THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST WITH CHRIST CHURCH, HOXTON(DIOCESE OF LONDON)

England & Wales · Charity number 1133109

Details

Other names	ST JOHN'S CHURCH HOXTON
Status	Registered
Legal form	Previously excepted
Registered	2009-12-03
Register	View on the Charity Commission register

Contact

Address	85 Pitfield Street Hoxton London N1 6NP
Phone	02077399302
Email	info@stjohnshoxton.org.uk
Website	www.stjohnshoxton.org.uk

Activities

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

Activities: Regular public worship open to all. The provision of space for prayer and contemplation. Pastoral visiting. Teaching Christianity through sermons, courses and small groups Taking of religious assemblies in schools. Promoting the whole mission of the Church by activities for senior citizens, parents and toddlers and other special need groups.Supporting other charities.

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Classification

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

Geography

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

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£417,390	£323,929	-	-
2024-12-31	£361,954	£347,214	-	-
2023-12-31	£331,506	£386,129	-	-
2022-12-31	£385,436	£407,051	-	-
2021-12-31	£511,193	£535,047	£92,937	12
2020-12-31	£379,176	£335,274	-	-

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Trustees

Name	Role	Appointed
Rev GRAHAM HUNTER	Chair	2011-05-25
Arlene Berna Klue		2026-03-29
David Annor		2025-05-04
Ian Paul Nelthorpe		2026-04-19
Maria Winifred Demetriou		2026-03-29
Olivette Thompson		2025-05-04
Olujare Olajide		2024-04-28
Precious Inegbenose		2026-04-27
Raymond Wei Sung Tang		2025-05-04
Rev Bosede Olabisi Victoria Owa		2024-06-29
Sarah Joshi		2024-05-13
Vera Kesewah		2026-03-29

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST W

England & Wales - Charity number 1133109

Accounts











ST JOHN'S HOXTON PCC

Charity Registration number : 1133109

REPORT AND AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

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Introduction & Administrative Information

This Annual Report is made by the Parochial Church Council (PCC) of the Ecclesiastical Parish of St John the Baptist with Christ Church Hoxton (St John's Hoxton). It sets out the governance structure of the church, lists council members and administrative officers, and reports on the activities of the reporting year. It also presents statutory financial statements and notes. We have pleasure in presenting this information to the wider public.

Structure, Governance & Management

The Parochial Church Council (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. Since 9th December 2009 the PCC has been registered with the Charity Commission as "The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist with Christ Church Hoxton (Diocese of London)" and has the charity registration number 1133109. The method of appointment of PCC members is set out in the Church Representation Rules. All regular attendees at St. John's are encouraged to register on the electoral roll and are able to vote and to stand for election to the PCC.

In accordance with the PCC (Powers) Measure 1956, St John's PCC has the responsibility of co-operating with the incumbent, Revd Graham Hunter, in promoting in the ecclesiastical parish the whole mission of the Church - evangelistic, pastoral, social and ecumenical. It undertakes religious activities for the benefit of the general public by making grants to organisations, by providing service, and by providing buildings, facilities and open space. It also has maintenance responsibilities for the church premises of St John's which are registered as a Grade II* listed building.

Related Trust & Companies

The **St John's Hoxton Management Company Ltd** was established in October 2009 as a wholly owned trading subsidiary of the PCC of St John's Hoxton. It was formed to manage the car parking operations of the church. It is registered with Companies' House (07039922). The company directors are appointed by, and report to, the PCC. The company directors throughout 2025 were: Revd Graham Hunter, Mr Larre Olajide and Mr Aaron Rodewald. The PCC has no other related trusts or companies.

Administrative Details

Principal Office
St John's Church, Pitfield St, London, N1 6NP

Bankers
NatWest Plc, Islington Angel Branch, 2/3 Upper St, London, N1 0QF

Insurer
Ecclesiastical Insurance Ltd, Benefact House, 2000 Pioneer Avenue, Gloucester Business Park, Brockworth, Gloucester, GL3 4AW

Quinquennial Inspecting Architect
Alex Sherratt, Matthew Lloyd Architects, 1B, The Hangar, 38 Kingsland Rd, London E2 8DD

Independent Examiner
C J Goodhead FCA, Knight Goodhead Ltd, 7 Bournemouth Rd, Chandler's Ford, Eastleigh, SO53 3DA

Ecclesiastical Information
St John's is in the *Hackney Deanery* in the *Stepney Episcopal Area* of the *Diocese of London*.
Diocesan Code: 05-26

Council Members 2025

Ex Officio Members

Incumbent
Revd Graham Hunter
Curates
Revd Bosede Owa

Churchwardens
Ann-Marie Nye
Stephen Millar

Deanery Synod Representatives
Stephen Millar
Daniel Pratt

Elected Members

(To 4th May)
Fiona Hollow
Sarah Joshi
Anita Masih
Richard Neasham
Jarre Olajide

(From 4th May)
David Annor
Sarah Joshi
Jarre Olajide
Arsalan Tadi
Raymond Tang
Olivette Thompson

Officers / Roles

Electoral Roll
(To 19th May)
VACANT

(From 19th May)
Olivette Thompson

Children's Champion
Sarah Joshi
Secretary
(To 19th May)
Fiona Hollow

(From 19th May)
Jarre Olajide

Treasurer
Daniel Pratt
Lay Vice-Chair
VACANT

The PCC met 5 times during 2025. In September 2021, the PCC approved a new five-year Mission Action Plan to outline the specific objectives towards which we will apply our financial and human resources. More details of the year's activities and results are outlined below in the general report.

Council Members' Report

Vision

'to be a beacon of hope for Hoxton'.

Mission

Worship God | Make Disciples | Share Jesus | Transform Hoxton

Values

Rooted

- We are confidently Christian: focused on prayer and worship, we are attentive to the voice of God in Scripture and work within the inherited structures of the Church of England.
- We are committed to loving and serving Hoxton and being ambassadors of the kingdom of God.
- We are rooted in our relationships to the wider church: within our parish and diocese but also with Christians from other traditions. We will honour their gifts, and humbly seek to work and learn together.

Relational

- We are committed to sharing life together with all its ups and downs – rejoicing together and weeping together.
- We want fun, food and friendship to be hallmarks of our church: welcome and hospitality a fundamental part of our approach to our corporate life.
- We're cautious about making any negative judgements about people – and want to embrace the great diversity and variety of people in our neighbourhood.
- We are determined to pay particular attention to the biblical justice issues of equality, diversity and inclusion. We seek to remain a multi-generational, multi-ethnic, multi-cultural church family in which strangers become friends.

Responsive

- We're responsive to the changing shape of our church and neighbourhood, and we continually adapt our mission and ministry to reflect the context. We're happy to experiment creatively, and we recognise that fruitfulness does not always mean short-term visible outcomes.
- We want to ensure our compassionate ministry addresses real local needs.
- We want our church ministries to express the variety of our members' gifts and vocations – not fit people into a predetermined model.

Risk-Taking

- We trust in a God who is able to do 'immeasurably more' than we can ask or imagine – this has been our experience over the past years.
- We will be attentive to the voice of the Spirit, and willing to step out in faith
- We will not shy away from making changes if we believe that God is calling us into something new.

Diocese of London Report

The Diocese of London is the largest in the Church of England, with over 400 churches serving a diverse population of 4.2m north of the Thames and west of the Lea, with a vision for every Londoner to encounter the love of God in Christ. In 2025, the Church continued to grow, contributing to attendance increases of around 20% since 2022..

The London Diocesan Fund (LDF) serves, supports and resources all parts of the Diocese by funding around 540 paid clergy and providing essential services so every parish benefits from strong pastoral and missional leadership. The Ministry Team supported the formation and development of 540 paid clergy, 204 self supporting clergy, 114 Licensed Lay Ministers, as well as over 100 exploring ordained or lay ministry. Most stipendiary clergy are housed by the LDF. The Housing team completed over 3,000 repairs and planned maintenance tasks, alongside major retrofitting to improve housing quality and energy efficiency, contributing to net zero goals. Parishes received wide-ranging practical support for ministry. The Property and Fundraising team helped secure nearly £16m of external investment towards building renovations, community engagement and mission.

Safeguarding practice was strengthened further, with 95% of parishes now using safeguarding dashboards. INEQE carried out an independent audit of diocesan safeguarding, and their awaited insights will ensure continued improvement to guard against any complacency.

This work was funded through parish contributions via the Common Fund (£24.3m) and LDF generated income (£12.8m) from grants and investments. The LDF has also generated additional funds for mission-focused projects, now totalling £40m across their collective lifespan. Great progress was made in 2025, including:

- Hackney & Islington Programme: 24 parishes supported, four new worshipping communities launched, lay leaders trained, and significant attendance growth.
- Southall & Hounslow Project: strengthening intercultural ministry across 13 parishes with new multilingual congregations adding over 100 new disciples.
- Tower Hamlets Mission Project: 89 young people came to faith and nearly 9,000 residents were engaged through new worshipping communities and outreach.

The Diocese also celebrated Bishop Sarah's appointment as Archbishop of Canterbury, giving thanks for her eight years as Bishop of London, marked by committed support for parish ministry, mission, safeguarding, and the diocesan priorities of becoming younger, safer and more racially just.

Electoral Roll Report

The electoral roll was reviewed and revised during January-April 2026. In 2025 an entirely new Electoral Roll was created from scratch as is required in the Church of England every six years. It included 153 members. After review and revision, the electoral roll included 165 members.

Olivette Thompson, Electoral Roll Officer

Hackney Deanery Synod Report

The Deanery Synod's main functions are:

- to promote in Hackney Deanery the whole mission of the Church, pastoral, evangelistic, social and ecumenical
- to consider matters concerning the Church of England and to make provision for such matters in relation to the Deanery
- to bring together the views of the parishes of the Deanery on common problems, and to discuss and formulate common policies on those problems
- to foster a sense of community and interdependence among those parishes
- to be the point of contact between those parishes and the Diocesan Synod

During 2025 the Hackney Deanery Synod met on three occasions:

11 March
St Olave's, Woodbury Down. The focus was the Diocese's 'Growing Younger' strategy, presented by Josh Booth, Youth Lead for the Hackney and Islington Programme. Josh interviewed five young people from St Olave's who spoke about their experience of church. Most had attended since childhood and described church as a place to serve and learn about God, deepen their faith and belong to a welcoming community.

Josh explained that Growing Younger requires intentional planning, committed leadership and investment in both paid workers and volunteers. The Growing Younger vision includes every parish engaging seriously with youth ministry, building links with secondary schools and supporting Youth Minsters. Discussion highlighted the difficulty of accessing schools, and the need for collaboration between parishes. Synod members also noted the importance of strong work with younger children as a foundation for future growth.

A report from Diocesan Synod followed. Issues included progress towards Net Zero, safeguarding reform and the wider 2030 vision. A motion relating to 'A Charter for Valuing Children & Young People in Churches', which had been proposed by the Hackney Deanery in response to the horrific strip-searching of a child in a Hackney school, had been discussed at Diocesan Synod. To the disappointment of the Hackney Deanery Synod, Diocesan Synod members did not pass the motion promoting the Charter to all churches in the Diocese, but nor did they reject it (they 'moved to next business' without voting, meaning that the motion could be brought again).

21 July
St Mark's, Dalston. The focus was a talk given by Dr Lisa Adjei, Head of Racial Justice Priority for the Diocese of London. Dr Adjei spoke about her journey from biomedical science into Christian charity work. Drawing on experience with Tearfund, Christian Aid and the Sankofa Collective, she reflected on Acts 10:34 and the biblical call to justice. She emphasised truth-telling about history, reform of church structures and creating a culture in which people of all ethnicities can flourish.

The Revd Steve Gayle spoke about racial justice work alongside the Revd Shana Maloney and the Revd Prakash Thankachan. Steve described local racial justice initiatives, including collaboration across churches, attention to diverse musical traditions and the telling and archiving of important Windrush stories. In discussion groups, parishes shared examples of embedding racial justice through multilingual worship, themed services and visible commitments. Dr Adjei outlined diocesan priorities linked to the 2030 vision: participation in leadership, education and training, governance reform and advocacy on wider justice issues. Members were encouraged to reflect in their PCCs on who might be excluded from their churches.

The Synod then discussed consultation on the future of the See of Stepney following the announcement of the Bishop's departure. The Bishop of London had asked for views on episcopal provision in the area. It was explained that consultation at this stage concerned the role of the Bishop rather than the necessary attributes of a particular candidate. In groups, members identified key responsibilities of a bishop, including spiritual leadership, pastoral care, mission oversight, visibility and sensitivity to local challenges. While strengths in current provision were recognised, there were hopes for greater accessibility, stronger advocacy and increased lay involvement. Reports were also received from General Synod and Diocesan Synod, covering safeguarding, clergy wellbeing and financial pressures.

20 November
St Matthias, Stoke Newington. The focus was Lay Ministry. Philip Whitehead, one of the Wardens for Licensed Lay Ministers, spoke about his calling and described Licensed Lay Ministry as centred on scripture, preaching, leading worship and encouraging others in faith. He outlined the discernment and training process and spoke about both the joys and challenges of the role.

Basil Weekes, a Pastoral Assistant, reflected on twelve years of listening, prayer and pastoral visiting, particularly among those facing loneliness. He noted the emotional demands of the ministry and the importance of training and safeguarding.

Aleka Gutzmore, a Pioneer Missioner, described creative, Spirit-led community initiatives, including fundraising for school uniforms, and highlighted how lay leaders can reach people beyond traditional church networks.Small groups discussed how lay ministry is promoted, barriers such as bureaucracy and the need for clearer publicity and accessible pathways. Many emphasised that lay ministry extends beyond formal titles and depends on nurturing the gifts of the whole congregation.
The Synod also received an update on the appointment process for the next Bishops of Stepney and London.

Thank you to all who have attended and contributed to the Hackney Deanery Synod during this last year.

Stephen Millar & Daniel Pratt, Deanery Synod Representatives

Church Family Voice

During March 2026 we invited members of our church to respond to two simple questions looking back on 2025. We used flip-charts and post-it notes during a Sunday service, and also circulated a simple google form to get responses. The voices of the people at SJH are recorded below:

1. What was your SJH church family highlight of 2025?

- the summer fair
- All of the guys are kind and supportive and give me positive vibes
- Seeing young people so engaged and lives committed to christ
- The women's event organised by Doreen & Pauline.
- Wonderful support prayers through my time of healing bless you all.
- friday youth night
- During Focus I was going through a tough time and so many of my church family supported me and cheered me up.
- April Baptisms
- Focus is definitely a highlight. I would also mention the men's football including the London churches tournament.
- Youth Ministry, preaching, baptism,

- youth social summer
- The summer fair. It was fun on the bouncy castle and all the games and food. Our friends from school could also come even if they did not go to this church.
- Being baptised at SJH.

2. Where did you see God at work in the life of our church in 2025?

- I saw God at work through the care people showed each other, the prayers, and how the church helped those who were struggling
- Pauline & Stephen's connect group continued to thrive. People came to church through the football.
- My spirit was overwhelmed in the service which mentioned a lot to my healing and being cured.
- In the youth! It's such a joy to spend time with them and see them grow
- The Songs Because these songs all include God and that brings us joy!
- In the provision of a young adults connect group and the encouragement it has been for all involved.
- Carols by Candlelight service
- God got me a job where still remain the connection between my work and my church family
- every time i hang around my church family mainly and when i go to church
- We loved the fun at four service. It really made us want to come back. Also when the balloons and confetti came down during the service. It was very unexpected.

Here are a selection of quotes from the google form responses:

- *"Thank you to everyone for making the church feel like home. I'm grateful for all the love and support."*
- *"Massive thank you to all, I feel very comfortable with the st johns family, I have at last found myself."*
- *"I so appreciate the church staff and leaders for all they do!"*
- *"The joy of Christian fellowship at SJH is very rich."*
- *"We love the children's groups and when there are children's activities in the service."*
- *"I'm forever grateful to be part of this amazing church and the family community that brings us all together by attending this church."*

For those who like to get a picture of the year, we created a slideshow of photos from the year for our harvest shared lunch in October, and you can get a flavour of church life by scanning the QR code below.

Vicar's Introduction

> *"Now is the winter of our discontent made glorious summer…" (Shakespeare, Richard III)*
>
> *"See! The winter is past; the rains are over and gone. Flowers appear on the earth; the season of singing has come," (Song of Songs 2:11-12)*

2025 ended better than it began! As the following pages of the report will show, and the financial statements will demonstrate, 2025 was a year when our financial resources improved dramatically. This in and of itself is naturally not the most important measure of the mission of a church - but it remains the case that there our financial resources have an impact on our capacity to fulfil the mission we believe God has entrusted to us.

Without wishing to rehearse too much from previous years' reports, it's worth us remembering that in 2023 we had to tackle some major financial challenges in the form of a VAT liability to HMRC from our car parking business. 2024 saw some significant changes in ministry and operational staffing - and navigating any significant changes to a team are not without challenges.

Last year I wrote of 2024 that it seemed as though we had experienced a season of winter. At the start of 2025 I was sensing some small signs of spring - with some new growth in mission and ministry outcomes, but also in our resources. By the end of 2025 it was evident that things had changed fairly dramatically.

Perhaps the best way to demonstrate this is with a little '2025 Wrapped' summary as shared in our January 2026 noticesheet:

- 2025 was an amazing year. Here's just a snapshot:
  - ***30*** people baptised
  - ***153*** people registered for our new electoral roll
  - ***70*** people attended Focus in the summer
  - ***c150*** people joined the Sunday Football WhatsApp community with around ***40+*** playing each week
  - Over ***200*** hours of kids and youth group activities were offered
  - At least ***350*** hours of prayer and worship was offered to God in services, morning prayer and Connect Groups – that's almost ***one hour every day***!

Beyond the wonderful signs of growth in congregational life, careful management of our financial resources, as well as an improvement in car parking income in the second half of 2025 resulted in the church showing a £9k 'profit' for the financial year. Of course, it's not really profit for the sake of financial gain, but these funds have allowed us to recharge our PCC Reserves in accordance with a newly adopted Reserves Policy, as well as giving us a healthy bank balance as we start out in 2026.

One of the principal reasons for the financial gains was the decision to leave some roles on the staff team vacant throughout the year. This does make significant financial savings on payroll, but it comes at a cost. Several staff have been covering more than one role throughout 2025, and we should acknowledge the hard work of the staff team in keeping our provision consistent despite being understaffed. We have begun recruitment in early 2026, and hope to be fully staffed very soon.

At the very end of 2025 I had a few weeks off due to work-related stress. I have reflected deeply on this through the year, and engaged in some feedback processes to help us all think about how we work as a church - and in particular as a ministry team. Christian leadership is hard, and church ministry is always challenging - whatever the setting. St Paul describes it this way:

> *8 We are hard pressed on every side, but not crushed; perplexed, but not in despair; 9 persecuted, but not abandoned; struck down, but not destroyed. (2 Corinthians 4:8-9)*

We are engaged in a battle not against flesh and blood, but against principalities and powers. It is clear to me that the powers of the evil one would seek to destroy, damage and undermine the efforts we make for the mission of God's kingdom through this local church. Sometimes the challenge we face is not external to us, but is seen in the breakdown of relationships, the erosion of trust in one another, and in the emergence of factions in the church. In 2026 we must make every endeavour to guard ourselves from these things - our effectiveness in mission will be commensurate with our unity and commitment to one another.

On a brighter note to end this section, I feel particularly grateful for two other things as we reach the end of 2025 and begin 2026. First, after a frustrating few years of inactivity, our building conservation project plans received a boost in December 2025 when the Diocese agreed to fund a consultant to apply for a grant from the Heritage Fund on our behalf. The initial application process will occupy the first few months of 2026, and if successful, we will then spend the next 8-12 months reviewing all our conservation and development needs and preparing to submit an application for major redevelopment works. Every few generations, it falls to those at the tiller to undertake major building conservation works - and it's nor our turn. God willing, we will be engaged in major works over the next few years - but all with the aim of passing on to future generations a church building fit for mission to Hoxton for another 200 years!

Secondly, by God's grace, I am now doing all the annual services and events at St John's Hoxton for the 16th time! When I arrived to serve as Vicar here in 2010, the 200th anniversary of the church in 2026 seemed a long way off. All of a sudden, it's just around the corner! June will see the 200th anniversary of the opening of St John's church for worship and mission in the Hoxton neighbourhood. The community - and the built environment - has changed beyond recognition over the past two centuries. But the purpose of God remains the same: "that God was reconciling the world to himself in Christ, not counting people's sins against them. And he has committed to us the message of reconciliation." (2 Corinthians 5:19)

It's my great privilege to be able to lead our celebrations of our 200th birthday with great gratitude for all that has been, and even greater anticipation for all that will be in the next 200 years as we seek to be 'a beacon of hope for Hoxton'.

Revd Graham Hunter, Vicar

Worship God

Sunday services continued weekly at 10.30am throughout 2025. The 4pm service was reintroduced as a monthly service with a focus on prayer and worship. It followed a three-monthly pattern focusing on thanksgiving prayer, prayer for healing and prayer for the global church. Attendance in the mornings tends to be around 100 adults, youth and children each week. The monthly afternoon service has around 10-15 attendees. In the autumn, our Curate Bosede Owa launched a new Wednesday lunchtime eucharist, which has around 10 people attending each week.

Special services were held to mark Ash Wednesday, Maundy Thursday, Good Friday and Ascension Day. During Advent the Blue Christmas service was reintroduced in addition to the usual Carols by Candlelight service and special services for Christmas Eve and Christmas Day. Although we offered a bereavement service as usual, we did not provide a Wave of Light service this year as part of baby loss awareness week. Instead, we promoted the Wave of Light service at another local church.

The monthly youth worship night - Friday Youth Night - continued throughout the year, and as well as attracting a good number of young people for worship, teaching and prayer, it has also provided a great training ground for emerging worship leaders and musicians. Several of our young musicians have begun to serve on the Sunday morning worship team.

The preaching series continued to be guided by the lectionary and also to explore bible texts or themes in more detail. Sermons looked at various bible books and topics. We explored the biblical books of Titus and Malachi in depth, as well as the Isaiah Servant Songs during Lent. We explored Christian basics through the spring and summer - along with our usual Summer Psalms programme in August. We explore the 'One Another' saying of the New Testament in September, and then a series exploring 'Full-Fat Faith' through the autumn.

All-age worship services continued to use the iSingPop resource 'The Pop Box' - but this year looking at Old Testament heroes of the faith. As well as sermons from our Clergy, we also made space for our Licensed Lay Ministers Daniel Pratt and Sara Hunter to preach. Various members of the wider congregation were involved in preaching in our annual Summer Psalms series during August.

Music & Worship

We continued to carry a vacancy on our staff team for a Music & Worship Minister throughout 2025 - and this did make provision of music for our worship services challenging. Our Vicar covered the role and responsibilities, but with obvious limitations in what could be provided. However, we did see various volunteer worship leaders developing, notably Caleb Hunter, who at the age of just 17 going on 18, began to lead worship regularly on a Sunday morning. We also welcomed and appreciated the contributions of Ann-Marie Nye, Joanna Casson and Sara Hunter as regular leaders of our worship music in services. As mentioned above, a number of teenagers from our youth ministry have become very involved and committed in the Sunday worship ministry - both as musicians and singers but also serving on the production team. We're very grateful to them all.

One particularly special project for our worship musicians and wider church was the Boundless recording project in February. This was a series of new worship songs for congregation designed to connect Christians with the wider world of work beyond Sundays. (Some of these songs had been

co-written by our Vicar.) It was wonderful to have a film crew and some amazing musicians at St John's to perform and record the songs with a live congregation - largely populated by our church family. It was great to see the music videos and hear the recordings just a few months later, and to know we have played our part in a project that would bless the wider church.

Make Disciples

We recognise that the responsibility for growing in discipleship rests with every individual follower of Jesus, but that the church can provide programmes and activities to assist every person in that task. For adults, we principally see discipleship as occurring through involvement in ministry teams, connect groups and special events. During the course of the year, nine different Connect Groups for adults were run. These were offered in person, online, midweek and at weekends. A new Connect Group specifically directed towards young adults was launched in the autumn. Engagement and attendance is hard to measure, but in peak moments of each academic, with 2-3 Connect Groups running, we saw around 40-50 adults involved each week. This represents around 70-80 adults engaged at some stage in the year.

Some people grow in active service through serving on ministry teams - and around 50 adults were regularly involved in serving in ministry teams through the year. Others volunteered to serve on an occasional basis. As usual, we took around 70 members of our church family to Focus in July, where they joined with around 8,000 other Christians from across the HTB Network. This year, we were responsible for running the Chapel venue - and members of our team led prayer times, Psalms & Stretches and communion services there. As well as enjoying the worship, teaching, prayer and fellowship across the five days, a number of people returned from Focus encouraged to get involved in serving in various ministries in the church.

Baptisms

We were able to offer three baptism services in 2025, including two services with baptisms by full immersion in a pool in the church gardens. In total, 30 people were baptised across the three services, of whom the majority were adults and teenagers. One long standing member of the church renewed her baptism vows as a way of marking her growth and commitment in faith. Several of those baptised were Iranian refugees and asylum seekers who had either come to faith in Jesus in a house church in Iran before leaving the country, or who had encountered the truth and love of Jesus through the local church in this country. We offer Alpha every term in both Farsi and English - so as to help Iranians learn more about Jesus and the Christian faith. Baptism preparation classes were offered for all candidates, and our Curate , Revd Bosede Owa, led classes and baptised candidates for the first time in November.

Kids & Youth Ministry

SJH Kids & Youth provision continued throughout 2025. Discipleship groups met during the Sunday morning service, and in September, the kids provision was restructured. Diddy Disciples - a group for pre-schoolers with parents and carers - came to an end in the summer. Two new groups: 'Joy Squad' and 'Brave Believers' were launched to provide for all children from nursery to school year 6.

The revitalised creche area enables parents with pre-schoolers to watch and follow the service on a big screen, while little ones or fed or play. SJH Youth on Sundays continued in strength - with around 20 secondary school age youth attending every week. The group hasn't had a dedicated space, and have met for several years in the Vicarage. In September it was decided that they could meet downstairs in the crypt, as the numbers in SJH Kids were low and the space was available.

Kids ministry developed in March as an after school bible club was launched for children in years 3-6. Every week during school term-time, around 8 children gather for refreshments, bible stories, games and activities. A holiday club was offered during the Easter holidays, as well as our annual Easter egg hunt! Each term a family movie night is offered, and we usually have over 100 children and parents attending. Our annual pancake party is another social occasion to which children and families in our community are always invited. In 2025 around 80 people attended, and around 250 pancakes were cooked and consumed!

Youth ministry continued to develop as part of the Hoxton Youth Minster. Part-funded by the Diocese of London, this project is designed to help us reach a greater number of young people in the Hoxton neighbourhood, as well as to deepen youth discipleship and support other churches collaboratively. We offered the monthly Friday Youth Night worship service for secondary school age kids - from our own church and neighbouring parishes. This provided a context for the development of youth worship teams and enabling young leaders to take responsibility for hosting and leading the event.

The Hoxton Eagles football project continued weekly during term-time - and at peak was attracting around 20-25 young people from school years 6-9 to play football. We also arranged youth football tournaments with other local churches, and some of these young people were taken to the annual Ambassadors football tournament. We offered termly youth socials, as well as a weekly Hangout space on Sundays. The Ministry Work Experience scheme was offered twice in the year for youth aged 16-18 in school years 12 & 13 to gain 12 weeks of paid work experience in the church. Our efforts in collaborating with other churches for youth work were frustrating, largely due to lack of team capacity on both our part and that of the churches we approached.

Share Jesus

We continued to run the Alpha Course throughout the year, offering it twice - once in spring, and once in autumn. In November, the autumn course participants were invited to join with around 40 other course members for a 'Holy Spirit Day' hosted at St Luke's Kentish Town. This was powerful for all who attended. Across the year, over 30 people completed the Alpha course.

We continue to include moments of evangelism - speaking the good news of Jesus and the kingdom of God at all the public events we hold. For example, at our December Beer & Carols event, with around 250 people present we shared a verse from Psalm 30:5 'joy comes in the morning' to speak about the hope we have with the birth of Jesus.

We continued to work in close partnership with St John the Baptist Primary School - our associated church primary school. Doreen Tang continued in her role as School Chaplain to the primary school. As well as the usual round of weekly collective worship assemblies and monthly church services, the 'Playground Prayers' sessions continued, and Doreen has worked hard on building supportive relationships with staff and pupils.

Sunday Football

The Sunday evening football project continued to grow through the year. The WhatsApp community has around 150 members, and the 'Chaplain' Daniel Pratt offers a weekly bible reflection for the group. At the football sessions themselves, around 40 players met weekly. Friendships have been developed over the year, and several of the young men have come to the church.

Fortnightly prayer for the project takes place, and an event is planned for early 2026 to invite many of the men to church as a 'next step'. This event - a 'Ballon D'Or' awards ceremony will include a sit-down dinner and we're inviting the guys to dress smartly. We're excited to see how it can provide a deeper connection to the life of faith for some of the men.

Transform Hoxton

'Seek the peace [prosperity / welfare] of the city where the Lord has placed you: in its peace is your peace.' (Jeremiah 29:7)

Over the past few years, Community Organising with Citizens UK has been central in our approach towards social transformation. During 2025 we have had limited leadership capacity to engage with community organising work. However, we did some listening work at our APCM in 2025, and that helped us identify an issue with the provision of lift repairs in some of the local blocks of flats. We began to work on a campaign to gain better maintenance provision. This work is ongoing.

In March, we were able to employ our Curate, Revd Bosede Owa, to work part-time as a Community Chaplain thanks to a grant from the Benefact Trust. Her work has two dimensions - gathered and scattered: gathering people at church for support activities such as our Warm Welcome project (running for the six months of autumn and winter each year), or for the Sanctuary Mental Health course; additionally, she provides chaplaincy in the form of pastoral care to people in their homes or hospitals.

Bosede has also arranged special lunches or Saturday gatherings for elderly members of our community or refugees and asylum seekers. In the autumn we hosted a 'Death Cafe' session in partnership with our local funeral director so as to help people in the Warm Welcome space consider what they should prepare before their death.

We were able to provide some other special events for the local community. In June we held a summer fair again - which is a way of creating a celebratory space in our community. Around 300-400 people attended the event, and we look forward to throwing a street party to celebrate our 200th anniversary in 2026. In December we held a Festive Family Fun day for the local community, complete with crafts, games and activities for children of all ages.

We continue to distribute financial support in the form of supermarket gift cards and energy donations to those in need.

Leadership & Administration

2025 was a stable year in terms of the staff and volunteer ministry team. In March 2025, Renatha Hoga's role evolved from Church Administrator to Operations Manager. We did not recruit a replacement administrator however. Consequently, we had vacancies for administration, worship and kids and youth. Managing the workload in these areas did place an additional burden on existing staff - but also provided significant payroll savings.

In June, Revd Bosede Owa continued her vocational development as she was ordained as a priest in the Church of England. This meant that she was now allowed to celebrate Holy Communion. She has adjusted to this new ministry with joy, confidence and ease. In September, Raha Samar joined our ministry team as a Kids & Youth Ministry Apprentice. She is employed by the Diocese of London, but on placement with us at St John's. The apprenticeship combines formal study and training with practical experience gained on placement. The scheme lasts for three years. We also benefited from Oasis Yankana joining our team as a Kids' Ministry Assistant from March to July. In September, she began a training programme at St Mellitus College to focus on youth ministry. We had anticipated that she would undertake her training placement with us, but by December we had resolved that there was a more suitable placement for her in another local church.

The operations team was stable, with Chris Cummings and Mohsen Amjadi working as premises assistants throughout the year. Mohsen tendered his resignation in November, having secured full-time employment. He worked until the end of December though, and has been replaced in his role from the start of 2026 by Farzam Derakhshani.

We engaged Aaron Rodewald of Rodycloud Consulting to undertake some staff training in finance for us, and also to undertake a pension audit of the past five years. This resulted in us discovering that we had underpaid pension contributions for two members of staff. A correction was made and payment transferred to our pension provider. We're grateful to Aaron for his support, and intend to engage him further in 2026 for financial management services.

The PCC reverted to its former pattern of meeting 5 times per year - having acknowledged that more frequent meetings resulted in poorer attendance and more work for the Vicar. The PCC Standing Committee continued to meet in between full meetings to determine the agenda and discuss other issues needing deliberation and decision. Sadly there was a breakdown in the working relationship between the Vicar and Churchwardens in the second half of the year, and despite efforts at mediation supported by the Diocese, this was not remedied.

This is included for note in this report simply because it demonstrates the unique complexity of leadership and governance in a local parish church, where those involved as 'trustees' are also 'users' and 'members' of the organisation. It also shows the challenging situation for all Vicar in which they're both 'chair' and 'chief executive' in the organisational structure. Needless to say, there has been some pain and loss of relationship in all this, but no doubt all involved will have grown in wisdom as they reflect on the situation. We follow a God of redemption and healing, so we're confident that these challenges will result in God's greater glory.

Safeguarding Report

1. Introduction

St John's Hoxton remains fully committed to the safeguarding, care, and protection of children, young people, and vulnerable adults within our church community. Safeguarding is integral to our

mission and ministry, and we strive to create an environment where everyone feels safe, valued, and respected.

The PCC annually reviews and adopts the House of Bishops' safeguarding policy statement and pays due regard to:

- *Promoting a Safer Church* (2017)
- *Protecting All God's Children* (4th Edition, 2010)
- The Diocesan Safeguarding Policy: *Promoting a Safer Diocese* (2018)

The Safeguarding Policy is published on our website and reviewed at the first PCC meeting following the APCM. The PCC receives safeguarding updates at each bi-monthly PCC meeting to ensure ongoing oversight and accountability.

This report provides an overview of safeguarding activities, report on progress, compliance, training, and future priorities for the year.

2. Key Safeguarding Developments This Year

During the past year, the following safeguarding measures were implemented:

- Ongoing safeguarding training completed by staff and volunteers (individually and in groups).
- Annual policy review completed in May 2025 in line with diocesan requirements.
- Continued safeguarding awareness through:
    - Visible posters across church premises
    - Website updates
    - Safeguarding Sunday sermons
- Appointment and support of the Church Safeguarding Officer (CSO), Doreen Tang, ensuring clarity of role and reporting structures.
- Continued strengthening of reporting pathways to ensure concerns are escalated appropriately and without delay.

Safeguarding remains embedded within ministry planning, event risk assessments, and volunteer onboarding processes.

3. Safeguarding Cases and Concerns

(Confidential details are not disclosed to protect privacy.)

- Total safeguarding concerns recorded in 2025: **14**

Actions taken included:

- Consultation with the Diocese Safeguarding Team (DST) where appropriate.
- Joint management of cases between the Vicar and Safeguarding Officer.
- Internal risk assessments and documented action plans.
- Ongoing pastoral support for individuals and families involved.

Observed trends indicate that a number of concerns relate to individuals experiencing mental and emotional health challenges, including members of the asylum-seeking community. In such cases, safeguarding responses have included pastoral care, appropriate signposting, and liaison with diocesan guidance.

All concerns were recorded, reviewed, and managed in accordance with diocesan safeguarding procedures.

4. Safer Recruitment and DBS Compliance

- DBS checks completed in 2025: **19**
- 80% of PCC members hold valid DBS certification.
- Safer recruitment processes have been reviewed to ensure compliance with diocesan requirements.
- Continued progress is being made to ensure all volunteers working with children and vulnerable adults have up-to-date safeguarding training and DBS clearance where required.

Volunteer onboarding now includes:

- Role descriptions
- Safeguarding policy acknowledgment

5. Training and Development

- Safeguarding training sessions completed (individually): **12**
- Current percentage of staff and volunteers with up-to-date training: **75%**

Focus areas for the coming year:

- Increasing training compliance toward 100%.
- Ensuring Welcome Team members complete Basic Awareness Safeguarding Training.
- Monitoring training renewal cycles to prevent lapses.
- Encouraging role-appropriate safeguarding training (Basic, Foundation, Domestic Abuse, and Leadership levels as required).

Safeguarding culture is reinforced through leadership modelling and regular communication.

6. Partnership with Diocese and Governance Oversight

We continue to maintain strong working relationships with the Diocese Safeguarding Team (DST), including:

- Access to PSO (Parish Safeguarding Officer) drop-in sessions.
- Consultation on complex cases.
- Regular PCC safeguarding reporting.

The Parish Safeguarding Dashboard is monitored regularly and remains at a high compliance level (currently 100% in 2025 reporting progress).

This reflects significant administrative diligence and accountability.

7. Future Priorities (2025–2026)

- Increase safeguarding training compliance toward full coverage.
- Strengthen documentation and digital record-keeping.
- Continue improving safeguarding awareness across all ministries, including community outreach projects.
- Maintain clear reporting culture, "Safeguarding is everyone's responsibility."
- Ongoing review of safeguarding risk assessments for children, youth, football outreach, and community activities.

8. Conclusion

Over the past year, St John's Hoxton has continued to strengthen its safeguarding framework through training, compliance, governance oversight, and partnership with the Diocese.

While safeguarding challenges remain, particularly in supporting individuals with complex needs, our approach remains proactive, transparent, and rooted in care.

We remain steadfast in our commitment to ensuring that St John's Hoxton is a safe church for all. For any safeguarding concerns or inquiries, please contact me.

Doreen Tang, Church Safeguarding Officer

PCC Treasurer Report

I am pleased to report that the financial year ended 31 December 2025 has been an exceptionally strong year for St John's Hoxton. The PCC recorded a surplus of £93,700, a substantial increase from the £7,500 surplus in 2024. This represents an improvement of over 1,100% year-on-year and marks one of the most financially stable positions the church has been in for several years.

Income Overview

Total income for 2025 was £410,590 (2024: £361,954), representing a 22% increase year on year. A breakdown of the main income streams is set out below:

- **Planned Congregational Giving (including Gift Aid) 2025**: £100,900 (2024: £101,722).
    - The number of givers increased to 950 (2024: 918), demonstrating continued growth in participation and generosity, though slightly below projection.
- **Premises Hire (Regular and Ad Hoc)** 2025: £94,600 (2024: £104,393).
    - Premises hire continues to be a key and stable income stream for the church, though slightly below last year's
- **Management Company Dividends 2025**: £98,000 (2024: £48,500).
    - Dividend income reflects the trading performance of the management company and remains an important contributor to unrestricted funds.
- **Regular Grant Income** 2025: £55,000 (2024: £24,124)
    - In the 2nd half of 2024, we secured a six-year funding partnership with the Diocese of London to develop and deliver the Hoxton Youth Minister initiative, strengthening medium-term income viability.
- **Restricted Fund Donations** 2025 £20,000 (2024: £21,112)
    - Restricted giving continues to support specific ministry initiatives, including the Benevolent and Holiday Bursary Fund.
- **Worship Services Collections** 2025: £2,900, (2024: £5,293).
    - This reflects ongoing congregational generosity during services, considering the cost of living crisis.

Expense Overview

Total expenditure for 2025 was £316,934 (2024: £347,214), a decrease of 3.7% year on year despite inflationary pressures. A breakdown of the main expenditure categories is set out below:

- **Payroll (Clergy and Staff Costs) 2025**: £115,400 (Budget £154,000) .
    - Significant savings were achieved during 2025 due to staff restructuring. Staff vacancies were not filled and some staff covered multiple roles, contributing materially to the overall surplus.
- **Maintenance, Repairs and Management 2025**: £11,200 (2024: £22,800)
    - Expenditure reflects ongoing stewardship of the church building and operational management.
- **Common Fund Contribution:** £78,000
    - Contributions to the Diocese of London cover not just our direct costs of ministry but also contribute to the wider Diocesan costs including subsidy of poorer churches.

