

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST STEPHEN, CASTLE HILL, EALING

England & Wales · Charity number 1133772

Details

Other names	ST STEPHEN'S, EALING PCC
Status	Registered
Legal form	Previously excepted
Registered	2010-01-26
Register	View on the Charity Commission register

Contact

Address	St. Stephens Church St. Stephens Road London W13 8HD
Phone	02089910164
Email	admin@ststephens-ealing.org
Website	www.ststephens-ealing.org

Activities

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

Activities: Our church provides regular public worship, offers prayer & pastoral support & teaches Christianity through sermons, courses & groups. We provide activities with a Christian ethos for children & young people. We support local community needs (eg Night shelter, debt counselling, local church plant) & overseas mission partners (eg Christian Aid, Lamb hospital, CSW, Amos Trust.)

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services, Other Charitable Activities
- **What:** Religious Activities, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

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

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£306,691	£295,287	-	-
2024-12-31	£418,480	£409,507	-	-
2023-12-31	£318,841	£290,379	-	-
2022-12-31	£320,169	£293,031	-	-
2021-12-31	£287,357	£254,837	-	-
2020-12-31	£260,457	£256,929	-	-

Trustees

Name	Role	Appointed
Rev David Baylor	Chair	2025-01-14
Amanda Corinne Fitch		2025-05-18
Ann Louise Toley		2021-05-26
Carmela Amodio-Johnson		2025-05-18
Elizabeth Cahill		2024-05-19
Elizabeth Jane Mary Cooper		2013-09-22
Ewen McKinnon		2023-05-21
Iain Nigel Paul		2024-05-19
Ian Jamieson		2025-05-18
Jane Elizabeth Maffett		2016-04-17
John George Anniss		2024-03-14
Lucy Harding-Wyatt		2026-05-17
Sanjay Joshi		2026-05-31
Sara Isobel Oliviera Pinto		2026-05-17

Accounts



The Parochial Church Council of the Ecclesiastical
Parish of St Stephen, Castle Hill, Ealing

Also known as St Stephen's Ealing PCC

Annual Report and
Financial Statements
of the Parochial Church Council

for the year ended 31st December 2025

Vicar
The Revd David Baylor

St Stephen's Ealing PCC – Annual Report of Trustees

Aim and Purposes

St Stephen's Ealing Parochial Church Council (the PCC) has the responsibility of co-operating with the Incumbent – the Revd David Baylor – in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. The PCC is also responsible for maintaining the church buildings which include the hall and cottage for residential use. Similarly, they own and maintain a separate house in Drayton Gardens which was occupied by an assistant curate and her family through to 20th October 2025 and will house our next curate when her curacy begins in June 2026.

With a new vicar joining us at the start of 2025, we have been considering what it looks like for us to be 'Community growing in the love of Jesus' in this next chapter of our life together. As a community of faith within a wider parish community, our vision draws us in two directions: growing in love for God and one another within the church family; and inviting our wider parish community to share in that love also.

Objectives and Activities

Aspiring for our whole parish community to grow in the love of Jesus, our Mission Action Plan for 2024-2030 outlines four key priorities as we bear witness to Jesus' love in our life together:

- Children and Young People – encouraging every under-18 to know Jesus and deepen their relationship with him
- Worship and Prayer – nurturing an attitude of attentiveness to God in all of life
- Discipleship – promoting whole life transformation as we grow in Jesus' love both individually and together
- Outreach – following Jesus' call to serve our community and make disciples, encouraging all who will to respond to Jesus by faith

Alongside these priorities, we cultivate social occasions which enable the church family and members of our wider parish community to nurture relationships with one another and reveal the love of Jesus to each other.

To enable and advance each of these objectives, we take seriously the need to maintain and develop our church fabric, providing physical spaces where people can connect with one another, and grow in their relationship with Jesus together.

Achievements and Performance

Reflecting on the four priorities outlined in our Mission Action Plan, there is much for us to give thanks for over this last year. Each of the four priorities is taken in turn with some additional headers following.

Children and Young People

Dedicated groups for children and young people took place in 3 out of every 4 of our 10.30am services during the year. These Sunday groups are led by small but committed teams of volunteers co-ordinated by our Children's Worker and Youth Worker. In the first 10.30am service of every month, we hosted an All-age service. This service is traditionally less well attended than the 10.30am services with separate children's and youth groups, but with an active encouragement for children and young people to be involved in leading the service at Harvest Festival, we had 42 under-18s present, many of whom played a role in the service. It was a valuable reminder about the importance of opening up appropriate opportunities for our under-18s to serve in our life together.

Our Toddler group for 0-4s and their parents/carers – Shining Stars – has been well attended throughout the year, with guests coming almost exclusively from the wider community rather than the St Stephen's family. Each session begins with an extended time of free play and craft, before everyone helps to tidy up for a closing time of Bible Stories, singing and bubbles. The team of staff and volunteers who serve pray weekly for those who attend, and are pro-active in inviting them to events or services at key points of the Christian year (for example, Christmas, Easter and Mothering Sunday).

After a couple of years' break, this year we re-introduced a Light Party for 3-11 year olds on Hallowe'en. In addition to several St Stephen's families, we welcomed families from other churches in the local area and a couple of families who had no prior church connection. Taken together, our Nativity and Christingle services were also well

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attended. The earlier service that was introduced this year was attended by only a few families, but fulfilled the brief of being a quieter service more suitable for particularly young children. In future years, this service could potentially be offered as a SEND-friendly alternative to the more popular 4:30pm service.

Our young people have continued to meet on alternate Friday evenings, sharing a meal, discussing faith and having fun together. Known as 'Table Talkers' this group engaged keenly with the Alpha Youth course run in September-November which led to some very deep discussions about faith, all driven by the young people themselves. This group has welcomed young people from other church families too. Our young people have also engaged ecumenically with the REACH events across Ealing and Brentford which in 2025 included a fireworks night and silent disco.

In July 2025, our Vicar was nominated by the Bishop of London to take a small team on a national leadership programme focused on further developing our work with children, young people and families. The team – which comprised our children's worker (Morgen Edwards), youth pastor (Stephen Turner), youth volunteer (Jack Cahill), PCC member (Lily Cahill) and children's volunteer (Dexter Bradley) – attended the first of four 2-day residential in October. Here they learnt about the importance of having a clear sense of purpose in ministry, and the different ways that the 'success' of a ministry can be measured. They returned eager to put their learning into practice, with further learning residential planned up to April 2027.

Worship and Prayer

St Stephen's values a breadth of worshipping tradition. In terms of Sunday worship, our 9am traditional Holy Communion service gathers around 40 adults most weeks, with average attendance increasing slightly during 2025. Our 10.30am informal worship service is more variable in style week to week, and though numbers varied throughout the year, average attendance was 60 adults and 26 children and young people. Our Summer Sunday services during the month of August combined traditions and congregations, and was well received. Attendance also rose significantly at Christmas, Easter and Harvest.

