PCC accordingly

Safeguarding Committee – established in 2015 to oversee all issues of safeguarding, maintain an up to date and relevant Safeguarding policy and ensure the provision of appropriate training to staff and volunteers across all ministries. This committee met several times during 2021 to discuss procedures, best practice and improvements to safer recruitment processes.

HR Strategic Team – established 2015 to oversee issues of recruitment, HR policy and legislative compliance, staff review and grievance. This committee met as required during 2021 to develop updated role descriptions, new contracts, appraisals and staff handbook.

Finance Team - met monthly throughout 2021 looking at and monitoring both income & expenditure against a challenging budget.

Pastoral Strategic Team – covering pastoral care, elderly ministry, funeral pre and after care, prayer ministry, memorial services, baby baskets, With Love blankets and bereavement café.

Events & Evangelism Strategic Team – covering church and community events, publicity, Alpha courses, missional initiatives and links with our mission and regional partners.

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Fellowship & Discipleship Strategic Team - covering Home Churches, corporate prayer, Band of Brothers, With Love, Oasis, social events, stewardship and grant raising.

Youth & Children's Strategic Team – covering youth ministry, children's ministry, as well as Teddies and Saturdays.

The PCC also has responsibility of the care and maintenance of the historic church building, the Extension, and the Stable Block Meeting Rooms

Church membership: As at 31 December 2021 there were 149 on the Church Electoral Roll, compared with 174 recorded in December 2020.

Objectives and activities of the PCC

The primary objective of the PCC is the promotion of the gospel of our Lord Jesus Christ according to the doctrines and practice of the Church of England. The PCC is to co-operate with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. These include:

- Regular public worship, open to all
- Pastoral work, including visiting the sick & bereaved
- Teaching of Christianity through sermons, courses and Home Church small groups
- Promoting Christianity through the staging of events and outreach
- Promoting the Church's mission through activities such as elderly persons lunches, parent and toddler's 'Teddies', men's and women's groups and a youth club with a Christian ethos
- Supporting other Christian charities and mission partners in the UK and overseas

The vision of St Thomas' Church is "knowing Jesus better and making Jesus better known". The way we do this can be expressed through 5 key words that represent the values we seek to embed at the centre of our lives together, and which are the basis of our current Parish Mission Action Plan (PMAP). These are: 'Encounter', 'Belong', 'Grow', 'Share', & 'Beyond'. Encounter, Belong and Grow help us in our aim to know Jesus better. Share and Beyond help us to make Him better known.

Our ministry in every aspect, Sunday and weekday worship, prayer, pastoral care, home church ministry in smaller groups, youth and children's ministry, older people and bereaved, social outreach and working closely with other local Christian organisations, as well as supporting our wider mission in this country and further afield through our mission partners, works to this aim.

The whole work of God is through all His people, and we as a church involve as many as possible of the Body of Christ in every aspect of the life of the Spirit, encouraging every member to discover their gifts and ministries and to exercise that ministry throughout the week, both in ordinary life as Christian people in the workplace and in voluntary service in the daytime and evenings.

Achievements and Performance

Due to being in vacancy, the PCC met most months of 2021, on 10 occasions throughout the year.

Due to Covid restrictions affecting face-to-face activities for the first nine months or so of 2021, only two of the PCC meetings were held in person and the rest were held using on-line Zoom as the means of facilitating the meetings.

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The influence of the Covid pandemic also affected the APCM & APM which also took place via online Zoom video-conferencing in April 2021.

This was also a challenging year for St Thomas' Church, being in vacancy, and saying goodbye to Sean Marsh (Youth and Families Minister) and Abbie Marsh (Children and Families Minister) in June 2021, as Sean was accepted for Ordination Training, with his course in Bristol starting in September. We also said goodbye in July to Ethan Heaselden, following completion of his 10-month Ministry Experience Scheme (MES) placement scheme. We are very grateful to Ethan for all the time he gave to St. Tom's in so many different ways during the course of his placement. We are also grateful to Beth and Ghislane Alford and Emma Stevens for all the time, the help and support they each gave to the Children's and Families ministry over the period from January to July 2021.