Financial Position at 31 December 2025

The balance sheet reflects a much strengthened position:

- Total Assets: £142,432
- Total Liabilities: £24,789
- Total Equity: £117,643

Cash reserves are particularly healthy:

- Overall Cash Balance: £110,565
- General Fund: £58,929
- Reserves: £37,068
- Restricted Fund (#LoveHoxton): £9,187

One of the most encouraging developments is the growth in General Funds, which increased from £3,903 in 2024 to over £70,000 in 2025. This represents a transformational strengthening of unrestricted reserves and significantly improves our financial resilience.

Looking Ahead

The strong surplus in 2025, growth in giver numbers, restored Common Fund commitment, and the long-term Diocese partnership position St John's Hoxton on a firm financial footing. While we celebrate this year's performance, we remain mindful that prudent stewardship, diversified income streams, and disciplined cost management will continue to be essential. Building and protecting reserves will remain a priority to ensure sustainability in future years.

Conclusion

The 2025 financial year represents a year of consolidation, growth, and renewed confidence. Through careful management, increased participation, and strategic partnerships, we have moved into a position of strength.

I would like to thank the PCC, clergy, staff team, volunteers, and congregation for their commitment, generosity, and faithful stewardship. Together, we are ensuring that St John's Hoxton is financially equipped to fulfil its mission in the years ahead.

Daniel Pratt, PCC Treasurer

Building & Premises

The building and premises were well maintained throughout 2025 by our Operations Manager Renatha Hoga along with our Premises team Chris Cummings and Mohsen Amjadi. External contractors continued to provide regular inspections and maintenance for the fire alarm, intruder alarm, roof drainage systems and crypt pumps.

Gardening maintenance was largely managed in-house, but an external gardener came to do some shrub management. Despite our best efforts, we did experience a couple of occasions of flooding in 2025 - both in the crypt with water coming down the south ramp, but also with rainwater ingress down the walls of the gallery. Towards the end of the year, our fire and intruder alarm contractor ceased trading, and we're appointing a new contractor in 2026.

We continued to rent the space in our gardens and premises to a range of external users. We were pleased to welcome two new food businesses to our gardens. The car parking business performed better than expected throughout the year, and yielded significant dividends for the church. After many years of occupancy, the Osteopathic Centre for Children moved out from our crypt in August. This has left some more space available for rental use, but we have not yet found any other users to take it. It also means we have a drop in regular premises income which will be addressed in 2026.

Our heating system, refurbished and with new controls installed in 2023-24, is running efficiently, and we were able to manage our energy costs better than previous years. We settled an energy debt to our supplier Octopus Energy in February, with them willing to write-off 50% of the debt enabling us to settle.

#LoveHoxton

Several meetings were held during the year to try and make progress on our redevelopment project. In December, to our great delight, we were offered some financial support from the Diocese enabling us to appoint a new consultant to bid to the Heritage Fund on our behalf. This work will begin promptly at the start of 2026, and we hope to bid for a significant grant in early 2026 to enable us to undertake a thorough project review during the course of the year. This with the intention of bidding for a major capital grant to undertake the significant conservation and redevelopment worlds needed during 2027-28.

Concluding Remarks

An amazing array of people have contributed to the worship, mission and ministry of the church over the past year – too many to list by name. However, we'd like to pay tribute in particular to our staff team who continue to work tirelessly through the week to support the life of our church.

Mohsen Amjadi - B&P Assistant
Chris Cummings - B&P Assistant
Lorraine Flack - Commissioned Pastoral Assistant
Renatha Hoga - Administrator & Operations Manager
Sara Hunter - Licensed Lay Minister
Cyrus Joshi - Youth Ministry Assistant
Bosede Owa - Curate
Daniel Pratt - Licensed Lay Minister
Raha Samar - Kids & Youth Ministry Apprentice
Doreen Tang - Head of Kids & Youth
Oasis Yankana - Kids' Ministry Assistant

Financial Review

Risk Policy

The PCC has examined the principal areas of the church's operations and considered what major risks may arise in each of these areas. In the opinion of the PCC the church has established resources and review systems which, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day to day operations.

We intend to create a Risk Register during 2026 to enable the PCC to more carefully monitor and mitigate risks to our operations.

Reserves Policy

In September 2025 the PCC adopted a new approach to determining the level of free reserves that should be held. These free reserves are the unrestricted funds not committed or invested in tangible fixed assets and fixed asset investments. After a discussion about possible financial scenarios in the event of catastrophic loss we resolved to hold free reserves to the value of 40% of the average quarterly expenditure as measured across the three previous quarters.

This calculation determined a free reserves figure of £30,940 to be held separate from other general funds. The PCC was in a position to attain this target and had set these funds aside at the end of 2025. The free reserves target will be reviewed and revised in October each year, based on the average quarterly expenditure in that financial year to date.

Pensions Policy

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

CWPF has two sections:

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

Pension Builder Scheme

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

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

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member.

Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

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

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pension costs charged to the SoFA in the year are the contributions payable (2025: £2,353, 2024: £1,565).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2022.

For the Pension Builder Classic section, the valuation revealed a surplus of £34.8m on the ongoing assumptions used. At the most recent annual review effective 1 January 2026, the Board chose to grant a discretionary bonus of 10% to both pensions not yet in payment and pensions in payment in respect of service prior to April 1997; and a bonus on pensions in payment in respect of post April 1997 service so that the pension increase was also 10% (where usually it would be calculated based on inflation up to an annual cap of 5% for pensions in payment in respect of service prior to April 2006 and 2.5% for pensions in payment in respect of service post April 2006). This followed improvements in the funding position over 2025. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £8.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The Church of England Pensions Board has agreed that some employers could use assets in the DBS of the CWPF in lieu of contributions to Pension Builder Classic and/or Pension Builder 2014. You will see this information on your DBS statement which will be sent separately.

The next valuation is being carried out as at 31 December 2025. This valuation has not yet been communicated to the PCC.

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

Statement of PCC Members Responsibilities

The PCC Members are required to ensure financial statements are prepared for each financial year which give a true and fair view of the state of affairs of the PCC and of the surplus or deficit of the PCC for that period. In preparing those financial statements, the PCC Members are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the PCC will continue in operation

The PCC Members are responsible for ensuring proper accounting records are kept which disclose with reasonable accuracy at any time the financial position of the PCC and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities Statement of Recommended Practice (FRS102) 2019 and the Church Accounting Regulations 2006. In addition, they are responsible for safeguarding the assets of the PCC and hence for taking reasonable steps to prevent and detect fraud and other irregularities.

For and on behalf of the PCC



16th March 2026

Revd Graham Hunter
Vicar & Chair of Trustees

Independent Examiners Report

To The Trustees On The Unaudited Accounts Of The Parish Of St John's Hoxton

I report to the trustees, being the members of the Parochial Church Council ("PCC"), on my examination of the accounts of St John's Hoxton for the year ended 31st December 2025.

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

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

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.



26/03/26

C J Goodhead FCA
Knight Goodhead Limited
Reporting Accountants
7 Bournemouth Road
Chandler's Ford
Eastleigh, SO53 3DA

ST JOHN'S HOXTON

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
INCOME					
Donations and legacies		102,685	25,823	128,508	130,314
Charitable activities		82,584	-	82,584	92,393
Trading activities		3,790	3,000	6,790	5,053
Grants		3,350	62,208	65,558	29,124
Investments		388	102	490	327
Other income		3,924	594	4,518	8,088
Management company		128,942	-	128,942	96,655
Total income	3	325,663	91,727	417,390	361,954
EXPENDITURE					
Charitable activities	4	218,895	96,169	315,064	328,869
Management company		8,865	-	8,865	18,345
Total expenditure		227,760	96,169	323,929	347,214
NET (EXPENDITURE)/INCOME BEFORE TRANSFERS		97,903	(4,442)	93,461	14,740
Transfers between funds		(4,390)	4,390	-	-
NET MOVEMENT IN FUNDS		93,513	(52)	93,461	14,740
FUND BALANCES AT 1 JANUARY 2025		8,943	15,044	23,987	9,247
FUND BALANCES AT 31 DECEMBER 2025	14	102,456	14,992	117,448	23,987

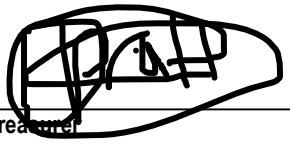
CONSOLIDATED BALANCE SHEET AS AT 31 DECEMBER 2025

	Notes	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
FIXED ASSETS					
Investments	9	-	-	10	10
Tangible assets	8	8,089	7,360	8,089	7,360
		8,089	7,360	8,099	7,370
CURRENT ASSETS					
Debtors	10	21,626	21,761	23,573	15,428
Cash at bank and in hand		121,960	36,765	110,565	36,478
		143,586	58,526	134,138	51,906
CREDITORS: amounts falling due within one year:	11	(34,227)	(30,721)	(24,789)	(24,111)
NET CURRENT ASSETS		109,359	27,805	109,349	27,795
TOTAL ASSETS LESS CURRENT LIABILITIES		117,448	35,165	117,448	35,165
CREDITORS DUE IN MORE THAN ONE YEAR	12	-	(11,178)	-	(11,178)
NET ASSETS		117,448	23,987	117,448	23,987
FUNDS	13-14				
Unrestricted:					
Designated		6,040	5,040	6,040	5,040
Other unrestricted		96,416	3,903	96,416	3,903
		102,456	8,943	102,456	8,943
Restricted		14,992	15,044	14,992	15,044
TOTAL FUNDS		117,448	23,987	117,448	23,987

Signed on behalf of the PCC by:



Revd Graham Hunter – Vicar / Chair of Trustees **16th March 2026** **Date**



Daniel Pratt - Treasurer **16th March 2026** **Date**

ST JOHN'S HOXTON

CONSOLIDATED CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	2025 £	2024 £
NET CASH FLOW PROVIDED BY OPERATING ACTIVITIES	1	86,865	4,102
CASH FLOWS FROM INVESTING ACTIVITIES			
Interest received		490	327
Purchase of fixed assets		(2,160)	-
NET CASH FLOW		85,195	4,429

		2025 £	2024 £
Cash at the end of the year	2	121,960	36,765
Cash at start of the year		36,765	32,336
(Decrease)/increase in cash in the year		85,195	4,429

NOTES TO THE CASHFLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2025

1 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net movement in funds for the year	93,461	14,740
Dividends and interest received	(490)	(327)
Depreciation	1,431	1,852
(Increase)/Decrease in debtors	135	(6,739)
Increase/(decrease) in creditors	(7,672)	(5,424)
Net cash flow from operating activities	86,865	4,102

2 ANALYSIS OF CASH AND CASH EQUIVALENTS

	2025 £	2024 £
Cash at bank and in hand	121,960	36,765
	121,960	36,765

ST JOHN'S HOXTON

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2025

1 ACCOUNTING POLICIES

(a) Basis of accounting

The financial statements have been prepared in accordance with Church Accounting Regulations 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102 (effective January 2019) and the Charities Act 2011.

The PCC meets the definition of a public benefit entity under FRS 102.

The accounts are prepared on the historical cost basis.

The accounts are prepared on the going concern basis.

(b) Fund accounting

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

Restricted funds are those funds donated for specific purposes.

Designated funds are funds earmarked by the trustees for a specific project/purpose.

(c) Income

Donations and other income are recognised when received and an estimate of income tax recoverable is recognised when the related donations are recognised.

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 probable.

Sales of books and magazines from the church bookstall are accounted for gross.

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

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue. Tax recoverable on such income is recognised in the same accounting year.

Grants and donations are accounted for when paid over, or when awarded.

(d) Expenditure

The diocesan Common Fund is accounted for when paid. Any Common Fund unpaid at 31 December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

Expenditure incurred in the operation of the church is classed as charitable activities.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2025 (continued)

1 ACCOUNTING POLICIES (continued)

(e) Fixed assets

In the absence of an actual cost, the insurance valuation has been used as the deemed cost for operational assets, with no depreciation charge being made during the year due to the long life of the asset and regular maintenance.

Consecrated property and moveable church furnishings

Consecrated and beneficed property of any kind is excluded from the accounts by s.10 of the Charities Act 2011.

Moveable church furnishings held by the Vicar and Churchwardens on special trust for the PCC, and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the church's Inventory which can be inspected (at any reasonable time). For inalienable property acquired prior to 2003 there is insufficient cost information available and therefore such assets are not valued in the accounts. No such Items have been acquired since 1 January 2003.

All expenditure incurred in the year on consecrated or beneficed buildings or on the repair of movable church furnishings acquired before 1 January 2003 is written off.

Other fixtures, fittings and office equipment

Additions to buildings comprise refurbishment of the institute and are depreciated over their expected useful life of five years.

Only items of greater than £1,500 are capitalised. Church worship equipment comprises a number of electrical and other items connected with sound, vision and worship. They will be depreciated over five years from date of first use. Computer and office equipment and furnishings are depreciated over four years from date of first use. Catering equipment is written off over five years from date of first use. Church chairs are depreciated over ten years. The boiler is depreciated over an estimated useful life of thirteen years.

(f) Current assets

Amounts owing to the PCC at 31 December in respect of fees, rents or other income are shown as debtors less provision for amounts that may prove uncollectable.

(g) Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial instruments issues' of FRS 102 to all of its financial instruments.

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

2 ADMINISTRATIVE INFORMATION

The charity is unincorporated and was registered on 3 December 2009 with the Charity Commission in England and Wales. The registered number is 1133109.

The registered office of the charity is St John's Church, Pitfield Street, London, N1 6NP.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2025 (continued)

3 INCOME

	Unrestricted funds	Restricted funds	Total 2025	Total 2024
DONATIONS AND LEGACIES	£	£	£	£
Planned giving:				
Gift Aided	75,782	-	75,782	73,095
Non gift aid	1,746	-	1,746	2,139
Tax recovery	19,720	-	19,720	20,367
	97,248	-	97,248	95,601
Other giving:				
One off giving	5,437	-	5,437	5,293
Collections	-	19,919	19,919	21,112
Special appeals and collections	-	2,172	2,172	1,569
Tax recovery	-	3,732	3,732	6,739
	5,437	25,823	31,260	34,713
Total donations and legacies	102,685	25,823	128,508	130,314
ASSET BASED INCOME				
Church car parking	29,390	-	29,390	29,680
Premises rental	53,194	-	53,194	62,713
	82,584	-	82,584	92,393
TRADING ACTIVITIES				
Traded services	3,790	3,000	6,790	5,053
	3,790	3,000	6,790	5,053
GRANTS				
Grants	3,350	62,208	65,558	29,124
INVESTMENTS				
Interest	388	102	490	327
OTHER INCOME				
PCC fees	653	-	653	532
VAT recoverable	1,690	-	1,690	1,578
Miscellaneous income (including insurance claims)	1,581	594	2,175	5,978
	3,924	594	4,518	8,088
St John's Hoxton Management Company	128,942	-	128,942	96,655
TOTAL INCOME	325,663	91,727	417,390	361,954

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2025 (continued)

4 EXPENDITURE	Unrestricted funds	Restricted funds	Total 2025	Total 2024
CHARITABLE ACTIVITIES	£	£	£	£
Grants and donations				
Holiday bursary fund payments	-	21,609	21,609	19,340
PCC grants and donations - mission	1,689	-	1,689	1,789
Benevolent fund	-	2,925	2,925	5,863
	1,689	24,534	26,223	26,992
Common Fund Overhead	78,000	-	78,000	70,000
Building and premises costs				
Church gardens	1,062	-	1,062	1,967
Church maintenance and supplies	10,101	-	10,101	19,267
Church major redevelopment and repairs	-	-	-	1,920
Insurance	8,646	-	8,646	8,334
Cleaning supplies and consumables	1,656	-	1,656	2,111
Depreciation	1,431	-	1,431	1,852
Facilities furniture and equipment	180	-	180	493
Utilities	20,425	-	20,425	19,455
	43,501	-	43,501	55,399
Mission and ministry				
Children's and Youth work resources	1,987	5,776	7,763	4,917
Clergy expenses and training	2,511	-	2,511	3,209
Curate accommodation	903	-	903	9,007
Community organising	-	-	-	-
Evangelism and discipleship	1,912	-	1,912	604
Hospitality and café supplies	3,852	-	3,852	3,694
Missions projects	3,552	5,000	8,552	8,077
Payroll and recruitment costs	1,620	-	1,620	1,512
Publicity	1,002	-	1,002	200
Services resources	1,125	-	1,125	764
Special Events	118	1,430	1,548	280
Worship and AV	4,402	-	4,402	4,022
	22,984	12,206	35,190	36,286
Office and administration				
Communication	2,564	-	2,564	2,437
Fundraising	2,050	5,620	7,670	2,592
IT equipment and licenses	490	-	490	449
Accountancy	2,290	-	2,290	2,280
Office equipment and stationery	1,063	-	1,063	881
Staff training	2,500	131	2,631	1,377
	10,957	5,751	16,708	10,016

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2025 (continued)

4 EXPENDITURE (continued)

	Unrestricted funds	Restricted funds	Total 2025	Total 2024
	£	£	£	£
Wages and salaries				
Ministry team	2,219	44,951	47,170	44,105
Operational team	55,342	8,727	64,069	82,034
Employers NI	1,850	-	1,850	2,472
Employers pension	2,353	-	2,353	1,565
	61,764	53,678	115,442	130,176
St John's Hoxton Management Company	8,865	-	8,865	18,345
TOTAL EXPENDITURE	227,760	96,169	323,929	347,214

Included within accountancy above are amounts due to the independent examiners in relation to the independent examination of £1,920 (2024: £1,920) and £370 for other work (2024: £360).

5 GRANTS

Grants and donations totalled £4,614 (2024: £7,902) and were all paid by the charity. The following donations were made to institutions and totalled more than £1,000:

London Citizens	£1,272

6 STAFF COSTS

No employees received emoluments over £60,000 in the year.
The average number of employees during the year was 8 (2024: 6)

Staff costs relate to all direct and indirect staff costs.

Employment costs	2025	2024
	£	£
Wages and salaries	111,239	124,943
Social security costs	1,850	3,239
Pension costs	2,353	1,994
	115,442	130,176

See note 15 for disclosure of payments made to related parties.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2025 (continued)

7 NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY

The charity owns 100% of the issued share capital of St John's Hoxton Management Company Limited, a company incorporated in England and Wales (company number: 07039922).

The results of the company before consolidation fare summarised as follows:

	2025	2024
	£	£
Turnover	128,942	96,655
Expenses	(32,865)	(42,345)
Taxation	-	-
Net profit	96,077	54,310
Dividend paid to St John's Hoxton	(96,077)	(46,858)
	-	7,452

8 TANGIBLE ASSETS

Group / Charity	Property improvements	PA/AV equipment	Shipping container	Total
	£	£	£	£
COST				
At beginning of year	8,102	6,101	2,040	16,243
Additions	-	2,160	-	2,160
Disposals	-	-	-	-
At end of year	8,102	8,261	2,040	18,403
DEPRECIATION				
At beginning of year	1,869	4,974	2,040	8,883
Charge for year	623	808	-	1,431
Disposals	-	-	-	-
At end of year	2,492	5,782	2,040	10,314
NET BOOK VALUE				
At end of year	5,610	2,479	-	8,089
At beginning of year	6,233	1,127	-	7,360

9 FIXED ASSET INVESTMENTS

Charity	Investment in subsidiary undertakings	Total
	£	£
Cost or market value of investments b/fwd and c/fwd	10	10

The charity owns 100% of the issued share capital of St John's Hoxton Management Company Limited, a company incorporated in England and Wales (company number: 07039922).

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2025 (continued)

10 DEBTORS

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Gift aid tax recoverable	1,796	3,554	1,796	3,554
Prepayments and accrued income	2,552	1,120	2,552	1,120
Other debtors	17,278	17,087	6,790	5,396
Amounts due from subsidiary undertaking	-	-	12,435	5,358
	21,626	21,761	23,573	15,428

11 CREDITORS: amounts falling due within one year

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Trade creditors	8,862	6,051	8,618	5,264
Loans payable	11,178	14,904	11,178	14,904
PAYE/NI	2,793	1,843	2,793	1,843
VAT	8,260	4,923	-	-
Accruals and deferred income	3,134	3,000	2,200	2,100
	34,227	30,721	24,789	24,111

12 CREDITORS: amounts falling due in more than one year

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Loans payable	-	11,178	-	11,178
	-	11,178	-	11,178

Bank loans relate to interest free loans from the Diocese. These are fully repayable within 5 years.

13 FUNDS

The restricted funds are established for the following purposes:

#Love Hoxton project	To fund major conservation and redevelopment plans.
Holiday Bursary fund	Contributions to the cost of taking members of our church to our annual church holiday, Focus, and also other retreats and residentials throughout the year.
Benevolent fund	Holds monies to give to people in need. Funds are usually distributed in the form of supermarket gift cards or energy donations.
Children's and Youth Ministry	This fund is established to hold any funds raised through special events, grant applications or other donations specifically to support the kids and youth ministry at St John's Hoxton. It may be spent on any resources, staffing or activities which are for the benefit of under 18's in our church or neighbourhood.
Hoxton Youth Minister	This fund is established in 2024 to manage grant income and other fundraising associated with the Hoxton Youth Minster project running from 2024-30.
General Restricted Fund	The General Restricted fund holds donations given for specific purposes but expected to be spent 'in-year'. This includes donations for the Sunday evening football project or other special appeals where funds are then spent immediately.
Church Chairs	A campaign was launched in 2023 to raise funds to buy additional church chairs. The donations and gift aid claimed were not shown in the 2023 accounts, and have been recorded in 2024 to ensure restricted donations are properly applied.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2025 (continued)

13 FUNDS

The designated funds are established for the following purposes:

Vicarage maintenance — Maintained for the purpose of providing budget for the PCC to meet its responsibility for internal redecoration and refurbishment of the Vicarage as well as for garden maintenance.

13 MOVEMENT IN FUNDS

	Balance at 1 January 2025	Income	Expenditure	Transfers between funds	Balance at 31 December 2025
	£	£	£	£	£
Restricted funds					
#Love Hoxton Project	9,086	5,664	(5,562)	-	9,188
Holiday bursary fund	1,399	19,537	(21,650)	1,210	496
Benevolent fund	1,797	1,230	(2,686)	1,000	1,341
Children's and Youth Ministry	1,400	3,454	(3,252)	(1,602)	-
Hoxton Youth Minister	890	44,779	(48,179)	3,782	1,272
General Restricted fund	-	17,063	(14,840)	472	2,695
Church chairs	472	-	-	(472)	-
	15,044	91,727	(96,169)	4,390	14,992
Designated funds					
Vicarage maintenance	5,040	-	-	1,000	6,040
	5,040	-	-	1,000	6,040
Other unrestricted funds					
St John's Hoxton PCC	3,903	196,721	(218,895)	114,687	96,416
St John's Hoxton Management Company	-	128,942	(8,865)	(120,077)	-
	3,903	325,663	(227,760)	(5,390)	96,416
Total funds	23,987	417,390	(323,929)	-	117,448

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2025 (continued)

14 ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

Group

Fund balances as at 31 December 2025 are represented by:

	Restricted funds	Designated funds	Other unrestricted funds	Total 2025
	£	£	£	£
Tangible fixed assets	-	-	8,089	8,089
Current assets	14,992	6,040	122,554	143,586
Current liabilities	-	-	(34,227)	(34,227)
Non current liabilities	-	-	-	-
	14,992	6,040	96,416	117,448

Fund balances as at 31 December 2024 are represented by:

	Restricted funds	Designated funds	Other unrestricted funds	Total 2024
	£	£	£	£
Tangible fixed assets	-	-	7,360	7,360
Current assets	15,044	5,040	38,442	58,526
Current liabilities	-	-	(30,721)	(30,721)
Non current liabilities	-	-	(11,178)	(11,178)
	15,044	5,040	3,903	23,987

Charity

Fund balances as at 31 December 2025 are represented by:

	Restricted funds	Designated funds	Other unrestricted funds	Total 2025
	£	£	£	£
Tangible fixed assets	-	-	8,089	8,089
Fixed asset investment	-	-	10	10
Current assets	14,992	6,040	113,106	134,138
Current liabilities	-	-	(24,789)	(24,789)
Non current liabilities	-	-	-	-
	14,992	6,040	96,416	117,448

Fund balances as at 31 December 2024 are represented by:

	Restricted funds	Designated funds	Other unrestricted funds	Total 2024
	£	£	£	£
Tangible fixed assets	-	-	7,360	7,360
Fixed asset investment	-	-	10	10
Current assets	15,044	5,040	31,822	51,906
Current liabilities	-	-	(24,111)	(24,111)
Non current liabilities	-	-	(11,178)	(11,178)
	15,044	5,040	3,903	23,987

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2025 (continued)

15 RELATED PARTY TRANSACTIONS

The following related party transactions occurred during the year.

During the year, two children of a PCC member, were paid £1,056 for providing AV and music services to the church.

During the year, the child of a PCC member, was paid £4,888 for youth ministry work.

During the year, the wife of a PCC member, was paid £34,067 for children's and youth ministry work.

During the prior year, Sara Hunter, the wife of a PCC member was paid £6,325 for her work as Music & Worship ministry overseer on contract for services basis.

Revd Graham Hunter holds a number of senior governance roles in related organisations:
- Streetlevel (chair of trustees)
- London Diocesan Fund (Trustee/Director)
- Haberdashers' Company Court of Assistants & Charities Committee (Member)
- St John the Baptist Primary School - Local Advisory Board member (School Governor)

One trustee was reimbursed a total of £1,162 for expenses incurred on behalf of the charity (2024: £1,185 to three trustees).

16 PARENT CHARITY

Below are summarised results of St John's Hoxton, excluding the subsidiary company:

	Total 2025	Total 2024
INCOME		
Donations and legacies	128,508	130,314
Charitable activities	106,584	104,393
Trading activities	6,790	17,053
Grants	65,558	29,124
Investments	490	47,185
Other income	100,595	8,088
Total income	408,525	336,157
EXPENDITURE		
Charitable activities	315,064	328,869
Total expenditure	315,064	328,869
NET INCOME	93,461	7,288

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2025 (continued)

17 COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2024

	Unrestricted funds	Restricted funds	Total 2024
	£	£	£
INCOME			
Donations and legacies	104,056	26,258	130,314
Charitable activities	92,393	-	92,393
Trading activities	3,003	2,050	5,053
Grants	9,983	19,141	29,124
Investments	197	130	327
Other income	4,736	3,352	8,088
St John's Hoxton Management Company Limited	96,655	-	96,655
Total income	311,023	50,931	361,954
EXPENDITURE			
Charitable activities	277,014	51,855	328,869
Management company	18,345	-	18,345
Total expenditure	295,359	51,855	347,214
NET EXPENDITURE BEFORE TRANSFERS	15,664	(924)	14,740
Transfers between funds	(472)	472	-
NET MOVEMENT IN FUNDS	15,192	(452)	14,740
FUND BALANCES AT 1 JANUARY 2024	(6,249)	15,496	9,247
FUND BALANCES AT 31 DECEMBER 2024	8,943	15,044	23,987

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2025 (continued)

18 COMPARATIVE MOVEMENT IN FUNDS

	Balance at 1 January 2024	Income	Expenditure	Transfers between funds	Balance at 31 December 2024
	£	£	£	£	£
Restricted funds					
#Love Hoxton	8,956	130	-	-	9,086
Holiday Bursary Fund	1,332	19,897	(19,830)	-	1,399
Benevolent fund	5,208	2,535	(5,946)	-	1,797
Children's and Youth Ministry	-	9,584	(8,184)	-	1,400
Hoxton Youth Minister	-	15,035	(14,145)	-	890
General restricted fund	-	3,750	(3,750)	-	-
Church chairs	-	-	-	472	472
	15,496	50,931	(51,855)	472	15,044
Designated funds					
Vicarage maintenance	4,540	-	-	500	5,040
	4,540	-	-	500	5,040
Other unrestricted funds					
St John's Hoxton	(3,337)	214,368	(277,014)	69,886	3,903
St John's Hoxton Management Company	(7,452)	96,655	(18,345)	(70,858)	-
	(10,789)	311,023	(295,359)	(972)	3,903
Total funds	9,247	361,954	(347,214)	-	23,987

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST W

England & Wales - Charity number 1133109

Accounts

ST JOHN'S HOXTON



ST JOHN'S HOXTON PCC

Charity Registration number : 1133109

REPORT AND AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

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Introduction & Administrative Information

This Annual Report is made by the Parochial Church Council (PCC) of the Ecclesiastical Parish of St John the Baptist with Christ Church Hoxton (St John's Hoxton). It sets out the governance structure of the church, lists council members and administrative officers, and reports on the activities of the reporting year. It also presents statutory financial statements and notes. We have pleasure in presenting this information to the wider public.

Structure, Governance & Management

The Parochial Church Council (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. Since 9th December 2009 the PCC has been registered with the Charity Commission as "The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist with Christ Church Hoxton (Diocese of London)" and has the charity registration number 1133109. The method of appointment of PCC members is set out in the Church Representation Rules. All regular attendees at St. John's are encouraged to register on the electoral roll and are able to vote and to stand for election to the PCC.

In accordance with the PCC (Powers) Measure 1956, St John's PCC has the responsibility of co-operating with the incumbent, Revd Graham Hunter, in promoting in the ecclesiastical parish the whole mission of the Church - evangelistic, pastoral, social and ecumenical. It undertakes religious activities for the benefit of the general public by making grants to organisations, by providing service, and by providing buildings, facilities and open space. It also has maintenance responsibilities for the church premises of St John's which are registered as a Grade II* listed building.

Related Trust & Companies

The **St John's Hoxton Management Company Ltd** was established in October 2009 as a wholly owned trading subsidiary of the PCC of St John's Hoxton. It was formed to manage the car parking operations of the church. It is registered with Companies' House (07039922). The company directors are appointed by, and report to, the PCC. The company directors throughout 2023 were: Revd Graham Hunter, Mr Larre Olajide and Mr Aaron Rodewald. The PCC has no other related trusts or companies.

Administrative Details

Principal Office
St John's Church, Pitfield St, London, N1 6NP

Bankers
NatWest Plc, Islington Angel Branch, 2/3 Upper St, London, N1 0QF

Insurer
Ecclesiastical Insurance Ltd, Benefact House, 2000 Pioneer Avenue, Gloucester Business Park, Brockworth, Gloucester, GL3 4AW

Quinquennial Inspecting Architect
Alex Sherratt, Matthew Lloyd Architects, 1B, The Hangar, 38 Kingsland Rd, London E2 8DD

Independent Examiner
C J Goodhead FCA, Knight Goodhead Ltd, 7 Bournemouth Rd, Chandler's Ford, Eastleigh, SO53 3DA

Ecclesiastical Information
St John's is in the *Hackney Deanery* in the *Stepney Episcopal Area* of the *Diocese of London*.
Diocesan Code: 05-26

Council Members 2024

Ex Officio Members

Incumbent
Revd Graham Hunter
Curates
Revd Louise Cathrow (To 30th June)
Revd Andrew Large (To 30th June)
Revd Bosede Owa (From 30th June)

Churchwardens
Ann-Marie Nye
Larre Olajide (To 30th June)
Stephen Millar (From 1st July)

Deanery Synod Representatives
Stephen Millar
Daniel Pratt

Elected Members

(To 28th April)	*(From 28th April)*
Maria Demetriou	Fiona Hollow
Alice Howell	Sarah Joshi
Anita Masih	Anita Masih
Richard Neasham	Richard Neasham
Fiona Hollow	Jarre Olajide

Officers / Roles

Electoral Roll

(To 28th April)	*(From 28th April)*
Maria Demetriou	VACANT

Children's Champion

(To 28th April)	*(From 13th May)*
Alice Howell	Sarah Joshi

Secretary

(To 13th May)	*(From 13th May)*
Stephen Millar	Fiona Hollow

Treasurer
Daniel Pratt
Lay Vice-Chair
Anita Masih

The PCC met 8 times during 2024.

Council Members' Report

Vision Statement

'to be a beacon of hope for Hoxton'.

Mission Statement

Worship God | Make Disciples | Share Jesus | Transform Hoxton

Values

Rooted

- We are confidently Christian: focused on prayer and worship, we are attentive to the voice of God in Scripture and work within the inherited structures of the Church of England.
- We are committed to loving and serving Hoxton and being ambassadors of the kingdom of God.
- We are rooted in our relationships to the wider church: within our parish and diocese but also with Christians from other traditions. We will honour their gifts, and humbly seek to work and learn together.

Relational

- We are committed to sharing life together with all its ups and downs – rejoicing together and weeping together.
- We want fun, food and friendship to be hallmarks of our church: welcome and hospitality a fundamental part of our approach to our corporate life.
- We're cautious about making any negative judgements about people – and want to embrace the great diversity and variety of people in our neighbourhood.
- We are determined to pay particular attention to the biblical justice issues of equality, diversity and inclusion. We seek to remain a multi-generational, multi-ethnic, multi-cultural church family in which strangers become friends.

Responsive

- We're responsive to the changing shape of our church and neighbourhood, and we continually adapt our mission and ministry to reflect the context. We're happy to experiment creatively, and we recognise that fruitfulness does not always mean short-term visible outcomes.
- We want to ensure our compassionate ministry addresses real local needs.
- We want our church ministries to express the variety of our members' gifts and vocations – not fit people into a predetermined model.

Risk-Taking

- We trust in a God who is able to do 'immeasurably more' than we can ask or imagine – this has been our experience over the past years.
- We will be attentive to the voice of the Spirit, and willing to step out in faith
- We will not shy away from making changes if we believe that God is calling us into something new.

In September 2021, the PCC approved a new five-year Mission Action Plan to outline the specific objectives towards which we will apply our financial and human resources. More details of the year's activities and results are outlined below in the general report.

Diocese of London Report

The Diocese of London is the largest and most diverse in the Church of England. We have over 500 churches and 750 licensed clergy. We are able to have a church in almost every community, supporting the vision for *every Londoner to encounter the love of God in Christ.* In 2024, 50 new deacons were ordained and early draft statistics indicate that Average Weekly Attendance in London grew by 7.5% to over 60,000.

During 2024, we have continued working towards our priorities of becoming a younger, safer and more racially just Church. For example:

- 19 London Youth Apprentices engaged 715 young people weekly and funding was granted to enable the launch of five youth ministers in Hackney and Islington.
- In a challenging year for safeguarding, referrals to the Diocesan Safeguarding Team increased substantially, indicating more trust and confidence in the safeguarding service. 789 people were given safeguarding leadership training, and 3,808 DBS checks were carried out.
- Churches across the Diocese engaged with Race Equality Week, Racial Justice Sunday, and Black History Month last year, reflecting on racial justice and committing to action.

The breadth of parishes and Bishop's Mission Orders in London nurtured confident disciples, compassionate communities and creative growth in an amazing variety of ways. They also contributed over £23m in Common Fund, an increase of almost £1m. Alongside £13.2m income raised by the London Diocesan Fund (LDF) and £3.6m from LDF reserves, this paid to provide ministry and support parishes across the Diocese.

Electoral Roll Report

A new electoral roll was created during January-April 2025. The previous electoral roll from 2024 had 157 members. In 2025 an entirely new Electoral Roll was created from scratch as is required in the Church of England every six years. The newly created Electoral Roll includes 153 members.

Maria Demetriou, Electoral Roll Officer

Hackney Deanery Synod Report

The Deanery Synod's main functions are:

- to promote in Hackney Deanery the whole mission of the Church, pastoral, evangelistic, social and ecumenical
- to consider matters concerning the Church of England and to make provision for such matters in relation to the Deanery
- to bring together the views of the parishes of the Deanery on common problems, and to discuss and formulate common policies on those problems
- to foster a sense of community and interdependence among those parishes
- to be the point of contact between those parishes and the Diocesan Synod

During 2024 the Hackney Deanery Synod met on three occasions. Details of these, and the main matters discussed or decided, are given below:

1. **Meeting on Monday 29 April** at St John of Jerusalem, South Hackney: The main items were as follows: (1) Martin Hornbuckle, Stepney Area Finance Adviser, gave a presentation about Church Finance and answered questions. (2) Synod, recalling with great sadness the mistreatment of Child Q in a school in Hackney, and in light of the commitment of the Diocese of London to racial justice and the wellbeing of all children and young people: (a) adopted a *Charter for Valuing Children & Young People in Hackney Deanery Churches* ('the Charter') and a summary for use with young people ('the Children's Summary'), affirming our allegiance to Jesus Christ in his care and welcome for all children by reassuring parents, caregivers, children and young people that no one under 18 will be strip-searched on church premises or in the course of any church-run activity; (b) commended the Charter and the Children's Summary to PCCs of all parishes in the Deanery for adoption and implementation by them; and (c) resolved that a Motion be put to London Diocesan Synod which, if adopted, would commend the Charter and the Children's Summary to the Deanery Synods of other Deaneries in the Diocese and to the PCCs of parishes in those Deaneries for adoption and implementation by them. Synod also received reports, including an update on the funding bid for the Hackney & Islington Mission Programme, the outcome of which was expected in June. The Motion at (c) commending the Charter was considered by London Diocesan Synod on 27 February 2025, but sadly was not adopted in view of various issues that were raised, though it is understood that it may be possible to bring it back after addressing those issues, and Deanery Synod will consider the matter further during 2025.
2. **Meeting on Tuesday 16 July** at St James, Lower Clapton Road: It was reported that the bid for 'Diocesan Investment Programme' funding for the Hackney & Islington Mission Programme had been successful, £9.4 million having been awarded to support 4 strands of mission over a 6 year period: Planting & Partnerships, Youth, Estates Work and Catholic Renewal. The Area Dean described each of these 4 areas of work. The Revd Daniel Gerrans, Vicar of St Michael of All Angels London Fields and Stepney Area Creation Care Lead, and Richard Nicholson, a member of St Mary's Islington and of the Stepney Area Creation Care Group, gave a presentation about Creation Care in Stepney Area, including the current state of the Climate Crisis; the Parish Creation Care Plan produced by the Group and circulated to parishes to help them on their journey towards net-zero; and the Eco Church programme, for which about half of the parishes in the Deanery had already registered. Daniel and Richard encouraged those which had not yet registered for Eco Church to do so and offered assistance where needed.
3. **Meeting on Thursday 21 November** at St Mary of Eton, Hackney Wick: The Revd Daniel Gerrans and lay member Savi Hensman (St Michael and All Angels London Fields) led a discussion about Clergy and Lay Wellbeing in which parishes who have not yet done so were encouraged to engage with *The Covenant for Clergy Care and Wellbeing*, adopted by General Synod by Act of Synod in

2020 and involving a mutual commitment by clergy and laity *'to work together to coordinate and improve our approach to clergy care and wellbeing so that the whole Church may flourish in the service of the mission of God'*.

Stephen Millar & Daniel Pratt, Deanery Synod Representatives

Church Family Voice

During March 2025 we invited members of our church to respond to two simples questions looking back on 2024. We used flip-charts and post-it notes during a Sunday service, and also circulated a simple google form to get responses. The voices of the people at SJH are recorded below:

1. What was your SJH church family highlight of 2024?

- Bosede's ordination and party
- Baptisms
- Focus 2024 was amazing!
- New people joined church
- Youth takeover service
- Confirmations
- Making new friends
- Meeting new people
- To see more and more included and the church family growing
- Carols by Candlelight
- Spiritual growth
- Seeing the wonderful outcome of Bosede's ordination and Daniel being licensed as lay minister
- Sunday football
- Baptisms and the lives of the people who have been baptised
- Youth services and preaching
- Lots of new people
- Christmas services

2. Where did you see God at work in the life of our church in 2024?

- Baptisms were lovely
- Connect group thriving
- New people joined worship team
- More people coming to church every week
- Sunday football
- Youth engagement and empowerment
- Warm welcome
- The congregation grew
- Welcome and cafe team grew
- The fact I'm always welcome - the love and support - I'm very grateful
- Alpha
- God is working at St John's Hoxton in so many ways. Inspired by Graham's leadership and passion. Thank you Graham and the leadership team.
- Our amazing youth
- Diddy disciples
- Youth growing in faith and confidence
- I'm finding my new family here
- Hoxton Eagles
- Church and school connection
- Youth leadership in church

Here are a selection of quotes from the google form responses:

"My highlight of being part of the SJH church family in 2024 was experiencing complete peace as I grew in my faith. This year gave me the opportunity to deepen my faith and feel God's presence more in my life."

