

**The Parochial Church Council of the Ecclesiastical Parish
of St Clement's, Oxford**

Registered Charity Number: 1132918

Annual Report and Financial Statements

for the year ended

31st December 2023

Wenn Townsend

Chartered Accountants

Oxford

The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford
Annual Report for the year ending 31st December 2023

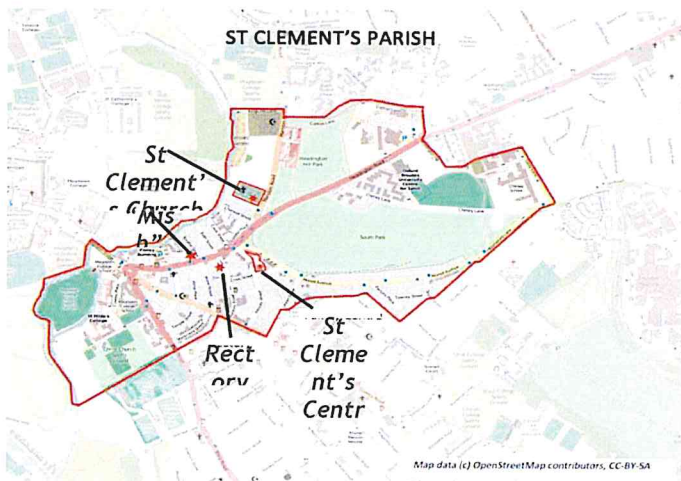
Objectives and activities

The Parochial Church Council (PCC) is the group of people who, with the Rector, run St Clement's Church. We describe who we are, how we are elected and how we organise ourselves in this report. Our objectives derive from the Parochial Church Councils (Powers) Measure 1956. We are 'to cooperate with the minister [Rector] in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical'. We have the 'power jointly with the minister to determine the objects to which all moneys to be given or collected in church shall be allocated'. With the churchwardens, all members of the PCC are responsible for the maintenance of the church building.

The 2004 report 'Mission-shaped church' sets out the meaning of the 'whole mission of the church' as currently interpreted by the Church of England. Worship lies at its centre. It aims to transform people through faith in Jesus Christ and the power of the Holy Spirit; is welcoming; relates to local culture and is open to change when new members join.

St Clement's is an Anglican church serving a parish that is part of the Cowley Deanery within the Diocese of Oxford. Cowley Deanery covers the eastern half of the City of Oxford.

Our parish (shown below with the four buildings from which we operate) is itself varied and interesting. Much of it is green space, including South Park, but there are also two busy retail thoroughfares: St Clement's Street, where the Old Mission Hall ('Mish') sits, and the western end of the Cowley Road. Cheney School (a state secondary school) and part of Oxford Brookes University lie at the eastern end of the parish. Magdalen College School (a private school) and St Hilda's College (part of the University of Oxford) are at its western end. A major new Islamic Centre is at the north, while the Bangladeshi Community Centre and Mosque sit towards the south. The Cowley Road Methodist Church is near the western end. The homes of our parishioners form much of the rest of our parish.



Objectives and activities (continued)

Our church building is set back off the Marston Road. It was completed in 1828 in a 'Norman revival' style, replacing an earlier building in a different part of the parish. Our nearest postcode is OX4 1FN.



Our overarching objective is that all who want to do so may come to know the love of God and experience the richness of His goodness towards us in every aspect of our lives. This is what motivates all our more specific objectives and activities described below. Our activities provide public benefit to the parish and the wider community, in line with guidance issued by the Charity Commission.

We describe our achievements and performance for each of these activities in more detail in the next section.

Objectives	Activities
1. Worship – to give all our parishioners, as well as church members from outside the parish, the opportunity to participate in Christian worship. We want to experience God and the joy that comes from knowing Him.	We provide two services each Sunday. Our styles, supported by our music group , are wide-ranging, to suit members of all ages. Our hospitality group provides welcoming refreshments after our main morning service. Our flower arranging group makes the interior of the church more beautiful.
2. Prayer and Bible study – to deepen our knowledge of God and to follow Him more closely, both collectively and individually.	We aim to understand God's general purposes through Bible study and to discover what he wants for us individually through prayer. Many of us meet in small groups in members' homes to explore our walk with God in depth. We encourage all our church members to pray and study the Bible regularly as part of their personal devotions, and to pray together through weekly and monthly prayer gatherings .

Objectives and activities (continued)

<p>3. Pastoral care – to support each other in the routine pressures of daily living and through times of crisis.</p>	<p>Individual friendships, including in our small groups, form the focus of our care for each other. More structured pastoral care supports those in specific need. Volunteer drivers enable less mobile members to stay connected to church activities. We have a fund to help church members facing short-term financial emergencies. We hold a memorial service every year open to all but particularly to people who have lost a relative or close friend in recent years.</p>
<p>4. Young people and children – to give our younger members the opportunity to explore the Christian faith in ways they find meaningful.</p>	<p>Our youth work provides a wide range of activities for those of secondary school age. These include meetings on Saturday evenings and on Sunday mornings. Our children's work, for those of primary school age and younger, is focused on Sunday mornings. On the first Sunday of each month, our young people and children join our main church service.</p>
<p>5. Community and social concern – to express the love of God in practical ways to the local community of our parish.</p>	<p>Our work in the community covers the young, the old and those in financial need.</p> <p>We run a babies and toddlers group for children of pre-school age, along with their carers, on Thursdays. In 2022 we ran an after school club on Wednesdays, working in partnership with the Parish Property Trust, East Oxford Primary School and a local charity, Doorsteps. This provided a simple meal, activities and community for parents and children.</p> <p>Our Cafe Club provides social activities and refreshments once a month for older members of the Church family and local community. We are core participants in the Oxford Churches Debt Centre, set up in partnership with the national organisation Christians Against Poverty (CAP) UK to help anyone with problem debt. We run CAP money management courses to help people learn to budget and manage their money better. We also participate in a range of community activities.</p>
<p>6. Outreach – to present the gospel to those around us in our parish, our deanery and the wider world, fulfilling our evangelistic and ecumenical objectives.</p>	<p>Many beyond our regular members attend our services at major Christian festivals and use our services for baptisms, weddings and funerals. We run regular enquirers' courses for those wanting to explore the Christian faith. We join with all the Church of England churches in Cowley Deanery in pooling most of our congregational giving; this helps those parishes in the Deanery in most need. We participate with other churches across the denominations in activities like the Good Friday walk along the Cowley Road. We look beyond Oxford in our annual Mission Gift Fund to support other organisations in the UK and abroad with which we have links.</p>
<p>7. Future generations – to preserve and enhance for future generations the built and natural heritage of which we are the current guardians.</p>	<p>We want our church to be a continuing centre of Christian worship for generations to come, as it has been for the last two centuries. We have continued to restore the church fabric and improve our beautiful churchyard so that it is a pleasure for visitors and a good home for a range of plant and animal species.</p>