Our Sunday teaching programme is shaped by the Church year. During the 6-month period of festivals including Christmas and Easter, we followed the Church of England's set pattern of readings which in 2025 focused on the gospel of Luke. During the Summer period of 'Ordinary Time', we took the opportunity to journey through St Paul's first letter to the Corinthian church, reminding ourselves of the centrality of Christ's Cross in our life together, and exploring how we might respond to difference and disagreement in a way that honours Christ. These studies in 1 Corinthians stretched us (both congregation and preachers) but they gave us a helpful framework for thinking about what it means to be a local church today.

In terms of other services during the week, our Wednesday service of Holy Communion welcomed about 12 adults each week. Rather than a sermon, this service offers a valuable opportunity to learn from one another as we discuss the Bible together. We also hosted four services of Morning Prayer each week, two in person (Monday and Friday) and two online (Tuesday and Thursday). These services typically welcomed about 3-5 adults, and thought is being given to how we might further nurture these services of daily prayer within our community. Finally, our monthly prayer gathering met on the first Tuesday of every month to pray for our life together and the world around us. Attendance was usually around 10 adults.

There are currently 151 individuals named on our Electoral Roll which was completely revised in 2025. 93 of these individuals live within the parish, 12 individuals were added, and 34 were removed mostly through having moved away.

During the year, we celebrated four baptisms, all infants or young children and all regular members of St Stephen's. Our Vicar also had the privilege of conducting six adult baptisms at the Grove Community Church, a Bishop's Mission Order in our parish. There were no weddings at St Stephen's in 2025, but we held two funerals for long-standing church members.

Discipleship

Many of our church family are involved in Connect Groups: smaller communities of church members who gather regularly during the week. Some Connect Groups have a particular subject interest (such as People and Planet

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who consider Christian responses to environmental concerns), and others a particular demographic (for example, POLO – Parents of Little Ones). Whatever their focus, they all have discipleship in common, with members committed to learning more about their faith and supporting one another as they follow in the way of Jesus.

These groups encourage discipleship throughout the year. In addition, there are times of the Church year that are oriented towards themes of discipleship, notably Lent where we offered three different activities, all grounded in encouraging a closer walk with Jesus. Various groups and individuals studied Rick Warren's 40-day devotional *The Purpose Driven Life*. Inspired by what they learnt in this book, the Daytimers Connect Group hosted a lunch for the whole church at Harvest as an expression of God's generosity. We also engaged with the Diocese of London's Lent series which considered Climate Justice through the lens of Christian discipleship. Our Vicar also developed a pattern of daily prayer and Bible reading suitable for the whole church family, young and old alike.

Outreach

With the arrival of a new vicar in January 2025, this year has been one of discerning how best to engage our local community. We have continued to host various community groups and private parties in our church hall. We have also seen our work in St David's Residential Home flourish as the year has gone on, both at the monthly service of Holy Communion now attended by as many as 30 residents, and the more occasional Hymns of Praise which is equally well attended. Thanks are given to Sally Horattides and Pete Devereux who led these activities throughout the year.

During the year we also hosted three lessons for local schoolchildren as part of their Religious Education curricula. One lesson was with Notting Hill and Ealing High School, and two were with Woodlands Academy. As in previous years, Avenue House Preparatory School continued to use our building for their end of year and Christmas assemblies as well.

In June 2025, our curate organised a clothes swap event which was very well attended by church members and our local community. Any clothes left over were donated to one of our seven core mission partners – The Marylebone Project – which supports vulnerable women in the Capital. Our missions team maintains good relationships with six further core mission partners, who each received a share of 10% of our giving income throughout the year and promote their work to church members.

Our Christmas Fair was well attended as always this year, not only engaging some newer members of St Stephen's as stall hosts, but most significantly connecting with many members of our local community who may not otherwise come into our church building. Proceeds from the Fair totalled more than £3,600 which was given in support of the Gurnell Grove Community Grocery, a new (but long-delayed) community transformation initiative within our parish that is due to begin in 2026.

Deanery Synod

Three members of the PCC sit on the Ealing Deanery Synod. These meetings provide the PCC with a link to other churches in our local area, sharing wisdom and experience as partners in the Gospel. It receives reports from the Diocesan and General Synods, and elects governors to church schools across the deanery. This year, the Synod received a presentation from the Mother's Union and explored Safeguarding, Mission Bids, and the Government's programme to stop drugs misuse known as Project ADDER.

Church Fabric and Buildings

This year was a frustrating year for church buildings as various features began to reach the end of their working lives. A key success story is the digital projectors which though it took more than 6 months, were replaced in December 2025 with more robust models that will last a good number of years. Progress in other areas – notably the sliding doors in the church hall, the church forecourt, and the garden shed – has been slower while relevant permissions were sought. However, as we look to 2026, we are very close to being able to undertake the necessary works. Following completion of the groundworks in June 2024, the Entrance Improvement Project was paused while the funding situation was clarified. This situation is ongoing into 2026.

Our biannual 'Sleeves Up Saturdays' were well supported by our church family, providing wonderful opportunities not only to attend to maintenance and cleaning, but also to nurture relationships with one another.

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Regarding works on other church properties, the kitchen was replaced in the cottage occupied by our Premises Manager. We note our particular thanks to church member Kevin Ledwith who completed this work on the PCC's behalf. At the curate's house in Drayton Gardens, drainage problems unfortunately re-emerged and an extensive repair was undertaken. The bath also had to be resealed after water leaked through into the kitchen downstairs.

Other Activities

Our drop-in café for over-60s ran throughout the year on Fridays during term-term, offering friendship and fun to a demographic that can experience high rates of loneliness and isolation. Average attendance was 15-20 with a wide variety of themes including a 'scone-a-thon', a visiting choir, garden bird watch, VE day, quizzes, fish chips and board games and discussion on the Christian festivals. At Christmas the team and church staff hosted a special tea for this group and other senior church members.

In February and March we hosted up to 14 guests as part of our commitment to the Ealing Churches Winter Night Shelter which works to take homeless individuals off the streets in the coldest time of the year and support them to find stable accommodation. This year, we hosted two nights a week across a 6-week period, ensuring continuity of support for guests when another church in the network had to reduce their involvement. We thank Sue Charlton for co-ordinating this special effort and for the various volunteers from St Stephen's and further afield who committed themselves to this ministry.

In April, we donated 78 Easter eggs to guests at The Marylebone Project. Then in May we supported Christian Aid Week, raising more than £2,673 through activities including baking and plant sales and a Sunday concert from the vocal group *Coro*. Later in the year, we were pleased to host a service with the Bishop of London Dame Sarah Mullally as part of Christian Aid's Christmas Appeal. This event attracted a good number of people from other local churches, offered the opportunity to view of poster exhibition charting Christian Aid's history, and raised over £900 for the charity.

At Harvest time in October, we made a financial gift and food donations to the Ealing Food Bank. And in December, we prepared 14 food hampers for local clients of Christians Against Poverty in the run-up to Christmas, blessing families who are working their way out of debt.

Finally, but not least by any means, we hold an eco-church silver award and are starting a journey towards the gold standard.

Financial Review

A formal budget process was again followed during the year to assist with financial planning. Full details of the accounts are provided in the independently examined and signed-off Financial Statements.