"I am truly grateful for the love, support, and spiritual growth I have experienced in our church this year. I pray that we continue to grow in faith together and be a light in our community. May God bless our church family in the year ahead!"

"Continue doing the good work in the leadership of our amazing church."

"In 2024, I saw God at work in our church through the love and unity among our members. Whether it was in worship, acts of kindness, or moments of spiritual growth, I felt His presence guiding us. Seeing people come together to support and uplift each other was a powerful reminder of God's work in our community."

"I can see God at work in various ways and departments at SJH, particularly among our Iranian families, the youth and the Alpha Course which has helped numerous people to articulate and embrace their faith and belief in Christ.

Particularly, in the worship team, with the sudden exit of the brief worship leader, Sara Hunter has been a great pillar in seeing to the smooth running of the worship team, of course with a great team effort, such as the involvement of the youth stepping up to lead worship as well as BV. Also with involvement of new people joining the worship team, and Ann-Marie leading worship and Joanne who never failed to deliver with various others on the worship team.

In 2024 the willingness to serve and the participation of our Iranian brothers and sisters were exceptional particularly within the café and welcome team and also on Alpha course when Raha helped to interpret and contribute to support fellow Iranians."

For those who like to get a picture of the year, we created a slideshow of photos from the year for our harvest shared lunch in October, and you can get a flavour of church life by scanning the QR code below.

Vicar's Introduction

> *[24] Jacob was left alone, and a man wrestled with him till daybreak. [25] When the man saw that he could not overpower him, he touched the socket of Jacob's hip so that his hip was wrenched as he wrestled with the man. [26] Then the man said, "Let me go, for it is daybreak." But Jacob replied, "I will not let you go unless you bless me." [27] The man asked him, "What is your name?" "Jacob," he answered. [28] Then the man said, "Your name will no longer be Jacob, but Israel, because you have struggled with God and with humans and have overcome."*
> *Genesis 32:24-28*

In August 2021 I began to experience pain in my groin. It was a peculiar throbbing pain which was not the kind of pain I associated with a pulled muscle or strained ligament. However, the pain restricted my mobility and disturbed my sleep. Over the course of the next couple of years a series of visits and referrals to the GP, physiotherapists, orthopaedic consultants and x-ray specialist revealed that I had severe osteo-arthritis in my left hip - and that only surgery would make any difference. Praise God for the amazing care of the NHS - I was offered a hip resurfacing operation in March 2024 which has proved to be transformative. I'm very grateful to the leadership team in the church who enabled me to have a two-week rest period to recover from the surgery and learn to walk again!

I mention this though because it occurs to me that perhaps my hip problems have been a result of 'wrestling with God' and seeking his blessing on this place. One of my predecessors as Vicar of St John's Hoxton also underwent hip replacement surgery - and I'm quite curious to know whether others have as well. Jacob is described in Genesis 32 as struggling with God in his determination to receive a blessing. He gets the blessing, but also a wound, and also a new name and identity.

Suffering is transformative - it shapes our experience and our expectations for life. It also helps us develop empathy and understanding for others. The bible is full of stories of the redemption of suffering - God working out his plans and purposes in spite of our suffering. 'What you intended for evil, the Lord intended for good' says Joseph to his brothers in Genesis 50. 'We rejoice in our sufferings', says St Paul in Romans 5, 'for suffering produces perseverance, perseverance produces character, character produces hope, and hope does not disappoint us for God's love is poured into our hearts by the Holy Spirit whom he has given to us.'

Henri Nouwen talks in his book 'The Wounded Healer' about the importance of Christian leaders 'walking with a limp'. In other words, our wounded hip socket - our limp - is a sign that we have wrestled with God, that we have experienced suffering, that we are being redeemed and transformed.

I think that as well as my literal hip problems, we have also collectively experienced the wounds that come with wrestling with God for his blessing. 2024 was a year of leaning into conflict and challenge - not avoiding or hiding from pain and difficulty - but seeking God's blessing through it.

In fact, battle and blessing is a good way to characterise 2024 for the life of our church. The ministry team began the year fairly weary after a challenging period of contraction and change in 2022-23. The difficult financial situation at the end of 2023 meant that we were always a little anxious about resources. Changes in the staff team were unsettling, and working relationships

were not always easy. There were challenges with team dynamics, communication and feedback - and across the course of the year this was emotionally draining for everyone. At the start of the year we disbanded the Senior Leadership Team, and invited the Standing Committee to take on more executive leadership - though this was not without challenges, as we were all inexperienced in how to do this well. Major changes to the team ensued as Louise and Andrew moved on from their roles as Curates in July, and Daniel from his role as Operations Manager in November.

However, there was also great blessing throughout the year. Bosede was ordained in June and began as our Curate. We were part of a successful bid to the national church to help resource youth ministry - and a 6-year project to develop a Hoxton Youth Minster launched in September. A new monthly youth worship service was developed. Joyful baptism and confirmation services were held. An extraordinary number of teenagers became deeply engaged in the life of the church. The Sunday football project grew in number and fruitfulness. Around 80 members of the church attended Focus in the summer and much, much more.

As you read on, you'll get a bit more of a sense of all this. I'm encouraged that despite the battles, the wrestling, the wounded hip, the limp - we have also seen God's extraordinary blessing among us. In the 2023 Annual Report I wrote that we were experiencing a season of 'wintering'. Well, let me turn to another analogy. Looking back over the almost 15 years I have served here, I see it a bit like a 5-season DVD boxset or TV show. Like a TV show, each season as 'continuing cast' and 'season cast'. There are narrative arcs and plotlines. There is drama, crisis, celebration, cliffhangers. I reflect on it like this: 2010-2013 Season 1; 2014 to end-2017 Season 2; mid-2018 to end-2021 Season 3; 2022 to mid-2024 Season 4. And in September 2024 it felt as though Season 5 was just beginning.

It's important here to pause and declare one result of all this: in November I was signed off work for a period of three weeks suffering from work-related stress. As I rested and recovered, I reflected on the fact that too often I felt the pressure to simply 'plough on' regardless of the challenges and difficulties we were facing. My capacity to just keep going may have been masking underlying issues in our leadership structure that needed to be faced. A period of leave has prompted further reflection on how we share responsibility for mission and ministry as a PCC and ministry leadership team. I'm grateful to those who stepped in to help cover some duties while I was recovering. It's a reminder that we are all human - and we must have realistic expectations of ourselves and one another.

That said, if we had experienced a season of 'winter', we are now experiencing a season of growth - complete sometimes with 'growing pains'. If we walk with a limp, if we have a hip wound, it is because we have collectively wrestled with God for his blessing. Rather than running or hiding from conflict or challenge, we have leaned in, and in the battle we have experienced God's great blessings for our church and community. I think our church has grown and matured over 2024, and I can't wait to see how Season 5 unfolds.

Revd Graham Hunter, Vicar

Worship God

Sunday services continued weekly at 10.30am throughout 2024. The 4pm service was suspended at Easter due to small numbers and the challenge of resourcing the service with staff shortages. Attendance at the morning service remained healthy throughout the year with around 100 adults and children attending Sunday services each week.

The exception to the low attendance at the 4pm service was the continuation of our Fresh Expression 'Fun@4'. This service was held on the third Sunday of every month until June and is specifically planned with neurodiverse children and young people in mind. Fun@4 was developed out of a desire to provide a fun place where children and young families could experience and develop their faith in a welcoming and holistic way through music, storytelling, crafts, prayer, sensory activities, consistent structure, experiencing different foods with attention to the environment through lighting and sound. The service has seen up to fifty people attend regularly and was reaching people in our neighbourhood who would never have accessed our morning service. With the departure of our Curate Louise Cathrow, who had pioneered this service, we resolved to hold another Fun@4 in November, but to review the capacity to continue in 2025.

Friday Youth Night

One of the most joyful expressions of worship in our church during 2024 was the development of a monthly youth worship service. Friday Youth Night is exclusively offered for young people of secondary school age. As well as young people from St John's Hoxton attending, we've been delighted to also welcome young people from Grace Church Hackney, and we hope in the future to see young people from other parishes also joining in. A striking feature of the Friday Youth Night service is that it is entirely youth-led. Our Head of Kids & Youth works with young people to support them, but the games, service leading and worship are all led by the youth themselves. Some of the youth team support the space, and our Vicar has attended to lead a simple Holy COmmunion during the service. One visiting youth worker who came with some young people described it this way in an email:

> "*The girls did so well on their talks, and were inspirational, to ME as well as the youth! Well done on initiating 'audience participation' in the questions; really good at engaging us and quite a skill to do!*
> *The music was a real hit, so wonderful to see the youth taking this on humbly and being themselves, not in a 'performancy' kind of way.*
> *The Lord's supper was such a pleasure to see and experience, and was really gentle and accessible to everyone - whether they ate and drank or not. There was so much positive feedback about that on the way home.*
> *Basically, our group were totally buzzing and had lots to talk about-what a joy it was to see God at work in so many ways!"*

Preaching series continued to be guided by the lectionary and also to explore bible texts or themes in more detail. Sermon series looked at various bible books and topics: Isaiah Servant Songs; the Kingdom of God; Questions Jesus Asked; Prepositional Faith. Throughout the year we used the iSingPop resource 'The Pop Box' to support our monthly all-age worship services. As well as

sermons from the Clergy and Ordinand, we also made space for our Licensed Lay Ministers Daniel Pratt and Sara Hunter to preach. Various members of the wider congregation were involved in preaching in our annual Summer Psalms series during August.

In addition to our regular Sunday services, special services were held for a variety of purposes and to mark various occasions. Midweek services were held for Ash Wednesday, Maundy Thursday, Ascension Day. We also offered a Bereavement service and Wave of Light service in the autumn.

Our round of services at Christmas was more encouraging after a challenging few years. Beer & Carols was attended by over 250 people, and included an opportunity for our Vicar to give a short evangelistic talk on 'the promise of peace'. Our Carols by Candlelight service was well attended with around 180 adults and children. Other Christmas services had better attendance, especially by comparison with the surprisingly low attendance experienced in 2023.

Music & Worship

For most of 2024 I served as the Music & Worship Ministry Overseer - meaning that I coordinated and supported the team of musicians and AV operators who resource worship ministry in our services. It was wonderful to see the ongoing development of worship musicians from our youth ministry - especially seeing Caleb Hunter (my son!) grow as a worship leader. In fact, the youth contribution to our worship ministry is so strong that they were able to run a 'youth takeover' service in December where the whole of the worship team was comprised of teenagers. One other highlight for the youth worship team was leading worship for Holy Communion in the Chapel venue at Focus. Older members of the church were also included, and it was great to see Joanna Casson and Ann-Marie Nye also growing as worship leaders. In addition, we've had several new musicians and singers join the team. Towards the end of the year we were delighted to welcome a new Worship Minister, Chris Sparrow, to our staff team. His tenure was sadly short-lived for various personal reasons, and currently the post is vacant and being covered by our Vicar. The year concluded with another set of joyful Christmas services, including a scratch choir of 10 church members for our Carols by Candlelight service.

Sara Hunter, LLM & Music & Worship Ministry Overseer

Make Disciples

We recognise that the responsibility for growing in discipleship rests with every individual follower of Jesus, but that the church can provide programmes and activities to assist every person in that task. For adults, we principally see discipleship as occurring through involvement in ministry teams, connect groups and special events. Several Connect Groups were run during 2024, with around 40-50 adults involved at some stage in the year. Some people grow in active service through serving on ministry teams - and around 50 adults were regularly involved in serving in ministry teams through the year. Others volunteered to serve on an occasional basis.

Baptism & Confirmation

Special service for baptism and confirmation provided great highlights of the year. In July we held a baptism service with baptisms by full immersion outside in the gardens in the baptism pool. Nine adults were baptised, including several Iranian Christians. The service was streamed online, and we heard that the service had even reached friends and family members in Iran via a VPN. Then in November a further five people were baptised. The combination of adults, teenagers and children was encouraging. It was also wonderful to note that several of those baptised had come to our church through Sunday football or our Warm Welcome project, and had then begun to attend church and Alpha and had come to faith. In May we were joined by the Bishop of Stepney, Rt Revd Dr Joanne Grenfell, for a COnfirmation service. Six candidates were confirmed, including five young people aged 17-18 who had grown up in our church's kids and youth ministry. Their testimonies were powerful and it was encouraging to see young people on the cusp of adulthood talking openly about their faith in Jesus.

Discipleship support for young people was mainly offered through the Sunday morning SJH Kids & Youth programme. It has been encouraging to see growth in our youth ministry in particular. Around 15-20 young people are usually attending the SJH Youth group on a Sunday morning. Doreen Tang, our new Head of Kids & Youth has re-invigorated our kids ministry teams, and various special events for kids and youth have seen us reach more families.

Beyond Sundays, our young people continued to attend YouthEast and were heavily involved in the worship ministry there. Family Movie Nights were offered to engage children and families from the neighbourhood. Doreen Tang continued to work closely with the primary school as School Chaplain, and has built positive relationships.

Focus

We took just over 80 adults, youth and children away to Focus for 5 days in July. We gathered with around 8,000 other Christians from across the HTB Network at Newark Showground in Nottinghamshire. Focus provides worship and teaching sessions in the morning and evening, in the 'Big Top', for the adults with separate venues and programmes for the children and youth. There is also a separate smaller and quieter venue for young people with additional needs and a programme of very varied seminars which run in the afternoons.

St John's hires a large communal marquee which forms the heart of our camp and in which we can cook (we have a communal meal every evening), eat, make drinks, and sit and chat and get to know each other. We provided tents, sleeping bags and air-beds for those who had no equipment, and we arranged affordable transport. The whole holiday is run through a bursary fund to enable anyone to attend who would like to. Focus is a wonderful opportunity to experience worship, be exposed to great teaching and get to develop friendships within St John's, as well as make friends from other churches across the Network.

A particular highlight this year was the involvement of our youth worship team in a Holy Communion service in the Chapel venue. We were very thankful for the hard work of the organising team: Ann-Marie & David Nye, Renatha Hoga, and Stephen & Pauline Millar.

Hoxton Youth Minster

1. Introduction

The Hackney & Islington Programme (HIP) is a catalyst programme that will galvanise growth across the Hackney and Islington deaneries through strategic, sustainable and collaborative parish partnerships – resulting in a mixed ecology of churches that are increasingly young, culturally diverse, impacting estates and seeing renewal of catholic mission. To reach these targets they have developed the following four workstreams:

1. Planting and Partnerships
2. Youth: Five Youth Minsters will be established (serving 21 parishes between them), creating four New Worshipping Communities
3. Estates
4. Catholic Renewal

Throughout the programme, we will:

- Foster and encourage greater collaboration through grouping parishes together across four distinct missional workstreams.
- Provide mentoring, coaching and missional expertise on each workstream to support parishes in building greater missional confidence.

St John's Hoxton was invited to develop one of the Youth Minsters in the Youth stream as part of the HIP project. The youth ministry at St John's Hoxton is dedicated to nurturing the spiritual growth of our young people, fostering a sense of community, and equipping them with biblical principles for daily life. The overall vision is to create safe spaces for young people to explore questions of identity, belonging and purpose. We organise this work through outreach activities (GATHER), worship, discipleship and leadership activities (GROW), and by collaborating with other parishes across the deaneries (GO). This report highlights the ministry's activities, achievements, and future goals for the past year.

2. Key Activities and Programmes

· **Weekly Sunday Youth Gatherings**: Regular meetings featuring bible study, discussion and fellowship. Through these engaging Bible studies, interactive discussions, we create a space where youth can ask questions, share experiences, and strengthen their relationship with Christ.

· **Weekly Sunday Youth Hangouts**: This is a casual and welcoming space where youths can come to enjoy discussions, and great company. Whether you want to dive deeper into your faith, meet new friends, or just unwind after a long week.

· **Monthly Friday Youth Night**: this event is open to all youth looking to connect, grow, and enjoy a night of engaging activities. The night features games, worship, talk, group discussions, and creating a welcoming space to build friendships and strengthen their walk with God.

· **Leadership Development**: We also run a Ministry Work Experience Programme which is a fantastic opportunity for youths in Academic Year 12 and 13 to gain hands-on experience in church leadership, community outreach, and faith-based service. We employ two candidates for 12 weeks under the London Living Wage under the HIP budget and they

will undergo routine job application, job interviews and whoever are successful will engage in various aspects of ministry, including worship planning, youth leadership, community service, welcome team, café team and Sunday kids church activities. Through this programme and its practical training, it equips the participants with valuable skills and a deeper understanding of ministry work.

3. Attendance and Participation

- Average attendance at weekly youth meetings: 15
- Growth in membership: 13% yearly increase
- Volunteer involvement: 8 adults youth leaders

4. Impact and Testimonies

- Stories of spiritual growth and transformation among youth members.
- Increased youth involvement in church-wide activities and service.
- Testimonies from youth about how the youth ministry has impacted their faith.

5. Challenges and Areas for Improvement

- Engagement strategies to retain and attract more youth members.
- Need for additional volunteers and resources.
- Addressing challenges faced by youth in today's culture.

6. Future Goals and Vision

- Expand outreach efforts to reach more young people in the community.
- Strengthen leadership development programs.
- Introduce new Bible study series and discipleship programs.
- Enhance collaboration with parents and other ministries.

7. Conclusion

The youth ministry at St. John's Hoxton has experienced growth and transformation over the past year. As we move forward, we remain committed to guiding and empowering our youth in their faith journey. We thank our volunteers, parents, and church leadership for their continued support.

Doreen Tang, Head of Kids & Youth

Share Jesus

We continued to run the Alpha Course throughout the year - although staff capacity meant we didn't provide a course in the first half of the year. However, we provided three course between June and December, with a total of 43 people signing up across the courses.

We continued to work in close partnership with St John the Baptist Primary School - our associated church primary school. Doreen Tang started in her new role as Kids & Youth Minister, and as part of her work began to develop the role of School Chaplain to the primary school. As well as the usual round of weekly collective worship assemblies and monthly church services, Doreen

pioneered 'Playground Prayers' and has been supporting lunchtime and after-school clubs as well as class visits for the school.

We were able to repeat our CPAS Schools Venture in June, with around 30 pupils from year 5 going away for a residential activity weekend in Essex. Members of the church kids ministry helped to lead the camp, and were able to present the Christian faith to the children in an exciting and engaging way.

We were delighted that in the autumn of 2024 we were able to relaunch our midweek youth football project with a new team of volunteers. Hoxton Eagles represents a partnership between the Sunday evening football project (see below) and the Hoxton Youth Minister team. Working alongside our Head of Kids & Youth, volunteer coaches from Sunday evenings are now providing a weekly coaching session for young people in school years 6 to 8. By the end of the first term we were delighted to see around 14 young people each week for the session - and almost a third were girls. We hope this project will grow in 2025 and will involve older teenagers as well. The intention is to provide a relational pathway by which young people can be invited to take part in other church and youth events where they might hear more about Jesus.

Sunday Football

Every Sunday evening (with the exception of the night of the Euros final) an of average c30 players met to play football at the Haggerston School Football pitches. Most of the players attend regularly and so there are many friendships that have been established over the months and years. The players are a mix of local guys and those new to the UK. With only rare exceptions the sessions are competitive and joyous. Each week we have a 'Bible Verse of the Week' and a fuller meditation on the verse later in the week maintaining an ongoing focus on combining faith and football. A number of the guys have come to church or church activities and there are a number of examples of spiritual awakening and growth. We have also been able to help a regular flow of the guys into work and then provide them with ongoing support. Every fortnight we meet to pray for God's protection on the football sessions and to bring the needs of the guys before God.

Stephen Millar, Churchwarden

Towards the end of the year our evangelistic efforts were focused on our Christmas events and services. Beer & Carols at the George & Vulture pub was held outside once again, and over 250 people attended. As well as signing traditional carols and festive songs, there was an opportunity for our Vicar to address those assembled on the 'promise of peace' fulfilled in Jesus. In a slightly bizarre moment, a football-style chant of 'We love you Jesus, we do!' broke out spontaneously with a tone of warmth and appreciation.

Transform Hoxton

'Seek the peace [prosperity / welfare] of the city where the Lord has placed you: in its peace is your peace.' (Jeremiah 29:7)

St John's continues to prioritise the biblical call to pursue justice, social transformation and the common good - to love our neighbour as ourselves. Our Warm Welcome project continued throughout the first half of 2024. Our Commissioned Pastoral Assistant, Lorraine Flack, took principal responsibility for this space which offered an open and hospitable space for anyone in the neighbourhood. After a break for the summer, the project restarted in October. As well as the friendly and warm space offered, we have continued to distribute energy donations and supermarket gifts cards in this space. Some who attended have joined in with daytime Alpha courses, and some have joined in with a simple prayer space towards the end of the time.

Community Organising

We continue to partner as a member of Hackney Citizens to undertake community organising work. Our efforts during 2024 were hampered a little by changes in Hackney Citizens team changes as well as our own capacity limitations. Nonetheless we were involved in some listening and action around a London-wide campaign for free bus travel for asylum seekers. Several of our congregation members who are / were asylum seekers contributed to the testimonies - including attending and speaking at a meeting with London Assembly member for Hackney, Sem Moema. I was able to work with children in our primary school to write a song for the campaign based on the old children's rhyme 'The Wheels on the Bus'. It was great to see school children growing in their awareness of the issues and being willing to use their voice to support. We hope this will help them grow to be active citizens who love their neighbours.

Sara Hunter, Licensed Lay Minister

Leadership & Administration

As noted above in the Vicar's Report, 2024 was a challenging year characterised by various battles and struggles even in the midst of seeing lots of fruitful mission work. There were significant changes in staffing and leadership structures. At the start of the year the PCC Standing Committee agreed to disband the Senior Leadership Team which was meeting weekly with an executive function. This was due to strained relationships in the SLT resulting in stress and frustration in the work. This was a good decision, and proved something of a relief to the members of the SLT. However, the PCC Standing Committee has not had an executive function for many years, and so new working patterns and learning about volunteer officer responsibilities were learned through the year and continue to be developed.

With the impending ordination of Bosede Owa to serve as Curate at St John's Hoxton we faced the possibility of having three Curates in training - two of them being self-supporting ministers. It was clear that this would place a strain on our Vicar in terms of capacity to act as Training Incumbent.

An opportunity was discerned and explored early in the year for one of our Curates to transfer to a neighbouring parish to complete his training. This felt like a prompting of the Holy Spirit, as there was good alignment of his gifts, interests and the needs of our neighbouring parish. It was both sad and joyful to say goodbye and send him to our neighbours in June. Another Curate was approached by a large church in central London to invite her to explore moving to a new role in their team. Though this came before the conclusion of the training post, it was felt to be a fruitful move as it provided security for her future ministry. These changes in the clergy team also made a space for Bosede Owa to grow into her new role as Curate. However, the loss of a full-time stipendiary clergy colleague reduced our capacity for some mission and ministry activities and placed an additional burden on the Vicar. Bosede Owa serves in a self-supporting capacity, and so has limitations on what she can offer with regard to midweek ministry and leadership responsibility.

Another significant change in the core team was the departure of our Operations Manager in November. After almost three years on the team, he recognised that his main objectives were achieved, and that he needed a role with greater flexibility in the working pattern. We're grateful for the amazing work he has undertaken over the past three years - and especially during 2024 the work he did on managing the car parking business and achieving increased revenues both from the car park and from premises hires.

Doreen Tang completed her six-month probationary period as Kids & Youth Minister, and was then promoted to Head of Kids & Youth with responsibility for the development and delivery of the Hoxton Youth Minster. To support her in this role we made provision for a Youth Ministry Assistant to join the team, and Cyrus Joshi was appointed to start in October in this role. We also recruited a full-time Youth & Worship Minister in October. Sadly this role proved not to be the right fit for the person appointed, and he finished in mid-November. After providing services as Music & Worship Ministry Overseer until October, Sara Hunter concluded her work in that role.

Consequently we ended the year with significant vacancies on the staff team. While this has enabled us to make helpful payroll savings we should note that there is a cost to be paid: Doreen Tang has not had adequate staffing support for her role; our Vicar, Graham Hunter, has covered the Music & Worship Minister role and also undertook the senior responsibilities of the Operations Manager role, including payroll and HR. Renatha Hoga's role as Church Administrator evolved in November to include finance administration - and she has received some training for this role. This has been much appreciated and we value her experience and expertise. At the end of the year, Mohsen Amjadi was given a temporary role as Premises Assistant to help support the team with building maintenance and management after Daniel Okuniewski had left his role.

Our PCC met 8 times during the year. We met with increased frequency so as to give special attention to financial monitoring. One meeting was not minuted, as it was simply a gathering in the event of the Vicar's absence with stress to update the PCC.

Safeguarding Report

1. Introduction

St John's Hoxton is committed to ensuring the safety and well-being of all individuals, particularly children and vulnerable adults, who engage with our church community. This report outlines our safeguarding activities over the past year, highlighting our commitment to best practices in safeguarding and child protection. The PCC reviews our Safeguarding Policy annually at the first meeting of the new PCC in May. It adopts the House of Bishops recommended policy statement and pays due regard to '*Promoting a Safer Church'* (2017) and '*Protecting All God's Children'* 4th edition (2010) and the Diocesan Safeguarding Policy '*Promoting a Safer Diocese'* (2018). The policy is published on our website. The PCC receives a safeguarding report every two months at each of its meetings.

The purpose of this annual report is to provide transparency on our safeguarding measures, report on progress, and outline future plans to ensure a safe environment for everyone.

2. Key Safeguarding Activities This Year

- Conducted safeguarding training sessions for staff and volunteers in groups.
- Updated and reviewed safeguarding policies to align with national and diocesan guidelines in May 2024.
- Increased safeguarding awareness through posters, newsletters, and sermons.
- Appointed new Church Safeguarding Officer, Doreen Tang and reinforced their roles within the church community.

3. Safeguarding Cases and Concerns

(No confidential details are disclosed to protect privacy.)

- Total number of safeguarding concerns reported: 20
- Actions taken included:
    - Seek advice from the Diocese Safeguarding Team;
    - Managed situation internally with Vicar and parties concerned;
    - Pastorally supporting these individuals.
- Observed trends: involve individuals who have mental and emotional challenges and asylum seekers community.

4. Safer Recruitment and DBS Checks

- Number of background checks (DBS) completed in 2024: 19
- Still in the process of ensuring all volunteers working with children and vulnerable adults underwent safeguarding trainings renewal.
- Compliance with safer recruitment policies reviewed and improved where necessary.
- All PCC members now hold valid DBS certifications.

5. Training and Development

- Number of safeguarding training sessions in 2024 (individually completed): 12
- Percentage of staff and volunteers trained: 75%
- Future training goals: to increase the number of percentages to renew their trainings and for the Welcome Team members to go through Basic Safeguarding trainings.

6. Partnerships and External Agencies

- Maintained strong relations with the DST (Diocese Safeguarding Team) with regular PSO drop-in sessions and regular PCC safeguarding reports
- Maintaining the Parish Dashboard regularly to a satisfactory level (currently in 2025, progress report is at 98%)

7. Future Plans and Recommendations

- Continue to improve safeguarding training and awareness programs.
- Strengthen safeguarding policy implementation and periodic reviews.

8. Conclusion

Over the past year, St John's Hoxton has made significant progress in safeguarding practices. While challenges remain, our commitment to ensuring a safe and supportive environment remains steadfast. Moving forward, we will continue to prioritize training, awareness, and compliance with best safeguarding practices.

For any safeguarding concerns or inquiries, please contact our Safeguarding Officer, Doreen Tang or Deputy Safeguarding Officer, Pauline Millar.

Doreen Tang, Church Safeguarding Officer

The church finances were a significant focus of PCC attention throughout the year, and the Treasurer's report below highlights some of the main issues. The Stewardship Action Team ran a campaign during the year to encourage greater participation and generosity in congregational giving. It's hard to tell the impact of this campaign as levels of congregational giving and the individuals involved change throughout the year. Congregation giving did not reach the levels to which we aspired in our 2024 budget. However, general expenditure savings and increased premises rental income meant that we ended the year in a much healthier financial position than we had experienced in 2023.

One significant change in our finances was the award of a 6-year funding partnership with the Diocese of London to develop and deliver the Hoxton Youth Minster. This will provide a substantial contribution to the cost of our Head of Kids & Youth, as well as providing for additional staffing and a contribution towards our operational staffing capacity.

The redesigned chart of accounts implemented in 2023 was used again for the production of the 2024 budget, and this year monitoring of income and expenditure against the budget was much

more accurate than in previous years. We expect ongoing improvement in the accuracy of our budgeting for 2025.

PCC Treasurer Report

The financial year ending 31 December 2024 marked a significant improvement for St John's Hoxton, with a reported surplus of £14,740 compared to the previous year's loss of £62,075. This positive shift reflects better financial stewardship and improved income streams. Total income £361,954 Expenditure £347,214.

Income Overview

- **Planned Congregational Giving (including Gift Aid):** £92,156 (2023: £97,085)
    - The number of givers increased to 918 (from 898 in 2023).
    - However, total giving was 20% below the budget of £120,000.
- **Premises Hire (Regular & Ad Hoc):** £92,393 (Budget: £102,504)
- **Management Company Dividends:** £46,858 (Budget: £60,000)
    - The reduction in dividends resulted from resolving an unexpected VAT liability which was settled through loans and grants
    - Total income £96,655 Expenditure £42,345. Profit £54,310
- **Regular Grant Income:** £24,124 (Budget: £53,496) 55% below budget.
- **Restricted Fund Donations:** £26,258 including gift aid (Budget: £8,364) 150% above budget
- **Worship Services Collection:** £5,293 (Budget: £1,560) 239% above budget

Expense Overview

- **Clergy Costs:** £21,706.82 (2023: £35,712). Savings of 39% (curate moving on not replaced)
- **Maintenance, Repairs & Management:** £22,800 (Budget: £20,712)
- **Special Project Expenses:** £19,619.92 (Budget: £9,900) 99% above budget (life blood of the church)
- **Common Fund Contribution:** Restored to £70,000

Growing Reserves & Future Projections for 2025

Encouragingly, the car parking business is expected to generate an additional surplus of £6,000 by the end of Q1 in 2025, which can be allocated as an additional donation to the church.

For the first quarter of 2025, we anticipate:

- **Monthly Rent/Traded Services Income:** £2,000
- **Monthly Donations:** £5,000
- **Q1 Additional Donation from Car Parking Business:** £6,000

This means total donations for Q1 are expected to reach £21,000, exceeding our budgeted income by nearly £8,000. This strong start to the year provides a solid financial foundation and allows us to continue growing our reserves and funding church initiatives effectively.

Despite challenges in certain income streams, the overall financial performance for 2024 shows a marked improvement. Strategic financial management, increased income diversification, and prudent expense control have contributed to a positive outcome. Looking forward, the continued growth in reserves and surplus donations will further strengthen St John's Hoxton's financial stability. While general funds are still low at £3,903, they have been restored to a positive position.

Daniel Pratt, PCC Treasurer

Building & Premises

During the course of 2024 our Operations Manager, Daniel Okuniewski, undertook a range of building maintenance programmes. He spent time dealing with various external contractors to set in place agreements for roof repairs, gardening, electrical works, drainage, and internet distribution. One of the main projects he managed during the year was repairs to a collapsing wall at the north of our site at the boundary of the primary school. It was deemed unsafe, and fencing was set up for several months to keep people clear of the area. We were grateful to Hackney Council for providing the funds to repair the wall.

The gardens were kept in good condition throughout the year, with Lloyd Jackson working as our gardener to manage the pruning, the beds and the grass area. People have commented on how well the gardens are currently maintained. Day to day management of the premises and gardens was undertaken by the Building & Premises team: Chris Cummings, Ian Shepard and Peter Chareka. We're grateful for their hard work and diligence. They were supported and overseen throughout the year by Daniel Okuniewski.

#LoveHoxton

Little progress was made on our redevelopment project. We spent a significant chunk of free reserves on the funding of a full condition survey in 2021. We're fully aware that the project for conservation repairs and reordering will cost somewhere in the region of £2million - and so a major project with National Lottery Heritage Funding is the only viable solution.

The PCC reviewed our options at a meeting in June, considering an options appraisal of three possible approaches:

1. minimal - undertaking only conservation works;
2. moderate - undertaking conservation and creating new mission, ministry and community spaces; and
3. maximal - undertaking conservation, new spaces creation and the project to contribute affordable housing for the neighbourhood.

The PCC resolved to pursue the 'moderate' option. The next step is to engage a fundraiser and project manager to raise funds for a project feasibility review process.

We are aware that the building faces significant challenges in terms of maintaining fabric and also in providing appropriate spaces for generating income and fulfilling our mission and ministry programme. We will continue to raise our concerns with the Bishop of Stepney and the wider Diocesan team, as we think it's important for them to recognise the significant challenges of both pursuing church growth in terms of mission and ministry, and also managing a major conservation and redevelopment project.

Concluding Remarks

An amazing array of people have contributed to the worship, mission and ministry of the church over the past year – too many to list by name. However, we'd like to pay tribute in particular to our staff team who continue to work tirelessly through the week to support the life of our church.

Mohsen Amjadi - B&P Assistant
Louise Cathrow - Curate
Peter Chareka - B&P Assistant
Chris Cummings - B&P Assistant
Lorraine Flack - Commissioned Pastoral Assistant
Renatha Hoga - Office & Ministry Administrator
Sara Hunter - Licensed Lay Minister
Cyrus Joshi - Youth Ministry Assistant
Andrew Large - Curate
Daniel Okuniewski - Operations Manager
Bosede Owa - Ordinand & Curate
Daniel Pratt - Licensed Lay Minister
Chris Sparrow - Youth & Worship Minister

Financial Review

Risk Policy

The PCC has examined the principal areas of the church's operations and considered what major risks may arise in each of these areas. In the opinion of the PCC the church has established resources and review systems which, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day to day operations.

Reserves Policy

The policy of the PCC is that the unrestricted funds not committed or invested in tangible fixed assets and fixed asset investments ('the free reserves') held by the church should reach three months normal running costs. At the year ended 31st December 2024, the free reserves had not reached this level and the PCC is striving to meet this as soon as possible. Our 2025 budget is set as a balanced budget, but without any allocation to reserves. We continue to hope that increased income and cost control may enable us to allocate some funds to reserves.

Pensions Policy

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

CWPF has two sections:

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

Pension Builder Scheme

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

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

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

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

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pension costs charged to the SoFA in the year are the contributions payable (2024: £1,994, 2023: £1,565).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2022.

For the Pension Builder Classic section, the valuation revealed a surplus of £34.8m on the ongoing assumptions used. At the most recent annual review effective 1 January 2025, the Board chose to grant a discretionary bonus of 6.7% to both pensions not yet in payment and pensions in payment in respect of service prior to April 1997; and a bonus on pensions in payment in respect of post April 2006 service so that the pension increase was 2.7% (where usually it would be calculated based on inflation up to 2.5%). This followed improvements in the funding position over 2024. There is no requirement for deficit payments at the current time.

The next valuation is due as at 31 December 2025.

For the Pension Builder 2014 section, the valuation revealed a surplus of £8.5m 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, St John's Hoxton could become responsible for paying a share of the failed employer's pension liabilities.

This valuation has not yet been communicated to the PCC.

Statement of PCC Members Responsibilities

The PCC Members are required to ensure financial statements are prepared for each financial year which give a true and fair view of the state of affairs of the PCC and of the surplus or deficit of the PCC for that period. In preparing those financial statements, the PCC Members are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the PCC will continue in operation

The PCC Members are responsible for ensuring proper accounting records are kept which disclose with reasonable accuracy at any time the financial position of the PCC and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities Statement of Recommended Practice (FRS102) 2019 and the Church Accounting Regulations 2006. In addition,

they are responsible for safeguarding the assets of the PCC and hence for taking reasonable steps to prevent and detect fraud and other irregularities.

For and on behalf of the PCC



31st March 2025

Revd Graham Hunter
Vicar & Chair of Trustees

Independent Examiners Report

To The Trustees On The Unaudited Accounts Of The Parish Of St John's Hoxton

I report to the trustees, being the members of the Parochial Church Council ("PCC"), on my examination of the accounts of St John's Hoxton for the year ended 31st December 2024.

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

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

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.



4 April 2025

C J Goodhead FCA
Knight Goodhead Limited
7 Bournemouth Road
Chandler's Ford
Eastleigh
SO53 3DA

ST JOHN'S HOXTON

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
INCOME					
Donations and legacies		104,056	26,258	130,314	140,159
Charitable activities		92,393	-	92,393	101,155
Trading activities		3,003	2,050	5,053	1,845
Grants		9,983	19,141	29,124	45,778
Investments		197	130	327	337
Other income		4,736	3,352	8,088	18,232
Management company		96,655	-	96,655	95,708
Total income	3	311,023	50,931	361,954	403,214
EXPENDITURE					
Charitable activities	4	277,014	51,855	328,869	386,129
Management company		18,345	-	18,345	79,160
Total expenditure		295,359	51,855	347,214	465,289
NET (EXPENDITURE)/INCOME BEFORE TRANSFERS		15,664	(924)	14,740	(62,075)
Transfers between funds		(472)	472	-	-
NET MOVEMENT IN FUNDS		15,192	(452)	14,740	(62,075)
FUND BALANCES AT 1 JANUARY 2024		(6,249)	15,496	9,247	71,322
FUND BALANCES AT 31 DECEMBER 2024	14	8,943	15,044	23,987	9,247

CONSOLIDATED BALANCE SHEET AS AT 31 DECEMBER 2024

	Notes	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
FIXED ASSETS					
Investments	9	-	-	10	10
Tangible assets	8	7,360	9,212	7,360	9,212
		7,360	9,212	7,370	9,222
CURRENT ASSETS					
Debtors	10	21,761	15,022	15,428	16,236
Cash at bank and in hand		36,765	32,336	36,478	32,092
		58,526	47,358	51,906	48,328
CREDITORS: amounts falling due within one year:	11	(30,721)	(22,925)	(24,111)	(16,453)
NET CURRENT ASSETS		27,805	24,433	27,795	31,875
TOTAL ASSETS LESS CURRENT LIABILITIES		35,165	33,645	35,165	41,097
CREDITORS DUE IN MORE THAN ONE YEAR	12	(11,178)	(24,398)	(11,178)	(24,398)
NET ASSETS		23,987	9,247	23,987	16,699
FUNDS	13-14				
Unrestricted:					
Designated		5,040	4,540	5,040	4,540
Other unrestricted		3,903	(10,789)	3,903	(3,337)
		8,943	(6,249)	8,943	1,203
Restricted		15,044	15,496	15,044	15,496
TOTAL FUNDS		23,987	9,247	23,987	16,699

Signed on behalf of the PCC by:



Revd Graham Hunter – Vicar / Chair of Trustees 31st March 2025 **Date**



Daniel Pratt - Treasurer 31st March 2025 **Date**

ST JOHN'S HOXTON

CONSOLIDATED CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 £	2023 £
NET CASH FLOW PROVIDED BY OPERATING ACTIVITIES	1	4,102	(19,210)
CASH FLOWS FROM INVESTING ACTIVITIES			
Interest received		327	337
Purchase of fixed assets		-	(1,879)
NET CASH FLOW		4,429	(20,752)

		2024 £	2023 £
Cash at the end of the year	2	36,765	32,336
Cash at start of the year		32,336	53,088
(Decrease)/increase in cash in the year		4,429	(20,752)

NOTES TO THE CASHFLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2024

1 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net movement in funds for the year	14,740	(62,075)
Dividends and interest received	(327)	(337)
Depreciation	1,852	2,251
(Increase)/Decrease in debtors	(6,739)	4,251
Increase/(decrease) in creditors	(5,424)	36,700
Net cash flow from operating activities	4,102	(19,210)

2 ANALYSIS OF CASH AND CASH EQUIVALENTS

	2024 £	2023 £
Cash at bank and in hand	36,765	32,336
	36,765	32,336

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

1 ACCOUNTING POLICIES

(a) Basis of accounting

The financial statements have been prepared in accordance with Church Accounting Regulations 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102 (effective January 2019) and the Charities Act 2011.