Despite continuing financial pressures (see treasurers report), the PCC was able to maintain the ministry of all of the church's significant paid positions (youth, elderly persons, children, families and the office), as well as maintaining a c10% tithe of income to our mission partners.

Significant issues / matters discussed and dealt with are outlined below:

1) Maintaining "Church" Services, pastoral support, youth and children's activities during the Government restrictions due to Covid.

- a) With the Covid pandemic significantly affecting the first six months of 2021, the PCC were guided by the Government, the Church of England and Winchester Diocese as to the Requirements and Guidelines to be followed for worship services, communion services, funerals, weddings and baptisms.
- b) Youth and Children's activities were under the guidance of the National Youth Agency for ensuring that these were operated safely. Face-to-face Thursday Evening "Youth Drop In" sessions recommenced in September 2021, and numbers attending have grown steadily.
- c) As a result of these requirements most of the services and activities were carried out on-line using either Zoom (for Deeper) and Facebook (for Morning Prayer and 10am services).
- d) From the summer, the 9:30am Holy Communion Services recommenced face-to-face every other week with social distancing and wearing of face coverings. From October, on the weeks where there was no face-to-face communion service, an 11am face-to-face service called "Let's Connect" began running, led each time by a different Home Church, including a worship group and children's activities. These services have been well received.
- e) During 2021 there was 1 baptism, 2 weddings and 10 funerals.
- f) A key element during the Covid pandemic was to ensure that the pastoral and practical support of the local community and the church members was maintained and well communicated. Acts of kindness and practical help were instigated over the period which were so appreciated by many people.

2) Process for the appointment of a new Vicar

- On 9 February 2021, Bishop Debbie, Bishop of Southampton, attended the PCC Meeting to set out the process that needed to be followed to recruit a new vicar, which could now be commenced following an extensive review of Diocese finances and what was achievable for Parishes that were in vacancy.
- Following this meeting, the PCC appointed a small drafting group to prepare the Parish Profile and the Role Description for the new Vicar. Work to prepare these documents took place during April 2022.

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- A Section 11 Meeting was then held by the PCC on 12 May 2021 where the PCC reviewed and agreed the Parish Profile and Role Description documents and agreed to advertise the role via Church Times and a number of other well-known websites. The PCC elected 2 Parish Representatives to co-ordinate the whole of the application and interview process in conjunction with the Diocese (Judy White and Geoff Hobbs).
- Following the first round of advertising which took place during July/August, the Shortlisting Panel met to consider applications, which were limited in number, and agreed that the appropriate course of action was to re-advertise.
- The PCC at its' September meeting decided that the Parish Profile and Role Description should be revised and a drafting group was convened. A revised profile and role description was agreed by PCC at its' October meeting, and re-advertising took place during October and November.
- A good number of applications were received, and shortlisting took place in November, with interviews of three candidates taking place over two days in early December. Just before Christmas, we were able to announce the good news that the Rev Jono Harvey would become our next vicar.
- Jono's Institution service took place on Monday 21 March 2022, which was attended by invited guests from the local community and members of the fellowship. Due to capacity constraints, the service was also live streamed via Facebook. Please pray for the Harvey family as they continue to settle into the Vicarage and to living in Fair Oak.

3) Ongoing upkeep and maintenance of the church site:

The quinquennial building review was undertaken on 23 September 2021, and highlighted the following issues with the condition of the church building which are likely to require significant remediation over the coming years:

- I. The need for repairs of the church roof and guttering
- II. The need for replacement of the heating system as it is not cost effective or environmentally friendly.
- III. Stonework repairs to various areas both externally and internally

Within the year, a number of items of maintenance and repair were undertaken on the church site, including:

- a) Minor plumbing repairs
- b) Trimming of shrubs with the churchyard
- c) Boiler, fire extinguisher and fire alarm checks and maintenance

Finally, at most PCC meetings time is given to reflect on good news; here are some examples of the encouraging and faith building contributions made over the last year:

- a) Sean Marsh, our Youth and Families Minister (until June 2021) was accepted for ordination training and started studying in Bristol in September 2021 – we continue to pray for the Marsh family that the Lord will greatly bless them.
- b) The Morning Prayer sessions during 2021 continued to be attended regularly by between 10 and 15 people a day and these opportunities for corporate prayer are really appreciated.
- c) The resumption of face-to-face Sunday services again was a great blessing to many.