Total receipts on ordinary unrestricted funds were £253,219, almost identical to last year. We saw a small 1.7% increase in Regular Giving (Stewardship) and Giving at services (including Gift Aid). £12,899 of one-off special donations and legacies plus increased Hall rentals at £56,698 (up by 9%.) gave our finance a welcome boost, though over £5k of the latter was through an unexpected one-off letting.

In the autumn, as usual, the Church asked all donors to review and update their giving pledges and encouraged new givers. The new Parish Giving Scheme, introduced in late 2024 has seen an uptake by 36 giving households with close to 50% of our monthly income now coming through that route.

Total unrestricted expenditure amounted to £226,389, a 3% reduction from the previous year. This provided the Christian ministry of St Stephen's Church, including the costs of two employee roles: Premises Manager and Communications Manager. It also included the contribution to the Diocesan parish share which largely provides the stipends and other clergy overheads (including housing). Our aspiration is to contribute a higher percentage than the amount requested in order to support less 'well-off' parishes; however, in a period of transition, we are not yet doing this again.

The St Luke's Hall Trust continued with their very welcome annual £40,000 donation into the St Luke's Restricted Fund (SLRF). This Fund had expenditure of £55,127, including:

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- an annual grant of £8,500 to The Grove Community Church
- the costs of our Children's Worker, Youth Worker and Worship Pastor, the second year these roles were fully staffed
- £5,430 of the preparatory fees for the car park work (from £15,000 earmarked)

This deficit was easily covered by surpluses from earlier years. It is our aim to move these salaries to the general fund over the next few years.

A new restricted fund was opened in 2022 for the special donations from St Luke's Hall Trust for the Entrance Improvement Project (SLPRF) – the final retention for the Enabling stage, and costings for the next phase (currently on pause) at £3,732 were fully covered by donations from the Trust. To date total spend has been just under £163,000.

Lent, Harvest and Christmas Appeals continued to be supported, as was Christian Aid and the Christmas Fair raising charity funds. And we made it a priority to continue to tithe 10% of regular giving to our Mission Partners using carried forward funds and a further £964 from the General fund. Together these led to the church giving over £38,000 in missionary and charitable giving to other organisations.

Expenditure during 2024, excluding the extraordinary building costs, was £286,125, fractionally lower than the previous year. Underspend on a range of budget lines allowed us to fund high maintenance costs of £21,898 without needing to drawdown on our maintenance reserve.

Overall, we report a net surplus for the year, across all accounts, of £11,404 – £26,831 unrestricted surplus and £15,427 restricted deficit (using up earlier surpluses). Increased letting income, legacies and special donations has allowed us to set aside £12.9k for Special projects.

The PCC has agreed that we should set aside £35,000 from this year's surplus in the General Fund and historic excesses there to boost the Maintenance reserve, recognising the costs ahead for the car park and other works ahead, whilst maintaining a healthy 'free' reserve in the General fund in line with our Reserves policy below.

After adding reserves brought forward at the beginning of the year, the balances carried forward at 31 December totalled £328,498 – of which £200,400 is Unrestricted (£136,030 in designated funds and £64,370 in the General fund); £33,320 Restricted and £94,777 Endowment.

Our reserves position is strong, and we plan to use some of these for essential building work, particularly the dividing doors and car park.

The PCC reports that we continue to operate as an ongoing concern:

- Our regular income is steady, hall lettings healthy and the St Luke's Hall Trust grant of £40k continues.
- We continue to be prudent in our expenditure.
- We continue to monitor finances closely on an ongoing basis.
- The PCC is confident that we can continue to meet our critical commitments.

Reserves policy

The PCC aims to maintain a balance on free reserves of around two months' worth of average unrestricted expenditure, which is currently equivalent to £37,731 – with £64,370 in our General fund and not designated for specific future spend we are comfortably in excess of this.

The PCC has also considered a more cautious view, if we also included in our calculations all salaries covered by the Restricted fund, and potential liabilities maintaining a balance of £45,000 would be prudent, and again we are in excess of this.

Safeguarding

The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to the House of Bishops' guidance on safeguarding children and vulnerable adults. We have adopted the Diocesan safeguarding policy and continue to review our processes according to best

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practice. Towards the end of 2025, the PCC appointed two new Parish Safeguarding Officers (subject to satisfactory pre-appointment checks) who will work together to further strengthen our safeguarding practice going into 2026. We express our thanks to Jen Whadcoat who has now stepped down from this role after 18 years of faithful service.

Plans for Future Periods

As 2026 begins, we will be making some significant investments in our church premises. Plans to replace the forecourt gathered pace towards the end of 2025, and at the time of writing the PCC is in a position to go to tender. Once complete, the new forecourt will nurture greater openness and welcome to the local community and improve access into the church building. We will also be replacing the sliding door panels in the church hall, recovering our ability to divide the hall into different configurations and ensuring that children are contained and kept safe during their Sunday sessions. Alongside these investments in our building, we also want to review and improve the working conditions of our staff, upholding their health and wellbeing while in the workplace. We also want to provide further training for both staff and volunteers to ensure that we are all learning together as we contribute to our various activities in church life.

Structure, Governance and Management

The method of appointment of PCC members is set out in the Church Representation Rules. The Council comprises the Incumbent, plus the following, who are elected at the Annual meetings: 2 Churchwardens, 3 Deanery Synod members, and 9 other members. All church attendees are encouraged to register on the Electoral Roll if eligible, and to stand for election to the PCC.

The Annual Meeting of Parishioners held in May 2025 failed to appoint new churchwardens when both Mary Ann Auckland and Ann Toley stepped down. These positions remained vacant through to the year end. In the meantime, the churchwarden role was reappraised by a small group of PCC members, and a new role description produced and agreed by the full PCC in December 2025. It is hoped that this new role description will be received more favourably by church members when fresh elections take place in May 2026.

The full PCC met on 7 occasions during the year. The average level of attendance throughout the year was 85%. Since May 2025, we have been trialling a hybrid approach to meetings with some members joining remotely which has enabled individuals to be 'present' where circumstances might otherwise make it difficult for them to attend. Notwithstanding some occasional technical challenges, this hybrid approach has been received positively and looks set to continue.

The PCC delegates certain aspects of its work to the Buildings Team and Finance Committee. These teams each report to the full PCC through the Churchwardens (or Incumbent while vacant) and Treasurer respectively.

The Standing Committee consists of the Clergy, Churchwardens, Treasurer and one PCC member. Responding to the casual vacancies in the Churchwarden roles, two further members of the PCC were appointed in September 2025 to ensure good representation. The Standing Committee can, where necessary, take emergency action on the PCC's behalf, conduct any business delegated to them by the PCC, and discern the agenda for upcoming PCC meetings.

The PCC employs a small staff team for day-to-day management of various aspects of church life. Our Premises Manager (Jack Cahill) ensures that the building is well maintained and manages hall lettings. He convenes the Building Team, and also acts as safeguarding administrator and lead recruiter. Our Communications Manager and Children's Worker (Morgen Edwards) undertakes a lot of our routine administration, manages our website and social media and leads our parents and toddlers' group (Shining Stars) in addition to Sunday groups for children aged 3-11. Finally, our Worship Pastor and Youth Worker (Stephen Turner) leads our sung worship and youth activities.