Achievements and performance

The objectives and activities in this section follow the same sequence as the table in the previous section. What we offer is available to all, mostly without charge. Where we charge fees or seek donations, it is only to help defray costs.

Rev Rachel Gibson retired as Rector at the end of April 2023, with her last service being Easter Day, 9 April 2023. The Diocese issued the Vacancy notice on 2 May and the PCC held the required Section 11 meeting on 13 May. We are grateful to Merry Patel and Richard McCallum who acted as our Parish Reps.

With the support of our Patron's representative, Helen Lamb and Bishop Steven, the interviews were held on 9 November. Rev Mark Hay was selected as the new Rector for St Clement's Church and will be installed on 9 April 2024.

The St Clement's PCC is immensely grateful to the many willing volunteers who have enabled so much throughout 2023, particularly given the period of vacancy. In particular, our thanks go to the Leadership Team, to those involved in producing the Parish Profile and managing the vacancy process, to those who have presided at Communion, taken services, undertaken home visits and much more. We also could not have done all we have without our dedicated staff to whom we also express our deep thanks.

There were 97 on the Electoral Roll at the date of the Annual Parochial Church Meeting on 23 April 2023. Average Sunday attendances in October 2023 comprised 64 adults and 19 children under 16.

1. Worship

Worship Group: The group contributed to the musical part of our worship at all morning and some special services across the course of the year.

Hospitality Group: Teams of church members offered refreshments after morning services and at special church events as part of our continual building of a welcoming church.

Flower arranging group: The group arranged flowers for our services, as part of our valuing of God's creation and our welcome and worship of God.

2. Prayer and Bible study

Home groups: We have seven Home Groups, each with its own distinctive style, involving roughly 60 church members who meet weekly or fortnightly on a variety of week-day evenings. The purpose of these groups is to provide a small group context where members can explore and grow in faith, deepen friendships, and support each other in all aspects of our lives. We hope to start a new home group over the coming months as current groups are at capacity and more people want to join. Home Group leaders meet approximately once a term for mutual support and encouragement.

3. Pastoral care

Structured pastoral care: During the vacancy a Minister with Permission to Officiate and a small number of volunteers, offer pastoral care for those facing particular challenges and difficulties, as well as provision of home communions.

Volunteer drivers: Volunteers from the church provide lifts to services for the frailer members of our congregation as needed.

Hardship Fund: There is a small Rector's Discretionary Fund available to give, with the Wardens' agreement, modest donations to people facing immediate financial hardship. This Fund was not used during 2023.

Memorial service: Our memorial service happens every Autumn. We invite all who have used our funeral, cremation or burial services in the past two years, but the service is open to all and is advertised locally. In 2023, 19 people attended.

Achievements and performance (continued)

4. Young people and children

Youth work: We have continued to run a Sunday youth group, getting around 2-5 attending each week, wrestling with big life questions in relation to the Bible and faith.

We have also now restarted Overflow Youth on Tuesday nights for young people, getting around 10-15 attendees each week. The group is an outreach group, (with most of the young people not connected to church before this group), that is a mixture of social activities and Christian input. We have done the Youth Alpha course with this group and are now doing a series recommended to us called 'Stir', which is aimed at pre-teens to explore what faith looks like in the 21st century.

Children's work: Our Kingdom Kids (for children 5-11 years old) enables children to worship, pray, learn and have fun in a welcoming mixed-age group, taking place 3 Sundays out of 4 in term-time. During 2023 the average attendance at Kingdom Kids has been around 10-15 children. Kingdom Tots is for the active under-5's, with worship, crafts, stories and play to explore faith with an average of 15-20 children attending. Our children's work is flourishing.

We have also started a 'Young Leaders' programme which currently has 3 members of our older youth taking part in being regular leaders in our children's groups.

Social Events: We started doing Socials in 2022, going to play bowling, having movie nights and going to play laser tag. We have been getting an average of 15 (aged between 7-15 years old) attending.

We ran our own weekend away this year at Carroty Wood, Rock UK, a Christian activity site, with 12 children and young people attending aged 7-14 years old.

5. Community and social concern

Toddler group: Our Baby and Toddler Group serves the local community during school term-time. Volunteers provide activities for a two-hour drop-in session once a week, including light refreshments. Since September 2022 our numbers have consistently been around 45-65 parents/carers and toddlers each week.

Local Schools: In 2023 we had a local secondary school, Cheney School, bring their year 7 children to the church on a school trip to explore the church and learn more about Christianity. They enjoyed the trip so much that they have asked to come back in 2024.

We now regularly go into St Michael's CE Primary School in Marston to run 'J10' after-school club. We have around 15 children attending that group weekly, aged between 7-11 years old. There is an opportunity to start going to assemblies at this school in 2024 as well, which is being discussed.

Café Club: Our Café Club provides refreshments, social engagement, talks and other activities for members of the Church family and local community who are around during the day. It meets on the first Wednesday of every month. Church members are encouraged to invite their friends and neighbours and we have seen some new friends joining us over the last year.

Flourishing Life: Until February 2023 the church continued to receive a Diocesan Mission Development Fund grant to enable the parish, in collaboration with the Oxford Pastorate, to run a programme of activities reaching out to youth and young adults in our local community. The aim was to encourage them to reflect on what it means to live a good life.