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- d) Over the course of the year, home churches have been an important source of fellowship and discipleship. Most met via Zoom until Covid-19 restrictions eased, and the virtual home church has now grown to 9 members.
- e) A number of face-to-face With Love and Band of Brothers events were able to recommence during the autumn, including the Band of Brothers weekend away in September, breakfasts and other events, which were a great blessing.
- f) The monthly Saturdays sessions were restarted from 23rd October and have been well-received.
- g) In September, Teddies (for 0 to 4 year olds and their parents) restarted on Thursday mornings which has been a great success with a waiting list now having to be put in place for the start of 2022. Many thanks to Caroline Oswald for her willingness to help lead this valuable ministry.
- h) The Remembrance commemoration in The Square was the first done face-to-face for 2 years as a large community gathering, and involved working closely with the Parish Council and uniformed groups to plan and deliver the event. We have had a lot of positive feedback about this with the shorter procession from the church layby to The Square being welcomed.
- i) We are continuing to develop strong, close relationships with Fair Oak and Horton Heath Parish Council – with Gary Stuppel having now joined them as a Parish Councillor.
- j) A planning application was submitted by the Parish Council for the new Fountain Community Café building in New Century Park on the Scout Hut site, which is due to be determined in early 2022. It is hoped that demolition of the old Scout Hut can take place in the spring, with building work on the new café able to be completed by late summer. The Fountain Café CIC have been deploying Flo, the mobile version of Fountain successfully over the course of the summer and autumn. Flo will return in the spring.
- k) Following an interview process in December it was announced that Revd. Jono Harvey has accepted the offer to take up the position of Vicar, and he will start on 21 March 2022.

Financial Review

General Fund

The following pages show our financial position at the end of 2021. As trustees we take responsibility for the stewardship of God's money, and foremost we are answerable to Him for all our giving and spending.

The total income into St Thomas' Church was £198,992 in 2021 compared to a total income of £344,296 in 2020 (which was higher than our 'normal' level of income as a result of a generous legacy). Our total outgoings for 2021 were £193,844. With the departure of Sean and Abbie in June, salary outgoings were lower than originally budgeted for, and helped to ensure that expenditure did not exceed our income. It is important to match our regular outgoings to the regular income we receive each month through your generous giving.

Whilst all gifts and acts of giving are obviously welcomed, the Parish Giving Scheme is a God-send for the administration of the accounts. We encourage all of the church family to consider using this as their regular method of giving to the Lord. The Parish Giving Scheme collects the gift aid for us at no cost, our bank charges are reduced and there is an option to increase by inflation. Do please pick up a leaflet to read more about it.

In 2021, the Diocese agreed to a reduced contribution to the Common Mission Fund (formerly called Parish Share) for 2022 to £70,000 which will help to balance the books for the coming year. In 2021, the Common Mission Fund was £87,000 (which has progressively reduced in size over recent years in

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response to the decreased size of our worshipping community). This will continue to be monitored going forward. If the shortfall is not covered by donations, then either expenditure will be reviewed, or sums will be deducted from the funds earmarked for building improvements.

Many of our ministries continue very effectively with little or no funding, like Teddy Bears, Saturdays, Street Pastors, pastoral visiting and home-churches. Praise the Lord!

Our mission partner giving was reviewed in 2021 when PCC decided to concentrate giving from January 2022 onwards on four strategic "mission partners" for our outward giving: Miracle Street, Great Lakes Outreach in Burundi and La Source in Normandy, France and Fields of Wheat (Israel), together with six regional partners (Churches Together in Eastleigh, BiFOHH Street and School Pastors, CAP Eastleigh, Ark, Fledge and Eastleigh Basics Bank). The sums for each of these organisations and for Lillies in 2021 are detailed in the notes to the accounts.

