

**The Parochial Church Council of the Ecclesiastical Parish
of St Thomas', Fair Oak (*Registered Number: 1132887*)**

**Trustees' Report and Annual Accounts for the year ended
31 December 2022**



The vision of St. Tom's is "to know Jesus better and to make Jesus better known".



The Parochial Church Council of Fair Oak and Horton Heath
Financial Statements for the Year Ended 31 December 2022
Report of the Trustees

LEGAL AND ADMINISTRATIVE INFORMATION

Vicar:	Jono Harvey (since 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) Eve Croucher Gary Stupple (until May 2022 & then Co-opted till May 2023) Steve Cann Luke Martin (until June 2022) Colin Walters Pippa Stupple (until November 2022) Mark Stapleton Judy White Teresa Lovett Bruce White (LLM) Julie Waterman Co-opted (until April 2022)
Ex Officio:	Revd. Bob Nicholls - Self Supporting Minister & Deputy-Chair
Charity Number:	11328887
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 2022.

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.

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 are various policies and procedures covering matters relating to work, safety, disciplinary and grievance procedures, and health and safety at work.

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Background: The Parochial Church Council (PCC) has the responsibility of co-operating with the Vicar 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 was in vacancy during January, February and early March 2022, the responsibility held by the Vicar was with the Churchwardens. They were directly responsible to the Archdeacon and the Bishop for overseeing the life of the Parish during the vacancy, until 21 March 2022, when Jono Harvey was instituted as Vicar.

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

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.

Oversight Teams: The PCC also operates nine Oversight Teams (which up to September 2022, when they were reconfigured used to be known as “Strategic Teams”). They were renamed to more accurately describe their role. The nine Teams meet when required and report back to the full meetings of the PCC. Oversight Team Leaders meetings also took place in July and October 2022, providing a useful opportunity for team leaders to share progress and reflect on highlights, lessons learned and discuss opportunities and plans for future months, and to pray together and encourage one another. The areas each Oversight Team are responsible for and current people leading each of these teams is summarised below.

Stewardship	Safeguarding	Fabric and Buildings	Loving and Serving	Building Community	Exploring faith	Growing as Church	Sharing life as disciples	Partnership in the Gospel
Focus: Oversee Church finances and ensure we are fully compliant with charitable law and guidelines. Responsibilities: Prepare and monitor budgets for PCC Formulating strategies for finances Bidding for Grants	Focus: Oversee and maintain a culture that protects and promotes the welfare of children, young people and vulnerable adults at risk of abuse. Responsibilities: Consider the PCC agenda in light of our Safeguarding policy and procedures. Make recommendations for consideration by PCC. Ensure policies are regularly reviewed and updated.	Focus: Oversee access, care, maintenance and development of our buildings and facilities Responsibilities: Development of our Church site Building care Cleaning rota Times of opening	Focus: Oversee our loving and serving through pastoral care to the Church family and the wider community. Responsibilities: Support of people in need Funeral care Memorial services Baby baskets Blankets	Focus: Oversee our activities that build our common life - for both the Church and the Parish Responsibilities: Teddies Saturdays Youth Club Band of Brothers With Love 'Afternoon Tea' Support and participation in the Fountain Café CiC Parish events and festivals: Light Party Pancakes Remembrance Carols	Focus: Oversee our activities that encourage people to consider and explore the Christian faith. Responsibilities: Alpha Youth Alpha School assemblies Sunnybank / Home Park	Focus: Oversee our corporate gatherings as church together. Responsibilities: Gathered worship Teaching series Sundays Baptisms Christmas Easter	Focus: Oversee our opportunities that encourage our growth as disciples Responsibilities: Home Churches Corporate Prayer Tithing and Giving Family Festivals	Focus: Oversee our work with collaborative regional Church ministries and our international mission partners. Responsibilities: Liaise with champions Facilitate communication Annual reviews of giving to our regional and mission partners Social Events to raise funds for both our Regional & Mission Partners
Led by: Bob Carkeet	Led by: Jono Harvey	Led by: Matt Nicholson	Led by: Jono Harvey	Led by: Gary Stupples	Led by: Jono Harvey	Led by: Jono Harvey	Led by: Danny & Pippa Stupples	Led by: Danny and Pippa Stupples

Stewardship Oversight Team – has met on a monthly basis during 2022 to review and monitoring both income & expenditure. This included monitoring of spend on the agreed upgrades to Audio-Visual equipment.