Oxford Churches Debt Centre and CAP Money Management Courses: The Oxford Churches Debt Centre is a charitable incorporated organisation registered with the Charity Commission (number 1155834) and run in partnership with Christians Against Poverty (CAP) UK. St Clement's is one of four full partner churches. A number of our church family are involved in different ways, and St Clement's is committed both to pray and to give financially for the work of the Centre. This includes assisting in provision of CAP Money Coaching Courses.

Community activities: St Clement's church family members are involved in a number of activities led by others in our local community. These include the Oxford Winter Night Shelter, an initiative of Oxford churches to provide shelter for the homeless in the winter month; a local food bank supported through weekly and Harvest Service food donations; and in most years OXCLEAN, which is an annual event to tidy up our local area.

Achievements and performance (continued)

6. Outreach

Major Christian festivals: Easter and Christmas are the festivals when most visitors attend our services. These services were well attended, especially our Carol Service, Christingle and Christmas Day and Easter Services. We much enjoyed welcoming our local community to join us for our early December Christmas Tree Festival community event including carol singing, refreshments, and activities for children, for which a number of charities using the St. Clement's Centre decorated trees and provided a brief description of their activities.

Baptisms, weddings and funerals: As a parish church, we offer the 'occasional offices' of baptisms, weddings and funerals to residents of the parish. We also offer this ministry to those living beyond the parish who worship with us or have a strong connection with us. In 2023, we conducted 4 baptisms, 2 weddings and 1 funeral and 2 internments of ashes in the churchyard.

Fabric: 2023 saw continuing internal re-ordering intended to improve our welcome. Major repairs to crumbling and leaking masonry at roof level continued through 2023 and work on our modernised kitchen was completed. During 2024 we hope to be able to make further progress on improving our sound system and reducing reverberation.

We have continued to improve our churchyard. Trees and shrubs have been regularly cut back to improve welcome, visibility and safety. A number of working parties further helped to beautify the area.

Cowley Deanery: We are part of the Cowley Deanery, which brings together the thirteen parishes in the eastern half of Oxford. The Rector, Curate and three church members are members of the Cowley Deanery Synod.

Across the denominations: We continued to maintain our links with other local churches.

Beyond Oxford: We continue to support and pray for several mission partners with links to our church as well as 7 other Mission Agencies. Church members raised a total of £7,667.52 (including Gift Aid) for our Lent Mission Gift Fund, which we distributed to our mission partners and other mission agencies.

Future generations: We want our church to be a continuing centre of Christian worship for generations to come. Our aim is to make the church as welcoming and useable for worship and hospitality as possible, while respecting and valuing its historic features. The improvements to our fabric in 2023 and beyond seek to strike this balance.

The same considerations apply to further work planned in our churchyard. We want to keep it well maintained, so visitors can easily find and see the graves of their loved ones and the church can be as visible as possible to those interested in a historic place of Christian worship. At the same time, we value the many trees and plants which are good for the environment and wildlife.

Financial review

Principal funding sources

Giving from the congregation is a vital income source. In 2023 regular giving was stable, while giving from collections at services increased compared to 2022. Overall giving was higher than in 2022, reflecting the generosity of the church family in difficult times.

An annual grant from the Charity of Thomas Dawson is our main external funding source. The generosity of Thomas Dawson, who set up his charity in 1521, enables us to operate on a scale that would otherwise be impossible. The grant of £125,000 for 2023 was a major contribution to the Church's finances, for which we are hugely appreciative. Without such a generous grant, we would not have been able to proceed with our repairs to the masonry and roof.

Principal risks and uncertainties

Volunteer shortages and fatigue remain our greatest risk. Although members of the Church family give generously of their time, the church has a largely working age congregation with work and family responsibilities. Many members of the congregation have increased the contribution of their time during the vacancy, including

Judith Gretton-Dann and Liz Boughton presiding at Communion, Theresa Gray coming out of Licensed Lay Minister retirement, the Leadership Team including (at different times) Bethan Willis, Matt Gretton-Dann, Jez Spearman, Nicole Stephens, Claire Gilroy and Heather McCallum, and our Churchwarden, Steve Rumford. Our Curate, Joanna Tarassenko, has been on maternity/sick leave during this period. Many are feeling the demands of the last year.

Our main financial risk is any future works to **repair our church** fabric and the proposed employment of a new Youth Worker. However, we have adequate commitments from congregation members and reserves to fund both the employment and any work planned.

Our reliance on just **a few main funding sources** clearly presents risks. However, our reserves remain strong thanks to careful financial management.

Like all small organisations run by volunteers, we face the general risk of **getting things wrong**. Our principal risks in this respect lie in the areas of finance, data protection, safeguarding, health and safety and employment practice. Wenn Townsend Chartered Accountants support us in financial matters and we receive help from experienced volunteers and advisers in health and safety and employment matters. The Diocese also provides help in a number of areas.

We welcome **children and vulnerable adults** and our designated Parish Safeguarding Officer oversees all work with them. She was formerly our Children's Worker and ensures that all those who work with children and young people or vulnerable adults are safely recruited, including being appropriately DBS checked, as well as subsequently trained. As required by the Church of England, we continue to comply with our duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 to have regard to the House of Bishops' guidance on the safeguarding of children and vulnerable adults.

Finally, there is the risk that the PCC cannot deal adequately with all the growing requirements of Government legislation and guidance from the Church of England. We undertake risk assessments, make other regular checks and organise training for staff and volunteers to try to ensure compliance. Most of our staff and activities are based in the St Clements Centre which, together with 'The Mish', belong to St Clement's Community Property Trust, so the Church works closely with that charity's General Manager and Trustees.

The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford
Annual Report for the year ending 31st December 2023 (continued)

Investment policy

We do not have funds to invest over the medium-term or long-term. Our general unrestricted reserves are a support for our normal annual expenditure. Our designated and restricted funds are for work that we hope to complete over the next 1-3 years. The need to invest over the short-term arises when there is a delay between receiving funds and being able to use them. This happens mainly when the Charity of Thomas Dawson makes large grants. In such circumstances we can find ourselves with funds to invest for more than 12 months. Our policy for short-term investment is to balance security, liquidity and return, while striving to invest ethically. Overall, this means using a combination of interest-paying bank accounts.