Reserves

At the end of 2021 we combined the legacy and project funds together into one figure. It is particularly important to retain this fund at present, as we are aware of that essential works are required to the fabric of our Church and associated buildings. With an on-going search for grants to support such projects, we must have funds available to match any successful grants in consequence we are not taking these works forward at present.

In 2022, we will be looking to address fabric issues raised in the September 2021 Quinquennial Inspection, which will involve preparing bids for external funding and utilising a proportion of the legacy received.

Summary

We live by faith, but are also called to be prudent and wise stewards of the resources given to us for the furthering of God's kingdom here in Fair Oak and Horton Heath, and with our mission partners. We give thanks to God for His provision for the parish ministries in 2021, and we look to Him for providing for 2022 ministries.

Update on Treasurer

From when Andrew Cox stood down in September 2020, we continued to search for another Treasurer and were very blessed and encouraged, when in March 2021, Stuart Waterman stepped forward to offer his services to fill this position. During the period when we were without a Treasurer, we have been very grateful that Dave Alford continued in his Financial Assistant's role to perform our basic book keeping and banking functions.

During 2021, Stuart has received considerable support and assistance from Dave Alford, enabling Stuart to smoothly take over this very important role for our church. David Farndale has also provided help and support in the preparation of a draft 2022 budget.

The PCC record their great appreciation to Dave Alford, Stuart Waterman and David Farndale for their great help and dedicated service to St Thomas' over the course of 2021.

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Statement of trustees' responsibilities

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

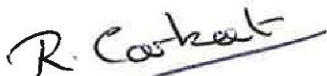
The law applicable to charities in England and Wales requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

In preparing these accounts, the trustees 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 trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the trustees:



Bob Carkeet
Churchwarden

Dated: 28/3/2022



Matt Nicholson
Churchwarden

Dated: 28/3/2022

**INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES ON THE
UNAUDITED ACCOUNTS OF THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH
OF ST THOMAS, FAIR OAK**

I report to the trustees on my examination of the accounts of The Parochial Church Council Of The Ecclesiastical Parish Of St Thomas, Fair Oak for the year ended 31 December 2021, which are set out on pages 10 to 25.

Responsibilities and basis of report

As the trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the Trustee's accounts carried out under section 145 of the 2011 Act and 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

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

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

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



C J Goodhead FCA
Knight Goodhead Limited
Chartered Accountants

Dated: 22 March 2022

7 Bournemouth Road
Chandler's Ford, Eastleigh
Hampshire SO53 3DA

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STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 £	Total 2020 £
INCOME						
Donations and legacies	2	179,624	8,238	-	187,862	330,582
Charitable activities	3	-	-	-	-	709
Investment income	4	9	-	-	9	11
Other income	5	10,721	400	-	11,121	12,994
TOTAL INCOME		190,354	8,638	-	198,992	344,296
EXPENDITURE						
Charitable activities	6	174,575	19,269	-	193,844	229,499
TOTAL EXPENDITURE		174,575	19,269	-	193,844	229,499
NET INCOME / (EXPENDITURE) FOR THE YEAR BEFORE TRANSFERS		15,779	(10,631)	-	5,148	114,797
TRANSFERS BETWEEN FUNDS		(10,048)	10,048	-	-	-
NET INCOME / (EXPENDITURE) FOR THE YEAR		5,731	(583)	-	5,148	114,797
OTHER RECOGNISED GAINS AND LOSSES						
Gains on investment assets		58	-	-	58	27
NET MOVEMENT IN FUNDS		5,789	(583)	-	5,206	114,824
FUND BALANCES BROUGHT FORWARD		330	194,497	-	194,827	80,003
FUND BALANCES CARRIED FORWARD		6,119	193,914	-	200,033	194,827