The PCC meets the definition of a public benefit entity under FRS 102.

The accounts are prepared on the historical cost basis.

The accounts are prepared on the going concern basis.

(b) Fund accounting

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

Restricted funds are those funds donated for specific purposes.

Designated funds are funds earmarked by the trustees for a specific project/purpose.

(c) Income

Donations and other income are recognised when received and an estimate of income tax recoverable is recognised when the related donations are recognised.

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 probable.

Sales of books and magazines from the church bookstall are accounted for gross.

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

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue. Tax recoverable on such income is recognised in the same accounting year.

Grants and donations are accounted for when paid over, or when awarded.

(d) Expenditure

The diocesan Common Fund is accounted for when paid. Any Common Fund unpaid at 31 December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

Expenditure incurred in the operation of the church is classed as charitable activities.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024 (continued)

1 ACCOUNTING POLICIES (continued)

(e) Fixed assets

In the absence of an actual cost, the insurance valuation has been used as the deemed cost for operational assets, with no depreciation charge being made during the year due to the long life of the asset and regular maintenance.

Consecrated property and moveable church furnishings

Consecrated and beneficed property of any kind is excluded from the accounts by s.10 of the Charities Act 2011.

Moveable church furnishings held by the Vicar and Churchwardens on special trust for the PCC, and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the church's Inventory which can be inspected (at any reasonable time). For inalienable property acquired prior to 2003 there is insufficient cost information available and therefore such assets are not valued in the accounts. No such Items have been acquired since 1 January 2003.

All expenditure incurred in the year on consecrated or beneficed buildings or on the repair of movable church furnishings acquired before 1 January 2003 is written off.

Other fixtures, fittings and office equipment

Additions to buildings comprise refurbishment of the institute and are depreciated over their expected useful life of five years.

Only items of greater than £1,500 are capitalised. Church worship equipment comprises a number of electrical and other items connected with sound, vision and worship. They will be depreciated over five years from date of first use. Computer and office equipment and furnishings are depreciated over four years from date of first use. Catering equipment is written off over five years from date of first use. Church chairs are depreciated over ten years. The boiler is depreciated over an estimated useful life of thirteen years.

(f) Current assets

Amounts owing to the PCC at 31 December in respect of fees, rents or other income are shown as debtors less provision for amounts that may prove uncollectable.

(g) Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial instruments issues' of FRS 102 to all of its financial instruments.

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

2 ADMINISTRATIVE INFORMATION

The charity is unincorporated and was registered on 3 December 2009 with the Charity Commission in England and Wales. The registered number is 1133109.

The registered office of the charity is St John's Church, Pitfield Street, London, N1 6NP.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024 (continued)

3 INCOME

	Unrestricted funds	Restricted funds	Total 2024	Total 2023
DONATIONS AND LEGACIES	£	£	£	£
Planned giving:				
Gift Aided	73,095	-	73,095	75,724
Non gift aid	2,139	-	2,139	2,184
Tax recovery	16,922	-	16,922	19,177
	92,156	-	92,156	97,085
Other giving:				
One off giving	5,293	-	5,293	5,346
Collections	-	21,112	21,112	24,394
Special appeals and collections	120	1,449	1,569	6,595
Tax recovery	6,487	3,697	10,184	6,739
	11,900	26,258	38,158	43,074
Total donations and legacies	104,056	26,258	130,314	140,159
ASSET BASED INCOME				
Church car parking	29,680	-	29,680	21,035
Premises rental	62,713	-	62,713	80,120
	92,393	-	92,393	101,155
TRADING ACTIVITIES				
Traded services	3,003	2,050	5,053	1,845
	3,003	2,050	5,053	1,845
GRANTS				
Grants	9,983	19,141	29,124	45,778
INVESTMENTS				
Interest	197	130	327	337
OTHER INCOME				
PCC fees	532	-	532	533
VAT recoverable	1,578	-	1,578	4,492
Miscellaneous income (including insurance claims)	2,626	3,352	5,978	13,207
	4,736	3,352	8,088	18,232
St John's Hoxton Management Company	96,655	-	96,655	95,708
TOTAL INCOME	311,023	50,931	361,954	403,214

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024 (continued)

4 EXPENDITURE	Unrestricted funds	Restricted funds	Total 2024	Total 2023
CHARITABLE ACTIVITIES	£	£	£	£
Grants and donations				
Holiday bursary fund payments	-	19,340	19,340	16,247
PCC grants and donations - mission	1,540	249	1,789	2,160
Benevolent fund	-	5,863	5,863	9,661
	1,540	25,452	26,992	28,068
Common Fund Overhead	70,000	-	70,000	68,270
Building and premises costs				
Church gardens	1,967	-	1,967	4,158
Church maintenance and supplies	19,267	-	19,267	33,128
Church major redevelopment and repairs	1,920	-	1,920	14,304
Insurance	8,334	-	8,334	7,184
Cleaning supplies and consumables	1,999	112	2,111	1,015
Depreciation	1,852	-	1,852	2,251
Facilities furniture and equipment	493	-	493	10,341
Utilities	19,455	-	19,455	17,772
	55,287	112	55,399	90,153
Mission and ministry				
Children's work resources	2,733	1,755	4,488	1,256
Clergy expenses and training	3,209	-	3,209	1,799
Curate accommodation	9,007	-	9,007	14,447
Community organising	-	-	-	1,463
Evangelism and discipleship	604	-	604	655
Hospitality and café supplies	3,694	-	3,694	6,352
Missions projects	4,327	3,750	8,077	13,735
Payroll and recruitment costs	1,302	210	1,512	1,521
Publicity	200	-	200	221
Services resources	764	-	764	1,783
Special Events	280	-	280	292
Worship and AV	4,022	-	4,022	2,567
Youth Work	429	-	429	2,310
	30,571	5,715	36,286	48,401
Office and administration				
Communication	2,437	-	2,437	2,300
Fundraising	2,309	283	2,592	1,772
IT equipment and licenses	449	-	449	2,161
Accountancy	2,280	-	2,280	2,898
Office equipment and stationery	881	-	881	1,386
Staff training	696	681	1,377	2,440
	9,052	964	10,016	12,957

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024 (continued)

4 EXPENDITURE (continued)

	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
Wages and salaries				
Ministry team	31,169	19,612	50,781	52,209
Operational team	74,162	-	74,162	82,034
Employers NI	3,239	-	3,239	2,472
Employers pension	1,994	-	1,994	1,565
	110,564	19,612	130,176	138,280
St John's Hoxton Management Company	18,345	-	18,345	79,160
TOTAL EXPENDITURE	295,359	51,855	347,214	465,289

Included within accountancy above are amounts due to the independent examiners in relation to the independent examination of £1,920 (2023: £1,920) and £360 for other work (2023: £978).

5 GRANTS

Grants and donations totalled £7,902 (2023: £18,407) and were all paid by the charity. The following donations were made to institutions and totalled more than £1,000:

London Citizens	£1,242

6 STAFF COSTS

No employees received emoluments over £60,000 in the year.
The average number of employees during the year was 6 (2023: 7)

Staff costs relate to all direct and indirect staff costs.

Employment costs	2024	2023
	£	£
Wages and salaries	124,943	134,243
Social security costs	3,239	2,472
Pension costs	1,994	1,565
	130,176	138,280

See note 15 for disclosure of payments made to related parties.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024 (continued)

7 NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY

The charity owns 100% of the issued share capital of St John's Hoxton Management Company Limited, a company incorporated in England and Wales (company number: 07039922).

The results of the company before consolidation fare summarised as follows:

	2024	2023
	£	£
Turnover	96,655	95,708
Expenses	(42,345)	(103,160)
Taxation	-	-
Net profit	54,310	(7,452)
Dividend paid to St John's Hoxton	(46,858)	-
	7,452	(7,452)

8 TANGIBLE ASSETS

Group / Charity	Property improvements	PA/AV equipment	Shipping container	Total
	£	£	£	£
COST				
At beginning of year	8,102	6,101	2,040	16,243
Additions	-	-	-	-
Disposals	-	-	-	-
At end of year	8,102	6,101	2,040	16,243
DEPRECIATION				
At beginning of year	1,246	4,085	1,700	7,031
Charge for year	623	889	340	1,852
Disposals	-	-	-	-
At end of year	1,869	4,974	2,040	8,883
NET BOOK VALUE				
At end of year	6,233	1,127	-	7,360
At beginning of year	6,856	2,016	340	9,212

9 FIXED ASSET INVESTMENTS

Charity	Investment in subsidiary undertakings	Total
	£	£
Cost or market value of investments b/fwd and c/fwd	10	10

The charity owns 100% of the issued share capital of St John's Hoxton Management Company Limited, a company incorporated in England and Wales (company number: 07039922).

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024 (continued)

10 DEBTORS

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Gift aid tax recoverable	3,554	3,555	3,554	3,555
Prepayments and accrued income	1,120	1,222	1,120	1,222
Other debtors	17,087	10,245	5,396	3,843
Amounts due from subsidiary undertaking	-	-	5,358	7,616
	21,761	15,022	15,428	16,236

11 CREDITORS: amounts falling due within one year

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Trade creditors	6,051	8,559	5,264	6,999
Loans payable	14,904	6,652	14,904	6,652
PAYE/NI	1,843	882	1,843	882
VAT	4,923	4,112	-	-
Accruals and deferred income	3,000	2,720	2,100	1,920
	30,721	22,925	24,111	16,453

12 CREDITORS: amounts falling due in more than one year

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Loans payable	11,178	24,398	11,178	24,398
	11,178	24,398	11,178	24,398

Bank loans relate to interest free loans from the Diocese. These are fully repayable within 5 years.

13 FUNDS

The restricted funds are established for the following purposes:

#Love Hoxton project	To fund major conservation and redevelopment plans.
Holiday Bursary fund	Contributions to the cost of taking members of our church to our annual church holiday, Focus, and also other retreats and residentials throughout the year.
Benevolent fund	Holds monies to give to people in need. Funds are usually distributed in the form of supermarket gift cards or energy donations.
Children's and Youth Ministry	This fund is established to hold any funds raised through special events, grant applications or other donations specifically to support the kids and youth ministry at St John's Hoxton. It may be spent on any resources, staffing or activities which are for the benefit of under 18's in our church or neighbourhood.
Hoxton Youth Minister	This fund is established in 2024 to manage grant income and other fundraising associated with the Hoxton Youth Minster project running from 2024-30.
General Restricted Fund	The General Restricted fund holds donations given for specific purposes but expected to be spent 'in-year'. This includes donations for the Sunday evening football project or other special appeals where funds are then spent immediately.
Church Chairs	A campaign was launched in 2023 to raise funds to buy additional church chairs. The donations and gift aid claimed were not shown in the 2023 accounts, and have been recorded in 2024 to ensure restricted donations are properly applied.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024 (continued)

13 FUNDS

The designated funds are established for the following purposes:

Vicarage maintenance — Maintained for the purpose of providing budget for the PCC to meet its responsibility for internal redecoration and refurbishment of the Vicarage as well as for garden maintenance.

13 MOVEMENT IN FUNDS

	Balance at 1 January 2024	Income	Expenditure	Transfers between funds	Balance at 31 December 2024
	£	£	£	£	£
Restricted funds					
#Love Hoxton Project	8,956	130	-	-	9,086
Holiday bursary fund	1,332	19,897	(19,830)	-	1,399
Benevolent fund	5,208	2,535	(5,946)	-	1,797
Children's and Youth Ministry	-	9,584	(8,184)	-	1,400
Hoxton Youth Minister	-	15,035	(14,145)	-	890
General Restricted fund	-	3,750	(3,750)	-	-
Church chairs	-	-	-	472	472
	15,496	50,931	(51,855)	472	15,044
Designated funds					
Vicarage maintenance	4,540	-	-	500	5,040
	4,540	-	-	500	5,040
Other unrestricted funds					
St John's Hoxton PCC	(3,337)	214,368	(277,014)	69,886	3,903
St John's Hoxton Management Company	(7,452)	96,655	(18,345)	(70,858)	-
	(10,789)	311,023	(295,359)	(972)	3,903
Total funds	9,247	361,954	(347,214)	-	23,987

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024 (continued)

14 ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

Group

Fund balances as at 31 December 2024 are represented by:

	Restricted funds	Designated funds	Other unrestricted funds	Total 2024
	£	£	£	£
Tangible fixed assets	-	-	7,360	7,360
Current assets	15,044	5,040	38,442	58,526
Current liabilities	-	-	(30,721)	(30,721)
Non current liabilities	-	-	(11,178)	(11,178)
	15,044	5,040	3,903	23,987

Fund balances as at 31 December 2023 are represented by:

	Restricted funds	Designated funds	Other unrestricted funds	Total 2023
	£	£	£	£
Tangible fixed assets	-	-	9,212	9,212
Current assets	15,496	4,540	27,322	47,358
Current liabilities	-	-	(22,925)	(22,925)
Non current liabilities	-	-	(24,398)	(24,398)
	15,496	4,540	(10,789)	9,247

Charity

Fund balances as at 31 December 2024 are represented by:

	Restricted funds	Designated funds	Other unrestricted funds	Total 2024
	£	£	£	£
Tangible fixed assets	-	-	7,360	7,360
Fixed asset investment	-	-	10	10
Current assets	15,044	5,040	31,822	51,906
Current liabilities	-	-	(24,111)	(24,111)
Non current liabilities	-	-	(11,178)	(11,178)
	15,044	5,040	3,903	23,987

Fund balances as at 31 December 2023 are represented by:

	Restricted funds	Designated funds	Other unrestricted funds	Total 2023
	£	£	£	£
Tangible fixed assets	-	-	9,212	9,212
Fixed asset investment	-	-	10	10
Current assets	15,496	4,540	28,292	48,328
Current liabilities	-	-	(16,453)	(16,453)
Non current liabilities	-	-	(24,398)	(24,398)
	15,496	4,540	(3,337)	16,699

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024 (continued)

15 RELATED PARTY TRANSACTIONS

The following related party transactions occurred during the year.

Sara Hunter, the wife of a PCC member was paid £6,325 for her work as Music & Worship ministry overseer on contract for services basis (2023: £8,600).

Revd Graham Hunter holds a number of senior governance roles in related organisations:
- Streetlevel (chair of trustees)
- London Diocesan Fund (Trustee/Director)
- Haberdashers' Company Court of Assistants & Charities Committee (Member)
- St John the Baptist Primary School - Local Advisory Board member (School Governor)

One trustee was reimbursed a total of £1,185 for expenses incurred on behalf of the charity (2023: £1,933 to three trustees).

16 PARENT CHARITY

Below are summarised results of St John's Hoxton, excluding the subsidiary company:

	Total 2024	Total 2023
INCOME		
Donations and legacies	130,314	140,159
Charitable activities	104,393	113,155
Trading activities	17,053	13,845
Grants	29,124	45,778
Investments	47,185	337
Other income	8,088	18,232
Total income	336,157	331,506
EXPENDITURE		
Charitable activities	328,869	386,129
Total expenditure	328,869	386,129
NET INCOME/(EXPENDITURE)	7,288	(54,623)

17 GOING CONCERN

During 2021-2023 St John's Hoxton experienced significant financial contraction and spent a large portion of free reserves on resolving building and staffing issues. The dividends from the car parking business had also taken a significant downturn reducing contributions to the church. During the first half of 2024 significant effort was made to increase car park revenues, and the result was that by the second half of 2024 the business was performing well and contributions to the church returned to our anticipated levels. Staff restructuring during 2024 has also created payroll savings. Participation in a significant mission project focused on youth work in partnership with the Diocese has also resulted in significant grant funding from September 2024 through to mid-2030. By the end of 2024 the PCC were satisfied that we had turned a corner and would begin to replenish free reserves in 2025.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024 (continued)

18 COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023

	Unrestricted funds	Restricted funds	Total 2023
	£	£	£
INCOME			
Donations and legacies	114,967	25,192	140,159
Charitable activities	101,155	-	101,155
Trading activities	545	1,300	1,845
Grants	45,528	250	45,778
Investments	231	106	337
Other income	18,232	-	18,232
St John's Hoxton Management Company Limited	95,708	-	95,708
Total income	376,366	26,848	403,214
EXPENDITURE			
Charitable activities	358,201	27,928	386,129
Management company	79,160	-	79,160
Total expenditure	437,361	27,928	465,289
NET EXPENDITURE BEFORE TRANSFERS	(60,995)	(1,080)	(62,075)
Transfers between funds	2,787	(2,787)	-
NET MOVEMENT IN FUNDS	(58,208)	(3,867)	(62,075)
FUND BALANCES AT 1 JANUARY 2023	51,959	19,363	71,322
FUND BALANCES AT 31 DECEMBER 2023	(6,249)	15,496	9,247

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024 (continued)

19 COMPARATIVE MOVEMENT IN FUNDS

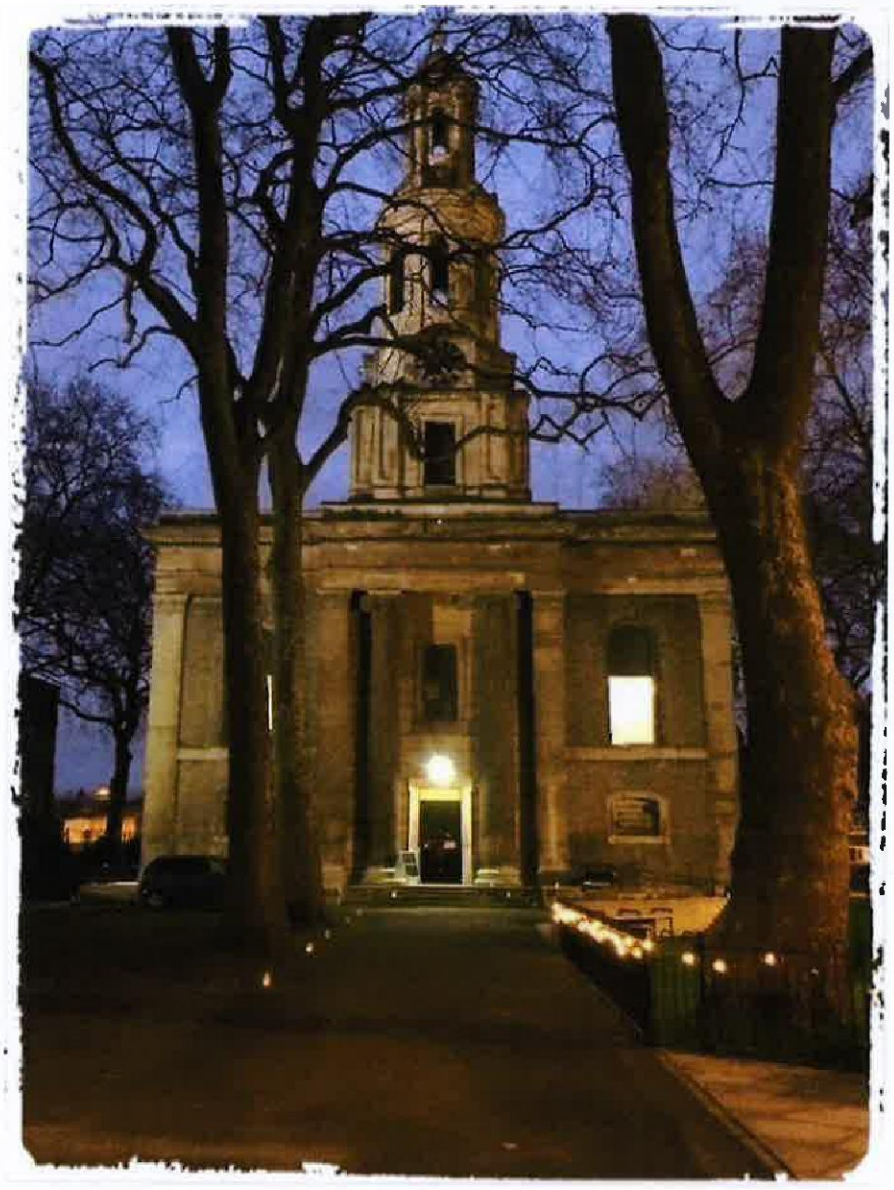
	Balance at 1 January 2023	Income	Expenditure	Transfers between funds	Balance at 31 December 2023
	£	£	£	£	£
Restricted funds					
#Love Hoxton	8,732	226	(2)	-	8,956
CAP debt centre/LYN project	-	-	-	-	-
Holiday Bursary Fund	2,834	18,139	(16,807)	(2,834)	1,332
Digital inclusion campaign	1,000	-	(1,000)	-	-
Len and Eve Dye memorial	172		(172)	-	-
Benevolent fund	4,690	6,833	(6,315)	-	5,208
Children's Ministry	-	1,550	(1,550)		-
Youth Ministry	1,935	100	(2,082)	47	-
	19,363	26,848	(27,928)	(2,787)	15,496
Designated funds					
Free reserves	40,000	-	-	(40,000)	-
Vicarage maintenance	2,346	-	-	2,194	4,540
	42,346	-	-	(37,806)	4,540
Other unrestricted funds					
St John's Hoxton	9,613	280,658	(358,201)	64,593	(3,337)
St John's Hoxton Management Company	-	95,708	(79,160)	(24,000)	(7,452)
	9,613	376,366	(437,361)	40,593	(10,789)
Total funds	71,322	403,214	(465,289)	-	9,247

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST W

England & Wales - Charity number 1133109

Accounts

ST JOHN'S HOXTON



ST JOHN'S HOXTON PCC

Charity Registration number : 1133109

REPORT AND AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

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Introduction & Administrative Information

This Annual Report is made by the Parochial Church Council (PCC) of the Ecclesiastical Parish of St John the Baptist with Christ Church Hoxton (St John's Hoxton). It sets out the governance structure of the church, lists council members and administrative officers, and reports on the activities of the reporting year. It also presents statutory financial statements and notes. We have pleasure in presenting this information to the wider public.

Structure, Governance & Management

The Parochial Church Council (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. Since 9th December 2009 the PCC has been registered with the Charity Commission as "The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist with Christ Church Hoxton (Diocese of London)" and has the charity registration number 1133109. The method of appointment of PCC members is set out in the Church Representation Rules. All regular attendees at St. John's are encouraged to register on the electoral roll and are able to vote and to stand for election to the PCC.

In accordance with the PCC (Powers) Measure 1956, St John's PCC has the responsibility of co-operating with the incumbent, Revd Graham Hunter, in promoting in the ecclesiastical parish the whole mission of the Church - evangelistic, pastoral, social and ecumenical. It undertakes religious activities for the benefit of the general public by making grants to organisations, by providing service, and by providing buildings, facilities and open space. It also has maintenance responsibilities for the church premises of St John's which are registered as a Grade II* listed building.

Related Trust & Companies

The **St John's Hoxton Management Company Ltd** was established in October 2009 as a wholly owned trading subsidiary of the PCC of St John's Hoxton. It was formed to manage the car parking operations of the church. It is registered with Companies' House (07039922). The company directors are appointed by, and report to, the PCC. The company directors throughout 2023 were: Revd Graham Hunter, Mr Larre Olajide and Mr Aaron Rodewald. The PCC has no other related trusts or companies.

Administrative Details

Principal Office
St John's Church, Pitfield St, London, N1 6NP

Bankers
NatWest Plc, Islington Angel Branch, 2/3 Upper St, London, N1 0QF

Insurer
Ecclesiastical Insurance Ltd, Benefact House, 2000 Pioneer Avenue, Gloucester Business Park, Brockworth, Gloucester, GL3 4AW

Quinquennial Inspecting Architect
Alex Sherratt, Matthew Lloyd Architects, 1B, The Hangar, 38 Kingsland Rd, London E2 8DD

Independent Examiner
C J Goodhead, Knight Goodhead Ltd, 7 Bournemouth Rd, Chandler's Ford, Eastleigh, SO53 3DA

Ecclesiastical Information
St John's is in the *Hackney Deanery* in the *Stepney Episcopal Area* of the *Diocese of London.*
Diocesan Code: 05-26

Council Members 2023

Ex Officio Members

Incumbent
Revd Graham Hunter
Curates
Revd Louise Cathrow
Revd Andrew Large

Churchwardens
Ann-Marie Nye
Larre Olajide

Deanery Synod Representatives

(To 7th May)	*(From 7th May)*
Vera Arkhurst	Stephen Millar
Stephen Millar	Daniel Pratt
Larre Olajide	

Elected Members

(To 7th May)	*(From 7th May)*
Maria Demetriou	Maria Demetriou
Alice Howell	Alice Howell
Anita Masih	Anita Masih
Barizoge Neenwi	Richard Neasham
Daniel Pratt	Fiona Hollow
Olivette Thompson	

Officers / Roles

Electoral Roll

(To 7th May)	*(From 22nd May)*
Daniel Okuniewski	Maria Demetriou

Children's Champion

(To 7th May)	*(From 22nd May)*
Barizoge Neenwi	Alice Howell

Secretary
Stephen Millar

Treasurer
Daniel Pratt

Lay Vice-Chair

(To 7th May)	*(From 22nd May)*
Larre Olajide	Anita Masih

The PCC met 6 times during 2023 including a Vision & Strategy Day with staff in September.

Council Members' Report

Vision Statement

'to be a beacon of hope for Hoxton'.

Mission Statement

Worship God | Make Disciples | Share Jesus | Transform Hoxton

Values

Rooted

- We are confidently Christian: focused on prayer and worship, we are attentive to the voice of God in Scripture and work within the inherited structures of the Church of England.
- We are committed to loving and serving Hoxton and being ambassadors of the kingdom of God.
- We are rooted in our relationships to the wider church: within our parish and diocese but also with Christians from other traditions. We will honour their gifts, and humbly seek to work and learn together.

Relational

- We are committed to sharing life together with all its ups and downs – rejoicing together and weeping together.
- We want fun, food and friendship to be hallmarks of our church: welcome and hospitality a fundamental part of our approach to our corporate life.
- We're cautious about making any negative judgements about people – and want to embrace the great diversity and variety of people in our neighbourhood.
- We are determined to pay particular attention to the biblical justice issues of equality, diversity and inclusion. We seek to remain a multi-generational, multi-ethnic, multi-cultural church family in which strangers become friends.

Responsive

- We're responsive to the changing shape of our church and neighbourhood, and we continually adapt our mission and ministry to reflect the context. We're happy to experiment creatively, and we recognise that fruitfulness does not always mean short-term visible outcomes.
- We want to ensure our compassionate ministry addresses real local needs.
- We want our church ministries to express the variety of our members' gifts and vocations – not fit people into a predetermined model.

Risk-Taking

- We trust in a God who is able to do 'immeasurably more' than we can ask or imagine – this has been our experience over the past years.

- We will be attentive to the voice of the Spirit, and willing to step out in faith
- We will not shy away from making changes if we believe that God is calling us into something new.

In September 2021, the PCC approved a new five-year Mission Action Plan to outline the specific objectives towards which we will apply our financial and human resources. More details of the year's activities and results are outlined below in the general report.

Electoral Roll Report

A new electoral roll was created during March-April 2024. The previous electoral roll from 2023 had 150 members. 12 former members who have moved from the area, deceased or not attended church in over a year were removed. 21 new members joined the roll. The newly created Electoral Roll includes 159 members.

Maria Demetriou, Electoral Roll Officer

Hackney Deanery Synod Report

Report on the proceedings of the Hackney Deanery Synod 2023

The Deanery Synod's main functions are:

- to promote in Hackney Deanery the whole mission of the Church, pastoral, evangelistic, social and ecumenical
- to consider matters concerning the Church of England and to make provision for such matters in relation to the Deanery
- to bring together the views of the parishes of the Deanery on common problems, and to discuss and formulate common policies on those problems
- to foster a sense of community and interdependence among those parishes
- to be the point of contact between those parishes and the Diocesan Synod

During 2023 the Hackney Deanery Synod met on three occasions:

27 April 2023. St Peter De Beauvoir Town. The theme for the evening was the Synod learning more about the work of Hackney Council, educating itself about the Council's strategic planning, and thinking about how the church and the Council can work well together. *First,* a presentation was given by Sonia Khan, Head of Policy and Strategic Delivery. Sonia introduced Hackney's Strategic Plan – 'Working Together for a Better Hackney' and supplied information about applying for Council Funding for project work. *Secondly,* Cllr Joe Walker spoke about the setting up of Clapton Commons. Cllr Joe had also been involved in some recent meetings with the church about Estates ministry. Felt that it was important that the church always seeks to work in partnership, rather than thinking that there is nothing already happening in communities and that they were going to come in and save them. *Later in the meeting,* the Synod gave its blessing to the 'Child Q Working Group' to continue its work, consulting with Diocesan Safeguarding, the Diocesan Youth Team, the Racial Justice Priority Group - about the wording of the Charter. *Other items:* plans explained for the coach outing to Bishop Waltham Deanery in the Portsmouth Diocese to mark the end of the formal link with Hackney Deanery – which will take place on 10 June 2023; and a report on the work of Diocesan Synod.

2023 saw the end of the formal link between Hackney Deanery and Bishop Waltham Deanery. The end was marked with a day of thanksgiving for the link in Bishop Waltham Deanery, which involved a coach outing form Hackney, a meal, a visit to a summer fayre, and a church service.

The previous Triennium of the Synod ended on 30 June 2023. Thank you to all Synod reps who served up until then!

17 July 2023. St Mary's, Stoke Newington. At a 'Special Meeting of the House of Laity' Desiree Crump was elected as the lay Joint Chair of the Deanery Synod for the next three-year life (triennium) of the Synod. The Deanery Synod (laity & clergy together) met immediately afterwards. Synod officers were elected (Hannah Foakes, the Revd Sue Makin, the Revd Lizzie Campbell, the Revd Steve Gayle. Vacancy for Synod Secretary). The Revd Andy Rider, the Stepney Area Dean of Mission, gave a presentation on the Stepney Area 'Mission Strategy'. The Revd Daniel Gerrans gave an introduction to the 'Covenant for Clergy Care and Wellbeing'. Christina Sosonya reported on the work of Diocesan Synod. Janet Taylor was appointed as Synod School Governor for the Primary Advantage federation.

21 November 2023. St Olave's, Woodberry Down. Mrs Folake Roberts, Area Vice President of the Mothers' Union for the Stepney Area, gave a presentation about the work of the Mothers' Union. Encouraged churches to set up their own Mothers' Union branches. People could also become individual (or couple) Diocesan members. Open invitation to joining the monthly St Olave's Zoom meeting. A presentation was given about the Hackney & Islington Mission Project. The Revd Laura Luz spoke about the youth strand. The Revd Andrew Wilson about 'Catholic Mission & Renewal' and Estates work. The Revd Sue Makin reported on the work of General Synod, especially developments in relation to 'Living in Love & Faith'. Announced that the Revd Shana Maloney is now Priest-in-Charge of St James, Clapton and the Revd Charis Enga is now the Vicar of St Andrew's, Bethune Road, having previously been Priest-in-Charge.

Stephen Millar & Daniel Pratt, Deanery Synod Representatives

Vicar's Introduction

> *For still the vision awaits its appointed time; it hastens to the end—it will not lie.*
> *If it seems slow, wait for it; it will surely come; it will not delay.*
> *Habakkuk 2:3*

In January 2024 I spent an hour or two listing some of the challenges and changes we have experienced over the course of 2022-23. I listed 26 significant changes in our core ministry team - as people joined, left or changed role within the team. I noted a range of significant building issues: leaking roof; flooding crypt; unsafe playground; inefficient heating. I reminded myself of the financial challenges: static congregational giving; falling car park income; increased utility costs; a significant VAT liability in our trading subsidiary. Taken as a whole, I saw a picture of contraction: a reduction in the overall size of our worshipping community from 2019; a decline in our revenues; fewer staffing hours invested in mission and ministry. All of this could have led me to feel quite gloomy - but I found myself actually feeling encouraged. In this context, our church has continued to reach towards our vision of being 'a beacon of hope for Hoxton'.

Our mission on the margins saw incredible growth and fruit: young people accessing our midweek youth groups built deep relationships of trust with their leaders and some came to other youth events where they encountered Christian worship and teaching; the Sunday football project grew with extraordinary speed - and saw several local asylum seekers join our church through the football programme, and others also attended outreach events such as the men's breakfasts; and our warm welcome space drew in the lonely and the vulnerable and offered practical support and friendship. All in all, it was clear that God was drawing people to himself regardless of the practical challenges we faced as a local church. Much of this is due to the amazing dedication shown by staff and volunteers in our congregation as they opened spaces and welcomed people.

I am perhaps more persuaded that biological and seasonal metaphors are more helpful than industrial ones for thinking about God's mission in the local church. Growth and development are rarely linear or straight-lined. They tend to be cyclical and seasonal. Fruitfulness may be found in different parts of the garden in different seasons. I'm reminded of St Paul's words: 'I planted the seed, Apollos watered it, but God has been making it grow.' (1 Corinthians 3:6) Whether we are planting or watering - none of us can make things grow! We simply play our part.

I have been tempted to think of this season in our church's life as a sort of 'winter' season - where we should be expecting significant growth but should rather prepare the beds for planting again in the spring. While I think there is some truth in this description of our particular context - and this does help us have grace with ourselves and one another - it could lead us to accept a season of decline and decay as inevitable. This itself does not take account of the actual growth and development in the life of our church.

The other risk of this 'wintering' mentality is that it could cause us to 'shrink back'. There is practical wisdom in the old proverb 'cutting one's garment to fit your cloth', but the risk of reducing our missional activity to match our contracted resources it that it undermines our prayerful faith and dependence on the God who provides for all that he commands. Indeed, Hebrews 10:39 warns us explicitly against this: 'we do not belong to those who shrink back and are destroyed, but to those who have faith and are saved.'

I remain convinced that it is God's intention that St John's Hoxton remain an instrument for the 'ministry of reconciliation that is entrusted to us' (2 Corinthians 5:19). To that end, I still believe that we are to pursue the goals prayerfully discerned and articulated in our Mission Action Plan. I believe that we should pursue the building redevelopment plans expressed in our #LoveHoxton project. I take heart in the words given through Habbakuk: *'the vision awaits its appointed time… If it seems slow, wait for it; it will surely come;'*

Revd Graham Hunter, Vicar

Worship God

Sunday service continued weekly at 10.30am and 4pm throughout 2023. Attendance at the morning service remained healthy throughout the year with around 100 adults and children attending Sunday services each week. The attendance at the 4pm service has gradually declined throughout the year, and we recognise that the service needs fresh vision and leadership to develop a stable congregation.

The exception to the low attendance at the 4pm service is the continued health of our Fresh Expression 'Fun@4'. This service is usually held on the third Sunday of every month and is specifically planned with neurodiverse children and young people in mind. Neurodiversity covers a wide range of different ways of experiencing the world and would include those who may have autism, ADHD, Speech and language challenges, Dyslexia, Dyspraxia, Tourette's, physical challenges relating to sight and hearing loss and also includes cognitive functioning difficulties. Fun@4 was developed out of a desire to provide a fun place where children and young families could experience and develop their faith in a welcoming and wholistic way through music, storytelling, crafts, prayer, sensory activities, consistent structure, experiencing different foods with attention to the environment through lighting and sound. The service has seen up to fifty people attend regularly and it has been heart-warming to see families, children and young people across our community mixing with such positive, warm interactions, seeing their varied contributions valued, supporting adults growing in their knowledge and response to neurodiversity and drawing others into a very organic, developing space.

Preaching series continued to be guided by the lectionary and also to explore bible texts or themes in more detail. Sermon series looked at various bible books and topics: Prayer; the book of James; Jonah; Habakkuk; Zephaniah. As well as sermons from the Clergy and Ordinand, we also made space for a Licensed Lay Minister-in-Training, Daniel Pratt, to begin preaching. Various members of the wider congregation were involved in preaching in our annual Summer Psalms series during August.

In addition to our regular Sunday services, special services were held for a variety of purposes and to mark various occasions. Midweek services were held for Ash Wednesday, Maundy Thursday, Ascension Day. We also offered a Bereavement service and Wave of Light service in the autumn.

Our Carols by Candlelight service was very encouraging after several years affected by Covid. The church was full downstairs with around 170 adults and children sitting in the round. It was more interactive and engaging for children and families this year, and there were a good number of visitors to hear an evangelistic message from our Curate, Louise. Other Christmas services had surprisingly low attendance - with very few people attending the Christmas Eve Crib Service or Midnight Holy Communion. We think this was due to Christmas Eve falling on a Sunday - so that many people had attended in the morning already - and of course, many regular families had left London for the Christmas period.

Our music and worship ministry continued to be a central feature of our Sunday worship services. The quality of musical provision at St John's remains very high. We were sad to say goodbye to our Music & Worship Minister Jeremy Fallow in March as he moved on to a new full-time ministry role in another church. We held various rounds of recruitment throughout the year, but were unable to appoint anyone. Our LLM Sara Hunter stood in as Music & Worship Ministry Overseer for the duration of the year, and developed the team and the worship ministry. Various guest worship leaders came to assist us on Sundays. A new development in the worship team from within was seeing Caleb Hunter, one of our teenagers, begin to lead sung worship on Sundays.

Make Disciples

We recognise that the responsibility for growing in discipleship rests with every individual follower of Jesus, but that the church can provide programmes and activities to assist every person in that task. For adults, we principally see discipleship as occurring through involvement in ministry teams, connect groups and special events. 13 Connect Groups were run during 2023, with around 40-50

adults involved at some stage in the year. Some people grow in active service through serving on ministry teams - and around 50 adults were regularly involved in serving in ministry teams through the year. Others volunteered to serve on an occasional basis.

Much adult discipleship continued to take place in the context of Sunday services through the preaching ministry and in pastoral conversations. Men's Breakfasts were offered in both March and October - and this gave an opportunity for around 35-40 men at each event to gather for a talk and for prayer. These occasions were also evangelistic, in that non-Christian friends were invited by church members.

Discipleship support for young people was mainly offered through the Sunday morning SJH Kids & Youth programme. It has been encouraging to see growth in our youth ministry in particular. Around 15-20 young people are usually attending the SJH Youth group on a Sunday morning. From September we introduced Scripture Union curriculum for our 5-18s to ensure that groups were always engaging with the bible. Diddy Disciples resources were used for under-5s.

Beyond Sundays, midweek Kids Connect groups were offered for primary school age children on Mondays and Tuesdays weekly during term-time. Members of SJH Youth attended YouthEast to join with around 80-100 young people from across east London every couple of months. Several of our young people became involved in leading the worship ministry at YouthEast.

We took just over 80 adults, youth and children away to Focus for 5 days in July. We gathered with around 8,000 other Christians from across the HTB Network at Newark Showground in Nottinghamshire. Focus provides worship and teaching sessions in the morning and evening, in the 'Big Top', for the adults with separate venues and programmes for the children and youth. There is also a separate smaller and quieter venue for young people with additional needs and a programme of very varied seminars which run in the afternoons.

St John's hires a large communal marquee which forms the heart of our camp and in which we can cook (we have a communal meal every evening), eat, make drinks, and sit and chat and get to know each other. We provided tents, sleeping bags and air-beds for those who had no equipment, and we arranged affordable transport. The whole holiday is run through a bursary fund to enable anyone to attend who would like to. Focus is a wonderful opportunity to experience worship, be exposed to great teaching and get to develop friendships within St John's, as well as make friends from other churches across the Network.