Reserves

Our reserves policy is to achieve a position on our general fund where we hold an amount to match our annual reliance on the Dawson grant, which is never guaranteed, and to provide an additional amount equal to 3 months' normal expenditure paid out of the general fund and Charity of Thomas Dawson grant. We held £226,366 in the general fund at the end of 2023, so we achieved our policy intention. We assign £50,000 to the Dawson cashflow fund to ensure we start the year with enough cash to last us until the Dawson grant arrives in late summer. The Dawson Trust Fund is effectively our fabric fund.

We have three types of restricted funds.

The **Dawson Trust** fund is by far our largest. It holds amounts received from the Charity of Thomas Dawson as a 'contribution towards the upkeep and repair of the fabric of the Parish Church of St Clement's, and the maintenance of the services and furniture therein and subject thereto in furtherance of the religious and other charitable work of the Church of England, in the said ecclesiastical parish as the Parochial Church Council think fit'. Our policy is to spend it in line with these conditions as quickly as is consistent with good financial management. The grant was not fully expended in the year.

Our Toddlers Group held a reserve of £468 at the end of 2023 which is adequate to cope with any unusual expenditure.

All our other restricted funds hold **gifts and donations** for specific purposes. The Mission Gift Fund, the Oxford Churches Debt Centre Fund and our various special collections in church are for missional giving. Our policy is to donate them within the year, or as soon as possible afterwards in the case of collections around Christmas.

Other funds, such as the Welcome Fund and the Children's Fund, have been donated for specific uses within St Clement's Church. We aim to spend them in line with the conditions attached as quickly as is consistent with good financial management.

Plans for the future

The Revd Rachel Gibson retired as Rector of St Clement's in April 2023. The Revd. Mark Hay has been appointed to succeed her wef 9 April 2024.

Priorities for 2024 include employment of a Youth Worker and phased return of missional activities in our local community. We expect to benefit from the increased flexibility of the church's internal space, following internal re-ordering.

With the arrival of our new Rector, Mark Hay, we expect that our priorities will develop as he leads us.

Structure governance and management

The **PCC** is a corporate body established by the Church of England. Our objectives derive from the Parochial Church Councils (Powers) Measure 1956. It is elected by church members recorded on the Electoral Roll, in accordance with the Church Representation Rules 2011. It is charged with consulting together on matters of general concern and importance to the parish, including co-operating with the incumbent in promoting in the parish the whole mission of the church, pastoral, evangelistic, social and ecumenical. It met 10 times in 2023 including special meetings relating to the vacancy and appointment of the new Rector.

The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford

Annual Report for the year ending 31st December 2023 (continued)

The PCC has created a structure of Ministry Teams to help it take a strategic view of church policy and expenditure, whilst also ensuring that its responsibilities receive the detailed attention they need. All report to the PCC with recommendations, action plans and, where relevant, budgets and then assist with implementing decisions made. In addition, certain volunteers and staff members have delegated spending authority up to defined limits, but must report their spending to the PCC through the Treasurer.

The **Standing Committee** deals with issues between PCC meetings. It helps to set the agenda for PCC meetings and retains responsibility for confidential matters relating to staff such as salaries. It also receives reports on risk management from the Risk Management Coordinator. It may act on its own initiative, but must report to the next PCC. Some of the work it usually undertakes was taken on by the Leadership Team appointed to oversee the Ministry Teams and guide the church through the vacancy. It therefore only needed to meet once in 2023.

PCC Ministry Teams

The Fabric and Churchyard Team is responsible for assessing the need for repair, maintenance and improvement of the fabric of St Clement's Church, including having regard to the Architect's Quinquennial Report. It also takes a lead on matters relating to the use and care of the churchyard.

The Operations & Finance Team is responsible for overseeing arrangements for staff and volunteers including recruitment, administration, data protection, risk management and finance. Its remit includes internal and external communications, the development of the church website and the provision of IT support. It also oversees financial strategy and the church's approach to the stewardship of money.

The Congregational Care & Mission Team is responsible for pastoral care, safeguarding, the running of Home Groups and social activities, welcome, hospitality and Mission within the parish and beyond. Mission includes reviewing the partners and organisations supported by our Mission Gift Fund and proposing the amount of support to be allocated to each.

The Worship & Services Team is responsible for helping grow the church family in faith, discipleship and worship. During the vacancy, it has taken on the role of planning services and providing leaders for them, including visiting clergy in particular for services of Holy Communion.

Other Groups

In addition, there are:

The Staff Team comprising the paid staff, Curate and Rector; and

The Home Group Leaders comprising those with oversight of Home Groups.

Training

The PCC Secretary, Risk Management Co-ordinator, Parish Safeguarding Officer and Treasurer, assisted by our professional advisers, arrange for regulatory changes, Diocesan guidelines and other advice in areas such as health and safety to be brought to the PCC's attention as appropriate.

Other charities chaired by the Rector

The Rector chairs the following three charities, in addition to the PCC, as a consequence of being the Rector:

- St Clement's Parochial Charities (Registered Charity 201989)
- St Clement's Community Property Trust (Registered Charity 1200229)
- The Charity of Thomas Dawson (Registered Charity 203258)

The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford
Annual Report for the year ending 31st December 2023 (continued)

Reference and administrative details

The full name of the PCC is 'The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford'. We are also known as 'St Clement's Parochial Church Council', 'St Clement's PCC' and 'St Clement's Church'. The Diocese of Oxford calls us 'St Clement Oxford'. Our Charity Commission registration number is 1132918.