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, FAIR OAK

BALANCE SHEET AS AT 31 DECEMBER 2021

	Notes	£	2021 £	£	2020 £
FIXED ASSETS					
Tangible assets	10		19,496		23,280
Investments	11		<u>468</u>		<u>410</u>
			19,964		23,690
CURRENT ASSETS					
Debtors	12	1,289		1,527	
Cash at bank and in hand		<u>180,600</u>		<u>171,218</u>	
		181,889		172,745	
CREDITORS: amounts falling due within one year					
	13	<u>(1,820)</u>		<u>(1,608)</u>	
NET CURRENT ASSETS			180,069		171,137
NET ASSETS			<u>200,033</u>		<u>194,827</u>
FUNDS					
Unrestricted funds	14	5,879		148	
Revaluation reserve	14	<u>240</u>		<u>182</u>	
			6,119		330
Designated funds	14		193,914		194,497
Restricted funds			-		-
TOTAL FUNDS	15		<u>200,033</u>		<u>194,827</u>

The accounts were approved by the Trustees on 28 March 2022

and signed on their behalf by



Bob Carkeet
Churchwarden



Matt Nicholson
Churchwarden

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021

1 ACCOUNTING POLICIES

(a) Accounting convention

The financial statements have been prepared in accordance with the Church Accounting Regulations 2006 and in accordance with applicable accounting standards and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102 (effective January 2019).

The financial statements have been prepared under the historical cost convention except for the valuation of investment assets which are shown at market value. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body nor those that are informal gatherings of church members.

The accounts have been prepared on the going concern basis. There are no material uncertainties about the charity's ability to continue. The charity is a public benefit organisation.

(b) Income

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

Planned giving receivable under gift aid is recognised only when received.

Income tax recoverable on gift aid donations is accounted for within the accounting year to which the gift is attributed.

Legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the PCC is probable.

Funds raised by social activities and other fund-raising events are accounted for gross, although donations funded by the efforts of informal gatherings will generally be accounted for net.

Dividends and interest are accounted for when receivable. Tax recoverable on such income is recognised in the same accounting year.

(c) Expenditure

Missionary and charitable giving is accounted for when paid. Other expenditure is included on an accruals basis.

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021

1 ACCOUNTING POLICIES (continued)

(d) Fixed assets

Consecrated and benefice property of any kind is excluded from the accounts in accordance with Section 10(2)(a) of the Charities Act 2011.

Tangible fixed assets held by the PCC for which there is insufficient cost information available have been included at valuation obtained by the PCC from appropriate sources.

Depreciation has been provided at rates calculated to write the valuation/costs off over their estimated effective lives at the following rates:

Fixtures	20% straight line
Organ	4% straight line

Individual fixed assets costing £1,000 or more are capitalised at cost.

(e) Investments

Investments are valued at market value at 31 December.

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

(f) Pension costs

The PCC operates defined contribution and defined benefit pension schemes for some of its employees. Contributions payable to the PCC's pension schemes are charged to the statement of financial activities in the period to which they relate.

(g) Fund accounting

Unrestricted funds are funds of the Parochial Church Council (PCC) that are not subject to any restrictions regarding their use and are available for the general purposes of the PCC. Funds designated for a particular use by the PCC are also unrestricted.

Restricted funds represent donations or grants received for a specific object or invited by the PCC for a specific project. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund.

(h) Administrative information

The charity is unincorporated and was registered on 21 November 2009 with the Charity Commission in England and Wales. The registered number is 1132887. The registered office of the charity is Mortimers Lane, Fair Oak, Eastleigh, Hampshire SO50 7BG.

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021

2 DONATIONS AND LEGACIES	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 £	Total 2020 £
Donations	179,624	1,726	-	181,350	202,797
Legacies	-	6,512	-	6,512	127,785
	179,624	8,238	-	187,862	330,582

Donations

Unrestricted funds:

Regular giving	137,967	1,595	-	139,562	139,861
Tax recoverable	29,236	-	-	29,236	35,280
Collections	5,795	-	-	5,795	9,302
Donations and appeals	6,586	131	-	6,717	17,997
Youth worker	40	-	-	40	357
	179,624	1,726	-	181,350	202,797

3 CHARITABLE ACTIVITIES	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 £	Total 2020 £
Donations towards transport and meals	-	-	-	-	709
	-	-	-	-	709