The Vicar serves as trustee of two further charitable organisations that are strongly connected to the PCC. First, as ex-officio trustee and chair of the St Luke's Hall Trust, which manages an endowment given 'for the religious

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and other charitable purposes of the Church of England in the Ecclesiastical Parish of St Stephen, Ealing.' The trustees are appointed by our PCC.

He is also a trustee of the Gurnell Grove Community Trust – the legal body for The Grove Community Church (GCC) – which serves the Gurnell Grove estate towards the north of the parish. As a Bishop's Mission Order, GCC operates independently of St Stephen's, but records of baptisms and confirmations are held by St Stephen's.

There were no Serious Incidents during the year that required a report to the Charity Commission.

Reference and Administrative Information

St Stephen's Church is situated on the corner of St Stephen's Road and the Avenue, West Ealing. It is part of the Diocese of London within the Church of England. The correspondence address is:

St Stephen's Church, St Stephen's Road, West Ealing, London W13 8HD.

The Parochial Church Council (PCC) is registered with the Charity Commission (England and Wales) (No. 1133772)

Bankers:

Lloyds Bank, Direct Business, PO Box 1000, BX1 1LT

Barclays Bank, Leicester, LE87 2BB

Independent Examiner:

Valerie Steward, Greenfield Farm, 23 West Street, Hibaldstow, DN20 9NY

Website: www.ststephens-ealing.org

St Stephen's Ealing PCC – Annual Report of Trustees

PCC members who have served in the period 1 January until 31 December 2025:

<i>Incumbent</i>	The Revd David Baylor (Chair)	from 14 Jan 2025
<i>Curate</i>	The Revd Ruth Robinson	to 5 Nov 2025
<i>Churchwardens</i>	Mary Ann Auckland (Vice Chair, and Acting Chair to 14 Jan 2025)	to 18 May 2025
	Ann Toley	to 18 May 2025
<i>Representatives on the Deanery Synod:</i>	Liz Cooper	
	David Gillingham	
	James Morrow	to 27 Jan 2025
	Carmela Amodio-Johnson	from 18 May 2025
<i>Elected members:</i>	Xiaoe Li	to 18 May 2025
	Jen Whadcoat(also Safeguarding Officer)	to 18 May 2025
	Ewen McKinnon	
	Linda Rivans	
	Dinos Horattides	
	John Anniss	
	Lily Cahill	
	Iain Paul	
	Corinne Fitch	from 18 May 2025
	Ian Jamieson	from 18 May 2025
	Ann Toley	from 18 May 2025
<i>Secretary (co-opted)</i>	Jane Maffett (Acting)	
<i>Treasurer (co-opted)</i>	Jane Maffett	

Approved by the PCC on 26 January 2026 and signed on its behalf by:

David Baylor

Jane Maffett

Revd David Baylor (Vicar and Chair)

Jane Maffett (Treasurer and Acting Secretary)



Parochial Church Council of St Stephen, Castle Hill, Ealing
(also known as St Stephen's Ealing PCC)

ACCOUNTS FOR THE YEAR 2025

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2	Balance Sheet at 31 December 2025 This shows the assets and liabilities at the end of the year and the position of funds, both restricted and unrestricted.
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STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2025

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Fund £	TOTAL FUNDS	
					2025 £	2024 £
INCOMING RESOURCES FROM						
Donations & legacies	2a	189,777	44,949	-	234,726	239,182
Activities to generate funds	2b	56,698	4,790	-	61,488	56,438
Investments	2c	3,587	0	-	3,587	1,707
Charitable activities	2d	3,158	0	-	3,158	5,267
Grant for Major building project	2e	0	3,733	-	3,733	115,887
TOTAL INCOME AND ENDOWMENTS		253,219	53,472	-	306,691	418,480
RESOURCES EXPENDED ON CHARITABLE ACTIVITIES						
Cost of Raising Funds	3a	123	814	-	937	940
Charitable Activities	3b-e	226,266	58,922	-	285,187	292,679
Major Building projects	3g	0	9,163	-	9,163	115,889
TOTAL RESOURCES EXPENDED		226,389	68,899	-	295,287	409,507
NET INCOMING/EXPENDITURE		26,831	-15,427	-	11,404	8,973
NET TRANSFERS				-	-	-
NET MOVEMENT IN FUNDS		26,831	-15,427	-	11,404	8,973
BALANCES BROUGHT FORWARD						
AT 1 JANUARY 2025		173,570	48,748	94,777	317,095	308,122
BALANCES CARRIED FORWARD						
AT 31 DECEMBER 2025		200,401	33,321	94,777	328,499	317,095

Previous year

STATEMENT OF FINANCIAL ACTIVITIES	Unrestricted	Restricted	Endowment	TOTAL
For the year ended 31 December 2024	Funds	Funds	Fund	FUNDS
	£	£	£	2024
				£
INCOME AND ENDOWMENTS FROM				
Donations & legacies	193,090	46,091	0	239,182
Activities to generate funds	52,062	4,375	0	56,438
Investments	1,707	0	0	1,707
Charitable activities	5,267	0	0	5,267
Grant for Major building project	0	115,887	0	115,887
TOTAL INCOME AND ENDOWMENTS	252,126	166,354	0	418,480
RESOURCES EXPENDED ON CHARITABLE ACTIVITIES				
Cost of Raising Funds	302	638	0	940
Charitable Activities	233,974	58,704	0	292,678
Major Building projects	0	115,889	0	115,889
TOTAL RESOURCES EXPENDED	234,276	175,231	0	409,507
NET INCOMING/EXPENDITURE	17,850	-8,877	0	8,973
NET TRANSFERS	244	-244	0	0
NET MOVEMENT IN FUNDS	18,094	-9,121	0	8,973
BALANCES BROUGHT FORWARD				
AT 1 JANUARY 2024	155,476	57,868	94,777	308,122
BALANCES CARRIED FORWARD				
AT 31 DECEMBER 2024	173,570	48,748	94,777	317,094

Parochial Church Council of St Stephen, Castle Hill, Ealing

Accounts
Page 2 of 9

For the year ended 31 December 2025

	Note	2025 £	2024 £
FIXED ASSETS			
Drayton Gardens Property	1.6	94,777	94,777
		94,777	94,777
CURRENT ASSETS			
Debtors & prepaid expenses	5	13,669	28,382
CBF Deposit Fund	6	5,988	5,729
Cash at Bank and in hand	7	223,699	213,868
		243,356	247,979
LIABILITIES (less than one Year)			
Creditors & accrued expenses	8	9,635	25,662
		9,635	25,662
NET CURRENT ASSETS		233,721	222,317
LIABILITIES (over one Year)		-	-
TOTAL NET ASSETS		328,498	317,094
FUNDS			
Unrestricted Funds	9		
General Fund		64,370	84,850
Designated Funds:			
Mission Fund		0	1,089
Maintenance Reserve Fund		81,415	46,415
Special Projects Fund		54,615	41,216
		200,400	173,570
Restricted Funds	10		
Mission Fund		-	300
St Luke's Fund		33,320	48,447
St Luke's Project Fund		-	-
		33,320	48,747
Endowment Fund	11		
Drayton Gardens Property		94,777	94,777
TOTAL FUNDS		328,498	317,094

Notes on pages 3 to 9 form part of these accounts

The Financial Statements were approved by the PCC on 26 January 2026

David Baylor

Jane Maffett

Revd David Baylor
Vicar

Jane Maffett
Treasurer

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2025

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'.