Correspondence address

St Clement's Parish Office, St Clement's Centre
Cross Street, Oxford OX4 1DA
T: 01865 246674
E: parish.office@stclements.org.uk
W: www.stclements.org.uk

PCC members (trustees) during the year

Incumbent (Rector)	Vacant
Assistant Curate	The Rev Joanna Catherine Tarassenko (from 6th July 2021) on maternity leave during 2023.
Churchwarden	Mr Steve Rumford (from 23/04/2023 to the APCM in 2024)
Deanery Synod Reps	Mrs Bethan Willis (from 23/04/2023 to 23/10/2023) Mr Colin Price (from 23/04/2023 to the APCM in 2026) Mr John Livingstone (from 23/04/2023 to the APCM in 2026) Maikki Aakko (from 23/10/2023 to the APCM in 2024)
Elected Members	Miss Sue Cleave (Hon Secretary) (from 30/04/2018 to the APCM in 2025) Mr John Deans (from 24/04/2016 to the APCM in 2025) Dr Claire Gilroy (from 30/04/2017 to the APCM in 2024) Mr Phil Gordon (from to the APCM in 2024) Matthew Gretton-Dann (from 26/04/2022 to the APCM in 2025) Mr Peter Heim (from 23/04/2023 to the APCM in 2026) Mrs Fiona Livingstone (from 22/04/2018 to the APCM in 2024) Mr Ali Smith (from 23/04/2023 until the APCM in 2026) Dr Jeremy Spearman (from 22/04/2018 to the APCM in 2026) Ms Nicole Stephens (from 29/04/2021 to the APCM in 2024)

Advisors and bankers to the PCC

Accountants	Wenn Townsend, 30 St. Giles, Oxford, OX1 3LE
Architect	Mr John Radice, Old Post Office, Berrick Salome, Wallingford, Oxon, OX10 6JN
Bankers	Barclays Bank, Leicester, LE87 2BB Cambridge and Counties Bank, 42 Castle Street, Cambridge, CB3 0AJ Julian Hodge Bank Limited, 29 Windsor Place, Cardiff, CF10 3BZ Market Harborough Building Society, Welland House, Leicestershire, LE16 7PD Shawbrook Bank, The Drive, Brentwood, CM13 3BE United Trust Bank, 80 Haymarket, London, SW1Y 4TE Virgin Money, 129 High Street, Oxford, OX1 4DF
Employment Law Adviser	Miss Pippa Greenslade, contact through St Clement's Parish Office (details above)
Health and Safety Adviser	Mr Geoffrey Roberts, contact through St Clement's Parish Office (details above)
Independent Examiner	Andrew Rodzynski FCA, Wenn Townsend, 30 St. Giles, Oxford, OX1 3LE

Signed on behalf of the PCC

 Churchwarden
..... **Revd. Mark Hay (Chair)** **7 April** **2024**

**Independent Examiner's Report to the
Trustees of The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st December 2023 which are set out on pages 12 to 25.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 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 Act.

Independent examiner's statement

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 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.



**Andrew Rodzynski FCA
Wenn Townsend Chartered Accountants
30 St Giles'
Oxford
OX1 3LE**

.....07/04/2024

**Statement of Financial Activities
for the year ended 31st December 2023**


12

The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford

**Balance Sheet
at 31st December 2023**

	Note	£	2023	£	£	2022	£
Fixed assets							
Tangible fixed assets	5			10,175			-
Current assets							
Debtors	6		7,048			5,700	
Cash at bank and in hand			354,054			229,338	
			<u>361,102</u>			<u>235,038</u>	
Liabilities: amounts falling due within one year	7		<u>(9,720)</u>			<u>(4,076)</u>	
Net current assets				351,382			230,962
Net assets				<u>361,557</u>			<u>230,962</u>
Funds							
Unrestricted - general	8			176,366			169,651
Unrestricted - designated	8			50,000			50,000
Restricted	8			135,191			11,311
				<u>361,557</u>			<u>230,962</u>

Approved by the Parochial Church Council on 7 April 2024 and signed on its behalf by:


.....
Steve Rumford - Chairperson

The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford

**Statement of Cash Flows
for the year ended 31st December 2023**

Reconciliation of increase in funds to net cash flow from operating activities

	Note	2023 £	2022 £
(Deficit)/surplus for the year		130,595	(162,448)
Depreciation		2,544	-
(Increase)/decrease in debtors		(1,348)	880
(Decrease)/increase in creditors		5,644	1,212
Interest received		-	(234)
Fixed asset purchase		(12,719)	
Net cash flow from operating activities		<u>124,716</u>	<u>(160,590)</u>

Cash flow statement

	2023 £	2022 £
Net cash flow from operating activities	124,716	(160,590)

Returns on investments and servicing finance

Interest received	-	234
Net cash flow before management of liquid resources and financing	<u>-</u>	<u>(160,356)</u>
(Decrease)/increase in cash	<u>-</u>	<u>(160,356)</u>

Movement in cash	124,716	(160,356)
Net cash at 1st January 2023	229,338	389,694
Net cash at 31st December 2023	<u>354,054</u>	<u>229,338</u>

The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford

Notes to the Financial Statements for the year ended 31st December 2023

1. Explanatory notes on the Financial Statements:

The accounts for 2023 are presented in a format compatible with the Church Accounting Regulations 2006 and the Charities Act 2011.

The Statement of Financial Activities (SOFA) gives an overall summary of the church finances for the year and the movement on the reserves, which are divided for reporting purposes between Unrestricted and Restricted Funds.

The aim of the SOFA is to summarise the church income and expenditure according to activity. The notes to the accounts divide the summarised figures in a variety of ways, which provide additional breakdown of the income and expenditure.

The balance sheet represents the assets and liabilities of the PCC at the end of December 2023. However, it does not include the church itself or the rectory, as well as some other church assets purchased in past years.

- The general fund comprises the regular income and the regular and predictable expenditure relating to core church activities.
- Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes.
- Restricted funds are detailed in note 8 to the accounts and have been received for specific purposes.

The charity constitutes a public benefit entity as defined in FRS 102.

2. Accounting policies

2a Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with Church Accounting Regulations 2006 together with applicable accounting standards. The financial statements have been prepared in accordance with 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 1A) (effective 1 October 2019).

2b Funds

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

Restricted funds are to be used for specific purposes as specified by the donor.

The accounts 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 or those that are informal gatherings of church members.

The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford

**Notes to the Financial Statements
for the year ended 31st December 2023**

2. Accounting policies (continued)

2c Incoming resources

Voluntary income and capital sources

Collections are recognised when received by or on behalf of the PCC, as is planned giving.