4 INVESTMENTS	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 £	Total 2020 £
Dividends	9	-	-	9	11

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021

5 OTHER INCOME	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 £	Total 2020 £
Hall lettings	6,778	-	-	6,778	6,722
Fees	3,943	400	-	4,343	6,272
Profit on disposal of fixed assets	-	-	-	-	-
	10,721	400	-	11,121	12,994

6 EXPENDITURE	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 £	Total 2020 £
Overseas Missions and Church Societies (note 7)	5,037	-	-	5,037	5,142
Home Missions and Church Societies (note 7)	14,498	-	-	14,498	15,266
Common Mission Fund	87,000	-	-	87,000	114,773
Clergy Expenses	532	-	-	532	1,040
Salaries (note 8)	42,714	5,935	-	48,649	55,843
Other Staff Costs	2,507	1,000	-	3,507	2,334
WDBF - Fees	2,173	-	-	2,173	2,816
Church Running Expenses	7,227	-	-	7,227	8,433
Church Maintenance and Restoration	3,975	156	-	4,131	1,250
Services and Music	1,988	3,729	-	5,717	4,783
Printing, Stationery and Telephone	2,879	-	-	2,879	2,750
Youth Related	2,209	-	-	2,209	1,850
Outreach Events	498	3,199	-	3,697	2,787
Transport	-	179	-	179	1,596
Depreciation	-	5,071	-	5,071	5,829
Independent Examination Fee	1,338	-	-	1,338	1,299
Sundry	-	-	-	-	1,708
	174,575	19,269	-	193,844	229,499

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, FAIR OAK

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021

7 GRANTS PAYABLE

Resources expensed include grants, bursaries and other payments to the following organisations:

	2021 £	2020 £
<i>Overseas Missions and Church Societies</i>		
Israel Field of Wheat	1,436	1,342
The Dognons	2,400	2,400
Great Lake Outreach	1,200	1,400
	<u>5,037</u>	<u>5,142</u>
<i>Home Missions and Church Societies</i>		
Miracle Street	3,600	3,300
The Lilies	1,300	2,700
Acts of Random Kindness	4,250	4,800
Royal British Legion	-	-
Eastleigh Churches Together	650	1,200
United Christian Broadcasters	408	408
Fledge Youth Support	1,200	1,200
Christians Against Poverty Eastleigh	2,000	1,275
Street Pastors	550	-
Eastleigh Basics Bank	515	-
Other	25	383
	<u>14,498</u>	<u>15,266</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, FAIR OAK

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021

8 EMPLOYEES

Number of employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
	4	4

Employees costs

	2021 £	2020 £
Wages and salaries	46,721	53,716
Social security costs	-	-
Other pension costs	1,928	2,127
	48,649	55,843

During the year the following trustees were paid salaries amounting to £29,508 (2020: £11,008):

Mrs Julie Waterman
Mr Sean Marsh

Also during the year, the following relatives of trustees were paid salaries amounting to £6,711 (2020: £5,075):

Mrs Abigail Marsh

During the year five trustees were reimbursed expenses of £1,536 (2020: £4,321 - seven trustees) for various costs incurred on behalf of the charity. Eleven relatives of trustees were also reimbursed expenses totalling £2,951 (2020: £2,021 - three).

All salaries and reimbursed expenses are allowed by the Parochial Church Powers Measures, which the church is governed by.

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

During the year no remuneration was paid by this charity to key management personnel (2020: £nil). The key management team is taken as being the standing committee. The vicar chairs the standing committee but he receives a stipend from the Diocese not from this charity.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, FAIR OAK

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021

9 PENSION DISCLOSURE

The PCC also participates in the Pension Builder Scheme section of CWPF for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

Pension Builder Classic provides a pension for members for payment from retirement, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Bonuses may also be declared, depending upon the investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

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

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable (2021: £1,928, 2020: £2,127).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 December 2020.