Safeguarding Oversight Team – 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 2022 to discuss procedures, best practice and improvements to safer recruitment processes.

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Fabric and Building Oversight Team - this team met infrequently as required during 2022, with a number of matters discussed and resolved via email and phone communication. A number of minor maintenance works were addressed during the year, including replacement of the guttering and downpipes for the main church building. Updates were reported back to PCC accordingly.

Loving and Serving Oversight Team – has met every few months during 2022. A call was put out in the autumn to the fellowship in order to build a “Support and Encouragement” team of volunteers who can be called upon to help when a particular need arises. As of December 2022, there were 15 volunteers on the Support and Encouragement team. The aspiration is to double the size of the team again, on the principle of “many hands make light work” and provide a good platform for helping others in practical ways.

Building Community Oversight Team – has not met formally during 2022. The various activities that come under this umbrella are serving their functions and purposes well. Teddies is very well attended on Thursday mornings, Thursday Youth drop-in sessions are seeing around 20-30 young people, the majority from households that are not currently part of the fellowship. The With Love and Band of Brothers ministries have continued to meet during the year for regular breakfasts and other times of fellowship, including a Men’s Weekend away in Moggerhanger Park in September. We have also held some one-off community building events the most notable being our Supper Trail on the 31st Oct which saw a good level of local participation. Over the year new organic connections have been built or have grown stronger with the Fountain Café CIC, Fair Oak and Horton Heath Parish Council and with the Community Development Officer for One Horton Heath including the launch of the As One initiative to encourage neighbourliness in our communities.

Exploring Faith Oversight Team – No Alpha courses were run during the year, but the intention is to run courses in 2023. Regular assemblies now take place within the Infants and Junior Schools.

Growing as a Church Oversight Team – During 2022, the Midweek communion services resumed in September and rotas for roles at the 9:30am and 11am services were established. Teaching series were run over the summer on Jono’s Mini-Manifesto and on Amos in the autumn which were well received.

Sharing Life as Disciples Oversight Team – Home Churches have continued to play an important role in the life of St Toms during 2022. There have been quarterly nights of corporate prayer and during October and November, opportunities to meet every Friday for corporate prayer.

Partnership in the Gospel Oversight Team – Throughout 2022 our partnership has been strengthened in the following ways:

Each Mission and Regional Partner has been allocated a “champion” to feedback news and prayer items regularly through our weekly Outlook Magazine.

All have also been through our annual criteria measurement process for the first time since implementation in 2021.

The highlights of 2022 were: Visit by Danny Stupple to Normandy to be with the Dognons at the *La Source* 23-25.09.23 / Steve Lee our UK partner speaking at the Remembrance Day / Live Video link at Christmas with the Archers – direct from Israel.

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

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Church membership: As at 31 December 2022 there were 141 on the Church Electoral Roll, compared with 161 recorded in December 2021.

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". 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

The PCC met most months of 2022, on 10 occasions throughout the year. All of the PCC meetings were held in person, with the option offered of joining on-line via Zoom for those who were unable to attend physically. The APCM & APM which also took place in person in May 2022 (the first time this had been possible since 2019 (taking place via Zoom in October 2020 and April 2021)).

Below are a few notable highlights from 2022:

- A day of joy for St Thomas' Church was Jono Harvey's Institution service to become our new Vicar, which 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. The Harvey family have settled in quickly to the Vicarage and to living in Fair Oak.
- As a fellowship, we were saddened that our much-loved brother in Christ and former Vicar Rev David Snuggs passed away in September and went to be with the Lord. The funeral was held at St. Thomas' on Friday 7th October, before a service of Thanksgiving at St. Luke's Hedge End, which was Live-Streamed by Gary. It was a blessing to be able to gather physically and virtually to remember, reflect and celebrate all the good work David had done in our Parish and in his walk with the Lord and we are grateful for the fruit from his ministry to us in his 18 years as Vicar. Our thoughts and prayers remain with Diana and the family.
- Despite financial pressures (see treasurers report), the PCC was able to maintain the ministry of all the church's significant paid positions (elderly persons ministry, safer recruitment co-ordinator,

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the church parish administrator and cleaner for the extension and the Stables), as well as maintaining a c10% tithe of income to our mission partners.