St Stephen's 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).

1.2 Going Concern

The PCC have considered the resources available and current plans. St Stephen's is well placed to meet these activities and has adequate resources for the foreseeable future. Accordingly the PCC continues to adopt the going concern basis in the preparation of the financial statements.

1.3 Charitable Funds

Unrestricted funds represent the remaining income funds of the PCC that are available for spending on the general purposes of the PCC, including amounts designated by the PCC for fixed assets for its own use, or for spending on a future project and which are therefore not included in its "free reserves" as disclosed in the Annual Report.

Restricted funds are income funds that must be spent on restricted purposes and details of the funds held and restrictions provided are shown in the notes to the accounts.

1.4 Incoming Resources

Incoming resources are included in the Statement of Financial Activities (SOFA) when:

- a - the PCC becomes legally entitled to the benefit of use of the resources;
- b - their ultimate receipt is virtually certain; and
- c - the monetary value can be measured with sufficient reliability.

Funds raised by the Christmas Fair and similar events are reported gross. Goods are donated by church members for such events.

Grants, donations and legacies are included in the SOFA when any pre-conditions preventing their use by the PCC have been met. For collections and planned giving these, and associated gift aid are included in the year for which they were intended.

Rental income from the letting of church premises is recognised when the letting takes place.

Investment income is accounted for when receivable.

The value of any voluntary help is not included in the accounts but is described in the annual report.

1.5 Expenditure and Liabilities

Liabilities are recognised as soon as the legal or constructive obligation arises.

Grants and donations are recognised when a commitment has been made externally and there are no pre-conditions still to be met for entitlement to the grant which remain within the control of the PCC.

The costs of clergy (Vicar and Curate) are accounted for in the payments made to the London Diocesan Fund. The London Diocese is responsible for paying the stipend and housing costs of both individuals, as is standard practise in the Church of England.

1.6 Fixed Assets

Consecrated and benefice property of any kind is excluded from the financial statements by Sections 10(2) (a) and (c) of the Charities Act 2011. All expenditure on such property, whether improvement or maintenance, is written off in the year it is incurred. The buildings and contents are insured for £7,320,000. Such buildings include the Church, Church Hall (both) and Church Cottage (buildings only).

No value is placed on any movable church furnishings that cannot be disposed of without a faculty, and which are regarded as "inalienable" property held on special trust on behalf of the PCC, and forming part of the consecrated property excluded from the financial statements by the Charities Act 2011.

Other tangible fixed assets may be capitalised if they can be used for more than one year and cost at least £5,000. They are otherwise written off in the year of acquisition. All significant items are included in the Church's inventory.

The house in Drayton Gardens is a freehold property, included at its purchase price in 1992. It is not depreciated as its estimated residual value is not less than its carrying value and it has an expected useful life in excess of 50 years, so any depreciation charge would be immaterial. It is maintained in good order and is insured for a rebuilding cost of £468,043. A formal current valuation has not been obtained but it is likely to be over £900,000. It is usually occupied by a curate, as was the case in 2025 until October and is now awaiting occupancy by a new curate in June 2026.

In the accounts for 2021-2024 a £5,000 was incorrectly still reported as a Bond and fixed asset, instead of a loan. In 2021, the PCC had agreed to rollover the sum of £5,000 for a further 5 years but as a conversion to a 5 year loan, repayable in February 2025, so in the 2025 Accounts is shown correctly as a loan due for repayment within a year. In addition the original organisation Affordable Christian Housing had been merged to form The Missional Housing Organisation Limited. The loan is unsecured but believed to be relatively low risk given the nature of the underlying assets. The organisation has over 20 years' experience in providing affordable housing to key Christian workers. It is a Registered Society under the Co-operative and Community Benefit Society's Act 2014 with Charitable Status No 17128R

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2025

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS	
			2025 £	2024 £
2 INCOME RESOURCES				
2a Donations and legacies				
Regular Giving	143,873		143,873	142,328
Collections at Services	1,380		1,380	1,392
Gift Aid Recovered (Note 4)	30,219		30,219	28,869
Sub-total (for tithe purpose)	175,472	-	175,472	172,589
Mission Collections (inc gift aid)		4,949	4,949	6,091
Special Donations	3,664		3,664	11,050
Legacies	10,641		10,641	9,452
Grant from St Luke's Hall Trust		40,000	40,000	40,000
	189,777	44,949	234,726	239,182
2b Activities to generate funds				
Christmas Fair		4,790	4,790	4,375
Hall Lettings	56,698		56,698	52,062
	56,698	4,790	61,488	56,438
2c Income from Investments				
CCLA - CBF interest	195		195	289
Housing Bond interest	50		50	102
Bank Interest	3,342		3,342	1,316
	3,587	-	3,587	1,707
2d Charitable Activities				
Fairtrade Stall	174		174	322
Social Events, Courses & Other Activities	283		283	320
Outreach Activities	903		903	1,160
Banns, Funeral Fees, Verger Fees	459		459	608
Rebates and one-off	1,339		1,339	2,857
	3,158	-	3,158	5,267
2e Grant for Major Building Project				
St. Luke's Hall Trust		3,733	3,733	115,887
	-	3,733	3,733	115,887
TOTAL INCOME AND ENDOWMENTS	253,219	53,472	306,691	418,480

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2025

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS	
			2025 £	2024 £
3a COST OF RAISING FUNDS				
Christmas Fair		814	814	674
Transaction costs on donations	123		123	266.09
RESOURCES EXPENDED ON RAISING FUNDS	123	814	937	940
EXPENDITURE ON CHARITABLE ACTIVITIES				
3b Missionary and Charitable Giving				
A Rocha	2,800		2,800	2,800
Amos Trust	2,800		2,800	5,024
Christian Solidarity Worldwide	2,800		2,800	2,800
Church Army (for Marylebone Project)	2,800	554	3,354	3,185
LAMB Health Foundation	2,800		2,800	2,800
UFM (re Ellie Maffett)	2,800		2,800	2,800
West London Trust (for Ealing Christians Against Poverty)	2,800		2,800	6,537
Ealing Soup Kitchen		809	809	-
Christian Aid		485	485	157
Diocese of London Lent Project - Alma climate change		1,344	1,344	-
Ealing Churches Winter Night Shelter		965	965	835
Ealing Foodbank			-	757
MacMillan Cancer Support		219	219	217
Norfolk Wildlife Trust		344	344	
Spread a Smile			-	109
Tearfund		478	478	1,690
Bishops Discretionary fund	50	50	100	
Support to people in need	1,050		1,050	1,533
Gurnell Grove Community Trust		12,476	12,476	7,500
Total Missionary and Charitable Giving	20,700	17,725	38,425	38,744
3c The Work of the Church				
Diocesan Fund	99,980		99,980	92,698
Vicar's Expenses	671		671	534
Curate's Expenses	568		568	1,111
Associate Vicar's Expenses			-	181
Clergy Cover	62		62	-
Training / Staff Training / Retreat	1,158		1,158	376
Children's ministry	449		449	651
Youth ministry	680		680	404
Prayer, Service and Communion	768		768	1,016
Flowers and Decorations	431		431	333
Music	1,856		1,856	2,998
Copyright Licensing	1,581		1,581	1,366
Outreach	886		886	766
Publicity	290		290	444
Fairtrade Stall	277		277	400
Social Events	1,332		1,332	1,358
Refreshments	904		904	857
Gifts	1,922		1,922	3,442
Diocesan Fees			-	118
Vacancy / Sequestration costs			-	601
Worship Minister Expenses	169		169	100
Youth Worker Expenses	143		143	-
Families & Children's Worker Expenses	348		348	-
Total Work of the Church	114,476	-	114,476	109,752