Share Jesus

We continued to run the Alpha Course every term if possible, in a variety of different ways to enable wide participation: 'online only' courses; courses in both daytime or evening; course in person with food served. Around 25 people signed up across the three courses during 2023, and around 15 attended and completed the course.

We continued to work in close partnership with St John the Baptist Primary School - our associated church primary school. Our Children's Minister, Ruth Etang, continued in her role as School Chaplain for part of the year, delivering regular assemblies, services, lunchtime and after-school clubs and class visits to church. In her absence, Revd Graham Hunter supported the work with the school.

One particularly exciting project in 2023 was a partnership with the school and two other east London church schools to go on a CPAS Schools Venture. This involved taking around 40 children from year 5 away on a residential activity weekend in Essex. A combination of church volunteers and school teachers led the weekend away, including 4 members of our church. The weekend provided an opportunity to share the Easter story and to explore the evidence for the empty tomb with the children.

A significant part of our Christian outreach amongst young people took place in our midweek open youth group 'Hangout' and the Wednesday night football coaching for 10-16s. The numbers attending grew significantly in 2023, and at points it was quite hard to manage behaviour and keep everyone safe. We were at peak seeing around 50 individual teenagers every Tuesday and Wednesday at the sessions. It was with sadness that we closed down this programme in the summer due to funding and staffing constraints. We hope to be able to reintroduce youth outreach programmes in 2024.

Perhaps the most fruitful space for evangelism amongst local adults has been the Sunday evening football project. Having begun a few years ago, this has grown significantly, and the pitch is hired for two hours every Sunday evening to provide a space for men from the church, local young adults, and local, asylum seekers to gather together to play football. There's a capacity of about 40 spaces per week for people to play - but the associated WhatsApp group now has around 130 members! A new innovation in 2023 was to use the group evangelistically - with members being invited to share a 'bible verse of the week' and offer points of testimony or requests for prayer. A small group of leaders gather early on Wednesday mornings every fortnight to pray for the football project. Several men have joined the church through the football project.

Transform Hoxton

'Seek the peace [prosperity / welfare] of the city where the Lord has placed you: in its peace is your peace.' (Jeremiah 29:7)

St John's continues to prioritise the biblical call to pursue justice, social transformation and the common good - to love our neighbour as ourselves. At the start of 2023 Lorraine Flack, as part of her training to become a Commissioned Pastoral Assistant, pioneered a new project 'Wednesday Warm Welcome' to create an open and hospitable space for anyone in the neighbourhood. We had a small grant from Hackney to allow us to offer hot drinks, pastries, fruit and a simple soup lunch. This project continued throughout the year - with a short break in the summer. Many people have benefited from the space - and it has even provided a pathway for some to come on the Alpha Course and to begin attending church. One regular volunteer has begun to offer a simple prayer and meditation exercise as part of the session.

We developed our Benevolent Fund through the year, and raised donations in our #LoveChristmas appeal in both December 2022 through January 2023 and again in December 2023. We also raised funds through grants. We distributed these funds to people in need in the form of supermarket gift cards and energy top-up payments with our Payzone machine.

Our Curate, Revd Louise, continued to run an 'SEN Coffee & Chat' space as part of the offer at the Wednesday Warm Welcome sessions, and our Ordinand Bosede continued to support people with household finance concerns. These two members of the team, along with our Pastoral Assistant Lorraine were able to provide a significant boost to our wider pastoral care for people not just in the church, but also the wider community.

During the first half of 2023 a significant feature of our programme of local transformation was the work with young people in midweek groups. The Tuesday evening Hangout space and Wednesday football coaching were attracting as many as 50 young people every week. While some of these young people were members of our church family, and attending services and groups on Sunday, the larger proportion were young people from the local neighbourhood. This raised some new challenges concerning behaviour - we had some very troubled young people engaging with our activities, and several incidents were logged through our safeguarding report form noting some poor behaviour and even criminal damage being done to our property by some young people. While frustrating, we recognise that it's a good problem to have: managing challenging behaviour of young people because they're here in our building rather than somewhere else.

Leadership & Administration

As was noted in our Vicar's Report, 2023 was characterised by significant contraction in the financial and staffing resources available to us. Our Music & Worship Minister moved on to a new role in March, and our LLM Sara Hunter stepped in to cover the ministry. Our Children's Minister had a period of compassionate leave at the end of 2022 and a phased return to work during the first half of 2023. The PCC considered the resourcing of our kids and youth ministry at length, and resolved that it should be restructured to provide greater coherence between the two age groups. To that end, we resolved to make the post of Children's Minister redundant, and to begin recruitment for a full-time Kids & Youth Minister. After almost 11 years of service, there was great sadness as we said thank you and goodbye to Ruth Etang - but also deep gratitude for all that she brought to the life of our church over so many years. Juliet Johnson worked as Kids & Youth Ministry Assistant until the summer, but left to begin an MA programme. Renatha Hoga, having stepped into the breach in 2022, also decided in the summer to relinquish her youth ministry responsibilities. These changes combined to create a space for the recruitment of a new full-time post.

It should be noted that throughout the year there were significant periods of time during which our Curate Louise was covering all the kids and families ministry, and our Vicar Graham was covering youth ministry and schools ministry. Carrying these extra responsibilities was a heavy burden, and reduced their capacity for other ministries. We're grateful for all they took on over the course of the year to ensure continued provision.

Another change in the summer was the Ordination of Revd Louise Cathrow and Revd Andrew Large as Priests in the Church of England. This began a new phase of their ministry, as they began to celebrate Holy Communion. To make space for them to develop in this new role, Revd Rachel Greaves-Brown ended her involvement supporting us with Holy Communion. We're very thankful for all that she contributed over the course of two years on our ministry team.

Our Ordinand Bosede continued her training at St Mellitus College, and expects to be ordained to begin a curacy with us in summer 2024. Her responsibilities changed in the autumn as she began a one day per week placement on the chaplaincy team at Homerton hospital. Our PCC Treasurer, Daniel Pratt, went through the discernment process to determine whether he might be licensed as a Lay Minister in the church. He was recommended for training and after having completed two years of theological study in 2021-23 he began his final year of training to become a Licensed Lay Minister in the summer of 2024. In July we were delighted to celebrate with Lorraine Flack the culmination of a year's training as she was Commissioned as a Pastoral Assistant in our parish. She is focusing on Wednesday Warm Welcome space and also undertaking lots of pastoral visits.

The church finances were a significant focus of attention throughout the year, and the Treasurer's report below highlights some of the main issues. In summary, there were five major issues for us to address:

1) Major repairs to the playground and the heating controls system required us to apply for an Area Grant:Loan to undertake the required repairs and improvements.
2) The VAT liability incurred by the St John's Hoxton Management Company - and referenced in our 2022 Annual Report - required resolution during the year. The SJHMC was unable to raise the funds to repay HMRC, and so the church again applied for support from the Area Grant:Loan scheme. The PCC effectively waived dividends from SJHMC totalling £54,000. But in doing so, the PCC has taken on some further debt. Combined with the borrowing for playground repairs, we now owe around £32,000 to the Diocese of London.
3) Income from the SJHMC continued to suffer a downturn due to the changed nature of car use in London. Hybrid working, and a drop in local construction has led to us having fewer customers, and having to find new partners to work with to make sales.
4) Congregational giving remained stable - but did not increase to cover the increased costs of utilities and general building costs.
5) Staffing restructure and redundancy was costly and required us to draw on reserves.

Part of our response for financial management was to redesign our chart of accounts, to make book-keeping more simple and easier to monitor income and expenditure. We also established a Stewardship Action Team to pay particular attention to congregational giving and how to encourage greater financial giving in 2024.

Safeguarding Report

Our safeguarding policy was reviewed and adopted by the PCC, as usual, in May 2023. Over the past year we have received 17 records of concern or incident reports. This is an increase in reports or concerns from 2022, but this is partly due to better awareness of the reporting form, and also due to the successes of our youth programme in 2023 leading to more behavioural issues with some of the young people. All reports and concerns are reviewed by the Safeguarding Officer and / or Senior Leadership Team during the year to decide on appropriate action. Advice has been sought from the Diocesan Safeguarding Team in several cases. Most have needed no further action. Safeguarding is now a standing item at all PCC.

During the year our Vicar, Revd Graham Hunter, took on much of the responsibility for managing Safeguarding while our Church Safeguarding Officer was on compassionate leave and phased return to work. In the autumn, the PCC appointed Pauline Millar as Interim Church Safeguarding Officer pending the appointment of a new Kids & Youth Minister.

The Safeguarding Dashboard remains a useful tool for managing the practical implementation of our safeguarding policy. Various forms have been provided in digital formats to make it easier for Confidential Declarations and Role Descriptions to be signed, as well as for references to be taken up. It remains challenging to keep volunteers fully up-to-date on their training programme and this will be a focus of our new Church Safeguarding Officer in 2024.

PCC Treasurer Report

The financial year just completed has seen a significant drop in the financial performance at St John's Hoxton. Overall, the 2023 year ended with a reported loss of £62,075 (2022: £21,615 loss). Though there has been an increase in income- donations, charitable activities and grants, this does not match our budget with the corresponding budgeted increased activities and increased expenditure. Giving increased from £113,706 (including gift aid, Net £94342 total of 898 givers) in 2022 to £140,159 (Including gift Aid, Net £114,243 total of 878 givers) in 2023.

Car Park income (£15,539 to £21,035) and Premises rental (£70,136 to £80,120) both increased whilst Live at St John's was discontinued.

The management company made a deficit of £7,452 (Income £95,708 Expenditure £103,160). An unexpected VAT liability of £54K was settled by a combination of grants and loans from the diocese, loans will be repaid over several years. We were unable to pay the full common fund cost due to our finances.

The cash flow and cash reserves have been depleted over the last 2 years from £86,094 (start of 2022) to £53,088 (start of 2023) to £32,336 (end of 2023). The PCC reserves policy of unrestricted funds "free reserves" held reaching 3 months normal running costs has not been met. This was a result of a cost-of-living grant application not being successful. Other implications of the unsuccessful grant application include the impact on the warm welcome project and delayed recruitment of the youth and kid ministry.

Actions that have been taken so far include cost control with both the curtailing of some activities and prevailing costs. Common Fund overhead decreased from £78,000 to £68,270 and office and administration cost from £19,148 to £12,957, wages and salaries £155,679 to £138,280. However, building and premises costs increased from £52,566 to £90,153 due to some ongoing maintenance and repairs; Mission and ministry also increased from £46,669 to £58,062.

We have been actively engaged in various campaigns to increase the income of the church. We are actively working towards pledges to raise voluntary income via congregational giving; external grant-raising opportunities e.g. the youth minster and other projects such as car parking options. With prayers, success of these measures with change the financial situation of SJH. The PCC established a Stewardship Action Team (SAT) and made cashflow management an important and regular item in meetings. The budget approved by the PCC was balanced, this has since gone to a deficit budget. I am very hopeful.

Daniel Pratt, PCC Treasurer

Building & Premises

During the course of 2023 our Operations Manager, Daniel Okuniewski, undertook a range of building maintenance programmes. He spent time dealing with various external contractors to set in place agreements for roof repairs, gardening, electrical works, drainage, and internet distribution. We had another set of issues concerning the flooding of the crypt, which led to an insurance claim to repair the faulty pumps and to make good damaged flooring and carpet. As a result, the crypt has been substantially improved, and is a more enjoyable space for church and external users.

Outstanding items from the 5-yearly electrical inspection were completed in 2023, and our certificate awarded.

Two big items of work concerned the installation of heating controls and a pressurisation cylinder for the church heating system. These enabled the heating to be run more efficiently - circulating hot water from the boilers around the building much more rapidly than before. By the end of 2023 we had noted a reduced expenditure on our heating - and therefore a reduction in our gas use. This is a helpful step towards the Church of England net-zero carbon ambition. Our annual RoSPA check on the playground revealed various faults that needed to be addressed - and as has been noted above, we were able to apply for support from the Area Grant:Loan scheme to undertake these works along with the heating system improvements. We're grateful to the Stepney Area Finance team for their support.

Day to day management of the premises and gardens was undertaken by the Building & Premises team: Chris Cummings, Ian Shepard and Peter Chareka. We're grateful for their hard work and diligence. They were supported and overseen throughout the year by Daniel Okuniewski.

#LoveHoxton

Little progress was made on our redevelopment project. We spent a significant chunk of free reserves on the funding of a full condition survey in 2021. We're fully aware that the project for conservation repairs and reordering will cost somewhere in the region of £2million - and so a majoy project with Natinal Lottery Heritage Funding is the only viable solution. A meeting with the Archdeacon and a Diocersan fundraiser was held in October, but there's very little capacity within the Diocese to support projects like ours.

We are aware that the building faces significant challenges in terms of maintaining fabric and also in providing appropriate spaces for generating income and fulfilling our mission and ministry programme. We will continue to raise our concerns with the Bishop of Stepney and the wider Diocesan team, as we think it's important for them to recognise the significant challenges of both pursuing church growth in terms of mission and ministry, and also managing a major conservation and redevelopment project.

The project aims are summarised under the following headings:
1) CONSERVE: Conserve and enhance this amazing Grade II* listed Georgian church, including a. ceiling and roof repairs; b. improved heating and lighting; c. enhanced seating and AV provision; and d. fully accessible toilets.
2) CREATE: Create fully accessible new church and community facilities by constructing an annexe and refurbishing the existing crypt.
3) CONTRIBUTE: Contribute c25-30 genuinely affordable, permanently rented flats for the Hoxton neighbourhood as well as new school and community sport facilities.

Concluding Remarks

An amazing array of people have contributed to the worship, mission and ministry of the church over the past year – too many to list by name. However, we'd like to pay tribute in particular to our staff team who continues to work tirelessly through the week to support the life of our church.

Louise Cathrow - Curate
Peter Chareka - B&P Assistant
Chris Cummings – B&P Assistant
Ruth Etang – Children's Minister
Jeremy Fallow – Music & Worship Minister / Youth Ministry Assistant
Lorraine Flack - Commissioned Pastoral Assistant
Renatha Hoga - Office & Ministry Administrator / Youth Ministry Assistant
Sara Hunter – Licensed Lay Minister
Juliet Johnson – Kids's & Youth Ministry Assistant
Andrew Large - Curate
Daniel Okuniewski - Operations Manager
Bosede Owa – Ordinand
Daniel Pratt - Licensed Lay Minister-in-Training
Ian Shepard - B&P Assistant

Financial Review

Risk Policy

The PCC has examined the principal areas of the church's operations and considered what major risks may arise in each of these areas. In the opinion of the PCC the church has established resources and review systems which, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day to day operations.

Reserves Policy

The policy of the PCC is that the unrestricted funds not committed or invested in tangible fixed assets and fixed asset investments ('the free reserves') held by the church should reach three months normal running costs. At the year ended 31st December 2023, the free reserves had not reached this level and the PCC is striving to meet this as soon as possible. Our 2023 budget is set as a balanced budget, but without any allocation to reserves. We continue to hope that increased income and cost control may enable us to allocate some funds to reserves.

Pensions Policy

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

CWPF has two sections:

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

Pension Builder Scheme

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

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

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

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

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pension costs charged to the SoFA in the year are the contributions payable (2023: £1,565, 2022: £4,034).

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

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

For the Pension Builder 2014 section, the 2019 valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time. The next valuation is due as at 31 December 2022. Calculations for this are currently under way.

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

This valuation has not yet been communicated to the PCC.

Statement of PCC Members Responsibilities

The PCC Members are required to ensure financial statements are prepared for each financial year which give a true and fair view of the state of affairs of the PCC and of the surplus or deficit of the PCC for that period. In preparing those financial statements, the PCC Members are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the PCC will continue in operation

The PCC Members are responsible for ensuring proper accounting records are kept which disclose with reasonable accuracy at any time the financial position of the PCC and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities Statement of Recommended Practice (FRS102) 2019 and the Church Accounting Regulations 2006. In addition, they are responsible for safeguarding the assets of the PCC and hence for taking reasonable steps to prevent and detect fraud and other irregularities.

For and on behalf of the PCC



Revd Graham Hunter
Vicar

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES OF ST JOHN'S HOXTON PCC

I report to the charity trustees on my examination of the consolidated accounts of the charity for the year ended 31 December 2023.

Respective responsibilities of trustees and examiner

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

I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the '2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's report

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

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:

(1) accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or

(2) the accounts do not accord with those accounting 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.



25 April 2024

C J Goodhead FCA

KNIGHT GOODHEAD LIMITED
Reporting Accountants

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

ST JOHN'S HOXTON

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

	Notes	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
INCOME					
Donations and legacies		114,967	25,192	140,159	113,706
Charitable activities		101,155	-	101,155	88,205
Trading activities		545	1,300	1,845	3,026
Grants		45,528	250	45,778	38,194
Investments		231	106	337	77
Other income		18,232	-	18,232	23,806
Management company		95,708	-	95,708	118,422
Total income	3	376,366	26,848	403,214	385,436
EXPENDITURE					
Charitable activities	4	358,201	27,928	386,129	390,934
Management company		79,160	-	79,160	16,117
Total expenditure		437,361	27,928	465,289	407,051
NET (EXPENDITURE)/INCOME BEFORE TRANSFERS		(60,995)	(1,080)	(62,075)	(21,615)
Transfers between funds		2,787	(2,787)	-	-
NET MOVEMENT IN FUNDS		(58,208)	(3,867)	(62,075)	(21,615)
FUND BALANCES AT 1 JANUARY 2023		51,959	19,363	71,322	92,937
FUND BALANCES AT 31 DECEMBER 2023	14	(6,249)	15,496	9,247	71,322

CONSOLIDATED BALANCE SHEET AS AT 31 DECEMBER 2023

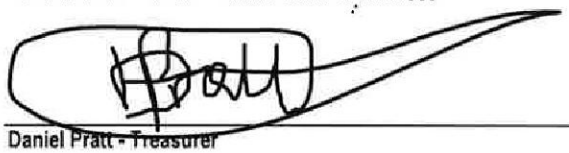
	Notes	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
FIXED ASSETS					
Investments	9	-	-	10	10
Tangible assets	8	9,212	9,584	9,212	9,584
		9,212	9,584	9,222	9,594
CURRENT ASSETS					
Debtors	10	15,022	19,273	16,236	14,245
Cash at bank and in hand		32,336	53,088	32,092	51,200
		47,358	72,361	48,328	65,445
CREDITORS: amounts falling due within one year:	11	(22,925)	(10,623)	(16,453)	(3,717)
NET CURRENT ASSETS		24,433	61,738	31,875	61,728
TOTAL ASSETS LESS CURRENT LIABILITIES		33,645	71,322	41,097	71,322
CREDITORS DUE IN MORE THAN ONE YEAR	12	(24,398)	-	(24,398)	-
NET ASSETS		9,247	71,322	16,699	71,322
FUNDS	13-14				
Unrestricted:					
Designated		4,540	42,346	4,540	42,346
Other unrestricted		(10,789)	9,613	(3,337)	9,613
		(6,249)	51,959	1,203	51,959
Restricted		15,496	19,363	15,496	19,363
TOTAL FUNDS		9,247	71,322	16,699	71,322

Signed on behalf of the PCC by:



25th March 2024

Revd Graham Hunter – Vicar / Chair of Trustees **Date**



25th March 2024

Daniel Pratt - Treasurer **Date**

ST JOHN'S HOXTON

CONSOLIDATED CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	2023 £	2022 £
NET CASH FLOW PROVIDED BY OPERATING ACTIVITIES	1	(19,210)	(24,981)
CASH FLOWS FROM INVESTING ACTIVITIES			
Interest received		337	77
Purchase of fixed assets		(1,879)	(8,102)
NET CASH FLOW		(20,752)	(33,006)

		2023 £	2022 £
Cash at the end of the year	2	32,336	53,088
Cash at start of the year		53,088	86,094
(Decrease)/increase in cash in the year		(20,752)	(33,006)

NOTES TO THE CASHFLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2023

1 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

2

	2023 £	2022 £
Net movement in funds for the year	(62,075)	(21,615)
Dividends and interest received	(337)	(77)
Depreciation	2,251	1,875
(Increase)/Decrease in debtors	4,251	1,862
Increase/(decrease) in creditors	36,700	(7,026)
Net cash flow from operating activities	(19,210)	(24,981)

2 ANALYSIS OF CASH AND CASH EQUIVALENTS

	2023 £	2022 £
Cash at bank and in hand	32,336	53,088
	32,336	53,088

ST JOHN'S HOXTON

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023

1 ACCOUNTING POLICIES

(a) Basis of accounting

The financial statements have been prepared in accordance with Church Accounting Regulations 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102 (effective January 2019) and the Charities Act 2011.

The PCC meets the definition of a public benefit entity under FRS 102.

The accounts are prepared on the historical cost basis.

The accounts are prepared on the going concern basis.

(b) Fund accounting

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

Restricted funds are those funds donated for specific purposes.

Designated funds are funds earmarked by the trustees for a specific project/purpose.

(c) Income

Donations and other income are recognised when received and an estimate of income tax recoverable is recognised when the related donations are recognised.

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 probable.

Sales of books and magazines from the church bookstall are accounted for gross.

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

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue. Tax recoverable on such income is recognised in the same accounting year.

Grants and donations are accounted for when paid over, or when awarded.

(d) Expenditure

The diocesan Common Fund is accounted for when paid. Any Common Fund unpaid at 31 December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

Expenditure incurred in the operation of the church is classed as charitable activities.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)

1 ACCOUNTING POLICIES (continued)

(e) Fixed assets

In the absence of an actual cost, the insurance valuation has been used as the deemed cost for operational assets, with no depreciation charge being made during the year due to the long life of the asset and regular maintenance.

Consecrated property and moveable church furnishings

Consecrated and beneficed property of any kind is excluded from the accounts by s.10 of the Charities Act 2011.

Moveable church furnishings held by the Vicar and Churchwardens on special trust for the PCC, and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the church's Inventory which can be inspected (at any reasonable time). For inalienable property acquired prior to 2003 there is insufficient cost information available and therefore such assets are not valued in the accounts. No such Items have been acquired since 1 January 2003.

All expenditure incurred in the year on consecrated or beneficed buildings or on the repair of movable church furnishings acquired before 1 January 2003 is written off.

Other fixtures, fittings and office equipment

Additions to buildings comprise refurbishment of the institute and are depreciated over their expected useful life of five years.

Only items of greater than £1,500 are capitalised. Church worship equipment comprises a number of electrical and other items connected with sound, vision and worship. They will be depreciated over five years from date of first use. Computer and office equipment and furnishings are depreciated over four years from date of first use. Catering equipment is written off over five years from date of first use. Church chairs are depreciated over ten years. The boiler is depreciated over an estimated useful life of thirteen years.

(f) Current assets

Amounts owing to the PCC at 31 December in respect of fees, rents or other income are shown as debtors less provision for amounts that may prove uncollectable.

(g) Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial instruments issues' of FRS 102 to all of its financial instruments.

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

2 ADMINISTRATIVE INFORMATION

The charity is unincorporated and was registered on 3 December 2009 with the Charity Commission in England and Wales. The registered number is 1133109.

The registered office of the charity is St John's Church, Pitfield Street, London, N1 6NP.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)

3 INCOME	Unrestricted funds	Restricted funds	Total 2023	Total 2022
DONATIONS AND LEGACIES	£	£	£	£
Planned giving:				
Gift Aided	75,724	-	75,724	58,421
Non gift aid	2,184	-	2,184	13,163
Tax recovery	19,177	-	19,177	15,223
	97,085	-	97,085	86,807
Other giving:				
One off giving	5,026	320	5,346	1,214
Collections	4,178	20,216	24,394	12,962
Special appeals and collections	5,555	1,040	6,595	8,582
Tax recovery	3,123	3,616	6,739	4,141
	17,882	25,192	43,074	26,899
Total donations and legacies	114,967	25,192	140,159	113,706
ASSET BASED INCOME				
Church car parking	21,035	-	21,035	15,539
Live at St John's	-	-	-	2,530
Premises rental	80,120	-	80,120	70,136
	101,155	-	101,155	88,205
TRADING ACTIVITIES				
Balanced life events	-	-	-	326
Traded services	545	1,300	1,845	2,700
	545	1,300	1,845	3,026
GRANTS				
Grants	45,528	250	45,778	38,194
INVESTMENTS				
Interest	231	106	337	77
OTHER INCOME				
PCC fees	533	-	533	469
VAT recoverable	4,492	-	4,492	4,737
Miscellaneous income (including insurance claims)	13,207	-	13,207	18,600
	18,232	-	18,232	23,806
St John's Hoxton Management Company	95,708	-	95,708	118,422
TOTAL INCOME	376,366	26,848	403,214	385,436

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)

4 EXPENDITURE	Unrestricted funds	Restricted funds	Total 2023	Total 2022
CHARITABLE ACTIVITIES	£	£	£	£
Grants and donations				
Holiday bursary fund payments	43	16,204	16,247	9,587
PCC grants and donations - mission	1,910	250	2,160	13,349
Vicar's discretionary donations	-	-	-	1,336
Benevolent fund	3,479	6,182	9,661	981
	5,432	22,636	28,068	25,253
Common Fund Overhead	68,270	-	68,270	78,000
Building and premises costs				
Church gardens	4,158	-	4,158	1,625
Church maintenance and supplies	33,128	-	33,128	17,015
Church major redevelopment and repairs	14,304	-	14,304	8,342
Insurance	7,184	-	7,184	6,601
Cleaning supplies and consumables	1,015	-	1,015	238
Depreciation	2,251	-	2,251	1,875
Facilities furniture and equipment	10,296	45	10,341	2,507
Other PCC property costs	-	-	-	64
Utilities	17,681	91	17,772	14,299
	90,017	136	90,153	52,566
Mission and ministry				
CAP debt centre costs	-	-	-	2,475
Children's work resources	1,203	53	1,256	1,448
Clergy expenses and training	1,787	12	1,799	5,094
Curate accommodation	14,447	-	14,447	8,527
Community organising	1,463	-	1,463	1,002
Evangelism and discipleship	655	-	655	825
Hospitality and café supplies	6,265	87	6,352	5,431
Missions projects	11,364	2,371	13,735	4,476
Interns	-	-	-	1,505
Payroll and recruitment costs	1,521	-	1,521	6,682
Publicity	221	-	221	-
Live at St John's	-	-	-	2,566
Services resources	1,783	-	1,783	808
Special Events	202	90	292	909
Website	-	-	-	61
Worship and AV	2,567	-	2,567	1,868
Youth Work	1,960	350	2,310	2,011
	45,438	2,963	48,401	45,688
Office and administration				
Communication	2,186	114	2,300	2,779
Fundraising	1,428	344	1,772	1,605
IT equipment and licenses	2,161	-	2,161	2,178
Legal and professional fees	-	-	-	1,472
Accountancy	2,898	-	2,898	2,772
Office equipment and stationery	1,386	-	1,386	1,276
Staff training	2,405	35	2,440	7,066
	12,464	493	12,957	19,148

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)

4 EXPENDITURE (continued)	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
Wages and salaries				
Ministry team	50,509	1,700	52,209	74,177
Operational team	82,034	-	82,034	74,089
Employers NI	2,472	-	2,472	3,379
Employers pension	1,565	-	1,565	4,034
	136,580	1,700	138,280	155,679
St John's Hoxton Management Company	79,160	-	79,160	30,717
TOTAL EXPENDITURE	437,361	27,928	465,289	407,051

Included within accountancy above are amounts due to the independent examiners in relation to the independent examination of £1,920 (2022: £1,920) and £978 for other work (2022: £852).

5 GRANTS

Grants and donations totalled £18,407 (2022: £24,272) and were all paid by the charity. The following donations were made to institutions and totalled more than £1,000:

London Citizens	£1,200

6 STAFF COSTS

No employees received emoluments over £60,000 in the year.
The average number of employees during the year was 7 (2022: 10)

Staff costs relate to all direct and indirect staff costs.

Employment costs	2023	2022
	£	£
Wages and salaries	134,243	148,266
Social security costs	2,472	3,379
Pension costs	1,565	4,034
	138,280	155,679

See note 15 for disclosure of payments made to related parties.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)

7 NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY

The charity owns 100% of the issued share capital of St John's Hoxton Management Company Limited, a company incorporated in England and Wales (company number: 07039922).

The results of the company before consolidation fare summarised as follows:

	2023	2022
	£	£
Turnover	95,708	118,422
Expenses	(103,160)	(60,716)
Taxation	-	-
Net profit	(7,452)	57,706
Dividend paid to St John's Hoxton	-	(51,668)
	(7,452)	6,038

8 TANGIBLE ASSETS

Group / Charity	Property improvements	PA/AV equipment	Shipping container	Total
	£	£	£	£
COST				
At beginning of year	8,102	4,222	2,040	14,364
Additions	-	1,879	-	1,879
Disposals	-	-	-	-
At end of year	8,102	6,101	2,040	16,243
DEPRECIATION				
At beginning of year	623	2,865	1,292	4,780
Charge for year	623	1,220	408	2,251
Disposals	-	-	-	-
At end of year	1,246	4,085	1,700	7,031
NET BOOK VALUE				
At end of year	6,856	2,016	340	9,212
At beginning of year	7,479	1,357	748	9,584

9 FIXED ASSET INVESTMENTS

Charity	Investment in subsidiary undertakings	Total
	£	£
Cost or market value of investments at 1 January 2023	10	10
Gain on revaluation of investment assets	-	-
Cost or market value of investments at 31 December 2023	10	10

The charity owns 100% of the issued share capital of St John's Hoxton Management Company Limited, a company incorporated in England and Wales (company number: 07039922).

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)

10 DEBTORS

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Gift aid tax recoverable	3,555	1,895	3,555	1,895
Prepayments and accrued income	1,222	1,148	1,222	1,148
Other debtors	10,245	16,230	3,843	5,034
Amounts due from subsidiary undertaking	-	-	7,616	6,168
	15,022	19,273	16,236	14,245

11 CREDITORS: amounts falling due within one year

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Trade creditors	8,559	1,383	6,999	1,383
Loans payable	6,652	-	6,652	-
PAYE/NI	882	414	882	414
VAT	4,112	6,106	-	-
Accruals and deferred income	2,720	2,720	1,920	1,920
	22,925	10,623	16,453	3,717

12 CREDITORS: amounts falling due in more than one year

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Loans payable	24,398	-	24,398	-
	24,398	-	24,398	-

Bank loans relate to interest free loans from the Diocese. These are fully repayable within 5 years.

13 FUNDS

The restricted funds are established for the following purposes:

#Love Hoxton project	To fund major conservation and redevelopment plans.
Holiday Bursary fund	Contributions to the cost of taking members of our church to our annual church holiday, Focus, and also other retreats and residentials throughout the year.
Digital inclusion campaign	A 2021 project established to help households without access to digital devices for home-schooling during Covid. This fund is now closed.
Len and Eve Dye memorial	A special collection in memory of a long-term church member who died during Covid. It will be paid out to Leprosy Mission - a cause they supported over many years.
Benevolent fund	Holds monies to give to people in need. Funds are usually distributed in the form of supermarket gift cards or energy donations.
Children and Youth Ministry	This fund is established to hold any funds raised through special events, grant applications or other donations specifically to support the kids and youth ministry at St John's Hoxton. It may be spent on any resources, staffing or activities which are for the benefit of under 18's in our church or neighbourhood.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)

13 FUNDS

The designated funds are established for the following purposes:

Free Reserves — The Free Reserves are established to meet our responsibilities articulated in our Reserves Policy to maintain funds equivalent to 3 months of usual operational expenditure.

Vicarage maintenance — Maintained for the purpose of providing budget for the PCC to meet its responsibility for internal redecoration and refurbishment of the Vicarage as well as for garden maintenance.

13 MOVEMENT IN FUNDS

	Balance at 1 January 2023	Income	Expenditure	Transfers between funds	Balance at 31 December 2023
	£	£	£	£	£
Restricted funds					
#Love Hoxton Project	8,732	226	(2)	-	8,956
Holiday bursary fund	2,834	18,139	(16,807)	(2,834)	1,332
Digital inclusion campaign	1,000	-	(1,000)	-	-
Len and Eve Dye memorial	172	-	(172)	-	-
Benevolent fund	4,690	6,833	(6,315)	-	5,208
Children's Ministry	-	1,550	(1,550)	-	-
Youth Ministry	1,935	100	(2,082)	47	-
	19,363	26,848	(27,928)	(2,787)	15,496
Designated funds					
Free reserves	40,000	-	-	(40,000)	-
Vicarage maintenance	2,346	-	-	2,194	4,540
	42,346	-	-	(37,806)	4,540
Other unrestricted funds					
St John's Hoxton PCC	9,613	280,658	(358,201)	64,593	(3,337)
St John's Hoxton Management Company	-	95,708	(79,160)	(24,000)	(7,452)
	9,613	376,366	(437,361)	40,593	(10,789)
Total funds	71,322	403,214	(465,289)	-	9,247

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)

14 ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

Group

Fund balances as at 31 December 2023 are represented by:

	Restricted funds	Designated funds	Other unrestricted funds	Total 2022
	£	£	£	£
Tangible fixed assets	-	-	9,212	9,212
Current assets	15,496	4,540	27,322	47,358
Current liabilities	-	-	(22,925)	(22,925)
Non current liabilities	-	-	(24,398)	(24,398)
	15,496	4,540	(10,789)	9,247

Fund balances as at 31 December 2022 are represented by:

	Restricted funds	Designated funds	Other unrestricted funds	Total 2022
	£	£	£	£
Tangible fixed assets	-	-	9,584	9,584
Current assets	19,363	42,346	10,652	72,361
Current liabilities	-	-	(10,623)	(10,623)
	19,363	42,346	9,613	71,322

Charity

Fund balances as at 31 December 2023 are represented by:

	Restricted funds	Designated funds	Other unrestricted funds	Total 2022
	£	£	£	£
Tangible fixed assets	-	-	9,212	9,212
Fixed asset investment	-	-	10	10
Current assets	15,496	4,540	28,292	48,328
Current liabilities	-	-	(16,453)	(16,453)
Non current liabilities	-	-	(24,398)	(24,398)
	15,496	4,540	(3,337)	16,699

Fund balances as at 31 December 2022 are represented by:

	Restricted funds	Designated funds	Other unrestricted funds	Total 2021
	£	£	£	£
Tangible fixed assets	-	-	9,584	9,584
Fixed asset investment	-	-	10	10
Current assets	19,363	42,346	3,736	65,445
Current liabilities	-	-	(3,717)	(3,717)
	19,363	42,346	9,613	71,322

15 RELATED PARTY TRANSACTIONS

The following related party transactions occurred during the year.

During the prior year, David Nye, the husband of a PCC member, was paid £11,909 for his work as a youth worker.

Sara Hunter, the wife of a PCC member was paid £8,600 for her work as Music & Worship ministry overseer on contract for services basis (2022: £5,176 for worship services and leading funerals).

Revd Graham Hunter holds a number of senior governance roles in related organisations:
- Streetlevel (chair of trustees)
- London Diocesan Fund (Trustee/Director)
- Haberdashers' Company Charities Committee (Member)

Three trustees were reimbursed a total of £1,933 for expenses incurred on behalf of the charity (2022: £2,312 to two trustees).

16 PARENT CHARITY

Below are summarised results of St John's Hoxton, excluding the subsidiary company:

	Total 2023	Total 2022
INCOME		
Donations and legacies	140,159	113,706
Charitable activities	113,155	106,205
Trading activities	13,845	15,026
Grants	45,778	38,194
Investments	337	51,745
Other income	18,232	23,806
Total income	331,506	348,682
EXPENDITURE		
Charitable activities	386,129	376,334
Total expenditure	386,129	376,334
NET INCOME/(EXPENDITURE)	(54,623)	(27,652)

17 GOING CONCERN

St John's Hoxton has experienced significant financial contraction over the past couple of years, and has been required to spend a large portion of free reserves on resolving building and staffing issues. The charity had received dividends from the trading subsidiary for several previous years that proved to be higher than they should have been. The charity has raised funds from both grants and loans in 2023 to enble the St John's Hoxton Management Company to settle a VAT liability. The PCC have established a Stewardship Action Team, and made budget and cashflow management a standing item on each meeting's agenda. We are actively engaging in a campaign to raise voluntary income and pursuing opportunities for raising further grant income. The trustees are satisfied that the charity will return to a surplus position with the steps taken.

18 COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022

	Unrestricted funds	Restricted funds	Total 2022
	£	£	£
INCOME			
Donations and legacies	90,121	23,585	113,706
Charitable activities	88,205	-	88,205
Trading activities	426	2,600	3,026
Grants	29,066	9,128	38,194
Investments	77	-	77
Other income	23,806	-	23,806
St John's Hoxton Management Company Limited	118,422	-	118,422
Total income	350,123	35,313	385,436
EXPENDITURE			
Charitable activities	346,037	30,297	376,334
Management company	30,717	-	30,717
Total expenditure	376,754	30,297	407,051
NET INCOME BEFORE TRANSFERS	(26,631)	5,016	(21,615)
Transfers between funds	-	-	-
NET MOVEMENT IN FUNDS	(26,631)	5,016	(21,615)
FUND BALANCES AT 1 JANUARY 2022	78,590	14,347	92,937
FUND BALANCES AT 31 DECEMBER 2022	51,959	19,363	71,322

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)

19 COMPARATIVE MOVEMENT IN FUNDS

	Balance at 1 January 2022	Income	Expenditure	Transfers between funds	Balance at 31 December 2022
	£	£	£	£	£
Restricted funds					
#Love Hoxton	8,321	411	-	-	8,732
CAP debt centre/LYN project	914	-	(914)	-	-
Holiday Bursary Fund	2,834	13,539	(13,539)	-	2,834
Digital inclusion campaign	1,000	-	-	-	1,000
Len and Eve Dye memorial	172		-	-	172
Benevolent fund	1,106	9,635	(6,051)	-	4,690
Children's Ministry	-	3,300	(3,300)		-
Youth Ministry	-	8,428	(6,493)		1,935
	14,347	35,313	(30,297)	-	19,363
Designated funds					
Free reserves	40,000	-	-	-	40,000
Vicarage maintenance	2,346	-	-	-	2,346
	42,346	-	-	-	42,346
Other unrestricted funds					
St John's Hoxton	41,482	231,701	(346,037)	82,467	9,613
St John's Hoxton Management Company	(5,238)	118,422	(30,717)	(82,467)	-
	36,244	350,123	(376,754)	-	9,613
Total funds	92,937	385,436	(407,051)	-	71,322

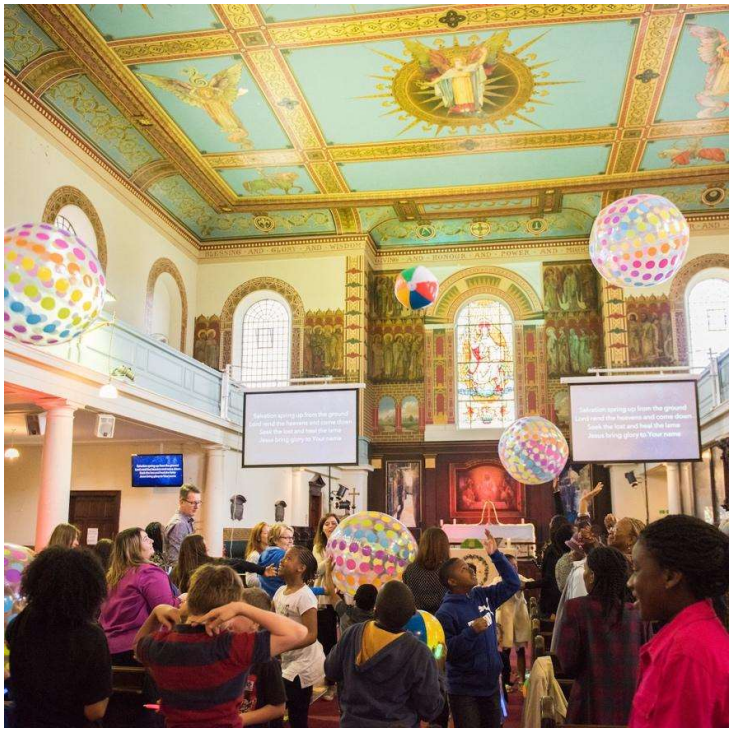
THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST W

England & Wales - Charity number 1133109

Accounts

ST JOHN'S HOXTON

a beacon of hope for Hoxton



2022 Annual Report & Financial Statements

ST JOHN'S HOXTON

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Introduction & Administrative Information

This Annual Report is made by the Parochial Church Council (PCC) of the Ecclesiastical Parish of St John the Baptist with Christ Church Hoxton (St John's Hoxton). It sets out the governance structure of the church, lists council members and administrative officers, and reports on the activities of the reporting year. It also presents statutory financial statements and notes. We have pleasure in presenting this information to the wider public.