- A more regular pattern of Sunday and Mid-week services has been established as face-to-face worshipping again has become normalised. We have 8am Morning Prayer services each Sunday. From Easter onwards, our 9:30am Holy Communion Services recommenced face-to-face every week instead of fortnightly. From May onwards the 11am “Connect” began running every week, having been fortnightly previously. Soon after this, our 7pm Deeper services resumed running face-to-face every week, having been held online via Zoom until then. From September onwards, the Wednesday Midweek communion services resumed on a fortnightly basis. These services have been well received.
- In September 2022, we began serving breakfast each week at 8:30am before the 9:30am service as we seek to help people who may be struggling with the cost of living or who would welcome opportunities for conversation and fellowship. Those attending are invited to stay for the 9:30am service.
- During 2022 there were 8 baptisms, 1 wedding and 9 funerals at St. Thomas Church.
- We are grateful to Andy Coleman for taking on the leadership of Youth Ministry activities on a voluntary basis, and for the team of volunteers who make this possible. The Thursday evening drop-in Youth Club has seen numerical growth during the course of 2022, and is attended by between 20-30 young people each week. A group of Young People joined other local churches from the Southampton area for Youth Fest – a weekend away in the summer led by Highfield Church, Southampton. The young people who attended had a very enjoyable time of activities, worship and teaching. A big thank you to Andy and the team who serve at Youth drop-in on Thursday evenings.
- A meeting was held in February, facilitated by Matt Nicholson which was attended by about 20 from within the fellowship to begin a conversation about potential options for how the Church Campus could evolve in the future. Issues considered were the various existing spaces in the Church Extension and The Stables and how they are used now and how they could be used in the future. A key question to reflect on was what our current space needs are during the course of a typical week, and what additional space if an extension to the extension were to be built would be used for. These questions about what our current needs are for spaces and activities in the different buildings on the church campus and how we can make best use of our spaces have also been considered at PCC meetings at various points during the year.
- There have been several “tidy up” days during the year, where there have been repairs made to cracked paving slabs and other grounds maintenance work including trimming of shrubs with the churchyard. We are so grateful for those who have helped out giving their time on these days.
- The Half Nights of Prayer sessions during 2022 continued to be attended regularly by between 10 and 15 people. During October and November, a weekly time of prayer took place at 8pm every Friday. These opportunities for corporate prayer and fasting are really valued.
- Over the course of the year, home churches have been an important source of fellowship and discipleship. A number of home churches have enjoyed studying the Immerse material and the series on Amos.
- A number of face-to-face With Love and Band of Brothers events took place through 2022, including the Band of Brothers weekend away in September, breakfasts and other events, which were a great blessing.
- The monthly Saturdads (& Saturgrandads) sessions (every 4th Saturday) have continued during term time and have been well-received.
- The Remembrance commemoration in The Square in November was well attended by our local community and involved working closely with the Parish Council and uniformed groups.

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- Planning permission was granted by the Borough Council for the new Fountain Community Café building in New Century Park on the former Scout Hut site. Demolition of the old Scout Hut took place in late spring. It is the hope that building work on the new café will be able to commence in the spring of 2023 – please pray for the favour of the Lord over this project. The Fountain Café CIC have been deploying Flo, the mobile version of Fountain successfully over the course of the summer of 2022. During the autumn, The Fountain team hosted the Warm Space at the Parish Council Offices every Tuesday morning and the team were able to listen, support and bless several people with cake, time and conversation.

Financial Review

General Fund

The following pages show our financial position at the end of 2022. 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 £182,369 in 2022 compared to a total income of £169,241 in 2021. Our total outgoings for 2022 were £174,927, compared to £187,691 in 2021.

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 of £70,000 which has helped to ensure we balanced the books. Our Common Mission Fund share has progressively reduced in size over recent years in response to the decreased size of our worshipping community. This will continue to be monitored by the PCC going forward.