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2025

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS	
			2025 £	2024 £
3d Employment Costs (Note 15)				
Salaries and pensions	38,543	41,197	79,740	75,197
Adjustment for 2021			-	3,858
	38,543	41,197	79,740	79,055
Church Management and administration				
3e Printing, stationery & Postage	3,151		3,151	2,924
Recruitment			-	1,160
Computing & Website	1,439		1,439	2,160
Payroll & Accounting Software	857		857	748
Subscriptions, and bank charges	536		536	718
Independent Examiner Fee			-	-
	5,983	-	5,983	7,709
3f Premises Costs				
Premises Running Costs	7,181		7,181	12,816
Water, Light and Heat	9,315		9,315	9,161
Telephone, Broadband	528		528	727
Insurance	3,845		3,845	3,756
Council Tax	2,615		2,615	2,548
Cleaning	1,181		1,181	1,190
	24,665	-	24,665	30,197
Maintenance main buildings	9,414		9,414	26,588
Maintenance other properties	12,484		12,484	633
	46,563	-	46,563	57,418
RESOURCES EXPENDED ON CHARITABLE ACTIVITIES	226,266	58,922	285,187	292,679
3g Major Building projects				
Entrance Improvement Project		3,733	3,733	115,889
Car Park project		5,430	5,430	
RESOURCES EXPENDED ON MAJOR BUILDING PROJECT	-	9,163	9,163	115,889
TOTAL RESOURCES EXPENDED	226,389	68,899	295,287	409,507

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2025

4 Gift Aid Recovered

	£	£	£	2025 £ Total	2024 £ Total
	Unrestricted	Designated	Restricted		
Tax reclaims on planned giving (2a)	30,219			30,219	28,869
Tax reclaims on other voluntary donations			748	748	2,215
	<u>30,219</u>	<u>-</u>	<u>748</u>	<u>30,966</u>	<u>31,084</u>

5 Debtors & prepaid expenses

	2025 £	2024 £
Prepaid expenses – Insurance	3,989	3,845
Tax refunds due on gift aid donations	2,745	1,815
Sundry debtors	1,935	17,723
Loan to Missional Housing Association Limited*	<u>5,000</u>	<u>5,000</u>
	<u>13,669</u>	<u>28,382</u>

This loan is repayable in February 2026

It has been incorrectly shown as a Bond and Fixed asset since 2021, 2024 has been restated to show this in correct place.

6 Financial Instruments

	2025 £	2024 £
CCLA - CBF Church of England Deposit Fund	<u>5,988</u>	<u>5,729</u>

7 Cash at Bank and in Hand

	2025 £	2024 £
Short term deposits (<95 days)	117,514	70,380
Cash at Bank	106,185	143,488
Cash in hand	<u>-</u>	<u>-</u>
	<u>223,699</u>	<u>213,868</u>

The PCC's main bankers are Lloyds Bank now, though the accounts with Barclays are still active

8 Creditors and accrued expenses

	2025 £	2024 £
Mission payment accruals	957	1,279
Income deferred	6,750	4,365
Deposit held re letting	-	600
Sundry year-end expense accruals *	<u>1,928</u>	<u>19,418</u>
	<u>9,635</u>	<u>25,662</u>

* 2024 Included £15,420 owed for Entrance Improvement Project, since paid.

9 Unrestricted Funds

	Brought Forward £	Additions Income £	Transfers £	Amounts Used £	Carried Forward £
Designated Funds					
Mission Fund	1,089	-	18,511	(19,600)	0
Maintenance Reserve Fund	46,415	-	35,000	-	81,415
Special Projects Fund	<u>41,216</u>	<u>12,899</u>	<u>500</u>	<u>(19,600)</u>	<u>54,615</u>
	88,720	12,899	54,011	(19,600)	136,030
General Fund (undesignated)	84,850	240,320	(54,011)	(206,789)	64,370
Total Unrestricted Funds	<u>173,570</u>	<u>253,219</u>	<u>(0)</u>	<u>(226,389)</u>	<u>200,400</u>

Planned use of Designated Funds

The **Mission Fund** represents a tithe of 10% on regular giving during the year, and is designated for nominated 'mission partner' charities (see Note 13). The PCC aims (but is not committed) to give a fixed amount from this fund to each of 7 mission partners each year.

The **Maintenance Reserve Fund** represents funds designated for spending on long term maintenance and improvement of the church buildings and grounds. The PCC agreed to transfer £35,000 from the General Reserve to this designated fund in anticipation of the Car Park Improvement project.

The **Special Projects Fund** represents excess General Funds plus income from legacies and special donations and is designated for future projects, and currently is awaiting a faculty to install new Dividing doors in the Hall, using most of this balance

NOTES TO THE FINANCIAL STATEMENTS**For the year ended 31 December 2025****10 Restricted Funds**

	Brought Forward	Additions Income	Transfers	Amounts Used	Carried Forward
	£	£	£	£	£
Restricted Funds					
Mission Fund	300	9,740	(10,039)		£0
St Luke's Fund	48,447	40,000	(55,127)		£33,320
St Luke's Project Fund (SLPR)	-	3,732	(3,732)		£0
Total Restricted Funds	48,747	53,472	(68,898)	-	£33,321

The Mission Fund represents donations for missionary and charitable giving as disclosed in Note 3b.

St Luke's Fund represents a regular annual donation from the St Luke's Hall Trust., which the PCC is currently using to support salaries, and the start of the car park project

St Luke's Project Fund represents donations from the St Luke's Hall Trust specifically for the Entrance Improvement Project and is separate from the main St Luke's Fund.

11 Endowment Fund

	£
House in Drayton Gardens	94,777

See Note 1 - The house in Drayton Gardens is usually occupied by a curate and is a freehold property valued at its purchase price in 1992.