For the Pension Builder Classic section, the valuation revealed a deficit of £13.2m on the ongoing assumptions used. At the most recent annual review, the Board chose not to grant a discretionary bonus, which will have acted to improve the funding position. There is no requirement for deficit payments at the current time.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, FAIR OAK

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021

9 PENSION DISCLOSURE (continued)

For the Pension Builder 2014 section, the valuation revealed a surplus of £7.2m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

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

10 TANGIBLE FIXED ASSETS

	Organ £	Furniture & fittings £	Computer Equipment £	Total £
Cost				
At beginning and end of year	50,000	19,247	-	69,247
Additions			1,287	1,287
At end of year	50,000	19,247	1,287	70,534
Depreciation				
At beginning of year	34,000	11,967	-	45,967
Charge for year	2,000	2,427	644	5,071
At end of year	36,000	14,394	644	51,038
Net book value				
At end of year	14,000	4,853	643	19,496
At beginning of year	16,000	7,280	-	23,280

11 FIXED ASSET INVESTMENTS

<i>CBF Investment Fund Income Units</i>	£
Market value at 1 January 2021	410
Change in value in the year	58
Market value at 31 December 2021	468

12 DEBTORS

	2021 £	2020 £
Prepayments & other debtors	602	556
Tax recoverable	687	971
	1,289	1,527

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, FAIR OAK

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021

13 CREDITORS: amounts falling due within one year	2021	2020
	£	£
Accruals	1,820	1,608

14 UNRESTRICTED 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				
	Balance at 1 January 2021	Income	Expenditure	Transfers between funds	Balance at 31 December 2021
	£	£	£	£	£
Designated funds					
Tangible fixed assets	23,280	-	(5,071)	1,287	19,496
The Building Project Fund	-	-	-	-	-
Teddy Bears	802	-	(156)	-	646
Choir	237	-	-	-	237
Band of Brothers	1,155	1,510	(750)	-	1,915
Men Weekend Away	-	-	-	-	-
St Toms on the Hill	643	-	-	(643)	-
With Love	276	260	(241)	-	295
Soul Survivor	-	-	-	-	-
PA & AV	1,081	-	(906)	(175)	-
PAST - Pastoral fund	-	-	-	-	-
Legacy and project fund	135,043	6,512	-	8,445	150,000
Youth income	-	-	-	-	-
Children's Worker fund	25,229	240	(5,935)	-	19,534
All Churches Trust Grant	6,750	-	(6,210)	1,250	1,790
Cafe 5-6 Yr 5-6 Café	-	-	-	-	-
Youth Worker	-	116	-	(116)	-
Total Designated funds	194,497	8,638	(19,269)	10,048	193,914
Unrestricted funds					
General funds	148	190,354	(174,575)	(10,048)	5,879
Revaluation reserve	182	58	-	-	240
Total Unrestricted funds	330	190,412	(174,575)	(10,048)	6,119

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, FAIR OAK

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021

14 UNRESTRICTED FUNDS (continued)

Tangible fixed assets

This fund represents the net book value of tangible fixed assets.

The Building Project Fund / Legacy and Project Fund

Over recent years the church have been blessed with several generous legacies and gifts, which the PCC have been able to allocate into this separate fund. These sums are being held with a view to undertake future essential works and improvements to the church and associated buildings. The report on 'reserves', described on page 7 provides further detail.

Teddy Bears

Teddy Bears is a weekly group held on the church campus for parents with babies and toddlers. Parents pay a small fee to help cover expenses, and when the Teddy Bears float holds a significant amount they pay it into St Thomas Accounts to avoid any individual being responsible for too much cash. The Teddy Bears group then organise a summer outing or a Christmas event and will use this fund to help pay for that.

Choir

These are funds collected for the choir when they sing at weddings.

Band of Brothers

The men's ministry is called Band of Brothers. It receives specific donations to help fund events and to purchase items. It is also possible that larger events will receive fees into this fund to hold until full payment is required. By creating this fund the donations and fees are ring-fenced to their intended purpose.

Men Weekend Away

Mens Ministry weekend away, used to collect payments and to pay for related expenses. This fund ensures that fees are ring-fenced to their intended purpose, i.e. for the weekend away.

With Love

The woman's ministry is called With Love. It receives specific donations to help fund events.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, FAIR OAK

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021

UNRESTRICTED FUNDS (continued)

PA & AV

As part of the 2017 annual appeal an amount of gifts received were set aside to replace the aging PA and AV equipment that will need to be replaced.