Many of our ministries continue very effectively with little or no funding, like Teddy Bears, Saturdads, our Thursday evening Youth drop-in sessions, pastoral visiting and home-churches.

Our mission partner giving (of 10% of regular giving income) is shared between our four national/international "mission partners" of Miracle Street (Steve Lee in the UK), Great Lakes Outreach in Burundi and La Source in Normandy, France and Fields of Wheat (Israel), and our six regional partners (Churches Together in BiFOHH, Ark, Fledge, BiFOHH Street and School Pastors, CAP Eastleigh and Eastleigh Basics Bank). The sums for each of these organisations 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, to help cover the cost of essential works required to the fabric of our Church and associated buildings. In 2023, we will be looking to continue to address fabric issues raised in the September 2021 Quinquennial Inspection, which will involve stonework repairs and measures to improve the energy efficiency of the Church Extension and agree a solution for improvements to the heating system for the Main Church building.

**The Parochial Church Council of Fair Oak and Horton Heath
Financial Statements for the Year Ended 31 December 2022
Report of the Trustees**

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 2022, and we look to Him for providing for our work and ministry in 2023.

Treasurer

We have been greatly blessed by Stuart Waterman who has ably served us as Treasurer, in addition to working full time. We have also been blessed by Dave Alford continuing to act as our "Financial Assistant" to help Stuart by overseeing our basic book-keeping and banking functions, for which St Thomas' Church is extremely grateful.

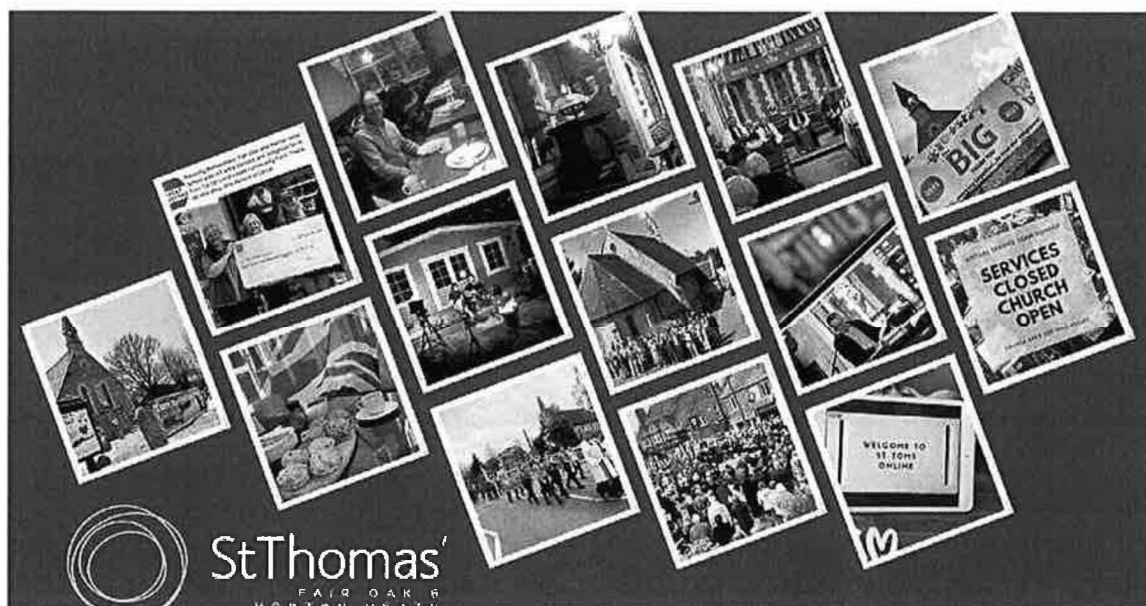
The PCC record their many thanks to Stuart and Dave for their great help and dedicated service to St Thomas' in their roles.

Signed on behalf of the trustees:



Jono Harvey
Vicar

Dated: 31st March 2023



**Independent Examiner's Report to the trustees on the
unaudited accounts of The Parochial Church Council of the Ecclesiastical Parish of St Thomas, Fair Oak
for the Year Ended 31 December 2022**

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 2022, which are set out on pages 9 to 14.