12 Analysis of Net Assets By Fund type

	2025			
	£	£	£	£
	Unrestricted	Restricted	Endowment	Total
Fixed Assets:				
House in Drayton Gardens			94,777	94,777
Net Current Assets	200,401	33,321		233,721
Total Net Assets	200,401	33,321	94,777	328,498

	2024			
	£	£	£	£
	Unrestricted	Restricted	Endowment	Total
Fixed Assets:				
House in Drayton Gardens			94,777	94,777
Net Current Assets	169,789	47,528		217,317
Total Net Assets	169,789	47,528	94,777	312,094

13 Payments to Mission Partners from Tithe

The PCC has a long standing policy of allocating 10% of regular giving to charity, through a designated Mission Fund. During the year, charitable payments were made to the following charities from this tithe:

	2025	2024
	£	£
A Rocha	2,800	2,800
Amos Trust	2,800	2,800
Christian Solidarity Worldwide	2,800	2,800
Church Army (for Marylebone Project)	2,800	2,800
LAMB Health Foundation	2,800	2,800
UFM (re Ellie Maffett)	2,800	2,800
West London Trust (for Ealing Christians Against Poverty)	2,800	2,800
	19,600	19,600

This year the 10% did not cover the planned payments to 6 mission partners and the PCC agreed to use carried forward funds and transfer an additional £964 from the General fund.

NOTES TO THE FINANCIAL STATEMENTS**For the year ended 31 December 2025****14 Related party relationships and transactions**

No remuneration or other benefits from employment with the charity or a related entity were received by any Trustees.

There have been no other related party transactions in the reporting period.

Normal expenses incurred on church activities were reimbursed to clergy, trustees and church workers.

During the year the following Trustees were also Trustees of related entities (see below for details):

Related organisation or party

Revd David	1 - 'Ex-officio' Chair of Trustees of St Luke's Hall Trust (charity number 1069790) from Jan 2025
Baylor	2 - Trustee of Gurnell Grove Community Trust (charity number 1174906) from March 2025
Jane Maffett	Trustee, and Treasurer of Gurnell Grove Community Trust (charity number 1174906). (Also since 19 May 2024 Treasurer of St Stephen's Ealing PCC)

Transactions - During the year the following either made payments to or were in receipt of payments from St Stephen's Ealing PCC:

St Luke's Hall Trust (SLHT): St Luke's Trustees agreed the following grant payments to St Stephen's Ealing PCC:

- £40,000 to support the work of the church and parish
- £3,732 for the project for improving the Entrance of the Church Buildings

Both are routed through separate Restricted funds.

(The history here is that St Luke's in the early 20th century was a church plant from St Stephen's on the edge of the parish. After that church closed, a Trust was set up for its church hall, which was still in place, to be used mainly for community activities, subsequently registered with the Charity Commission in the 1980s. When that building was sold in 2015, the proceeds were invested by the Trust, and the trustees have since been making annual donations of circa £40k to the PCC from the income.

The Trust is written for the benefit of the geographic parish of St Stephen, and here is an extract from their accounts:

The objects of the Trust are to use the permanent endowment assets of the Trust for the religious and other charitable purposes of the Church of England in the Ecclesiastical Parish of St. Stephen, Ealing .)

In accordance with its constitution the Trustees of SLHT are appointed by the PCC of St Stephen's Ealing.

Gurnell Grove Community Trust (GGCT): grant payments totalling £8,500 were made by the PCC to GGCT for the work of The Grove Community Church.

(The Grove Community was a church plant on an estate in our parish, initially from St Paul's Ealing with the support of St Stephen's Ealing, then run independently under its own charity from October 2016 - St Stephen's has been making donations from the start. The annual donation is just one of many from churches and individuals. There were 5 trustees at the year end, including our vicar. There is currently one other trustee from St Stephen's – the other trustees have no links to St Stephen's and the PCC has no power over the appointment of Trustees.)

15 Employees

	2025	2024
Average number staff employed during year	3	3
Average Full time equivalent		
Children and Young People's Ministry	0.63	0.63
Worship Ministry	0.57	0.57
Administration and Premises management	1.51	1.51
	<u>2.71</u>	<u>2.71</u>
Employment costs	2025	2024
	£	£
Salaries	73,467	70,277
Social Security costs	1,130	-
Pension	5,143	4,919
	<u>79,740</u>	<u>75,196</u>

There were no employees with remuneration over £60,000

Only £5,000 of Employers Social Security costs in 2025 were covered by the Employers NI Allowance

The PCC operates a Defined Contribution retirement benefit Scheme for staff

Note 2d – The adjustment of £3,858 in 2024 related to an error in 2021, when an accrual was made which should, the following year, have been allocated for HMRC payments due. (The employment costs in 2021 should have been higher by this amount.)



Section A

Independent Examiner's Report

Report to the trustees

Charity Name
Parochial Church Council of St. Stephen, Castle Hill, Ealing

On accounts for the year ended

31 December 2025

Charity no
(if any)

1133772

Set out on pages

1-9

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 December 2025.

Responsibilities and basis of report

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

I report in respect of my examination of the Trust'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 Act.

Independent examiner's statement

I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

Signed:

V Steward

Date:

01 May 2026

Name:

Valerie Steward

Relevant professional qualification(s) or body (if any):

BSc BFP FCA FCCA FRSA

Address:	Greenfield Farm 23 West Street Hibaldstow DN20 9NY

Section B	Disclosure
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Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

None

Accounts

Administrative information

St Stephen's Church is situated on the corner of St Stephen's Road and the Avenue, West Ealing. It is part of the Diocese of London within the Church of England. The correspondence address is:
St Stephen's Church, St Stephen's Road, West Ealing, London W13 8HD.

The Parochial Church Council (PCC) is registered with the Charity Commission (No. 1133772).

PCC members who have served in the period 1 January until 31 December 2024:

<i>Incumbent</i>	The Revd Steve Newbold (Chair)	to 13 March 2024
<i>Curate</i>	The Revd Ruth Robinson	
<i>Churchwardens</i>	Mary Ann Auckland (Vice Chair, and Acting Chair from 13 March)	
	Ann Toley	
<i>Representatives on the Deanery Synod:</i>	Liz Cooper	
	David Gillingham	
	James Morrow	
<i>Elected members:</i>	Sue Charlton	to 19 May 2024
	Jon Yarrall	to 19 May 2024
	Janet Sehgal	to 25 Nov 2024
	Xiaoe Li	
	Jen Whadcoat (also Safeguarding Officer)	
	Ewen McKinnon	
	Linda Rivans	
	Dinos Horattides	from 19 May 2024
	John Anniss	from 19 May 2024
	Lily Ledwith	from 19 May 2024
	Iain Paul	from 19 May 2024
	Emma Harniman (co-opted)	From 19 May to 25 Nov 2024
<i>Secretary (co-opted)</i>	Jane Maffett	to 19 May and from 25 Nov 2024
	Jon Yarrall	from 19 May to 25 Nov 2024
<i>Treasurer (co-opted)</i>	Sanjay Joshi	to 19 May 2024
	Jane Maffett	from 19 May 2024
<i>And the following who was not a member of the PCC</i>		
<i>Associate Vicar</i>	The Revd Caroline Newbold	to 13 March 2024

Structure, governance and management

The method of appointment of PCC members is set out in the Church of England's Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC also appoints Trustees to the St Luke's Hall Trust, a separate charity with the stated aim of managing the assets of the Trust '*for use for the religious and other charitable purposes of the Church of England in the Ecclesiastical Parish of St Stephen, Ealing.*' The Vicar was an ex-officio Trustee and Chair.