Structure, Governance & Management

The Parochial Church Council (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. Since 9th December 2009 the PCC has been registered with the Charity Commission as "The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist with Christ Church Hoxton (Diocese of London)" and has the charity registration number 1133109. The method of appointment of PCC members is set out in the Church Representation Rules. All regular attendees at St. John's are encouraged to register on the electoral roll and are able to vote and to stand for election to the PCC.

In accordance with the PCC (Powers) Measure 1956, St John's PCC has the responsibility of co-operating with the incumbent, Revd Graham Hunter, in promoting in the ecclesiastical parish the whole mission of the Church - evangelistic, pastoral, social and ecumenical. It undertakes religious activities for the benefit of the general public by making grants to organisations, by providing service, and by providing buildings, facilities and open space. It also has maintenance responsibilities for the church premises of St John's which are registered as a Grade II* listed building.

Related Trust & Companies

The **St John's Hoxton Management Company Ltd** was established in October 2009 as a wholly owned trading subsidiary of the PCC of St John's Hoxton. It was formed to manage the car parking operations of the church. It is registered with Companies' House (07039922). The company directors are appointed by, and report to, the PCC. The company directors throughout 2022 were: Revd Graham Hunter, Mr Larre Olajide and Mr Aaron Rodewald. The PCC has no other related trusts or companies.

Administrative Details

Principal Office
St John's Church, Pitfield St, London, N1 6NP

Bankers
NatWest Plc, Islington Angel Branch, 2/3 Upper St, London, N1 0QF

Insurer
Ecclesiastical Insurance Ltd, Benefact House, 2000 Pioneer Avenue, Gloucester Business Park, Brockworth, Gloucester, GL3 4AW

Quinquennial Inspecting Architect
Alex Sherratt, Matthew Lloyd Architects, 1B, The Hangar, 38 Kingsland Rd, London E2 8DD

Independent Examiner
C J Goodhead, Knight Goodhead Ltd, 7 Bournemouth Rd, Chandler's Ford, Eastleigh, SO53 3DA

Ecclesiastical Information
St John's is in the *Hackney Deanery* in the *Stepney Episcopal Area* of the *Diocese of London*. Diocesan Code: 05-26

Council Members 2022

Ex Officio Members

Incumbent
Revd Graham Hunter
Curates
Revd Louise Cathrow *(From 2nd July 2022)*
Revd Andrew Large *(From 2nd July 2022)*
Associate Vicar
Revd Rachel Greaves-Brown *(To 31st July)*

Churchwardens
Ann-Marie Nye
Larre Olajide

Deanery Synod Representatives
Vera Arkhurst
Stephen Millar
Larre Olajide

Elected Members

(To 1st May)
Lorraine Flack
Joshua Kalejaiye
Olivette Thompson
Barizoge Neenwi
Daniel Pratt

(From 1st May)
Maria Demetriou
Alice Howell
Anita Masih
Barizoge Neenwi
Daniel Pratt
Olivette Thompson

Officers / Roles

Electoral Roll & Clerk
Daniel Okuniewski

Children's Advocate
Barizoge Neenwi

Secretary
Stephen Millar

Treasurer
Aaron Rodewald (to 8th May)
Daniel Pratt (from 8th May)

Lay Vice-Chair
Larre Olajide

The PCC met 5 times during 2022 including a Vision & Strategy Day with staff in July 2022.

Council Members' Report

Vision Statement

'to be a beacon of hope for Hoxton'.

Mission Statement

Worship God | Make Disciples | Share Jesus | Transform Hoxton

Values

Rooted

- We are confidently Christian: focused on prayer and worship, we are attentive to the voice of God in Scripture and work within the inherited structures of the Church of England.
- We are committed to loving and serving Hoxton and being ambassadors of the kingdom of God.
- We are rooted in our relationships to the wider church: within our parish and diocese but also with Christians from other traditions. We will honour their gifts, and humbly seek to work and learn together.

Relational

- We are committed to sharing life together with all its ups and downs – rejoicing together and weeping together.
- We want fun, food and friendship to be hallmarks of our church: welcome and hospitality a fundamental part of our approach to our corporate life.
- We're cautious about making any negative judgements about people – and want to embrace the great diversity and variety of people in our neighbourhood.
- We are determined to pay particular attention to the biblical justice issues of equality, diversity and inclusion. We seek to remain a multi-generational, multi-ethnic, multi-cultural church family in which strangers become friends.

Responsive

- We're responsive to the changing shape of our church and neighbourhood, and we continually adapt our mission and ministry to reflect the context. We're happy to experiment creatively, and we recognise that fruitfulness does not always mean short-term visible outcomes.
- We want to ensure our compassionate ministry addresses real local needs.
- We want our church ministries to express the variety of our members' gifts and vocations – not fit people into a predetermined model.

Risk-Taking

- We trust in a God who is able to do 'immeasurably more' than we can ask or imagine – this has been our experience over the past years.
- We will be attentive to the voice of the Spirit, and willing to step out in faith
- We will not shy away from making changes if we believe that God is calling us into something new.

In September 2021, the PCC approved a new five-year Mission Action Plan to outline the specific objectives towards which we will apply our financial and human resources. More details of the year's activities and results are outlined below in the general report.

Electoral Roll Report

The electoral roll was reviewed during January to April 2022. The previous electoral roll from 2021 had 180 members. The revised roll presented to the APCM in 2022 includes 119 members.

Daniel Okuniewski, Electoral Roll Officer

Hackney Deanery Synod Report

Report on the proceedings of the Hackney Deanery Synod 2022

The Deanery Synod's main functions are:

- to promote in Hackney Deanery the whole mission of the Church, pastoral, evangelistic, social and ecumenical
- to consider matters concerning the Church of England and to make provision for such matters in relation to the Deanery
- to bring together the views of the parishes of the Deanery on common problems, and to discuss and formulate common policies on those problems
- to foster a sense of community and interdependence among those parishes
- to be the point of contact between those parishes and the Diocesan Synod

During 2022 the Hackney Deanery Synod met on three occasions:

22 March 2022 (on Zoom). Deanery Synod member Temitope Taiwo, who also sits on General Synod, gave a report on the racial justice debate held at General Synod (3 March 2022) entitled 'From Lament to Action'. There were two presentations on the theme of 'Emerging from Covid': one from Stephen Millar from St John's, Hoxton and one from The Revd Laura Luz from Trinity Saints United. Break-out room discussions followed on from these presentations. Other business: Hannah Foakes from St Mary of Eton spoke about the need for real care in relation to how people conduct themselves during General & Diocesan Synod elections; Lay Chair Antonio Joseph gave a presentation on the 'Pastoral Principles' which had been developed as part of the 'Living in Love and Faith' process; it was explained that Bishop Waltham Deanery felt that it was the right time to bring the twinning arrangement with the Hackney Deanery to an end. Everyone felt that it would be good to celebrate what had been a really fruitful relationship for many in the past. An update was given on how various parishes had been engaging with the 'Living in Love and Faith' material. Under AOB, Savi Hensman from St Michael & All Angels, London Fields spoke powerfully about the horrific incident involving Child Q in a Hackney Secondary School. The Synod passed a motion – noting with shock and great sadness the mistreatment of Child Q in a school in Hackney, in the light

of the Diocese of London's commitment to racial justice and the wellbeing of all children and young people; recommending that guidelines be put in place to ensure that similar actions do not take place within Diocesan schools; requesting information on whether any such strip-searches have taken place in Diocesan schools over the past three years; requesting information on whether police have been called into diocesan schools over the past three years.

21 July 2022 (in person at St John's, Hoxton, and on Zoom). The theme was the cost of living crisis. Synod was addressed by The Revd Natasha Beckles of Compassionate Communities, Jenny Zienau ('Strategic Lead for Change and Transformation' at Hackney Council) and Ross Hatfull (Business Improvement Service Analyst within the 'Change Support Team' at Hackney Council) – giving useful information about initiatives being run by churches across the Diocese, and by Hackney Council. Reports on the work of Diocesan and General Synod were received. As the motion concerning Child Q was brought up under AOB on 22 March, without time for that motion to be pre-circulated, the motion could not go straight to Diocesan Synod. Instead it was presented to Diocesan Synod as a written question by Lay Chair, Antonio Joseph. The reply to that question was circulated to all members.

7 December 2022 (in person at St Michael & All Angels, Stoke Newington Common). Child Q was our theme. Lisa-Raine Hunt, who works for Hackney Council, gave an account of some of the work Hackney Council has been doing (as a Council and with its schools) following the horrific incident involving Child Q. The Revd Natasha Beckles returned to address the Synod, not in her Compassionate Communities role but as the curate of St Martin's, Gospel Oak. Her presentation was entitled 'Made in the Image of God'. It included an analysis of Dame Rachel de Souza (the Children's Commissioner)'s report on strip searching. Also advice on how local churches can respond to these issues, and how the Hackney Deanery Synod might respond. Synod agreed to form a working-party to take this work forward. Natasha also explored some theological resources for use in addressing the issues raised, and suggested a 'Child Q Charter' that could be used in churches and schools. Immediately before the Synod met, there was a Special Meeting of the House of Laity, chaired by Synod Secretary Desiree Crump, to elect a new Lay Chair. Sadly this meeting was not quorate, so the election could not proceed. A new Lay Chair will be elected following the Annual Parochial Church Meetings of 2023.

Vera Arkhurst, Stephen Millar & Larre Olajide, Deanery Synod Representatives

Vicar's Introduction

2022 was a year that I have described to others as 'congregationally and missionally encouraging, but operationally extremely taxing'. The year started with something of an omicron hangover. The sudden and virulent wave of Covid which hit during December 2021 left most of us in January 2022 feeling frustrated and disappointed that so many Christmas plans had once again been disrupted. I certainly found myself experiencing much more acutely than before the sense of loss and lament over the impact of the pandemic over the past few years.

A central feature of the year was the significant impact of changes in the staff team. Over the course of the year, we saw significant changes in the make up of our ministry team, and managing these changes and helping people settle in new roles has been a central feature of my work this past year. The changes are detailed in the Leadership & Administration section below, but my principle reflection on the staffing of the church is that we have a wonderfully gifted and dedicated team of

people to serve the wider congregation and support them in mission and ministry in their homes, workplaces and across the neighbourhood.

Despite all the changes, 2022 was a year of missional growth and development. Engagement with our wider community was shown in the Platinum Jubilee Street Party, as well our ongoing efforts to support local asylum seekers - particularly through our weekly adult football session. New work developed focused on supporting families of children with special education needs - and this resulted in the new 'Fun@4' service in the autumn. Our systems and structures have remained responsive and able to adapt to new needs and opportunities - and for this, I am very thankful.

As I reflect on 2022, I think I can best summarise the year with the words loss, lament, longing and leaning. Loss: January fulfilled its promise as a season of winter. The impact of Covid-19 over the past couple of years had given us a season of autumn and winter - characterised by loss of church members, loss of momentum on #LoveHoxton, loss of experienced leadership. This in turn led to a season of lament - with its yearning for things to be otherwise. Lament makes space for grieving and sorrow - but for me at least, also reminded me of what I desired from God for our church and neighbourhood. This in turn gave expression to my longing - praying and working that we might be ready for a season of new growth. Finally, leaning into what really matters - focusing on those key priorities for our church and neighbourhood over the coming years.

Perhaps this all found expression in the most significant national events of the year: the celebration of the Platinum Jubilee, and in September, the death of Her Majesty Queen Elizabeth II and the accession to the throne of King Charles III. In these events we experienced individually and collectively, locally, nationally and internationally each of my 'Ls': loss, lament, longing, leaning. Loss and lament in the death of the Queen; longing and leaning as through her life and reign we reflected on our True, Eternal Sovereign - Jesus Christ.

I'm reminded that our 'citizenship is in heaven, from where we eagerly await our saviour, Jesus Christ' (Phil 3:21). By God's grace, the congregation at St John's have been during 2022 Christ's ambassadors, exiles in Babylon, seeking the peace of the neighbourhood where we have been placed, and bearing faithful witness by word and deed to our ultimate sovereign, King of Heaven, Jesus Christ. To him be the honour and glory, now and forever.

Revd Graham Hunter, Vicar

Worship God

Our Sunday services continued weekly at 10.30am and 4pm. We noted from Easter 2022 onwards a slight increase in the number attending the morning service - as though Easter itself had been a bit of a turning point after several years of the Covid pandemic, and worshippers were more confident to return to Sunday services. By the end of the year, around 80-100 adults and children attended the morning service. Our 4pm service remains small but stable in number - without around 20 attending on most weeks. It remains a valuable training ground for ministry - with new preaching gifts being nurtured along with other skills being developed in worship and production.

Our sermon series continued to be guided by both the lectionary and also the contextual needs of our community. Sermon series included an exploration of our church values; a detailed journey through the Lord's Prayer; a practical series on 'How to' - exploring Christian responses to everyday challenges; a series on seeing Jesus in all of Scripture; and our usual 'Summer Psalms' series. One

particular highlight was a series entitled 'Margin to Middle' exploring how Jesus brought people on the edges of society into the people of God.

In addition to our regular Sunday services, special services were held for a variety of purposes and to mark various occasions. In April, our Associate Vicar Rachel led an 'Unknown Service' on Holy Saturday. This was a new addition to our Holy Week services, and well received. In June, we held an outdoor afternoon service to celebrate the Platinum Jubilee and give thanks for Her Majesty Queen Elizabeth II's long reign. The Mayor of Hackney gave the bible reading during the service which was held outdoors in our church gardens. In October we held our annual Wave of Light service as part of the national baby loss awareness week. In November we held our annual bereavement service. In December, in addition to our regular Christmas services, we held a contemplative 'Blue Christmas' service. We recognise that these pastoral service offerings designed to be more reflective and meet people in their grief, loss or sadness are proving very valuable in terms of ministry amongst our regular members but also in terms of wider mission to our community.

Fresh Expression: Fun@4

Fun@4 is a monthly service at 4pm usually on the third Sunday of every month that has been specifically planned with neurodiverse children and young people in mind. Neurodiversity covers a wide range of different ways of experiencing the world and would include those who may have autism, ADHD, Speech and language challenges, Dyslexia, Dyspraxia, Tourette's, physical challenges relating to sight and hearing loss and also includes cognitive functioning difficulties.

Fun@4 was developed out of a desire to provide a fun place where children and young families could experience and develop their faith in a welcoming and wholistic way through music, storytelling, crafts, prayer, sensory activities, consistent structure, experiencing different foods with attention to the environment through lighting and sound. We have pioneered this session over six months, receiving very positive feedback.

The service has seen up to fifty people attend regularly and it has been heart-warming to see families, children and young people across our community mixing with such positive, warm interactions, seeing their varied contributions valued, supporting adults growing in their knowledge and response to neurodiversity and drawing others into a very organic, developing space.

Revd Louise Cathrow, Curate

Our music and worship ministry continued to be a central feature of our Sunday worship services. The quality of musical provision at St John's remains very high. We experienced a challenging start to the year, as we carried for almost six months a vacancy for a Music & Worship Minister. Our Vicar Graham took on most of the responsibility of that role, managing rotas, teams, and inviting some guest worship leaders to come and support us. We were grateful to Nadine Yomi, Greg Corbett, Ashtyn Michael and Naje Busei for coming as guest worship leaders. From amongst our congregation, we were delighted to see Joanna Casson develop in her worship leadership along with continued input from Sara Hunter. Several members of the church joined the worship team, and began to develop new skills. In July, we welcomed Jeremy Fallow back to the staff team, and it was

a welcome relief for Graham in particular to have someone in post who already knew all our systems.

One feature of our 2021-26 Mission Action Plan was a determination to 'renew a heartbeat of prayer' in the life of our church. From the autumn we decided to begin a monthly midweek prayer gathering to accompany our Sunday afternoon prayer and worship service on the 1st Sunday of every month. Bosede Owa, in her new role as Ordinand, has taken on responsibility for overseeing prayer gatherings in our church, and Andrew Large as Curate is overseeing prayer ministry at Sunday service.

Related to this focus on prayer has been an adaptation to our pattern of Sunday services introduced in October. Holy Communion is still celebrated weekly on Sundays, but now alternates between the morning and afternoon service. This ensure that those who only attend the afternoon service are regularly having the opportunity to receive the bread and wine of Holy Communion, but it has also created more space for continued sung worship and prayer ministry to be offered in the morning services. This change has been well received by the congregations of both services.

Make Disciples

Discipleship at St John's Hoxton remains dynamic and elusive in terms of strategy! We continue to promote midweek Connect Groups as the principal model for adult discipleship, but it also remains the case that the majority of our adult members have nothing to do with these groups. Over the course of the year there were 15 groups offered, and about 50 individual adults took part in a group at some stage in the year. However, it was only about 10 adults who were involved in leading groups throughout the year. It remains difficult to recruit and deploy both leaders and members for a Connect Group strategy to be adequate as a strategy for discipleship.

Instead, discipleship - obeying what Jesus commands - is dynamic, and is accomplished through the preaching and teaching ministry in Sunday services; through service on ministry teams; through participation in community organising and our Organising For Growth project; through informal conversations and mentoring. The church leadership is continually looking for opportunities to provide spaces for learning and growth in discipleship - but we also recognise that discipleship is a matter of head, heart and hands. It's far more than the simple increase of knowledge. Rather, we seek to see change and transformation in how people love their neighbour through practical service and how they love God through worship and prayer.

In addition to regular Connect Groups, Sara Hunter led Psalms & Stretches classes throughout the year, enabling people to meditate on scripture while moving their bodies. We held a Living in Love And Faith course during Holy Week, to enable members of the church to listen carefully to one another and hear different perspectives on identity, sexuality and human relationships.

Discipleship resources were provided for the younger generations through our SJH Kids and SJH Youth ministry throughout the year. This programme was principally delivered in groups that meet during the Sunday morning service, but the SJH Kids programme also continued to deliver midweek Kids Connect Groups and SJH Youth offered occasional older youth connect groups 'Food & Faith' as well as participation in the YouthEast worship evenings.

We continued to work in close partnership with St John the Baptist Primary School - our associated church primary school. Our Children's Minister, Ruth Etang, continued in her role as School Chaplain, delivering regular assemblies, services, lunchtime and after-school clubs and class visits to church. One particularly exciting development in 2022 was a partnership with the school and two other east London church schools to go on a CPAS Schools Venture. This involved taking around 40 children from year 5 away on a residential activity weekend in Essex. A combination of church volunteers and school teachers led the weekend away, and the overall leader was our own Ruth Etang. It was a tremendously successful partnership, and we intend to continue this in future years.

As stated above, it is the case that at St John's, discipleship is conceived as being far more than just religious learning. Rather, it's about how we offer ourselves in 'whole-life' service of God and neighbour, and out Organising For Growth project continued to provide a model for how this can take place.

Organising for Growth

Our second Organising for Growth cohort came to its conclusion in the summer of 2022. Our 2021-22 cohort consisted of 9 members who made up two teams: Outreach (building relationships and impact in our local community) and Engagement (increasing participation in the worshipping life of the church).

The range of programmes and events organised by congregation members who were part of these teams plus others who they engaged to support were:

- Men's Breakfasts: After starting with one Men's Breakfast in 2021 the team were keen to continue and organised two more in March and October 2022. They were joined by guest speakers and attendance was aimed at men from within our congregation as well as local asylum seekers and young men who attend our football sessions.
- Women's Brunch: Spurred on by the success of the men's breakfasts the women of the church were keen to hold their own event. The planning was supported by the Engagement Team but a wider team of leaders were engaged and developed through this. The aim was to spend time together as women of faith having fun, food and fellowship across the generations. The theme was 'fruits of the spirit' and those attending could make their own fruit smoothies as well as some table discussions on what the different 'fruits of the spirit' mean to you.
- Afternoon tea for the over 60's: this was part of our Platinum Jubilee Street Party where space was made for the more elderly members of our church and community to gather and reminisce over tea and scones.
- Tackling loneliness and isolation: the outreach team spent time making telephone calls to those we know of who may be isolated or vulnerable, checking in for conversation and to see if they needed any support.
- Well-being Café: this was also part of our Platinum Jubilee Street Party. Quiet space was made inside the church for anyone who needed it, providing refreshments, a listening ear as well as some craft activities.

Throughout the O4G programme, participants undertook training in the core disciplines of Broad-Based Community Organising – with a focus on understanding self-interest, power analysis, developing leaders and achieving change through action. Each session included

bible study, reflection and prayer – so it was an integrated approach to developing as disciples.

Sara Hunter, Project Manager

Finally, a significant development in 2022 was the development and adoption of a new Pastoral Care Strategy by the PCC. We're especially grateful for our Associate Vicar, Rachel Greaves-Brown, for all the work she put into this. The strategy has helped us to form a Pastoral Care Team under the leadership of Bosede Owa. Role Descriptions and training have been offered to enable the team of volunteers to provide pastoral care through phone calls and home visits.

This is a long overdue resource to help us show care and love for one another, and to help members of our church family know that they are not forgotten or overlooked. Another key tool in supporting the fellowship of our church family is our annual church holiday to Focus, back after missing the past two years due to Covid:

Focus 2022

In July 2022 St John's returned to the FOCUS summer event hosted by Holy Trinity Brompton for churches in the HTB Network. We took 49 church members to the Newark Showground in Nottinghamshire to join with 6,000 other Christians from around the country. Of that 50 there were 31 adults, 10 youth and 8 children a number of whom had not been before and for some it was the first time they had ever camped! Each church is provided with its own pitch and we all camped together, with SJH providing tents and sleeping bags for those who had no equipment.

FOCUS provides worship and teaching sessions in the morning and evening, in the 'Big Top', for the adults with separate venues and programmes for the children and youth. There is also a separate smaller and quieter venue for young people with additional needs and a programme of very varied seminars which run in the afternoons.

St John's hires a large communal marquee which forms the heart of our camp and in which we can cook (we have a communal meal every evening), eat, make drinks, and sit and chat and get to know each other. FOCUS is a wonderful opportunity to experience worship, be exposed to great teaching and get to develop friendships within St John's, as well as make friends from other churches across the Network. Here are some comments from those who attended:

- *"I loved spending time with people and getting to know them more."*
- *"I felt an overwhelming sense of gratitude to be part of SJH."*
- *"I felt God's presence powerfully during the final night worship."*
- *"I didn't realise it until a couple of days after Focus but God really showed me how far he had brought me over the last few years."*
- *"Loved our camp, enjoyed youth and the other events like the football tournament."*
- *"I loved everything about FOCUS and I will attend it every year. The best thing that amazed me was the sense of family among all the Christians there. It was truly one of my best experiences."*
- *"Loved it. I still have my wristband on to remind me to focus on what's important."*

Revd Andrew Large, Curate

Share Jesus

We continue to run the Alpha Course every term if possible, in a variety of different ways to enable wide participation: 'online only' courses; courses in both daytime or evening; course in person with food served. Around 45 people signed up across the three courses during 2022, and around 30 attended and completed the course. In the autumn, our Ordinand Bosede Owa was a helper on the Alpha Course for the first time, and she will have opportunities to lead future courses at St John's.

Having restarted our monthly community music night 'Live At St John's' after Covid, we reached the decision in November to end the regular monthly events, and rather to focus on occasional special music nights. They have provided a wonderful opportunity for people to gather in church who might not usually come through our doors, and also an opportunity for our Vicar Graham and other leaders to talk about the wider mission and work of the church. However, the core team who resourced the evenings has shrunk in size, and the number attending were also reducing. We were very conscious that the emerging cost of living crisis meant that people had no disposable income for music night with food and drinks.

As was noted above in the section regarding our Organising for Growth project, both the Men's Breakfast and Women's Brunch initiatives have provided new spaces for church members to easily invite their friends, workmates, neighbours and relatives to hear about Christian faith in practice through a talk or testimony given by a guest speaker. These have proved popular, with good numbers attending at each.

As proposed in our 2021-26 Mission Action Plan, we have sought to find opportunities for short evangelistic presentations to be made as part of wider community events. In 2022 this resulted in a short talk given as part of the outdoor service at the Platinum Jubilee PItfield Street Party and also a short talk given at Beer & Carols in December.

A significant part of our Christian outreach amongst young people takes place in our midweek open youth group 'Hangout' and the Wednesday night football coaching for 10-16s. For the past couple of years we've also been running a further sessions for local adults to play football on a Wednesday evening. In the autumn, this session shifted to take place on a Sunday evening in a location with better facilities:

SJH Adult Football

Each Sunday evening at 7pm for 1 hour there is adult football on the pitches at Haggerston School. These football sessions originated from a weekly session at St John the Baptist's School but had to move as the facilities were no longer suitable. Daniel Okuniewski pioneered the move, spotting the potential, making enquires and then securing the move from a practical perspective.

There is a pool of about 50 players who have attended over recent months and take an active interest in the football. About 25-30 attend each Sunday evening. The pool of players is made up of about 1/3 'locals' and 2/3 'international friends' most of whom are seeking asylum in the U.K. including those who have recently been recognised as refugees.

There are 2 particular encouragements: 1. A number of young guys who either come to the church or have had an association with it historically now come and bring their friends; and 2. A number of our international friends have now been coming for a couple of years so we know them well and now that they are recognised as refugees they are getting integrated into the local community for the long term.

In addition to the joy and blessing of playing football the community of players is a great opportunity to share faith - and we regularly explain that we are Christians who think that 'faith and football' are a good combination. A small group gets together once a fortnight to pray for the footballers and to claim them for God's Kingdom. Events such as the men's breakfasts are focused on to invite footballers to hear more about the Christian faith.

Stephen Millar, PCC Secretary

Transform Hoxton

'Seek the peace [prosperity / welfare] of the city where the Lord has placed you: in its peace is your peace.' (Jeremiah 29:7)

St John's continues to prioritise the biblical call to pursue justice, social transformation and the common good - to love our neighbour as ourselves. The principal way we seek to pursue justice for our local neighbourhood is through our involvement with broad-based community organising with Hackney & Islington Citizens. Members of our church continue to serve on the leadership team of our local alliance, as well as to serve on action teams working on various campaigns. Two campaigns that we're particularly involved with is the work to tackle the fuel poverty crisis, and the alliance forming to seek better support for families of children with special educational needs.
26 members of St John's attended and presented campaign asks at the Mayoral Election Assembly in April 2022. We asked the Hackney Mayoral Candidate, Phil Glanville, to commit to attending an energy crisis roundtable and to standing with us as we asked the CEO of Payzone to provide equipment for us to make energy donations for households in need. We also asked him to provide direct funding for parent and community led SEN support groups in Hackney. He agreed to both, and joined us at the end of the year for an 'action' at the Payzone headquarters in Finsbury Square. This resulted in a meeting with the CEO Andrew Goddard, which included testimony from church members Lorraine Flack and Bosede Owa. As a result, he agreed to donate us the equipment to make energy donations.

Alongside the work for local justice pursued with community organising, we also continued to offer practical support in more direct ways. Louise Cathrow introduced a new monthly 'coffee and chat' space for parents of children with SEN. Bosede Owa continued her work as a CAP Debt Centre Manager until the end of July. She helped several clients become free from debt. A team alongside Bosede also continued to deliver the CAP Money Course - supporting households with simple budgeting tools. The CAP Money Courses will continue into 2023, but we sadly had to close the CAP Debt Centre in December due to a lack of funding.

CAP Debt Centre

In May 2021, a need for a Debt centre in the community was met. From July 2021 to July 2022, 10 people were referred to the Hoxton Debt centre. 4 became debt free through a DRO route. 2 people were set up on a payment plan and they are doing great. Actually, I got

a call from the area manager in February 2023 saying how the clients from Hoxton debt centre were doing. This help wouldn't be possible or rendered to people, if not for Hoxton Debt Centre in our Community.

Most of the Debt Centre clients talked about how they felt coming forward to own up to needing help with their debt. Some were ashamed to come forward however they felt accepted and unjudged at Hoxton debt centre. I am grateful and privileged to be part of Hoxton debt centre, being able to journey alongside people in their challenges with debt.

There is one particular client I would like to talk about – 'S' was not paid for 7 months because her benefit was paid to her landlord; she has 4 children and is disabled. Through the help of the debt centre, we were able to call the council, her creditors and also empowered her to contact her local MP. I am glad to say after some months 'S' became debt free and could not be grateful enough for the existence of the Hoxton debt centre.

Her rent and living element was paid, her flat was fitted with the right accessories to support her disability and she had enough to pay her creditors and look after the children.

For me the positive outcome of witnessing these client's becoming debt free, and being in control of their lives and finances is the joy of being a debt centre manager by providing help and freedom from debt for people. Rendering this support wouldn't be possible without the help of organisations, charities and people who give generously for the running of the debt centre. We have every reason to continue with the money course and Hoxton debt centre because of the joy and freedom it gives to delegates and clients. I pray and hope it continues. Amen

Bosede Owa

Our Digital Inclusion project had a new lease of life after a donation of around 70 laptops were able to be refurbished and made usable by two church volunteers. We were able to distribute these laptops to households in need.

Our long partnership with the Hackney Foodbank came to an end in August, when they ceased to operate a distribution centre in our church crypt. However, we have been able to continue to offer space to the Refugee Community Kitchen in our church gardens to provide a hot meal to local asylum seekers or other people in need every Saturday.

Beyond responding to local issues of injustice and meeting human need, a good deal of how we seek to bring the life and joy of God's kingdom to our neighbourhood is through providing spaces and opportunities for celebration, such our our Jubilee street party in June:

Platinum Jubilee Pitfield Street Party

On Sunday 5th June 2022, we hosted a street party with local business and community groups to celebrate the Platinum Jubilee of Her Majesty, Queen Elizabeth II. Around 2,000 people gathered across the day to celebrate our local community after a challenging couple of years. The day began with an outdoor service in St John's Church gardens, and then the party got going! Music performances were provided by students from Access Creative

College, St John the Baptist Primary School Choir, Vox Choir, several other solo performers as well as lively dance music from the 'Cheap Booze' sound system.

Activities for all ages included a petting zoo from Spitalfields City Farm; bouncy castles; activities from Ministry of Stories; workshops and performances from National School for Circus Arts; Dancercise from Britannia Leisure Centre; face painting; kids craft activities and a mum and baby chill out zone from Shoreditch Trust. Picnic benches down the length of the street gave space for people to bring their own food and drink, or to enjoy food and drinks from the various cafes and food stalls - including Friends of Ours; the George & Vulture; Muzzy's Cafe; Curious Yellow Cafe; cakes from the SJH Cafe as well as sausage sizzler, jolly and chicken, and of course, Pizza Massimo!

Our Organising for Growth Local Action Teams - comprised of members of our church congregation - also organised several special events: an afternoon tea for over 60s; a wellbeing cafe area for some calm and rest; a prayer zone.
The event was project managed by a core team of local leaders - with particular credit going to Sara Hunter from St John's and Charlie Baker from the George & Vulture. In addition to many local residents, the event was also attended by local councillors and our own Mayor of Hackney, Phil Glanville.

Sara Hunter, O4G Project Manager

Leadership & Administration

A central feature of the year was the significant impact of changes in the staff team. Over a period of about 18-20 months from the middle of 2021 to the start of 2023, we saw over a dozen significant changes - either as people left the team, or changed role in a significant way. After three and a half years with us, John Wyat left his role as Youth & Worship Minister at the end of 2021, and sadly our Worship Ministry Assistant Jeremy Fallow also had to leave the country for family reasons in January 2022. We carried a vacancy for a Music & Worship Minister for six months, which was covered principally by me, with some help from some guest worship leaders.

In January, our Operations Manager Nathan Van Sittert also left for a new role at All Souls Langham Place. We were delighted to be sending some of our staff on to prestigious roles in larger churches, but also realised the difficulty of retaining staff in smaller church settings with lower salaries available. In May, we were shocked by the sudden resignation of Bryn Dye, after serving as Building & Premises Manager for over 10 years. In July, David Nye stood down from his role as Youth Minister, and Bosede Owa concluded her role as CAP Centre Manager. July also saw the conclusion of the Organising for Growth action team phase, and both Sara Hunter and Jessica Agboola concluded their roles on our staff.

Some of the changes were positive: We welcomed Renatha Hoga to a new role as Office & Ministry Administrator in March, and her responsibility increased in September when she began to take on youth ministry responsibilities. Will Ingle and Bosede Owa were both recommended to train for Ordination, and Will moved up to Ridley Hall, Cambridge while Bosede began her training in September at St Mellitus. She remains on our ministry team as an Ordinand, but has changed her responsibilities. On Pentecost Sunday (5th June) we 'sent out' Louise Cathrow and Andrew Large as they completed their time as Ordinands at St John's. We welcome them back four weeks later as new Curates after being ordained Deacon at St Paul's Cathedral on 2nd July. At the end of July,

Rachel Greaves-Brown concluded her role as Associate Vicar, although has remained on the team to support us on Sundays for as further year. Jeremy Fallow returned to the team in July as Music & Worship Minister. In September Lorraine Flack began her training with a view to becoming a Commissioned Pastoral Assistant. Juliet Johnson returned to the staff in October as Kids & Youth Ministry Assistant. To enable this the PCC was successful in registering with the UK Home Office as a Sponsoring Body for employment of foreign nationals.

Our principle reflection on the nature of our staffing at the church is that we are privileged to be a training and sending church. That is to say, many people come and join our team near the start of their ministry, or while exploring God's call on their life. It's a privilege to be investing in their training and development - but it comes at a cost. Our Vicar spends a disproportionate amount of his time on mentoring, training, coaching and supervising staff, lay leaders, and indeed people exploring vocations from other churches. We're delighted to send 'labourers into the harvest field' but we therefore often lack experienced and stable leadership in our own team.

The work of the staff ministry team is supported by the PCC and other lay leaders. We've actively sought to develop lay congregational leadership for some of our Sunday ministry teams - particularly the cafe team and welcome team. We've also engaged congregational leaders in resourcing Connect Groups and the Pastoral Care Team. In July we held a PCC & Staff 'away day' here at the church. We undertook some learning and training together, and worked in small groups to think about how to continue the fruitful outcomes of the Organising For Growth project through new KPATs - Key Priority Action Teams. These teams were to be formed from a small number of staff, PCC and congregational leaders, and would be tasked with working over the course of a year to consider specific actions that could be taken towards the key priorities identified in our Mission Action Plan: renewal of Sunday services and congregational life; relentless concern for kids and youth; development of the Beacon Project; and furtherance of the #LoveHoxton redevelopment project. Sadly, these KPATs did not get established in the autumn due to staffing changes and capacity. We will look to renew these groups in 2023.

The finances of the church were challenging during 2022. We were very grateful for the support of the Culture Recovery Fund grants we received in 2021 - but they masked an underlying structural deficit in our financial models. The poor performance of the car parking business run by our trading subsidiary (St John's Hoxton Management Company) in late 2021 and early 2022 meant that the PCC has lower than usual proceeds from the business. We also discovered that an error in our bookkeeping for the company meant that receipts had been misposted as net figures rather than gross. This revealed that the business should have registered for VAT several years earlier. The Directors took advice, consulted with the PCC, and appointed a VAT specialist to represent us to HMRC. The Directors have made a voluntary disclosure of the error, and we are awaiting a response. We anticipate that the Company will have to negotiate a settlement agreement and / or a payment plan such that proceeds donated to the church will be reduced for several years from 2024 onwards. However, the attention given to the car parking business by our Operations Manager has resulted in increased revenues - so we're hopeful that it will not have as dramatic impact on church funds.

Congregational giving was impacted by the Covid-19 pandemic. Several households and individuals moved away from the church, including several who were committed and generous givers. Several new church members have begun voluntary giving, but cultivating congregational giving and

generosity remains a priority. We must acknowledge that the cost of living crisis is making it more challenging for many people to give at the levels they may have done previously.

Another point to note about our finances is the shift undertaken over the past few years towards funding core operations. Our contributions to the Diocesan Common Fund have increased steadily to point at which we anticipate making Common Fund contributions at full parish standard costs in 2024. To give perspective, this means that in the course of about 12 years we will have increased our central contributions from £14,000 per year to around £88,000 per year. Since 2021 we have also maintained a full-time Operations Manager post on our staff team, paid at a Senior Leadership level. Alongside this we have allocated budget to pay 50% of the full costs for a Curate / Associate Vicar. Thus, central Diocesan contributions and senior leadership costs have increased from £24,000 in 2011 to around £130,000 in 2022. This is a significant achievement in creating the structural capacity to sustain this funding, but it has an impact on the level of direct investment in local mission and ministry.

Safeguarding Report

Our safeguarding policy was reviewed and adopted by the PCC, as usual, in May 2022. Over the past year we have received 12 records of concern or incident reports. These have been passed on to the diocese to deal with appropriately. Most have needed no further action. Safeguarding is now a standing item at all PCC and Senior leadership team meetings.

The diocese has introduced a Safeguarding Dashboard for parishes to use. This is a great way to monitor how we are doing with safer recruitment and ensures we are compliant with all of the expectations from the diocese. This is an ongoing audit, but we have been working hard to get our activities up to date with risk assessments, safeguarding training etc. The dashboard uses a traffic light system and we are currently at almost 60% complete with only one section in red. We began as a level 1 user and are now at level 2.

Safeguarding training has been provided for members of the children and youth team, the staff team and the PCC. The children and youth team completed the online basic awareness training as a group. There has also been some initial training provided to the welcome and hospitality team. A safeguarding training tracker has been set up in order to keep up to date with who has completed the online training required by the diocese.

Ruth Etang, Church Safeguarding Officer

Building & Premises

Towards the end of 2021 and during the start of 2022 a range of building improvements were made. These were funded by grants from the Culture Recovery Fund, and included refurbishment of the church toilets and bits of redecoration. Day to day responsibility for the building and premises was held by our Building & Premises Manager, Bryn Dye, and his assistant Christine Cummings. We were shocked and saddened when Bryn Dye resigned in May 2022 after over 10 years service in the church. Personal reasons led to his resignation, but it was a great loss to the team.

In the wake of his departure, our Operations Manager Daniel Okuniewski took on responsibility for the building and premises. We quickly discovered there were major issues with leaks in the roof -

which had contributed to a very precarious situation in which bins and tubs full of water were balanced on roof beams. This had to be tackled with some urgency, and we then proceeded to undertake a series of roof repairs for cracked slates and rotten timbers over the course of the rest of the year.

The five-yearly full-scope electrical inspection was undertaken early in the year, but some issues with roof access meant that repairs could be completed in a timely fashion. These outstanding works came to light late in the year, and were remedied early in 2023.

In August we suffered significant flooding in the crypt again. We pursued an insurance claim, and with the monies provided we have been able to recarpet the crypt area, and in due course we will replace the vinyl flooring as well. The crypt was fully repainted and light fittings repaired. The heating in the carpeted area of the crypt failed in the spring of 2022, and we have not yet found a practical solution other than the use of oil-filled radiators.

With Bryn Dye's departure from the staff, the issue of how to maintain the condition of the church gardens became pressing. Although we benefited from various generous volunteers, a new self-employed gardener was found in the autumn, and a programme of works to keep the gardens in good condition has begun.