Income tax recoverable on Gift Aid donations is recognised in the year the donation is received.

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

2d Resources used

i) Grants

Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding obligation on the PCC.

ii) Activities directly relating to the work of the Church

The diocesan quota is accounted for when payable on an accruals basis.

iii) Governance costs

These include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity.

2e Fixed assets

Office equipment

Office equipment with an initial cost exceeding £1,000 is capitalised and included within fixed assets. Items below this de minimis threshold are written off as expenditure in the SOFA. Depreciation is provided on office equipment so as to write off the cost or valuation, less any estimated residual value, over the expected useful economic life on a straight line basis at 25% a year.

Consecrated property and movable church furnishings

Consecrated and beneficed property of any kind is excluded from the accounts by section 10(2) of the Charities Act 2011. The value of such fixed assets is not included in the balance sheet. All expenditure incurred in the year on consecrated or beneficed buildings and moveable church furnishings, whether maintenance or improvement, is written off as expenditure in the SOFA and separately disclosed.

2f Current assets and liabilities

Amounts owing to the PCC at 31st December 2023 in respect of fees, rents or other income are shown as debtors less provision for amounts that may prove uncollectable. Liabilities are recognised as resources expended as soon as there is a legal or constructive obligation committing the charity to expenditure; it is probable that a settlement will be required and the amount of the obligation can be measured reliably.

The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford

**Notes to the Financial Statements
for the year ended 31st December 2023**

3. Income

3a Voluntary income - 2023

	Unrestricted funds		Restricted funds	Total funds
	General	Designated		
	£	£	£	£
General giving:				
Regular	114,813	-	1,265	116,078
Church services	1,768	-	-	1,768
Mission Gift Fund	-	-	7,197	7,197
Special collections	789	-	-	789
Other donations - PCC	182	-	3,450	3,632
Flourishing Life	1,570	-	-	1,570
Grants	-	-	-	-
Gift Aid recoverable	13,189	-	2,921	16,110
Dawson Trust - PCC	-	-	125,000	125,000
	<hr/>	<hr/>	<hr/>	<hr/>
	132,311	-	139,833	272,144

Voluntary income - 2022

	Unrestricted funds		Restricted funds	Total funds
	General	Designated		
	£	£	£	£
General giving:				
Regular	78,627	-	540	79,167
Church services	3,642	-	-	3,642
Mission Gift Fund	-	-	5,633	5,633
Other donations - PCC	1,657	-	9,777	11,434
Flourishing Life	9,420	-	-	9,420
Grants	734	-	4,000	4,734
Gift Aid recoverable	16,014	-	3,857	19,871
Dawson Trust - PCC	-	-	115,000	115,000
	<hr/>	<hr/>	<hr/>	<hr/>
	110,094	-	138,807	248,901

The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford

**Notes to the Financial Statements
for the year ended 31st December 2023**

3b Income from church activities – 2023

	Unrestricted funds		Restricted funds	Total funds
	General	Designated		
	£	£	£	£
Fees – PCC	2,219	-	-	2,219
Fees- Toddler Group	250	-	-	250
	<u>2,469</u>	<u>-</u>	<u>-</u>	<u>2,469</u>

Income from church activities – 2022

	Unrestricted funds		Restricted funds	Total funds
	General	Designated		
	£	£	£	£
Fees – PCC	1,664	-	-	1,664
	<u>1,664</u>	<u>-</u>	<u>-</u>	<u>1,664</u>

3c Income from investments - 2023

Interest received	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
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Income from investments - 2022

Interest received	<u>234</u>	<u>-</u>	<u>-</u>	<u>234</u>
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The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford

**Notes to the Financial Statements
for the year ended 31st December 2023**

4. Expenditure

4a Missionary and charitable giving - 2023

	Unrestricted funds		Restricted funds	Total funds 2023
	General	Designated		
	£	£	£	£
A Rocha UK	-	-	-	-
Centre for Muslim Christian Studies	-	-	-	-
Church Mission Society (N & C Drayson)	-	-	-	-
Mahabba	-	-	-	-
Open Doors UK	-	-	-	-
Operation Mobilisation (S & S Davies)	-	-	-	-
Oxford Churches Debt Centre	-	-	-	-
Oxford Pastorate	-	-	-	-
Oxford Winter Night Shelter	-	-	222	222
Round Table	-	-	-	-
Prison Fellowship	-	-	-	-
The Church of England – Christmas donations	67	-	-	67
The Porch Steppin' Stone Centre	-	-	222	222
Viva Doorsteps	-	-	-	-
Wycliffe Bible Translators (J & F Livingstone)	-	-	-	-
Payments of MFG – to pay out to various charities	-	-	8,996	8,996
Total Missionary and charitable giving	67	-	9,440	9,507

Missionary and charitable giving - 2022

	Unrestricted funds		Restricted funds	Total funds 2022
	General	Designated		
	£	£	£	£
A Rocha UK	-	-	300	300
Centre for Muslim Christian Studies	-	-	150	150
Church Mission Society (N & C Drayson)	-	-	1,000	1,000
Mahabba	-	-	150	150
Open Doors UK	-	-	300	300
Operation Mobilisation (S & S Davies)	-	-	1,000	1,000
Oxford Churches Debt Centre	-	-	2,000	2,000
Oxford Pastorate	-	-	300	300
Oxford Winter Night Shelter	-	-	176	176
Round Table	-	-	49	49
Prison Fellowship	-	-	300	300
The Porch Steppin' Stone Centre	-	-	176	176
Viva Doorsteps	-	-	300	300
Wycliffe Bible Translators (J & F Livingstone)	-	-	1,000	1,000
Total Missionary and charitable giving	-	-	7,201	7,201

The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford

**Notes to the Financial Statements
for the year ended 31st December 2023**

4b Activities directly relating to the work of the church – 2023

		Unrestricted funds		Restricted funds	Total funds
		General	Designated	funds	
		£	£	£	£
Wages and salaries	- other	39,373	-	-	39,373
Parish share of diocesan quota		45,453	-	-	45,453
St Clement's Centre	- Toddlers	452	-	-	452
	- other	5,228	-	-	5,228
Gas, electricity and water		347	-	9,811	10,158
Church and churchyard maintenance		6,649	-	(7,085)	(436)
Equipment for church office		-	-	-	-
Insurance and security	- other	6,202	-	1,151	7,353
Church activities		7,958	-	2,984	10,942
Toddler Group	- other costs	-	-	-	-
Flourishing Life		1,570	-	-	1,570
Rector expenses		2,206	-	-	2,206
Sundry expenses		766	-	-	766
Diocesan fees		-	-	-	-
Allocated from support costs (see note 4d)					
	- other	11,354	-	92	11,446
		127,558	-	6,953	134,511
Grants paid (see note 4a)		67	-	9,440	9,507
Church activities		127,625	-	16,393	144,018

Church and Churchyard maintenance is negative due to VAT refunds for Fabric property costs.