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: 6 April 2023

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

The Parochial Church Council of the Ecclesiastical Parish of St Thomas, Fair Oak
Receipts and Payments Account
for the Year Ended 31 December 2022

	Notes	Unrestricted Funds		Restricted funds £	Total 2022 £	Total 2021 £
		General funds £	Designated funds £			
Income						
Voluntary income	2(a)	166,874	1,275	-	168,149	187,206
Investment income	2(b)	-	-	-	-	-
Receipts from charitable activities	2(b)	14,220	-	-	14,220	10,721
Other receipts	2(b)	-	-	-	-	1,340
Total receipts		181,094	1,275	-	182,369	199,266
Payments						
Direct costs						
Relating to church activities	3(a)	73,881	1,975	-	75,856	96,807
Church management and admin	3(b)	77,055	-	-	77,055	73,917
		150,936	1,975	-	152,911	170,724
Mission giving and donations	4	16,330	-	-	16,330	19,161
Total payments		167,266	1,975	-	169,241	189,885
Net of receipts / payments before transfers		13,827	(700)	-	13,127	9,382
Transfers between funds	8	-	-	-	-	-
Net movement in funds		13,827	(700)	-	13,127	9,382
Cash funds as at 31 December 2021	8	6,183	174,417	-	180,600	171,218
Cash funds as at 31 December 2022	8	20,010	173,717	-	193,727	180,600

The notes on pages 11 - 14 form part of these accounts.

The Parochial Church Council of the Ecclesiastical Parish of St Thomas, Fair Oak
Statement of Assets and Liabilities
for the Year Ended 31 December 2022

	Unrestricted Funds		Restricted funds £	Total 2022 £	Total 2021 £
	General funds £	Designated funds £			
A Cash funds					
Cash at bank with immediate access	20,010	173,717	-	193,727	180,600
	20,010	173,717	-	193,727	180,600
B Other monetary assets					
Gift aid due to charity	871	-	-	871	687
	871	-	-	871	687
C Liabilities					
Fee for Independent Examination	1,386	-	-	1,386	1,260
	1,386	-	-	1,386	1,260

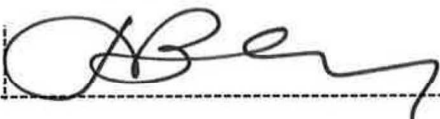
D Assets for charity's own use

Consecrated property, beneficed property and moveable church furnishings which require a special faculty for disposal are excluded from the list of charity assets. Other assets retained include the Church organ and a photocopier purchased in 2022.

E Investment assets	No. of shares	Fund to which asset belongs	2022 £	2021 £
CCLA investment, income shares	20	Unrestricted	413	468
Fair Oak Churchyard Trust (see note 6)				

Short term and long term investments are valued at open market value at 31 December.

The accounts were approved by the trustees and signed on their behalf by

J. B. HARVEY		31 / 03 / 23
Revd Jono Harvey		Date
Vicar		

The notes on pages 11 - 14 form part of these accounts.

The Parochial Church Council of the Ecclesiastical Parish of St Thomas, Fair Oak
Notes to the accounts
for the Year Ended 31 December 2022

1 Accounting policies

The accounts have been prepared on a receipts and payments basis and comprise a statement that shows the charity's receipts and payments, a statement that summarises the charity's assets and liabilities and related notes. The accountancy profession have determined that only accounts prepared in accordance with applicable accounting standards present a 'true and fair' view and, as these receipts and payments accounts have not (and cannot) be prepared in accordance with accounting standards, these accounts do not present (and are not intended to present) a 'true and fair' view of the charity's financial activities and state of affairs.

General funds are unrestricted funds which are available for use at the discretion of the PCC in furtherance of the general objectives of the charity. Designated funds comprise unrestricted funds that have been set aside by the PCC for particular purposes. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects.