Past - Pastoral Fund

A separate fund to deal with hardship and other situations that require specialised support.

Youth Income

Set up to record income received and expenditure paid on youth related items e.g. Tuck Shop sales and purchases, Pizza nights etc.

Children's Worker Fund

Money received is used to fund the salary of our Children's Worker, a role and position we filled in late Summer 2021.

All Churches Trust Grant

The general intention is for churches to use this grant to engage with people in the community who have been impacted by Covid and help churches undertake new initiatives to emerge from lock-down.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, FAIR OAK

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021

15 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Unrestricted funds £	Designated funds £	Restricted funds £	Total funds £
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Fund balances at 31 December 2021 are represented by:

Tangible fixed assets	-	19,496	-	19,496
Investments	468	-	-	468
Current assets	7,471	174,418	-	181,889
Creditors: amounts falling due within one year	(1,820)	-	-	(1,820)
	6,119	193,914	-	200,033

Fund balances at 31 December 2020 are represented by:

Tangible fixed assets	-	23,280	-	23,280
Investments	410	-	-	410
Current assets	1,528	171,217	-	172,745
Creditors: amounts falling due within one year	(1,608)	-	-	(1,608)
	330	194,497	-	194,827

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, FAIR OAK

16 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2020 £
INCOME					
Donations and legacies		189,617	140,965	-	330,582
Charitable activities		709	-	-	709
Investment income		11	-	-	11
Other income		10,834	2,160	-	12,994
TOTAL INCOME		201,171	143,125	-	344,296
EXPENDITURE					
Charitable activities		210,168	19,331	-	229,499
TOTAL EXPENDITURE		210,168	19,331	-	229,499
NET INCOME / (EXPENDITURE) FOR THE YEAR BEFORE TRANSFERS		(8,997)	123,794	-	114,797
TRANSFERS BETWEEN FUNDS		16,454	(16,454)	-	-
NET INCOME / (EXPENDITURE) FOR THE YEAR		7,457	107,340	-	114,797
OTHER RECOGNISED GAINS AND LOSSES					
Gains on investment assets		27	-	-	27
NET MOVEMENT IN FUNDS		7,484	107,340	-	114,824
FUND BALANCES BROUGHT FORWARD		(7,154)	87,157	-	80,003
FUND BALANCES CARRIED FORWARD		330	194,497	-	194,827

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, FAIR OAK

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021

17 COMPARATIVE FUND MOVEMENTS AT 31 DECEMBER 2020 ARE REPRESENTED BY:

	Balance at 1 January 2020 £	Movement in funds			Balance at 31 December 2020 £
		Income £	Expenditure £	Transfers between funds £	
Designated funds					
Tangible fixed assets	29,109	-	(5,829)	-	23,280
The Building Project Fund	45,502	-	-	(45,502)	-
Teddy Bears	802	-	-	-	802
Choir	237	-	-	-	237
Band of Brothers	759	755	-	(360)	1,154
Men Weekend Away	-	2,160	(2,520)	360	-
St Toms on the Hill	1,299	-	(656)	-	643
With Love	388	72	(184)	-	276
Soul Survivor	217	-	-	(217)	-
PA & AV	2,165	-	(1,083)	-	1,082
PAST - Pastoral fund	330	-	(50)	(280)	-
Legacy	5,000	100,397	-	29,648	135,045
Youth income	-	85	(53)	(32)	-
Children's Worker fund	1,303	30,956	(7,031)	-	25,228
Firestarters	-	6,750	-	-	6,750
Fledge donations	-	1,595	(1,595)	-	-
Normandy 24	-	357	(332)	(25)	-
Cafe 5-6 Yr 5-6 Café	46	-	-	(46)	-
Total Designated funds	87,157	143,127	(19,333)	(16,454)	194,497
Unrestricted funds					
General funds	(7,309)	201,171	(210,168)	16,454	148
Revaluation reserve	155	27	-	-	182
Total Unrestricted funds	(7,154)	201,198	(210,168)	16,454	330