#LoveHoxton

Having commissioned a full condition survey in 2021 from Cliveden Conservation, we had a frustrating wait for their report and cost summary. We discovered late in the year that the cost estimate for basic conservation repairs was in excess of £600k.

No further progress was made in relation to the #LoveHoxton project during 2022 due to capacity challenges. A new Archdeacon of Hackney commenced in role in the spring, and it is hoped that we will be able to reconvene the project team for further meetings in 2023.

We are aware that the building faces significant challenges in terms of maintaining fabric and also in providing appropriate spaces for generating income and fulfilling our mission and ministry programme. We will continue to raise our concerns with the Bishop of Stepney and the wider Diocesan team, as we think it's important for them to recognise the significant challenges of both pursuing church growth in terms of mission and ministry, and also managing a major conservation and redevelopment project.

The project aims are summarised under the following headings:

1) CONSERVE: Conserve and enhance this amazing Grade II* listed Georgian church, including a. ceiling and roof repairs; b. improved heating and lighting; c. enhanced seating and AV provision; and d. fully accessible toilets.
2) CREATE: Create fully accessible new church and community facilities by constructing an annexe and refurbishing the existing crypt.
3) CONTRIBUTE: Contribute c25-30 genuinely affordable, permanently rented flats for the Hoxton neighbourhood as well as new school and community sport facilities.

Concluding Remarks

An amazing array of people have contributed to the worship, mission and ministry of the church over the past year – too many to list by name. However, we'd like to pay tribute in particular to our staff team who continues to work tirelessly through the week to support the life of our church.

Jessica Agboola – Local Community Organiser
Peter Chareka - B&P Assistant
Chris Cummings – B&P Assistant
Bryn Dye – Building & Premises Manager
Ruth Etang – Children's Minister
Jeremy Fallow – Music & Worship Minister / Youth Ministry Assistant
Renatha Hoga - Office & Ministry Administrator / Youth Ministry Assistant
Sara Hunter – O4G Project Manager
Will Ingle – Stepney Intern
Juliet Johnson – Kids's & Youth Ministry Assistant
David Nye – Youth Minister
Daniel Okuniewski - Operations Manager
Bosede Owa – CAP Centre Manager / Ordinand
Ian Shepard - B&P Assistant
Nathan van Sittert – Operations Manager

Financial Review

Risk Policy

The PCC has examined the principal areas of the church's operations and considered what major risks may arise in each of these areas. In the opinion of the PCC the church has established resources and review systems which, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day to day operations.

Reserves Policy

The policy of the PCC is that the unrestricted funds not committed or invested in tangible fixed assets and fixed asset investments ('the free reserves') held by the church should reach three months normal running costs. At the year ended 31st December 2022, the free reserves had not reached this level and the PCC is striving to meet this as soon as possible. Our 2023 budget is set as a balanced budget, but without any allocation to reserves. We continue to hope that increased income and cost control may enable us to allocate some funds to reserves.

Pensions Policy

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

CWPF has two sections: 1) the Defined Benefits Scheme; and 2) the Pension Builder Scheme, which has two subsections: i. a deferred annuity section known as Pension Builder Classic, and, ii. a cash balance section known as Pension Builder 2014. Both sections of the Pension Builder Scheme are classed as defined benefit schemes.

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

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

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

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable (2022: £4,034, 2021: £6,337).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2019. The next valuation is due as at 31 December 2022.

For the Pension Builder Classic section, the valuation revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review, the Board chose to grant a discretionary bonus of 3% following improvements in the funding position over 2021. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £5.5m 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, St John's Hoxton could become responsible for paying a share of the failed employer's pension liabilities.

This valuation has not yet been communicated to the PCC.

Statement of PCC Members Responsibilities

The PCC Members are required to ensure financial statements are prepared for each financial year which give a true and fair view of the state of affairs of the PCC and of the surplus or deficit of the PCC for that period. In preparing those financial statements, the PCC Members are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the PCC will continue in operation

The PCC Members are responsible for ensuring proper accounting records are kept which disclose with reasonable accuracy at any time the financial position of the PCC and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities Statement of Recommended Practice (FRS102) 2019 and the Church Accounting Regulations 2006. In addition, they are responsible for safeguarding the assets of the PCC and hence for taking reasonable steps to prevent and detect fraud and other irregularities.

For and on behalf of the PCC

Graham Hunter 27/3/2023

Revd Graham Hunter – Vicar / Chair of Trustees *Date*

Independent Examiners Report

To The Trustees On The Unaudited Accounts Of The Parish Of St John's Hoxton

I report to the trustees, being the members of the Parochial Church Council ("PCC"), on my examination of the accounts of St John's Hoxton for the year ended 31st December 2022, which comprise the Consolidated Statement Of Financial Activities, the Consolidated Balance Sheet, the Consolidated Cash Flow Statement and the notes to the accounts.

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

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

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.

Chris Goodhead

30 March 2023
Date

C J Goodhead FCA
Knight Goodhead Ltd
Chartered Accountants

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

ST JOHN'S HOXTON

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

	Notes	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
INCOME					
Donations and legacies		90,121	23,585	113,706	111,397
Charitable activities		88,205	-	88,205	107,917
Trading activities		426	2,600	3,026	3,532
Grants		29,066	9,128	38,194	169,697
Investments		77	-	77	13
Other income		23,806	-	23,806	14,609
Management company		118,422	-	118,422	104,028
Total income	3	350,123	35,313	385,436	511,193
EXPENDITURE					
Charitable activities	4	346,037	30,297	376,334	518,930
Management company		30,717	-	30,717	16,117
Total expenditure		376,754	30,297	407,051	535,047
NET (EXPENDITURE)/INCOME BEFORE TRANSFERS		(26,631)	5,016	(21,615)	(23,854)
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		(26,631)	5,016	(21,615)	(23,854)
FUND BALANCES AT 1 JANUARY 2022		78,590	14,347	92,937	116,791
FUND BALANCES AT 31 DECEMBER 2022	14	51,959	19,363	71,322	92,937

CONSOLIDATED BALANCE SHEET AS AT 31 DECEMBER 2022

	Notes	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
FIXED ASSETS					
Investments	9	-	-	10	10
Tangible assets	8	9,584	3,357	9,584	3,357
		9,584	3,357	9,594	3,367
CURRENT ASSETS					
Debtors	10	19,273	21,135	14,245	21,805
Cash at bank and in hand		53,088	86,094	51,200	85,423
		72,361	107,229	65,445	107,228
CREDITORS: amounts falling due within one year:	11	(10,623)	(17,649)	(3,717)	(12,420)
NET CURRENT ASSETS		61,738	89,580	61,728	94,808
TOTAL ASSETS LESS CURRENT LIABILITIES		71,322	92,937	71,322	98,175
		71,322	92,937	71,322	98,175
FUNDS	13-14				
Unrestricted:					
Designated		42,346	42,346	42,346	42,346
Other unrestricted		9,613	36,244	9,613	41,482
		51,959	78,590	51,959	83,828
Restricted		19,363	14,347	19,363	14,347
TOTAL FUNDS		71,322	92,937	71,322	98,175

Signed on behalf of the PCC by:

Graham Hunter

Revd Graham Hunter – Vicar / Chair of Trustees

27/3/2023

Date

Daniel Pratt - Treasurer

27/3/2023

Date

ST JOHN'S HOXTON

CONSOLIDATED CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 £	2021 £
NET CASH FLOW PROVIDED BY OPERATING ACTIVITIES	1	(24,981)	(26,150)
CASH FLOWS FROM INVESTING ACTIVITIES			
Interest received		77	13
Purchase of fixed assets		(8,102)	-
NET CASH FLOW		(33,006)	(26,137)

		2022 £	2021 £
Cash at the end of the year	2	53,088	86,094
Cash at start of the year		86,094	112,231
(Decrease)/increase in cash in the year		(33,006)	(26,137)

NOTES TO THE CASHFLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

1 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net movement in funds for the year	(21,615)	(23,854)
Dividends and interest received	(77)	(13)
Depreciation	1,875	1,252
(Increase)/Decrease in debtors	1,862	1,605
Increase/(decrease) in creditors	(7,026)	(5,140)
Net cash flow from operating activities	(24,981)	(26,150)

2 ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022 £	2021 £
Cash at bank and in hand	53,088	86,094
	53,088	86,094

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022

1 ACCOUNTING POLICIES

(a) Basis of accounting

The financial statements have been prepared in accordance with Church Accounting Regulations 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102 (effective January 2019) and the Charities Act 2011.

The PCC meets the definition of a public benefit entity under FRS 102.

The accounts are prepared on the historical cost basis.

The accounts are prepared on the goiing concern basis.

(b) Fund accounting

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

Restricted funds are those funds donated for specific purposes.

Designated funds are funds earmarked by the trustees for a specific project/purpose.

(c) Income

Donations and other income are recognised when received and an estimate of income tax recoverable is recognised when the related donations are recognised.

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 probable.

Sales of books and magazines from the church bookstall are accounted for gross.

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

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue. Tax recoverable on such income is recognised in the same accounting year.

Grants and donations are accounted for when paid over, or when awarded.

(d) Expenditure

The diocesan Common Fund is accounted for when paid. Any Common Fund unpaid at 31 December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

Expenditure incurred in the operation of the church is classed as charitable activities.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022 (continued)

1 ACCOUNTING POLICIES (continued)

(e) Fixed assets

In the absence of an actual cost, the insurance valuation has been used as the deemed cost for operational assets, with no depreciation charge being made during the year due to the long life of the asset and regular maintenance.

Consecrated property and moveable church furnishings

Consecrated and beneficed property of any kind is excluded from the accounts by s.10 of the Charities Act 2011.

Moveable church furnishings held by the Vicar and Churchwardens on special trust for the PCC, and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the church's Inventory which can be inspected (at any reasonable time). For inalienable property acquired prior to 2003 there is insufficient cost information available and therefore such assets are not valued in the accounts. No such Items have been acquired since 1 January 2003.

All expenditure incurred in the year on consecrated or beneficed buildings or on the repair of movable church furnishings acquired before 1 January 2003 is written off.

Other fixtures, fittings and office equipment

Additions to buildings comprise refurbishment of the institute and are depreciated over their expected useful life of five years.

Only items of greater than £1,500 are capitalised. Church worship equipment comprises a number of electrical and other items connected with sound, vision and worship. They will be depreciated over five years from date of first use. Computer and office equipment and furnishings are depreciated over four years from date of first use. Catering equipment is written off over five years from date of first use. Church chairs are depreciated over ten years. The boiler is depreciated over an estimated useful life of thirteen years.

(f) Current assets

Amounts owing to the PCC at 31 December in respect of fees, rents or other income are shown as debtors less provision for amounts that may prove uncollectable.

(g) Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial instruments issues' of FRS 102 to all of its financial instruments.

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

2 ADMINISTRATIVE INFORMATION

The charity is unincorporated and was registered on 3 December 2009 with the Charity Commission in England and Wales. The registered number is 1133109.

The registered office of the charity is St John's Church, Pitfield Street, London, N1 6NP.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022 (continued)

3 INCOME

	Unrestricted funds	Restricted funds	Total 2022	Total 2021
DONATIONS AND LEGACIES	£	£	£	£
Planned giving:				
Gift Aided	58,421	-	58,421	79,312
Non gift aid	12,856	307	13,163	1,716
Tax recovery	16,623	2,741	19,364	21,219
	87,900	3,048	90,948	102,247
Other giving:				
One off giving	1,214	-	1,214	6,043
Collections	1,007	11,955	12,962	1,168
Special appeals and collections	-	8,582	8,582	1,939
	2,221	20,537	22,758	9,150
Total donations and legacies	90,121	23,585	113,706	111,397
ASSET BASED INCOME				
Church car parking	15,539	-	15,539	31,438
Live at St John's	2,530	-	2,530	6,311
Premises rental	70,136	-	70,136	70,168
	88,205	-	88,205	107,917
TRADING ACTIVITIES				
Balanced life events	326	-	326	932
Traded services	100	2,600	2,700	2,600
		-	-	-
	426	2,600	3,026	3,532
GRANTS				
Grants	29,066	9,128	38,194	169,697
INVESTMENTS				
Interest	77	-	77	13
OTHER INCOME				
PCC fees	469	-	469	1,419
VAT recoverable	4,737	-	4,737	8,266
Miscellaneous income (incluidng insurance claims)	18,600	-	18,600	4,924
		-	-	
	23,806	-	23,806	14,609
St John's Hoxton Management Company	118,422	-	118,422	104,028
TOTAL INCOME	350,123	35,313	385,436	511,193

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022 (continued)

4 EXPENDITURE	Unrestricted funds	Restricted funds	Total 2022	Total 2021
CHARITABLE ACTIVITIES	£	£	£	£
Grants and donations				
Holiday bursary fund payments	-	9,587	9,587	-
PCC grants and donations - mission	7,546	5,803	13,349	7,129
Vicar's discretionary donations	971	365	1,336	568
	8,517	15,755	24,272	7,697
Common Fund Overhead	78,000	-	78,000	72,000
Building and premises costs				
Church gardens	1,625	-	1,625	2,761
Church maintenance and supplies	17,015	-	17,015	24,529
Church major redevelopment and repairs	8,342	-	8,342	88,319
Insurance	6,601	-	6,601	6,878
Cleaning supplies and consumables	238	-	238	808
Depreciation	1,875	-	1,875	1,252
Facilities furniture and equipment	2,507	-	2,507	7,194
Other PCC property costs	64	-	64	(177)
Utilities	14,299	-	14,299	16,827
	52,566	-	52,566	148,391
Mission and ministry				
Balanced life	-	981	981	217
CAP debt centre costs	1,561	914	2,475	7,600
Children's work resources	1,448	-	1,448	1,545
Clergy expenses and training	5,094	-	5,094	3,347
Curate accommodation	8,527	-	8,527	12,435
Community organising	1,002	-	1,002	27,830
Evangelism and discipleship	825	-	825	845
Hospitality and café supplies	5,431	-	5,431	4,541
Missions projects	4,476	-	4,476	7,470
Interns	1,505	-	1,505	1,060
Payroll and recruitment costs	6,682	-	6,682	1,210
Publicity	-	-	-	997
Live at St John's	2,566	-	2,566	4,935
Services resources	808	-	808	1,097
Special Events	909	-	909	87
Volunteer training and expenses	-	-	-	79
Website	61	-	61	1,373
Worship and AV	1,868	-	1,868	7,335
Youth Work	1,990	21	2,011	4,215
	44,753	1,916	46,669	88,218
Office and administration				
Communication	2,779	-	2,779	6,830
Fundraising	1,412	193	1,605	1,108
IT equipment and licenses	2,178	-	2,178	5,283
Legal and professional fees	1,472	-	1,472	13
Accountancy	2,772	-	2,772	1,890
Office equipment and stationery	1,231	45	1,276	1,261
Staff training	7,066	-	7,066	8,183
	18,910	238	19,148	24,568

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022 (continued)

4 EXPENDITURE (continued)

	Unrestricted funds	Restricted funds	Total 2022	Total 2021
	£	£	£	£
Wages and salaries				
Ministry team	61,789	12,388	74,177	82,938
Operational team	74,089	-	74,089	80,662
Employers NI	3,379	-	3,379	6,199
Employers pension	4,034	-	4,034	6,337
Other costs	-	-	-	1,920
	143,291	12,388	155,679	178,056
St John's Hoxton Management Company	30,717	-	30,717	16,117
TOTAL EXPENDITURE	376,754	30,297	407,051	535,047

Included within accountancy above are amounts due to the independent examiners in relation to the independent examination of £1,920 (2021: £1,440) and £852 for other work (2021: £450).

5 GRANTS

Grants and donations totalled £24,272 (2021: £7,697) and were all paid by the charity. The following donations were made to institutions and totalled more than £1,000:

London Citizens	£2,400
Disaster's Emergency Committee	£2,500
Alpha International	£2,500

6 STAFF COSTS

No employees received emoluments over £60,000 in the year.
The average number of employees during the year was 10 (2021: 9)

Staff costs relate to all direct and indirect staff costs.

Employment costs	2022	2021
	£	£
Wages and salaries	148,266	154,161
Job Retention Scheme	-	1,920
Social security costs	3,379	6,721
Pension costs	4,034	6,337
	155,679	169,139

See note 15 for disclosure of payments made to related parties.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022 (continued)

7 NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY

The charity owns 100% of the issued share capital of St John's Hoxton Management Company Limited, a company incorporated in England and Wales (company number: 07039922).

The results of the company before consolidation fare summarised as follows:

	2022	2021
	£	£
Turnover	118,422	104,028
Expenses	(60,716)	(46,917)
Taxation	-	-
Net profit	57,706	57,111
Dividend paid to St John's Hoxton	(51,668)	(63,149)
	6,038	(6,038)

8 TANGIBLE ASSETS

Group / Charity	Property improvements	PA/AV equipment	Shipping container	Total
	£	£	£	£
COST				
At beginning of year	-	4,222	2,040	6,262
Additions	8,102	-	-	8,102
Disposals	-	-	-	-
At end of year	8,102	4,222	2,040	14,364
DEPRECIATION				
At beginning of year	-	2,021	884	2,905
Charge for year	623	844	408	1,875
Disposals	-	-	-	-
At end of year	623	2,865	1,292	4,780
NET BOOK VALUE				
At end of year	7,479	1,357	748	9,584
At beginning of year	-	2,201	1,156	3,357

9 FIXED ASSET INVESTMENTS

Charity	Investment in subsidiary undertakings	Total
	£	£
Cost or market value of investments at 1 January 2022	10	10
Gain on revaluation of investment assets	-	-
Cost or market value of investments at 31 December 2022	10	10

The charity owns 100% of the issued share capital of St John's Hoxton Management Company Limited, a company incorporated in England and Wales (company number: 07039922).

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022 (continued)

10 DEBTORS

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Gift aid tax recoverable	1,895	2,246	1,895	2,246
Prepayments and accrued income	1,148	4,884	1,148	4,884
Other debtors	16,230	14,005	5,034	7,675
Amounts due from subsidiary undertaking	-	-	6,168	7,000
	19,273	21,135	14,245	21,805

11 CREDITORS: amounts falling due within one year

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Trade creditors	1,383	8,705	1,383	8,705
Agency Collections	-	618	-	618
Deposits	-	550	-	550
PAYE/NI	414	1,047	414	1,047
VAT	6,106	5,229	-	-
Accruals and deferred income	2,720	1,500	1,920	1,500
	10,623	17,649	3,717	12,420

12 FUNDS

The restricted funds are established for the following purposes:

#Love Hoxton project	To fund major conservation and redevelopment plans.
CAP debt centre/LYN project	Holds funds for the delivery of a debt centre for the Hoxton neighbourhood. This project closed durging 2022.
Holiday Bursary fund	Contributions to the cost of taking members of our church to our annual church holiday, Focus, and also other retreats and residentials throughout the year.
Digital inclusion campaign	A 2021 project established to help households without access to digital devices for home-schooling during Covid.
Len and Eve Dye memorial	A special collection in memory of a long-term church member who died during Covid. It will be paid out to Leprosy Mission - a cause they supported over many
Benevolent fund	Holds monies to give to people in need. Funds are usually distributed in the form of supermarket gift cards or energy donations.

The designated funds are established for the following purposes:

Free Reserves	Maintained for the purpose of providing budget for the PCC to meet its responsibility for internal redecoration and refurbishment of the Vicarage as well as for garden maintenance.
Vicarage maintenance	The Free Reserves are established to meet our responsibilities articulated in our Reserves Policy to maintain funds equivalent to 3 months of usual operational expenditure.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022 (continued)

13 MOVEMENT IN FUNDS

	Balance at 1 January 2022	Income	Expenditure	Transfers between funds	Balance at 31 December 2022
	£	£	£	£	£
Restricted funds					
#Love Hoxton Project	8,321	411	-	-	8,732
CAP debt centre/LYN project	914	-	(914)	-	-
Holiday bursary fund	2,834	13,539	(13,539)	-	2,834
Digital inclusion campaign	1,000	-	-	-	1,000
Len and Eve Dye memorial	172	-	-	-	172
Benevolent fund	1,106	9,635	(6,051)	-	4,690
Chldren's Ministry	-	3,300	(3,300)	-	-
Youth Ministry	-	8,428	(6,493)	-	1,935
	14,347	35,313	(30,297)	-	19,363
Designated funds					
Free reserves	40,000	-	-	-	40,000
Vicarage maintenance	2,346	-	-	-	2,346
	42,346	-	-	-	42,346
Other unrestricted funds					
St John's Hoxton PCC	41,482	231,701	(346,037)	82,467	9,613
St John's Hoxton Management Company	(5,238)	118,422	(30,717)	(82,467)	-
	36,244	350,123	(376,754)	-	9,613
Total funds	92,937	385,436	(407,051)	-	71,322

14 ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

Group

Fund balances as at 31 December 2022 are represented by:

	Restricted funds	Designated funds	Other unrestricted funds	Total 2022
	£	£	£	£
Tangible fixed assets	-	-	9,584	9,584
Fixed asset investment	-	-	-	-
Current assets	19,363	42,346	10,652	72,361
Current liabilities	-	-	(10,623)	(10,623)
	19,363	42,346	9,613	71,322

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022 (continued)

14 ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS (continued)

Fund balances as at 31 December 2021 are represented by:

	Restricted funds	Designated funds	Other unrestricted funds	Total 2021
	£	£	£	£
Tangible fixed assets	-	-	3,357	3,357
Fixed asset investment	-	-	-	-
Current assets	14,347	42,346	50,536	107,229
Current liabilities	-	-	(17,649)	(17,649)
	14,347	42,346	36,244	92,937

Charity

Fund balances as at 31 December 2022 are represented by:

	Restricted funds	Designated funds	Other unrestricted funds	Total 2022
	£	£	£	£
Tangible fixed assets	-	-	9,584	9,584
Fixed asset investment	-	-	10	10
Current assets	19,363	42,346	3,736	65,445
Current liabilities	-	-	(3,717)	(3,717)
	19,363	42,346	9,613	71,322

Fund balances as at 31 December 2021 are represented by:

	Restricted funds	Designated funds	Other unrestricted funds	Total 2021
	£	£	£	£
Tangible fixed assets	-	-	3,357	3,357
Fixed asset investment	-	-	10	10
Current assets	14,347	42,346	50,535	107,228
Current liabilities	-	-	(12,420)	(12,420)
	14,347	42,346	41,482	98,175

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022 (continued)

15 RELATED PARTY TRANSACTIONS

The following related party transactions occurred during the year.

David Nye, the husband of a PCC member, was paid £11,909 for his work as a youth worker (2021: £6,933).

Sara Hunter, the wife of a PCC member was paid £5,176 for her work on the community organising project and for leading funerals (2021: £7,742).

Revd Graham Hunter holds a number of senior governance roles in related organisations:
- Streetlevel (chair of trustees)
- Primary Advantage Federation (Foundation Governor)
- London Diocesan Fund (Trustee/Director)
- Hackney Children and Young People Scrutiny Commission (Co-opted member)
- Haberdashers' Company Charities Committee (Member)

Two trustees were reimbursed a total of £2,312 for expenses incurred on behalf of the charity.

16 PARENT CHARITY

Below are summarised results of St John's Hoxton, excluding the subsidiary company:

	Total 2022	Total 2021
INCOME		
Donations and legacies	113,706	111,448
Charitable activities	106,205	125,927
Trading activities	15,026	15,532
Grants	38,194	169,697
Investments	51,745	63,162
Other income	23,806	14,609
Total income	348,682	500,375
EXPENDITURE		
Charitable activities	376,334	518,930
Total expenditure	376,334	518,930
NET INCOME/(EXPENDITURE)	(27,652)	(18,555)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022 (continued)

17 COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021

	Unrestricted funds	Restricted funds	Total 2021
	£	£	£
INCOME			
Donations and legacies	102,077	9,320	111,397
Charitable activities	109,026	2,600	111,626
Grants	156,815	12,882	169,697
Investments	13	-	13
Other income	14,609	-	14,609
St John's Hoxton Management Company Limited	91,851	12,000	103,851
Total income	474,391	36,802	511,193
EXPENDITURE			
Charitable activities	447,297	71,810	519,107
Management company	15,940	-	15,940
Total expenditure	463,237	71,810	535,047
NET INCOME BEFORE TRANSFERS	11,154	(35,008)	(23,854)
Transfers between funds	(24)	24	-
NET MOVEMENT IN FUNDS	11,130	(34,984)	(23,854)
FUND BALANCES AT 1 JANUARY 2021	67,460	49,331	116,791
FUND BALANCES AT 31 DECEMBER 2021	78,590	14,347	92,937

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022 (continued)

18 COMPARATIVE MOVEMENT IN FUNDS

	Balance at 1 January 2021	Income	Expenditure	Transfers between funds	Balance at 31 December 2021
	£	£	£	£	£
Restricted funds					
#Love Hoxton	17,448	5,067	(14,194)	-	8,321
David Nye salary (Willats Trust)	-	3,000	(3,000)	-	-
Children's Ministers Salary (SJB Primary School)	-	2,600	(2,604)	4	-
Car Parking Staffing (SJHMC)	-	12,000	(12,000)	-	-
CAP debt centre/LYN project	7,749	6,250	(13,081)	(4)	914
Balance Life (London Diocesan Fund)	1,200	-	(1,200)		-
Job Retention Scheme	-	1,920	(1,920)	-	-
Digital Poverty	20,000	-	(20,000)	-	-
Digital Inclusion campaign (Church Urban Fund)	-	1,600	(1,600)	-	-
Holiday Bursary Fund	2,332	502	-	-	2,834
Digitial inclusion campaign (Neighbourly O2 grant)	-	1,000	-	-	1,000
Chirstmas appeal 2020 match funding	-	562	(562)	-	-
Len and Eve Dye memorial	-	172	-	-	172
Chirstmas appeal 2020	-	64	(64)	-	-
Benevolent fund	602	1,183	(679)	-	1,106
Taylors leaving gift	-	882	(906)	24	-
	49,331	36,802	(71,810)	24	14,347
Designated funds					
Free reserves	40,000	-	-	-	40,000
Vicarage maintenance	2,401	-	(55)	-	2,346
	42,401	-	(55)	-	42,346
Other unrestricted funds					
St John's Hoxton	24,998	370,363	(447,065)	93,186	41,482
St John's Hoxton Management Company	61	104,028	(16,117)	(93,210)	(5,238)
	25,059	474,391	(463,182)	(24)	36,244
Total funds	116,791	511,193	(535,047)	-	92,937

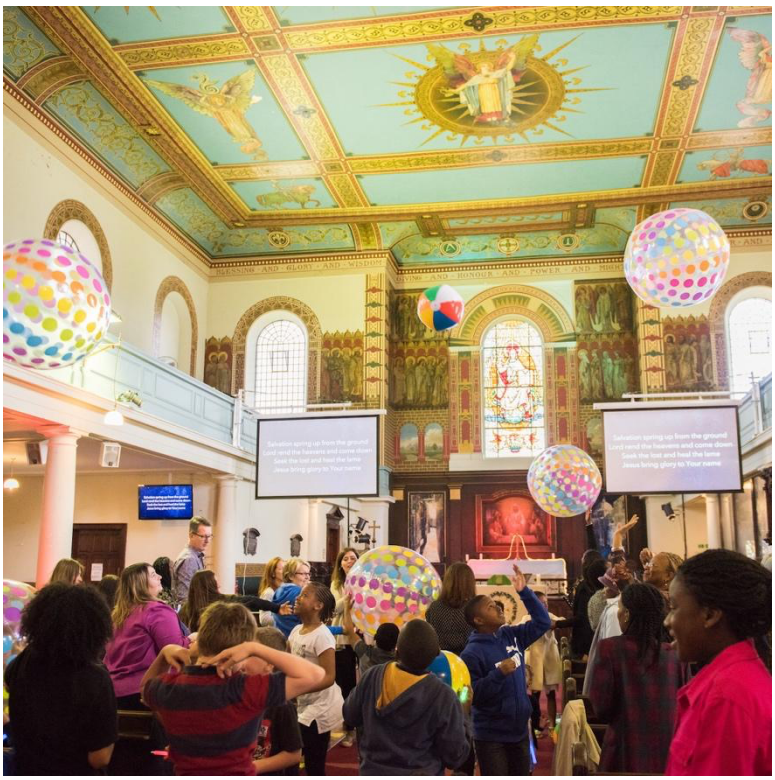
THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST W

England & Wales - Charity number 1133109

Accounts

ST JOHN'S HOXTON

a beacon of hope for Hoxton



2021 Annual Report & Financial Statements

ST JOHN'S HOXTON

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Introduction & Administrative Information

This Annual Report is made by the Parochial Church Council (PCC) of the Ecclesiastical Parish of St John the Baptist with Christ Church Hoxton (St John's Hoxton). It sets out the governance structure of the church, lists council members and administrative officers, and reports on the activities of the reporting year. It also presents statutory financial statements and notes. We have pleasure in presenting this information to the wider public.

Structure, Governance & Management

The Parochial Church Council (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. Since 9th December 2009 the PCC has been registered with the Charity Commission as "The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist with Christ Church Hoxton (Diocese of London)" and has the charity registration number 1133109. The method of appointment of PCC members is set out in the Church Representation Rules. All regular attendees at St. John's are encouraged to register on the electoral roll and are able to vote and to stand for election to the PCC.

In accordance with the PCC (Powers) Measure 1956, St John's PCC has the responsibility of co-operating with the incumbent, Revd Graham Hunter, in promoting in the ecclesiastical parish the whole mission of the Church - evangelistic, pastoral, social and ecumenical. It undertakes religious activities for the benefit of the general public by making grants to organisations, by providing service, and by providing buildings, facilities and open space. It also has maintenance responsibilities for the church premises of St John's which are registered as a Grade II* listed building.

Related Trust & Companies

The **St John's Hoxton Management Company Ltd** was established in October 2009 as a wholly owned trading subsidiary of the PCC of St John's Hoxton. It was formed to manage the car parking operations of the church. It is registered with Companies' House (07039922). The company directors are appointed by, and report to, the PCC. The company directors throughout 2021 were: Revd Graham Hunter, Mr Larre Olajide and Mr Aaron Rodewald. The PCC has no other related trusts or companies.

Administrative Details

Principal Office
St John's Church, Pitfield St,
London, N1 6NP

Bankers
NatWest Plc, Islington Angel Branch,
2/3 Upper St, Islington,
London, N1 0QF

Insurer
Ecclesiastical Insurance Ltd

Quinquennial Inspecting Architect
Alex Sherratt of MLA

Independent Examiner
C J Goodhead
Knight Goodhead Ltd
7 Bournemouth Rd, Chandler's Ford,
Eastleigh, SO53 3DA

Solicitors

Ecclesiastical Information
St John's is in the *Hackney Deanery*
in the *Stepney Episcopal Area*
of the *Diocese of London*.
Diocesan Code: 05-26

Council Members 2021

Ex Officio Members

Incumbent
Revd Graham Hunter
Curate
Revd Caroline Taylor *(To 30th June 2021)*
Associate Vicar
Revd Rachel Greaves-Brown *(From 22nd July)*

Churchwardens
Ann-Marie Nye
Larre Olajide

Deanery Synod Representatives
Vera Arkhurst
Stephen Millar
Larre Olajide

Elected Members

(To 23rd May)
Lorraine Flack
Chris Mitchell
Olivette Thompson
Barizoge Neenwi

(From 23rd May)
Lorraine Flack
Joshua Kalejaiye
Olivette Thompson
Barizoge Neenwi
Daniel Pratt

Co-opted Members

Aaron Rodewald

Officers / Roles

Electoral Roll & Clerk
Nathan van Sittert

Children's Advocate
Barizoge Neenwi

Secretary
Stephen Millar

Treasurer
Aaron Rodewald

Lay Vice-Chair
Larre Olajide

The PCC met 5 times during 2021 including a Vision & Strategy Day with staff in July 2021 to work on our new Mission Action Plan for 2021-26.

Council Members' Report

Vision Statement

'to be a beacon of hope for Hoxton'.

Mission Statement

Worship God | Make Disciples | Share Jesus | Transform Hoxton

Values

Rooted

- We are confidently Christian: focused on prayer and worship, we are attentive to the voice of God in Scripture and work within the inherited structures of the Church of England.
- We are committed to loving and serving Hoxton and being ambassadors of the kingdom of God.
- We are rooted in our relationships to the wider church: within our parish and diocese but also with Christians from other traditions. We will honour their gifts, and humbly seek to work and learn together.

Relational

- We are committed to sharing life together with all its ups and downs – rejoicing together and weeping together.
- We want fun, food and friendship to be hallmarks of our church: welcome and hospitality a fundamental part of our approach to our corporate life.
- We're cautious about making any negative judgements about people – and want to embrace the great diversity and variety of people in our neighbourhood.
- We are determined to pay particular attention to the biblical justice issues of equality, diversity and inclusion. We seek to remain a multi-generational, multi-ethnic, multi-cultural church family in which strangers become friends.

Responsive

- We're responsive to the changing shape of our church and neighbourhood, and we continually adapt our mission and ministry to reflect the context. We're happy to experiment creatively, and we recognise that fruitfulness does not always mean short-term visible outcomes.
- We want to ensure our compassionate ministry addresses real local needs.
- We want our church ministries to express the variety of our members' gifts and vocations – not fit people into a predetermined model.

Risk-Taking

- We trust in a God who is able to do 'immeasurably more' than we can ask or imagine – this has been our experience over the past years.
- We will be attentive to the voice of the Spirit, and willing to step out in faith
- We will not shy away from making changes if we believe that God is calling us into something new.

In September 2021, the PCC approved a new five-year Mission Action Plan to outline the specific objectives towards which we will apply our financial and human resources. More details of the year's activities and results are outlined below in the general report.

Electoral Roll Report

A new electoral roll was created April 2022. The previous electoral roll from 2021 had 180 members. The newly created Electoral Roll includes 119 members.

Daniel Okuniewski, Electoral Roll Officer

Hackney Deanery Synod Report

The Deanery Synod's main functions are:

- to promote in Hackney Deanery the whole mission of the Church, pastoral, evangelistic, social and ecumenical
- to consider matters concerning the Church of England and to make provision for such matters in relation to the Deanery
- to bring together the views of the parishes of the Deanery on common problems, and to discuss and formulate common policies on those problems
- to foster a sense of community and interdependence among those parishes
- to be the point of contact between those parishes and the Diocesan Synod.

During 2021 the Hackney Deanery Synod met on three occasions: 23 March, 20 July and 7 December (all meetings held on Zoom). This was the first full year of the new Triennium of this Synod – the first meeting of which took place on 8 December 2020.

At the **23 March** meeting The Rt Revd Dr Joanne Grenfell, Bishop of Stepney, gave an introduction to the new Diocesan and Area Strategy 2030. For more information see here: https://www.london.anglican.org/our-2030-vision/ and here: https://stepneylives.org/vision/. One of the three ambitions of the Strategy is 'Confident Disciples' and there were three presentations on this topic: from Caroline Taylor at St John's, Hoxton; from William Taylor, Steve Gayle and Charles Card-Reynolds about initiatives in the North East of the Borough; and from Tosin Olapido and Temitope Taiwo about work at SAINT. Breakout room discussions followed on from these presentations about how discipleship was thought about in Synod members' own parishes and whether there were things talked about in the presentations which might work in their context. Josile Munro took questions on her report that had been pre-circulated about the work of General Synod, as did Graham Hunter on his report about the work of Diocesan Synod.

The theme of the **20 July** meeting was Racial Justice. Shana Maloney gave a presentation on the report of the Archbishop of Canterbury's Anti-Racism Taskforce, 'From Lament into Action'. Desiree Crump spoke on the theme of racism within the church – a lay perspective and Tunde Roberts spoke powerfully about racism within the church – a clergy perspective. Breakout Room discussions focused on these three presentations – people's responses to them and their reflections on their own experience of racism within the church. Lay Chair Antonio Joseph gave the report on the work of Diocesan Synod and Josile Munro reported on the work of General Synod.

The main item on the agenda for the **7 December** meeting was 'Living in Love & Faith' https://www.churchofengland.org/resources/living-love-and-faith
The Parish of St Michael & All Angels, London Fields (Daniel Gerrans, Cathie Smith, Savi Hensman and Vicky Morton) gave a heartfelt account of their experience of running the 'Living in Love & Faith' course in their parish. Synod members also discussed their

experience of Covid in breakout rooms (challenging and inspiring moments, and whether there were things people felt churches had learnt during the pandemic which could be useful in the future). Graham Hunter reported on the work of Diocesan Synod and Temitope Taiwo (newly elected member of General Synod) reported on the work of General Synod.

A huge thank you to Lay Chair Antonio Joseph; to all Standing Committee members: Desiree Crump, Samuel Abiodun, Vicky Morton, Mary Beckles, Steve Gayle, Sue Makin, Alice Smith; and to all Deanery Synod representatives.

Vera Arkhurst, Stephen Millar & Larre Olajide, Deanery Synod Representatives

Vicar's Introduction

2021 was a year that continued to be defined in so many ways by the global pandemic that is Covid-19. It was a year of beginnings and endings – with changes in our staffing and leadership, as well as regular changes to the pattern of worship services and mission and ministry programmes. There was significant loss experienced during the year – perhaps none more so than the death of Len & Eve Dye in the middle of January 2021. Len had been a committed member of St John's since 1945, and his death was mourned by many people – both in the church family and the wider community. But the loss was also experienced in lost opportunities, broken relationships, social isolation and many more ways. This gave rise to the Garden of Lament over Holy Week and Easter, as well as a sermon series exploring the biblical book of Lamentations.

Amidst the loss and the grief, there were also extraordinary moments of grace and growth. New members joined our church family, new mission initiatives were brought to fruition. Work with young people grew and developed, in both the Youth Ministry Work Experience scheme, but also the Experience Exchange project. People became Christians on our Alpha course. A CAP Debt Centre was launched. A Digital Inclusion project was developed. A Men's Breakfast programme began in the autumn. A new weekly worship service was established. Even amidst the arid backdrop of Covid-19, new mission began to bloom, and we saw signs of God's kingdom at work among us.

In this context we also listened carefully to one another as well as to the voice of our local community. Around 250 members of the church and neighbourhood took part in our #HoxtonListens2021 action, feeding into the development of our new Mission Action Plan (MAP). This new MAP, adopted and published in September 2021 articulated four key priorities for the coming five year: 1) A thriving church community – working hard at re-gathering members of our church family and keeping worship, discipleship, evangelism and mission at the heart of everything we do; 2) A relentless concern for kids and youth – ensuring that we always keep a focus on our activity amongst the younger members of our church and community; 3) #LoveHoxton – continuing the process of forming our conservation and redevelopment project to serve mission in the years ahead; and 4) Beacon Project – looking to find more effective ways of pursuing social justice in our wider neighbourhood. As ever, all these activities are undertaken in the hope and prayer that all children, women and men in Hoxton would come to experience the ministry of reconciliation – knowing what it means to be reconciled to God in Jesus Christ (2 Corinthians 5:19). To him be glory in the church and all generations.

Revd Graham Hunter, Vicar

Worship God

The year began much as it had ended in 2020 – with the church and wider society still affected by 'lockdown' in response to the global Covid-19 pandemic. The principle impact of this on the worship services of the church was that we were offering one Sunday service only, and this was available for online participation exclusively as the year began. Kids and youth ministry groups were also delivered online. We were permitted under government regulations to livestream our services from the church building, but not to have an in-person congregation.

Indeed, it was not until Easter Sunday at the start of April that we resumed 'in-person' services. This made Easter Sunday a particularly joyful celebration – to be physically present with one another, to share Holy Communion together, and finally to plant a new olive tree in the bench planter outside the main entrance of the church. This olive tree was planted as a sign of peace, hope and deliverance.