2 Receipts

a) Voluntary income

	Unrestricted Funds		Restricted funds	Total 2022	Total 2021
	General funds	Designated funds			
	£	£	£	£	£
Donations	137,888	1,275	-	139,163	151,175
Legacies	-	-	-	-	6,512
Gift aid recovered	28,986	-	-	28,986	29,519
	166,874	1,275	-	168,149	187,206

b) Other income

	General funds	Designated funds	Restricted funds	Total 2022	Total 2021
	£	£	£	£	£
Charitable activities	14,220	-	-	14,220	10,721
Investment receipts	-	-	-	-	-
Other receipts	-	-	-	-	1,340
	14,220	-	-	14,220	12,061

3 Direct costs

a) Relating to church activities

	Unrestricted Funds		Restricted funds	Total 2022	Total 2021
	General funds	Designated funds			
	£	£	£	£	£
Diocesan common fund	70,000	-	-	70,000	87,000
WDBF - fees	2,417	-	-	2,417	1,765
Gifts	53	-	-	53	2,215
Ministry	1,144	783	-	1,927	3,098
Community projects	267	1,192	-	1,459	2,729
	73,881	1,975	-	75,856	96,807

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Notes to the accounts (continued...)
for the Year Ended 31 December 2022

b) Church management and administration

Office costs	4,158	-	-	4,158	2,376
Church running expenses	24,394	-	-	24,394	13,734
Maintenance	12,530	-	-	12,530	4,132
Governance costs	1,654	-	-	1,654	1,278
Staff costs and expenses	34,319	-	-	34,319	52,396
	77,055	-	-	77,055	73,917

4 Mission giving and donations

Gift and donations	16,330	-	-	16,330	19,161
	16,330	-	-	16,330	19,161

5 Staff and trustees

	2022	2021
	Number	Number
The average monthly number of employees during the year was:	<u>3</u>	<u>4</u>
Employees costs	2022	2021
	£	£
Wages and salaries	27,926	46,721
Social security costs	583	-
Other pension costs	883	1,928
	29,392	48,649

During the year the following trustees were paid salaries amounting to £3,584 (2021: £29,508):

Mrs Julie Waterman (Until April 2022)

Also during the year, relatives of trustees who were paid salaries was nil (2021: £6,711)

During the year ten trustees were reimbursed expenses of £10,387 (2021: £1,536 - five trustees) for various costs incurred on behalf of the charity. One relative of a trustee was also reimbursed expenses totalling £1,534 (2021: £2,951 - eleven).

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 (2021: £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 (continued...)
for the Year Ended 31 December 2022

6 Investments	2022	2021
	£	£
Market value at 1 January	468	410
Revaluation of investments held	(55)	58
Market value at 31 December	413	468

7 Governance costs	2022	2021
	£	£
Bank charges	334	18
Fee for accounts and independent examination	1,320	1260
	1,654	1,278

8 Movement on funds	Opening balance £	Receipts £	Payments £	Transfers £	Closing balance £
Designated funds					
Teddy Bears	646	400	(419)	-	627
Choir	237	-	-	-	237
Band of Brothers	1,915	720	(181)	-	2,454
With Love	295	155	(183)	-	267
Legacy and project fund	150,000	-	-	-	150,000
Children's Worker fund	19,534	-	-	-	19,534
All Churches Trust Grant	1,790	-	(1,192)	-	598
	174,417	1,275	(1,975)	-	173,717
Unrestricted funds					
General funds	6,183	181,094	(167,266)	-	20,010
	6,183	181,094	(167,266)	-	20,010
Total funds	180,600	182,369	(169,241)	-	193,727

9 Reconciliation of opening funds to receipts and payments basis	£
Closing Designated fund per 2021 accounts	193,914
Adjust tangible fixed asset fund	(19,497)
Opening Fund balance per receipts and payments basis	174,417
Closing General fund per 2021 accounts	6,119
Adjust investment fund	(468)
Adjust closing debtors	(1,288)
Adjust closing creditors	1,820
Opening General fund per receipts and payments basis	6,183

The Parochial Church Council of the Ecclesiastical Parish of St Thomas, Fair Oak
Notes to the accounts (continued...)
for the Year Ended 31 December 2022

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.

With Love

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

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 6 provides further detail.

Children's Worker fund

Money received is used to fund the salary of our Children's Worker, a role and position we have not filled.

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.