Activities directly relating to the work of the church – 2022

		Unrestricted funds		Restricted funds	Total funds
		General	Designated	funds	
		£	£	£	£
Wages and salaries	- other	32,875	-	-	32,875
Parish share of diocesan quota		46,414	-	-	46,414
St Clement's Centre	- Toddlers	250	-	-	250
	- other	-	-	5,500	5,500
Gas, electricity and water		-	-	3,591	3,591
Church and churchyard maintenance		2,942	-	278,097	281,039
Insurance and security	- other	-	-	4,879	4,879
Church activities		10,724	-	398	11,122
Toddler Group	- other costs	-	-	247	247
Flourishing Life		-	-	9,420	9,420
Rector expenses		524	-	-	524
Diocesan fees		194	-	-	194
Allocated from support costs (see note 4d)					
	- other	9,991	-	-	9,991
		103,914	-	302,132	406,046
Grants paid (see note 4a)		-	-	7,201	7,201
Church activities		103,914	-	309,333	413,247

The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford

**Notes to the Financial Statements
for the year ended 31st December 2023**

4c Staff

	2023	2022
	£	£
Salaries	38,430	32,043
Pension costs	943	832
	<u>39,373</u>	<u>32,875</u>

No trustees were employed during the year (2022: nil). No remuneration was paid to trustees during the year (2022: £nil). No expenses were reimbursed to trustees during the year (2022: £nil).

Payments to related parties of the Trustees are outlined in note 10.

No employee received £60,000 or more during the current or preceding year.

The Rector is not included in the total for salaries. This is because the Rector's stipend is met under Church of England arrangements and not by the PCC.

The average number of staff employed during the year was:	2023	2022
Administration	1	1
Youth work	-	-
Children's work	2	1
Cleaning	1	-
	<u>4</u>	<u>2</u>

4d Analysis of support costs - 2023

	Unrestricted Funds		Restricted	Total
	General	Designated	Funds	Funds
	£	£	£	£
General administration	2,765	-	92	2,857
Support on H&S	43	-	-	43
Accountancy fees	6,000	-	-	6,000
Interest	2	-	-	2
Depreciation	2,544	-	-	2,544
	<u>11,354</u>	<u>-</u>	<u>92</u>	<u>11,446</u>

Analysis of support costs - 2022

	Unrestricted Funds		Restricted	Total
	General	Designated	Funds	Funds
	£	£	£	£
General administration	3,991	-	-	3,991
Accountancy fees	6,000	-	-	6,000
	<u>9,991</u>	<u>-</u>	<u>-</u>	<u>9,991</u>

The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford

**Notes to the Financial Statements
for the year ended 31st December 2023**

5. Tangible fixed assets

	Office equipment £	Total £
Cost		
As at 1st January 2023	2,942	2,942
Additions	12,719	12,719
As at 31st December 2023	<u>15,661</u>	<u>15,661</u>
Depreciation		
As at 1st January 2023	2,942	2,942
Charged in the year	2,544	2,544
As at 31st December 2023	<u>5,486</u>	<u>5,486</u>
Net book value		
As at 31st December 2023	<u>10,175</u>	<u>10,175</u>
As at 31st December 2022	<u>-</u>	<u>-</u>

6. Debtors

	2023 £	2022 £
Gift Aid recoverable	6,998	5,465
Other debtors	50	235
	<u>7,048</u>	<u>5,700</u>

7. Liabilities: amounts falling due within one year

	2023 £	2022 £
Trade creditors	229	1,299
Accruals and deferred income	9,136	1,640
Taxation and social security	171	336
Other creditors	185	801
	<u>9,721</u>	<u>4,076</u>

The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford

**Notes to the Financial Statements
for the year ended 31st December 2023**

8. Fund details - 2023

	Balance at 1st January 2023 £	Income £	Expenditure £	Transfers £	Balance at 31st December 2023 £
<i>Unrestricted</i>					
General	169,651	134,780	(127,625)	(440)	176,366
Designated: Dawson cashflow	50,000	-	-	-	50,000
<i>Restricted</i>					
The Children's Fund	2,000	1,847	-	-	3,847
The Children's Society	19	-	-	-	19
Crèche Room	180	-	-	-	180
Dawson Trust	-	125,000	(4,512)	-	120,488
Fireworks Collection	-	-	-	-	-
Homeless Fund	-	100	-	-	100
Mission Gift Fund	-	8,996	(8,996)	-	-
Oxford Winter Night Shelter	-	-	(222)	222	-
Porch Steppin' Stone Centre	4	-	(222)	218	-
Rector's Discretionary Fund	94	-	-	-	94
Roof Grant	-	-	-	-	-
Shared Space	214	-	-	-	214
Sound	2,500	-	-	-	2,500
Student Fund	352	-	-	-	352
Toddler Group	468	-	-	-	468
Welcome/Light	5,480	-	-	-	5,480
Youth Work	-	3,890	(2,441)	-	1,449
	230,962	274,613	(144,018)	-	361,557