Our principal Sunday worship service was held at 10.30am throughout the year, but from July onwards, we began to reintroduce a 6pm evening service, with a focus on worship and prayer. This was often held outside, were congregational singing was permitted. Towards the end of the year, we resolved to resume weekly afternoon worship at the revised time of 4pm from the start of 2022. This revised time was partly in response to some successful 'Diddy Disciples' services held during 2021 at 4pm. We decided to try and make afternoon worship services as family-friendly as possible, and adjusting the time was the first step.

The situation regarding our sung worship was frustrated for a large part of the year, and it wasn't until the autumn that we could finally resume congregational singing during our services. Our worship team provide music resources for services principally by recording music worship videos to be sued in services. When live music during services resumed, the joy was dampened slightly by the congregation not being allowed to sing. Congregational singing resumed in August, but with participants continuing to wear face coverings until the end of the year.

The worship and production team was led by John Wyatt throughout the year, with able assistance from Jeremy Fallow. It was with a mixture of sadness and joy that we announced in September that John would be leaving St John's at the end of 2021. He has moved to join a new church planting initiative in Blackpool. A great team of volunteers served on the worship and production team throughout 2021, and we were particularly grateful for the skills of both Max Benoist and Alison van Sittert in assisting with video recordings of songs.

Special worship services were held for Easter, including baptisms; at Pentecost, at which we held our APCM; in July, with thanksgivings and baptisms; a September 'praise party' to kick off the new school year; and a variety of special services during Advent and Christmas. We were all looking forward to holding our usual 'Carols by Candelight' service in the building again as the year drew to a close, but were struck by the rapid spread of the Covid omicron variant. We had to take the decision to convert 'Carols by Candelight' to 'Car Park Carols' as all our services were moved online or outdoors.

As a consequence, our services on Christmas Eve and Day were online only. This is perhaps the first time in the church's history that Holy Communion has not been celebrated on Christmas Day. Special thanks must go to the Vicar's son, Seth Hunter, for willingly coming to the church building to run all the technology for the livestream.

The overall size and shape of the usual worshipping community changed dramatically through the year. A large number of people who had been regular worshippers pre-covid simply drifted away. We recognised the phenomenon of 'dehabituation' – as members of the church family simply adopted new Sunday morning routines. But alongside this, we found new people joining the church through the pandemic. Overall frequency and regularity of attendance at Sunday worship has dropped across the board, so that we ended 2021 with around 80 adults and children attending worship each Sunday. However, overall participation in midweek groups and ministry teams suggests that we are still a church family of around 200-250 adults and children – a little fewer in number than before the pandemic, but perhaps healthier in other ways.

In addition to Sunday worship services, special services were held for pastoral reasons: a service of lament on Holy Saturday; a 'Wave of Light' service in October, a bereavement service in November, a 'Blue Christmas' service in December. During Holy Week and Easter, these special service found expression in the 'Garden of Lament' project – which created an interactive outdoor worship space for the whole neighbourhood. 100s of local people participated in various activities over the course of two weeks, including writing message on chalk-boards and tying ribbons on railings.

During the course of the year we explored the Scripture trough several preaching series. We explored a range of contemporary issues through an 'All Things New' theme, considering money, sexuality, relationships amongst others. We explored the biblical book of Lamentations during Lent. We considered Jesus' teaching in the Sermon on the Mount over June and July, and we explored Jesus' teaching in the gospels throughout the autumn. During August, as has become our custom, a variety of congregation members were invited to preach as part of our 'Summer Psalms' series. Many thanks to all those who took the time to prepare and preach in our services.

Make Disciples

Discipleship at St John's continues to be pursued principally through midweek Connect Groups. One of the peculiar blessings of the Covid-19 pandemic was the emergence of Zoom and similar platforms for online group meetings to take place. This has certainly enabled more participation in Connect Groups. 11 different Connect Groups ran over the course of the year, with around 100 participants. Over 50 adults in the church attended at least 50% of all Connect Group sessions.

In addition to a range of Connect Groups, we were able to offer the Sanctuary Course twice during the year. This short online course is designed to help Christians explore the topic of mental and emotional health. Participants reflect on their own experience and consider biblical teaching on mental health and well-being. The course aims to break the stigma that sometimes surround the topic in church. It was appreciated by the participants, and we anticipate it being a regular part of our offer.

Our Organising for Growth project entered its second year, and the first cohort of Local Action Teams worked in three groups considering growth in terms of Outreach (kingdom impact in our neighbourhood), Engagement (increasing participation in worship services), and Depth (growing in our faith and spirituality). One of the great fruits of the O4G programme has been its capacity to engage members of the wider congregation in developing and delivering events and programmes of mission and ministry. This has helped to shift the burden of responsibility for local mission away from the staff team, and onto the wider church family – so that all the baptised are involved in mission and ministry.

The range of programmes and events included:

- 'This Time Tomorrow' – the 2020-21 Depth team engaged members of the congregation in sharing in short videos about how their faith impacts their working life;
- Prayer Triplets – the 2020-21 Depth team encouraged participation in small prayer groups
- Men's Breakfast - the 2021-22 Engagement team put on a Men's Breakfast to engage local asylum seekers, youth who play football and men in the church.
- Garden of Lament – the 2020-21 Engagement team developed an extraordinary participative worship environment over Holy Week and Easter in the church gardens.
- Focus at Home BBQ – the 2020-21 Engagement team organised a BBQ in our church gardens for members of the congregation and wider community as part of our Focus at Home celebrations in July.
- Blue Christmas – the 2021-22 Engagement team helped to lead this online service for those who find the festivity of the Christmas season difficult.
- Experience Exchange – the 2020-21 Outreach team developed and delivered an amazing pair of workshops for young people to develop skills for job applications, CV writing, interview technique, and preparing for entering the world of work.

Throughout the O4G programme, participants undertook training in the core disciplines of Broad-Based Community Organising – with a focus on understanding self-interest, power analysis, developing leaders and achieving change through action. Each session included bible study, reflection and prayer – so it was an integrated approach to developing as disciples.

Children & Youth

Our Children's Ministry and Youth Ministry are particularly key to how we help the younger members of our church grow in faith. They have been particularly impacted by the Covid-19 pandemic – with most young people reluctant or unable to participate in online groups.

It was a great relief to be able to restart in-person kids and youth groups at our Sunday services from Easter onwards. The Youth team ran a 'Welcome Week' during the Easter holidays to help reintroduce in-person sessions for teenagers. This became a catalyst for lots of regular in-person activities during the summer and autumn terms. Special events included a 'silent disco', a football 'watch-party' during the Euros and the annual youth BBQ in the vicarage gardens. A local football tournament was also held in October, and earlier in the year, a football team from SJH Youth had taken part in a London-wide tournament.

One initiative pioneered in 2020 and continued in 2021 was the Youth Ministry Work Experience Scheme. This provided a 12-week paid work experience placement for two teenagers in school years 12 or 13. They worked for 5 hours each week, helping to deliver aspects of the regular youth programme, including Hangout, Football and Sunday Youth. We're grateful for funding from the Haberdashers' Company which enabled this. John Wyatt and David Nye led SJH Youth throughout the year, and as John prepared to leave towards the end of the year, we agreed that David would take on additional responsibility and become the new substantive Youth Minister. He will be joined early in 2022 by a Youth Ministry Assistant.

Kids ministry continued to find its principal focus during our Sunday morning worship service. This was supplemented however by the development of midweek Kids' Connect Groups meeting after school on Mondays and Tuesdays. We have seen growth in the numbers attending these groups and have found that these are particularly valuable for developing discipleship amongst the youngest members of our church family.

Other special events and services included 'Diddy Disciples' services held in the church gardens, and a family fun afternoon to mark the end of the school year in July. Our Children's Minister Ruth Etang continued to work closely with St John the Baptist Primary School – providing weekly assemblies delivered via YouTube, and organising monthly livestream school services.

Caleb Millar joined the team as Children's Ministry Assistant in January, and provided brilliant support for the Kids ministry until July. He began training to become a primary school teacher in the autumn, and has a great sense of how this vocation was discerned and developed during his employment at St John's. Juliet Johnson took up the role of Children's Ministry Assistant in October 2021 and has brought great energy to the team.

Share Jesus

We continue to share the good news of Jesus through the range of programmes and ministries that we run. We ran two Alpha courses during the year – a shortened course during Lent, and a full-length course in the summer term. Both courses were delivered online but included an in-person gathering for the sessions on the Holy Spirit. We were delighted to see several participants grow in their faith, and one person convert to follow Jesus and join the church for the first time.

One particular area in which we have been able to build meaningful relationships in which we might bear witness to Jesus and share our Christian faith has been through our weekly Wednesday night football programme. In addition to the youth football sessions, we introduced a session for adults. This has had a lot of participation from local asylum seekers as well as older youth. As relationships and friendships have developed, we have been able to invite people to church events and services, and have been able to share a little of our Christian faith.

Another significant area of work during 2021 was the development of a new Mission Action Plan for the period of 2021-26. Naturally, the MAP covers activity in a range of areas of church life, but as it is fundamentally concerned with how we share the gospel of Jesus Christ, it makes sense to report the process here. An active period of listening took

place in preparing the new MAP. This took place in PCC meetings and staff meeting, but also with the wider congregation and community.

During April and May 2021, our Buxton Associate Jessica Agboola developed and delivered a #HoxtonListens2021 project. This involved designing a simple questionnaire for members of the congregation as well as people from the wider neighbourhood to complete. She trained youth volunteers to help complete the questionnaires with local residents over several Saturdays. In total, we were able to gather 250 responses – around half from congregation members, and the rest from local residents. This listening then informed the development of our new Mission Action Plan.

Transform Hoxton

Our ongoing work for social transformation continues to be a top priority for members of the church family at St John's Hoxton. As well as continuing our partnership with Citizens UK, we also focused our work on supporting local asylum seekers and by launching a CAP Debt Centre.

The work with Citizens UK, and our local branch Hackney & Islington Citizens, always begins in listening exercises to discern local need. During Covid-19 we had become aware of issue relating to digital exclusion in our neighbourhood. Many households were unable to access online services and support groups, and families with children could not access online schooling. In response to this, a group from St John's Hoxton along with other partners in Hackney & Islington Citizens ran a digital inclusion campaign, and were successful in procuring donations of cash and equipment so as to provide over 200 laptops to local households free of charge.

Several of our church members were involved in the preparation and delivery of the London Citizens Mayoral Assembly – which was held online in April 2021. Sara Hunter was Creative Director for the assembly, and had involved children from our primary school in recording a performance piece for the assembly. Members of St John's were also involved in the fair energy campaign. Over 50 members of the church signed up to participate in the assembly online.

We continue to offer space in our Crypt to the Hackney Foodbank for a weekly distribution centre, but there is no active engagement in terms of church volunteers. Instead, energy has been focused on the development of a CAP Centre to support local people struggling with debt, and to run regular CAP Money courses to help people with household budgeting. Bosede Owa was recruited and trained to become a CAP Centre Manager and began working with clients in the autumn of 2021.

We continued to offer support to the Ivy St Family Centre in the first half of the year by allowing them to use our marquee in the church gardens. We also offered space to Care4Calais for clothes-banks and ESOL lessons. We offered space in our car park to the Refugee Community Kitchen every Saturday to serve a hot meal to local asylum seekers.

Leadership & Administration

2021 was a 'hinge' year, as we drew our work under the 2016-21 Mission Action Plan to a conclusion and prepared to adopt and publish a new MAP for the period 2021-26. It was also a hinge year in the sense that we were still emerging from the Covid-19 pandemic

lockdowns of the previous year, and we didn't know really from month to month what level of restrictions would be in place. We were also careful to adopt a wise 'middle road' in relation to our activities as restrictions eased so as not to cause needless anxiety to those who were still very worried about Covid.

Consequently, we tried to keep the focus on doing core things well, rather than being over-ambitious in launching new projects. Our new 2021-26 MAP designated 2021-22 as a 'recovery year', with an emphasis on pastoral care and attending to people's mental and emotional health.

We experienced significant changes in our staffing during 2021. Revd Caroline Taylor reached the end of her Curacy in June 2021, and was appointed Vicar of Marton-in-Cleveland, a suburb of Middlesborough in the Diocese of York. We were delighted to send her out from St John's with love, appreciation and affection. Several members of the church attended her installation service, and we were able to assist with worship and live-streaming the service.

To ensure continued Clergy support, we were pleased to appoint Revd Rachel Greaves-Brown to join our team as Associate Vicar on a one-year license. She is working part-time, but in addition to providing valuable support for worship services in preaching and presiding at Holy Communion, she has also taken responsibility for developing a Pastoral Care Strategy and team, as well as leading the Sanctuary Course supporting mental and emotional health.

Andrew Large continued as an Ordinand on placement here at St John's Hoxton, but was joined in the autumn by Louise Cathrow. Both are final year ordinands at St Mellitus College, and both will serve their Title Posts as Curates here at St John's Hoxton from 1st July 2022. Louise will be a stipendiary (paid) curate working full-time, and Andrew will continue as a self-supporting member of the clergy team. Other Ordinands from St John's Hoxton in training include Freya Bradley, Josh Richards and Stephen Curtis. We were delighted to learn that Zoe Mathias, formerly on our team, was also beginning to train for ordination at Ridley Hall.

Our Operations Manager Nathan van Sittert began working full time at the start of the year and gave incredible support to the #LoveHoxton project as well as taking an active role in fundraising. He and his wife Alison also took on the responsibility of leading a Connect Group online for several months. It was with great sadness that we prepared to say goodbye to him when he was appointed at the end of the year to a new role as Director of Operations at All Souls Langham Place.

Bosede Owa changed role during the course of the year when she was recruited and trained to become a CAP Centre Manager. From the summer of 2021, she began her training, and then has begun to work with clients supporting them in becoming debt-free. Jeremy Fallow expanded his role from his duties as Worship Ministry Assistant to become Office & Ministry Administrator in the summer. We were sad to learn of a family illness that caused him to return to New Zealand early in 2022. As has already been mentioned, John Wyatt also left his role at the end of the year, meaning that we anticipated entering 2022 with three major vacancies to fill.

The most significant financial impacts on the church concerned fundraising, redevelopment works and asset-based income.

- We were delighted to be awarded grants by the Culture Recovery Fund in two rounds of awards. Without these grants we would have struggled to continue our mission and ministry programme to anywhere near the level we did. We commissioned a Business Plan as part of this funding award, and that has given us some steps to consider in improving our financial position in the future.
- One immediate change we made during 2021 was the decision to increase the price of car parking at St John's, and to register for VAT as a consequence. Sadly, we have seen a drop in the occupancy levels in the car park, in large part due to a lack of local building projects. The VAT payable means that the car park business is likely to contribute less than anticipated by way of profit donations. We are addressing this situation in 2022 to mitigate the losses.
- The condition survey commissioned from Cliveden Conservation was an expensive piece of work – over £25,000 was paid for health and safety works and detailed inspections and reports. The report reveals that the level of repair liability is around £600,000 – meaning that only a major development programme is a viable approach to tackling repairs.

Our income was greatly enhanced by the grants awarded during 2021, and this enabled us to continue our normal level of operations. However we also depended very heavily on the generosity of our congregation who continued to give generously throughout the year.

Building & Premises

The fabric and goods of the church building were kept in good condition through most of the year by our Building & Premises Manager, Bryn Dye, and his assistant Christine Cummings.

During the year many areas of the building began to return to normal use after the disruption of the building closure during the first wave of the pandemic. Grants secured enabled us to buy and introduce high quality chairs for use at Sunday worship and through the week for multiple uses. These allow more flexibility than the pews. The pews have been largely removed from the main worship space and are stored on the side aisles or other suitable areas. This was done under a temporary re-ordering licence issued by our Archdeacon. We applied for a Faculty to dispose of the nave pews, but this matter is ongoing.

Another round of 'tap-testing' was commissioned from Cliveden Conservation to remove any loose stonework from the east façade and the tower. They were also commissioned to produce a detailed conservation report on the stonemasonry and rainwater goods. This included the provision of measured architectural drawings and 'ortho' photographs of the building. It was an expensive piece of work, but one that will be valuable in terms of future redevelopment planning.

All the electrical light fittings in the church gardens were replaced with LED versions to reduce our energy consumption and bills. The domestic boiler that powers the hall area was replaced. An inspection of the radiators revealed that corrosion required the valves on the radiators to be replaced. A programme of redecoration was carried out to repaint the gallery offices and entrance lobby. The offices were also recarpeted.

In the autumn, we discovered that three of the four main boilers that heat the church were condemned as being beyond repair. One of these was subsequently fixed using parts from one of the other faulty boilers, but we decided to proceed with the like-for-like replacement of two of the boilers.

#LoveHoxton Update
Early in the year, a meeting with the DAC Secretary and Archdeacon suggested that we take the following actions to help make progress in our redevelopment plans:
1. Appoint a new Quinquennial Inspecting architect
2. Commission a detailed Condition Survey to understand the scope of repairs required
3. Engage a surveyor to produce a report examining our proposals in more detail regarding the works on the primary school site.
Each of these pieces of work were begun and / or completed during the year. We went about a competitive tender process to recruit a new QI architect. We agreed to appoint Alex Sherratt of Matthew Lloyd Architects to be our new inspecting architect. We commissioned Cliveden Conservation to produce a detailed condition survey, which revealed that around £600,000 worth of repairs and improvements to the stonemasonry and rainwater goods are required. We engaged Will Saxby to produce a surveyor's report on the school site proposals, and we're awaiting completion of this work.

We remain frustrated by the slow pace of progress on the redevelopment plans, and we're still hoping that some form of closer working relationship might be possible with the Diocesan team in the future. We have also received estimates from two specialist heritage firms for the production of a Statement of Significance and Conservation Statement. We hope to advance this work during 2022.

The project aims are summarised under the following headings:
1) CONSERVE: Conserve and enhance this amazing Grade II* listed Georgian church, including a. ceiling and roof repairs; b. improved heating and lighting; c. enhanced seating and AV provision; and d. fully accessible toilets.
2) CREATE: Create fully accessible new church and community facilities by constructing an annexe and refurbishing the existing crypt.
3) CONTRIBUTE: Contribute c25-30 genuinely affordable, permanently rented flats for the Hoxton neighbourhood as well as new school and community sport facilities.

Concluding Remarks

An amazing array of people have contributed to the worship, mission and ministry of the church over the past year – too many to list by name. However, we'd like to pay tribute in particular to our staff team who continues to work tirelessly through the week to support the life of our church.

Jessica Agboola – O4G Project Assistant
Bryn Dye – Building & Premises Manager
Chris Cummings – B&P Assistant
Will Ingle – Stepney Intern
Ruth Etang – Children's Minister
Jeremy Fallow – Administrator
Sara Hunter – O4G Project Manager
David Nye – Youth Outreach Worker
Bosede Owa – Pastoral Care Minister
Caleb Millar – Kids's Ministry Assistant
John Wyatt – Youth & Worship Minister
Nathan van Sittert – Operations Manager

Financial Review

Risk Policy

The PCC has examined the principal areas of the church's operations and considered what major risks may arise in each of these areas. In the opinion of the PCC the church has established resources and review systems which, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day to day operations.

Reserves Policy

The policy of the PCC is that the unrestricted funds not committed or invested in tangible fixed assets and fixed asset investments ('the free reserves') held by the church should reach three months normal running costs. At the year ended 31st December 2021, the free reserves had not reached this level and the PCC is striving to meet this as soon as possible. Our 2022 budget is set as a balanced budget, but without any allocation to reserves. We continue to hope that increased income and cost control may enable us to allocate some funds to reserves.

Pensions Policy

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

CWPF has two sections: 1) the Defined Benefits Scheme; and 2) the Pension Builder Scheme, which has two subsections: i. a deferred annuity section known as Pension Builder Classic, and, ii. a cash balance section known as Pension Builder 2014. Both sections of the Pension Builder Scheme are classed as defined benefit schemes.

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

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

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

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable (2021: £6,337, 2020: £4,426).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2019. The next valuation is due as at 31 December 2022.

For the Pension Builder Classic section, the valuation revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review, the Board chose to grant a discretionary bonus of 3% following improvements in the funding position over 2021. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £5.5m 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, St John's Hoxton could become responsible for paying a share of the failed employer's pension liabilities.

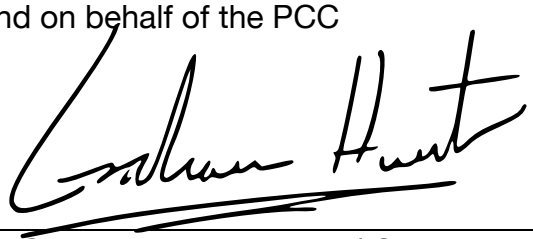
Statement of PCC Members Responsibilities

The PCC Members are required to ensure financial statements are prepared for each financial year which give a true and fair view of the state of affairs of the PCC and of the surplus or deficit of the PCC for that period. In preparing those financial statements, the PCC Members are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the PCC will continue in operation

The PCC Members are responsible for ensuring proper accounting records are kept which disclose with reasonable accuracy at any time the financial position of the PCC and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities Statement of Recommended Practice (FRS102) 2019 and the Church Accounting Regulations 2006. In addition, they are responsible for safeguarding the assets of the PCC and hence for taking reasonable steps to prevent and detect fraud and other irregularities.

For and on behalf of the PCC



12/4/2022

Revd Graham Hunter – Vicar / Chair of Trustees *Date*

Independent Examiners Report

To The Trustees On The Unaudited Accounts Of The Parish Of St John's Hoxton

I report to the trustees, being the members of the Parochial Church Council ("PCC"), on my examination of the accounts of St John's Hoxton for the year ended 31 December 2021, which are set out on pages 19 to 28.

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

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

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.



Chris Goodhead

27 April 2022

Date

C J Goodhead FCA
Knight Goodhead Ltd
Chartered Accountants

Financial Statements – Statement of Financial Activity

For the year ended 31st December 2021

	Note	Unrestricted Funds	Restricted Funds	TOTAL FUNDS	Unrestricted Funds	Restricted Funds	TOTAL FUNDS
		2021			2020		
		£	£	£	£	£	£
INCOME FROM:							
Voluntary Income		102,078	9,320	111,397	100,807	19,408	120,215
Activities for Generating funds		109,026	2,600	111,626	83,804	1,900	85,704
Other sourced income		14,622	-	14,622	4,235	-	4,235
Grant Income		156,815	12,882	169,697	51,000	57,828	108,828
Management Company		91,851	12,000	103,851	68,260	12,000	80,260
TOTAL INCOME	**2**	**474,391**	**36,802**	**511,193**	**308,106**	**91,136**	**399,242**
EXPENDITURE ON:							
Charitable Activities		447,297	71,810	519,107	284,914	69,826	354,740
Governance Costs				-	-	-	-
Management Company		15,940	-	15,940	599	-	599
TOTAL EXPENDITURE	**2**	**463,237**	**71,810**	**535,047**	**285,513**	**69,826**	**355,339**
NET INCOME/(EXPENDITURE) BEFORE TRANSFER OF FUNDS		**11,154**	**(35,008)**	**(23,854)**	**22,593**	**21,310**	**43,903**
Gross transfer in funds out		24	-	-	-	-	-
Gross transfer in funds in		-	24	-	-	-	-
NET MOVEMENT IN FUNDS		**11,130**	**(34,984)**	**(23,854)**	**22,593**	**21,310**	**43,903**
Balances brought forward at 1 January 2021		67,460	49,331	116,791	44,868	28,020	72,888
BALANCES CARRIED FORWARD AT 31 DECEMBER 2021		**78,590**	**14,347**	**92,937**	**67,460**	**49,331**	**116,791**
Represented by							
Unrestricted							
General fund		36,244	-	36,244	25,059	-	25,059
Designated							
Free Reserves		40,000	-	40,000	40,000	-	40,000
Vicar's Discretionary Fund			-	-	-	-	-
Vicarage Maintenance		2,346	-	2,346	2,401	-	2,401
PCC Grants & Donations		-	-	-	-	-	-
Agency collection		-	-	-	-	-	-
Restricted							
Holiday & Retreat Bursary Fund		-	2,834	2,834	-	2,332	2,332
Restricted Benevolent Fund		-	1,278	1,278	-	602	602
Restricted Salary		-	914	914	-	7,749	7,749
#LoveHoxton		-	8,321	8,321	-	17,448	17,448
Balanced Life		-	-	-	-	1,200	1,200
Digital Poverty		-	1,000	1,000	-	20,000	20,000
Restricted - General		-	-	-	-	-	-
Total funds		**78,590**	**14,347**	**92,937**	**67,460**	**49,331**	**116,791**

Financial Statements – Balance Sheet

		Group		Church	
		2021	2020	2021	2020
	Note	£	£	£	£
FIXED ASSETS					
PA/AV Equipment	5	2,201	3,046	2,201	3,046
Fixed Assets	5	1,156	1,564	1,156	1,564
Investments	12	0	0	10	10
		3,357	**4,610**	**3,367**	**4,620**
CURRENT ASSETS					
Main Church Account		52,108	69,267	52,108	69,267
Business Deposit - Restricted		6,091	5,479	6,091	5,479
Business Deposit - Reserves		27,074	30,122	27,074	30,122
Management Company current account		671	7,213	0	0
Petty Cash		150	150	150	150
Accrued income			0	0	0
Prepayments	6	4,884	5,184	4,884	5,184
Accounts Receivable	6	16,251	17,555	16,921	24,625
		107,229	**134,970**	**107,228**	**134,827**
LIABILITIES					
Agency Collections		618	1,479	618	1,479
Accruals		1,500	1,890	1,500	1,890
Deposits for Room Hire		550	550	550	550
Pension Payable		1,047	916	1,047	916
Accounts Payable		8,705	17,950	8,705	17,950
VAT Liability		5,229	0	0	0
Creditors due within one year	7	**(17,649)**	**(22,785)**	**(12,420)**	**(22,785)**
NET CURRENT ASSETS		89,580	112,185	94,808	116,662
NET ASSETS		92,937	116,791	98,176	116,662
RESERVES					
Excess/ (deficit) to date		(23,853)	43,902	(18,486)	43,902
Starting Balances		116,791	72,889	116,662	72,760
		92,938	**116,791**	**98,176**	**116,662**
FUNDS	11				
Unrestricted		36,244	25,059	41,483	24,929
Designated		42,346	42,401	42,346	42,401
Restricted		14,347	49,331	14,347	49,331
		92,937	**116,791**	**98,176**	**116,662**

Revd Graham Hunter – Vicar / Chair of Trustees — **12/4/2022** *Date*

Aaron Rodewald – Treasurer — **14/4/2022** *Date*

Financial Statements – Summary of Income & Expenditure

GROUP

INCOME

	Unrestricted Funds	Restricted Funds 2021	Total Funds	Unrestricted Funds	Restricted Funds 2020	Total Funds
	£	£	£	£	£	£
Voluntary Income	102,078	9,320	111,397	100,807	19,408	120,215
Asset Based Income	199,945	12,000	211,945	151,926	12,000	163,926
Traded Services	932	2,600	3,532	137	1,900	2,037
Grant	156,815	12,882	169,697	51,000	32,250	83,250
Other Income	14,622	-	14,622	4,235	-	4,235
TOTAL INCOME	**474,391**	**36,802**	**511,193**	**308,105**	**65,558**	**373,663**

EXPENDITURE

	Unrestricted Funds	Restricted Funds 2021	Total Funds	Unrestricted Funds	Restricted Funds 2020	Total Funds
	£	£	£	£	£	£
Grants & Donations	7,697	0	7,697	6,644	8,226	14,870
Common Fund Overhead	72,000	-	72,000	66,000	-	66,000
Building & Premises costs	124,834	14,797	139,631	50,996	5,822	56,819
Mission & Ministry	59,675	28,543	88,218	40,648	8,059	48,707
Office & Administration	45,286	4,160	49,445	39,337	447	39,784
Misc Other						
Salaries						
Ministry Team	75,715	10,390	86,106	48,083	9,694	57,777
Operational Team	71,831	12,000	83,831	31,002	12,000	43,002
Employment Costs	6,199	1,920	8,119	2,803	25,578	28,381
Total Expenditure	**463,237**	**71,810**	**535,047**	**285,513**	**69,826**	**355,339**

CHURCH

INCOME

	Unrestricted Funds	Restricted Funds 2021	Total Funds	Unrestricted Funds	Restricted Funds 2020	Total Funds
	£	£	£	£	£	£
Voluntary Income	165,278	9,320	174,597	150,467	19,408	169,876
Asset Based Income	116,739	-	116,739	81,602	-	81,602
Traded Services	932	14,600	15,532	137	13,900	14,037
Grant	156,815	12,882	169,697	51,000	57,828	108,828
Other Income	14,623	-	14,623	4,235	-	4,235
TOTAL INCOME	**454,386**	**36,802**	**491,188**	**287,441**	**91,136**	**378,577**

EXPENDITURE

	Unrestricted Funds	Restricted Funds 2021	Total Funds	Unrestricted Funds	Restricted Funds 2020	Total Funds
	£	£	£	£	£	£
Grants & Donations	7,697	0	7,697	6,644	8,226	14,870
Common Fund Overhead	72,000	-	72,000	66,000	-	66,000
Building & Premises costs	124,417	14,797	139,214	50,597	5,822	56,420
Mission & Ministry	59,596	28,543	88,139	40,448	8,059	48,507
Office & Administration	20,409	4,160	24,569	19,272	447	19,719
Misc Other						
Salaries						
Ministry Team	75,715	10,390	86,106	48,083	9,694	57,777
Operational Team	71,831	12,000	83,831	31,002	12,000	43,002
Employment Costs	6,199	1,920	8,119	2,803	25,578	28,381
Total Expenditure	**437,864**	**71,810**	**509,674**	**264,849**	**69,826**	**334,675**

Financial Statements – Cashflow

	Notes	2021 £	2020 £
NET CASH FLOW PROVIDED BY OPERATING ACTIVITIES	1	(26,150)	62,891
CASH FLOWS FROM INVESTING ACTIVITIES			
Interest received		13	32
Purchase of fixed assets		-	(2,067)
CASH FLOWS FROM FINANCING ACTIVITIES			
Interest paid		-	-
NET CASH FLOW	2	**(26,137)**	**60,856**

The charity had £nil debt at the beginning and end of the year.

NOTES TO THE CONSOLIDATED CASHFLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net movement in funds for the year	(23,853)	43,903
Investment income	(13)	(32)
Depreciation	1,252	2,210
Decrease / (Increase) in debtors	1,604	11,031
Increase/(decrease) in creditors	(5,140)	5,779
Net cash flow from operating activities	**(26,150)**	**62,891**

NET CASH AND CASH EQUIVALENTS MOVEMENT	2021 £	2020 £
Cash at the end of the year	86,094	112,231
Cash at start of the year	112,231	51,375
(Decrease)/increase in cash in the year	**(26,137)**	**60,856**

Financial Statements – Notes

1. Accounting Policies

Basis of preparation

The financial statements have been prepared in accordance with the Church Accounting Regulations 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2015.

The PCC meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the PCC has considered whether in applying the accounting policies required by FRS 102 and the Charities SORP (FRS 102) the restatement of comparative items was required. No restatements have been considered necessary.

Funds

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for application on the general purposes of the PCC. Restricted funds are those donated for specific purposes.

Income

Voluntary income and capital sources

Donations and other income are recognised when received and an estimate of income tax recoverable is recognised when the related donations are recognised. 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 probable. Sales of books and magazines from the church bookstall are accounted for gross.

Other income

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

Income from investments

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue. Tax recoverable on such income is recognised in the same accounting year.

Gains and losses on investments

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

Grants

Grants and donations are accounted for when paid over, or when awarded.

Expenditure

Church activities

The diocesan Common Fund is accounted for when paid. Any Common Fund unpaid at 31 December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

Expenditure incurred in the operation of the church is classed as charitable activities.

Fixed assets

Fixed assets used by the PCC

In the absence of an actual cost, the insurance valuation has been used as the deemed cost for operational assets, with no depreciation charge being made during the year due to the long life of the asset and regular maintenance.

Consecrated property and moveable church furnishings

Consecrated and beneficed property of any kind is excluded from the accounts by s.10 of the Charities Act 2011. Moveable church furnishings held by the Vicar and Churchwardens on special trust for the PCC, and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the church's Inventory which can be inspected (at any reasonable time). For inalienable property acquired prior to 2003 there is insufficient cost information available and therefore such assets are not valued in the accounts. No such Items have been acquired since 1 January 2003. All expenditure incurred in the year on consecrated or beneficed buildings or on the repair of movable church furnishings acquired before 1 January 2003 is written off.

Other fixtures, fittings and office equipment

Additions to buildings comprise refurbishment of the institute and are depreciated over their expected useful life of five years. Only items of greater than £1,500 are capitalised. Church worship equipment comprises a number of electrical and other items connected with sound, vision and worship. They will be depreciated over five years from date of first use. Computer and office equipment and furnishings are depreciated over four years from date of first use. Catering equipment is written off over five years from date of first use. Church chairs are depreciated over ten years.

Current assets

Amounts owing to the PCC at 31 December in respect of fees, rents or other income are shown as debtors less provision for amounts that may prove uncollectable.

2. Staff Remuneration

The total number of staff employed during 2021 was 9. The highest paid member of staff was paid a gross salary of £30,000.

	2021	2020
	£	£
Wages and salaries (incl PAYE)	154,161	73,902
Job Retention Scheme	1,920	25,578
Social security costs	6,721	3,560
Employers pension costs	6,337	4,426
	169,139	**107,466**

3. Mission Grants & Special Collections

Our 2021 budget included an allocation of £8,000 to be given as mission grants to support both local and overseas charitable projects. In addition, we organised special collections and fundraising for particular charitable causes. These funds are raised from St John's Church voluntary giving, but are recorded as restricted due to their special purpose. Details of grants and collections are as follows:

Grant Recipient	**Grant Amount**	**Purpose**
Hackney Food Bank	£600.00	
London Citizens	£2,300.00	
Ivy Street Centre	£600.00	
Evangelical Alliance	£150.00	
Various Recipients	£2,179.00	
Ordinand Support	£1,300.00	
Total	**£7,129.00**	
Special Collection	**Grant Amount**	**Purpose**
Len And Eve Dye Memorial Fund	£171.62	
Love Christmas Appeal 2020 (Grocery Vouchers)	£64.29	**Match Funded**
Love Christmas Appeal 2021 (Grocery Vouchers)	£992.59	
Caroline Taylors Leaving Gift	£876.85	
Benevolent Fund	£190.09	
Total	**£2,295.44**	

4. Fixed Assets

PCC policy is to capitalise purchases of tangible assets with lifespan of over two years and cost of over £1,500. Assets are depreciated at variable rates according to lifespan.

	PA/AV Equipment £	**Shipping Container £**	**Total £**
Actual/Revalued cost at 1 January 2021	4,222	2,040	6,262
Additions during year	0	0	0
Disposals during year	0	0	0
At 31 December 2021	4,222	2,040	6,262
Depreciation at 1 January 2021	1,177	476	1,653
Charge for the year	844	408	1,252
Disposals during year			0
At 31 December 2021	2,021	884	2,905
Net Book Value at 1 January 2021	3,046	1,564	4,610
At 31 December 2021	**2,201**	**1,156**	**3,357**

Note: The Management company has no fixed assets.

5. Debtors

	Group		Church	
	2021	2020	2021	2020
	£	£	£	£
Prepayments and accrued income	4,884	5,184	4,884	5,184
Other debtors	16,251	17,555	9,921	9,465
Amounts Due from subsidiary undertakings	0	0	7,000	15,161
Total	**21,135**	**22,739**	**21,805**	**29,809**

6. Creditors

(amounts falling due less than one year)

	Group		Church	
	2021	2020	2021	2020
	£	£	£	£
Accounts Payable	8,705	17,950	8705	17,950
Agency collections	618	1,479	618	1,479
Deposit for room hire	550	550	550	550
Taxes & NI	1,047	916	1047	916
VAT	5,229	0	0	0
Accruals	1,500	1,890	1,500	1890
Total Current Liabilities	**17,649**	**22,785**	**12,420**	**22,785**

7. Contingent Liabilities

There were no contingent liabilities at the end of 31st December 2021. (2020: None)

8. Restricted Funds & Traded Services

During 2021, we benefited from funds granted by external donors, and traded services for Restricted purposes. Their details are as follows:

Donor	Purpose	Opening Balance £	Income £	Expenditure £	Write off to general funds £	Closing Balance £0
Restricted #Love Hoxton						
Various Donors	# Love Hoxton Project	17,448	267	14,194		3,521
Culture Recovery Fund Round 3	RIBA 1 Architects Fees #LH Project		4,800			4,800
Restricted - Staff						
Willats Trust	David Nye Salary		3,000	3,000		-
SJB Primary School	Childrens Minister Salary	-	2,600	2,604		4
SJHMC	Car Parking Staffing	-	12,000	12,000		-
Private Donor	CAP Debt Centre/ LYN Project	7,749	6,250	13,081		918
London Diocesan Fund	Balanced Life	1,200	-	1,200		-
HMRC	Job Retention Scheme	-	1,920	1,920		-
Restricted - Projects						
Amazon	Digital Poverty	20,000	-	20,000		-
Church Urban Fund	Digital Inclusion Campaign		1,600	1,600		-
Restricted - General (Special Appeals / Small Grant)						
Various Donors	Holiday Bursary Fund	2,332	502	-		2,834
Neighbourly O2 Grant	Digital Inclusion Campaign	-	1,000	-		1,000

Church Revitalisation Trust	Christmas Appeal 2020 Match Funding		562	562		
Various Donors	Len and Eve Dye Memorial	-	172	-		172
Various Donors	Christmas Appeal 2020	-	64	64		-
Various Donors	Benevolent Fund	602	1,183	679		1,106
Various Donors	Taylors Leaving Gift		882	906	24	-
Total Restricted funds		**49,331**	**36,802**	**71,810**	**24**	**14,348**

The PCC would like to express our sincere thanks to all those who have so generously contributed to the mission of the church during 2021.

9. Analysis Of Net Assets By Fund

	2021			2020		
	Unrestricted Funds	**Restricted Funds**	**TOTAL FUNDS**	**Unrestricted Funds**	**Restricted Funds**	**TOTAL FUNDS**
Cash & deposit balances	71,746	14,348	86,094	56,015	56,216	112,231
Fixed Assets	3,357	-	3,357	4,610	-	4,610
Other Assets	21,139		21,139	20,525	2,214	22,739
Total Assets	96,243	14,348	110,591	81,150	58,430	139,580
Current Liabilities	(17,649)	-	(17,649)	(13,686)	(9,099)	(22,785)
	78,593	**14,348**	**92,937**	**67,464**	**49,331**	**116,791**

10. Investments

The PCC of St John's Hoxton owns the controlling share of the St John's Hoxton Management Company. Value £10.00

11. Additional Notes – Related Organisations

The Incumbent's wife, Sara Hunter, was contracted to deliver a community organising project funded by a grant. Staff working expenses are reimbursed according to our Staff Expenses Agreement. These include working expenses reimbursed to the Incumbent, Revd Graham Hunter. Declarations of interest are recorded at meetings where relevant. Other than these, there are no related party transactions.

Related Party Payments & Purpose			
Name	**Purpose**	**Relationship**	**Amount (£)**
David Nye	Youth Worker	Husband of PCC Member	6,933
Sara Hunter (LLM)	Community Organising – O4G Psalms & Stretches Instructor	Wife of PCC Member	7,742

Revd Graham Hunter holds a number of senior governance roles in related organisations:

- Streetlevel (Chair of Trustees)
- Primary Advantage Federation (Foundation Governor)
- London Diocesan Fund (Trustee / Director)
- Hackney Children & Young People Scrutiny Commission (Co-opted Member)
- Haberdashers' Company Charities Committee (Member)

12. Additional Notes – Trustee Donations

As members of St John's Church, it is normal for PCC members to give voluntary financial contributions to support the mission of the church. It is believed that in 2021, these contributions amounted to around £35,808. (2020 £38,190)