Fund details - 2022

	Balance at 1st January 2022 £	Income £	Expenditure £	Transfers £	Balance at 31st December 2022 £
<i>Unrestricted</i>					
General	285,692	111,992	(103,914)	(124,119)	169,651
Designated: Dawson cashflow	50,000	-	-	-	50,000
<i>Restricted</i>					
The Children's Fund	-	2,000	-	-	2,000
The Children's Society	19	-	-	-	19
Crèche Room	180	-	-	-	180
Dawson Trust	48,992	115,000	(279,026)	115,034	-
Fireworks Collection	10	20	(49)	19	-
Mission Gift Fund	148	7,041	(16,220)	9,031	-
Oxford Winter Night Shelter	141	-	(176)	35	-
Porch Steppin' Stone Centre	180	-	(176)	-	4
Rector's Discretionary Fund	94	-	-	-	94
Roof Grant	-	4,000	(4,000)	-	-
Shared Space	214	-	-	-	214
Sound	2,500	-	-	-	2,500
Student Fund	352	-	-	-	352
Toddler Group	715	-	(247)	-	468
Welcome/Light	4,173	10,746	(9,439)	-	5,480
	393,410	250,799	(413,247)	-	230,962

The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford

Notes to the Financial Statements for the year ended 31st December 2023

8. Fund details – (continued)

The designated fund: Dawson cashflow comprises funds set aside at the start of each year to ensure there is enough cash to last until the Dawson Trust grant arrives in late summer. The £50,000 assigned to the fund was determined on the basis of past experience.

The restricted fund: Dawson Trust represents amounts received from the Charity of Thomas Dawson as a 'contribution towards the upkeep and repair of the fabric of the Parish Church of St Clement's, and the maintenance of the services and furniture therein and subject thereto in furtherance of the religious and other charitable work of the Church of England, in the said ecclesiastical parish as the Parochial Church Council think fit'.

The restricted fund: Mission Gift Fund comprised gifts received during the 2023 Lent appeal to help support the mission partners of St Clement's and mission agencies (Open Doors UK, A Rocha UK, Prison Fellowship, Mahabba, Centre for Muslim Christian Studies, Viva Doorsteps and the Oxford Pastorate)

The restricted funds: The Children's Society represents special collections at Christmas for this purpose.

The restricted fund: Porch Steppin' Stone Centre represents special collections at Christmas for this purpose.

The restricted fund: Church Welcome/Light comprises donations and regular giving specifically towards providing a more hospitable welcome to visitors to St Clement's Church.

The restricted fund: Crèche Room comprises a special donation received in 2015 specifically for furniture to make the refurbished Crèche Room a more friendly and useful place for young children. Amounts unspent by the end of 2023 will be used for similar purposes as needs arise.

The restricted fund: Toddler Group comprises surpluses built up over past years from Toddler Group activities and subsidies from the PCC. It is held to ensure the continued viability of the Toddler Group through peaks and troughs of income. It is to be used solely for Toddler Group purposes unless the PCC decides to close the Toddler Group, in which case any remaining money would revert to the general unrestricted fund.

The restricted fund: Rectors' Discretionary Fund exists to enable the Rector to respond in a loving and appropriate way to cases of urgent and extreme hardship where a short term small financial provision will make a significant difference to the well-being of the church member, or someone in our wider community.

The restricted fund: Children's Fund comprises donations to enable the church to employ a Children's worker.

The restricted fund: Shared Spare is a grant received from the Diocese of Oxford to enable this mission-based activity to take place.

The restricted fund: Student Fund is a grant received from the Diocese of Oxford to enable mission inspired work with students by St Clements.

The restricted fund: Sound consists of donations for the for the improvement of the acoustics and sound equipment in the church.

The restricted fund: Roof Alarm comprises donations received to fund a roof alarm for St Clement's church.

The restricted fund: Asylum Welcome comprises donations received to give to the charity Asylum Welcome which helps refugees to the United Kingdom.

The restricted fund: the Oxford Winter Night Shelter represents special collections at Christmas for helping the homeless in Oxford.

The Parochial Church Council of the Ecclesiastical Parish of St Clement's, Oxford

**Notes to the Financial Statements
for the year ended 31st December 2023**

9. Analysis of net assets by fund

2023	General unrestricted funds £	Designated unrestricted funds £	Restricted funds £	Total funds 2023 £
Fixed assets	10,175	-	-	10,175
Current assets	176,367	50,000	125,471	351,838
Current liabilities	-	-	(9,720)	(9,720)
	<u>186,542</u>	<u>50,000</u>	<u>135,191</u>	<u>371,733</u>
2022	General unrestricted funds £	Designated unrestricted funds £	Restricted funds £	Total funds 2022 £
Current assets	175,181	50,000	9,857	235,038
Current liabilities	(4,076)	-	-	(4,076)
	<u>171,105</u>	<u>50,000</u>	<u>9,857</u>	<u>230,962</u>

10. Related party transactions

The Charity of Thomas Dawson (registered charity 203258), The Parochial Charities of St Clement, Oxford (registered charity 202089) and St Clement's Parish Property (registered charity 220051) are deemed related parties of the PCC as they are chaired by the PCC's Rector.

During the year the PCC received a donation of £125,000 (2022: £115,000) from the Charity of Thomas Dawson as a 'contribution towards the upkeep and repair of the fabric of the Parish Church of St Clement's, and the maintenance of the services and furniture therein and subject thereto in furtherance of the religious and other charitable work of the Church of England, in the said ecclesiastical parish as the Parochial Church Council think fit'.

During the year the PCC paid £6,900 (2022: £4,500) to St Clement's Community Property Trust in rent for the charity's office and the use of rooms for various activities

During the year, the Parish Property contributed £7,009 (2022: £7,821) to the PCC towards the salary of the Youth Worker. In addition, the Parish Property provided accommodation for the St Clement's curate, the value of which is not accounted for but is considered to be in the region of £21,000 per annum

During the year, gifts of £Nil (2022: £1,000) were paid to John Livingstone, the spouse of a Trustee as a full mission partner. The same amount was paid to the other mission partners of PCC.

During the year, gifts of £1,570 for the Flourishing Life project and £Nil for general work (2022: £9,420 for the Flourishing Life project and £300 for general work) were paid to The Oxford Pastorate. Dr Bethan Willis is an employee of the Pastorate and also a member of PCC.