The Vicar was also a Trustee of the Gurnell Grove Community Trust, the legal body for The Grove Community Trust, active in the parish.

Objectives and activities

The PCC has the responsibility of co-operating with the Vicar in promoting in the ecclesiastical parish the whole mission of the Church – pastoral, evangelistic, social and ecumenical. Our Vision Statement is:

Community growing in the love of Jesus

The PCC has maintenance responsibilities for the Church buildings which include the hall and a cottage for residential use. The PCC also owns and maintains a separate house in Drayton Gardens, currently occupied by our curate.

General statistics

Church membership

The Electoral Roll saw a small decrease so that on 31 December 2024 there were 169 people on the Roll. Of these 53% were resident in the parish, 63% were female and 37% were male.

Occasional offices

During 2024, there were three baptisms but no confirmations or marriages at Church. The clergy conducted the funerals of two parishioners.

Review of the year

In March 2024 the Revd Steve Newbold left St Stephen's Church to take up his new post in the parishes of Bradfield, Bucklebury and Stanford Dingley in the Diocese of Oxford. The Revd Caroline Newbold resigned as Associate Vicar at the same time. We held a special lunch before they left to recognise Steve's and Caroline's ministry here over 15 years. For the rest of the year we were in vacancy although very fortunate to have our curate, The Revd Ruth Robinson, who ran the majority of our services. Other local clergy also helped out, including The Revd Jeremy Hyde, The Revd Jane Morris, The Revd Andrew Dand and The Revd Sam Sanya.

The Annual Parochial Church Meeting (at which four new PCC members were elected) and the Annual Meeting of Parishioners (at which two churchwardens were elected) were held on Sunday 19 May 2024 in accordance with the Church Representation Rules and The Churchwardens Measure. In addition one new PCC member was co-opted at the meeting on 19 May. This member and one other PCC member resigned in November. The full PCC met eight times during 2024 with an average level of attendance of 80% of members. One meeting (3 June) was a Section 11 meeting and one (19 June) a Section 12 meeting in accordance with the appointment procedures for a new vicar.

A 'Parish Profile' was produced and the post of vicar was advertised in the *Church Times* in July and August with a closing date of 23 August. The selection panel, including two members of St Stephen's PCC, met on 9 September and interviews were held on 25 September. A 'Parish Day' was held on 24 September giving shortlisted candidates an opportunity to visit the vicarage and parish as well as meet members of the St Stephen's Church community. As a result, The Revd David Baylor was appointed to the post.

Mid-week Connect Groups continued with almost 50% of active church members attending a group. In addition the People and Planet Group and weekly TeaTimers group gathered a wider range of people, some of whom are not yet church members. Shining Stars continued as a weekly toddler group run by our Children's Worker. Our Pastoral Care Team, Connect Group Leaders and the Leadership Team continued to support church members through a variety of means.

In July our curate organised an innovative 24/7 prayer weekend with many church members engaging in different ways.

Social events organised during the year included a Harvest lunch and Tearfund quiz.

The only staffing change in 2024, apart from the Newbolds' departure, was Stephen Turner being appointed in April as our Youth Leader in addition to his responsibilities as Worship Pastor.

Throughout the year, we continued to livestream our 10.30am Sunday morning service except on the first Sunday of the month (the All-Age Service) and there is a steady number watching the service within 24 hours of its broadcast.

A large part of our local mission is actively to support The Grove Community Church (*The Grove*) on the Gurnell Grove Estate in the Parish. This is overseen by a separate charitable trust (Gurnell Grove Community Trust). As well as direct giving by the PCC, several people have been involved in running the weekly Sunday afternoon service and other activities there. Mark Tate (leader of The Grove) attends, with colleagues, occasional meetings of the St Stephen's Leadership Team and he also participates in some services at St Stephen's.

St Stephen's is committed to the Eco Church award process and gained a silver award in 2020. We continue to pursue an eco-agenda in the wider decisions and actions that we take. However, achievement of the gold Eco Church award is likely to be some way off as the standard is rightly demanding.

The PCC continues to be grateful to the St Luke's Hall Trust for their ongoing and generous financial support.

Much of the work of the PCC is conducted in its subcommittee structure. The four subcommittees or teams continued: Finance, Buildings, Mission and the Children and Youth Teams.

Key activities are described in the individual reports below.

Leadership Team

The Leadership Team met regularly to support the Vicar, and in the vacancy, the Churchwardens and Curate in the day-to-day management of Church life. Most of its time was spent focusing on issues of discipleship, outreach in the local community and resourcing the Church for future growth. The Leadership Team shares with the clergy in pastoral responsibility for the Church and regularly discusses and responds to individual situations.

Finance Team

The Finance Team – comprising the Vicar, Treasurer, at least one Churchwarden, Giving Coordinator, and one other PCC nominee – and the Standing Committee oversaw the financial position throughout the year. Their work included the review and discussion of the annual accounts, the forecast versus actual results, and levels of planned giving income. The latter was particularly important during the vacancy when we expected – and saw – a drop in giving. We continued to manage budgets carefully, in order to monitor more closely the Church's finances and plan for the future. More detailed information is given below.

Buildings Team

2024 has been a year of some progress on the entrance improvement project but relatively quiet compared to recent years on ad hoc issues. Following a tender process the 'Enabling' stage (or foundations work) for the new entrance was carried out, starting in June and ending in August. More work on the drainage was required than initially expected. The car park area surrounding the foundations was re-laid but, following some subsidence, needed remedial work. While the work was underway the front area was inaccessible. Members of the congregation and visitors greatly enjoyed the garden area on the south-west side, thanks to the efforts of the Gardening Team. Meanwhile the PCC decided in September that the car park redesign and relaying should be part of the same contract as the main build project to avoid timing issues and the risk of any damage caused by different contractors' vehicles. By the end of the year we were taking steps to agree and finalise detailed plans for the car park and front area.

Elsewhere, two of the three new trees that are replacing the mature oak tree removed in 2023 were planted. The third will be sited where the shed currently stands. A defibrillator was installed in the inside corridor and a more-cost effective hot water system in the kitchen replacing the tank sited in the office. The Premises Manager, Jack Cahill, dealt with other issues including boiler malfunctions, electrical problems due to damp ingress in external lighting cases. There was also some damp ingress in the worship area due to the gutter damaged by the brickwork cascade on the east side of the roof apex in 2023. This was repaired in early 2025 but may still be a problem. A drainage issue at the Curate's house in Drayton Gardens was resolved. The sliding panels between the Small Hall and worship area and those used to divide the Main Hall (but not between this and the entrance area) showed significant deterioration during the year and will need attention. Other outstanding issues include the opening system on the door to the accessible toilet, the projectors and the Cottage kitchen. In 2024 we organised two 'Sleeves Up Saturday' events, in May and November, with many enthusiastic members of the Church community coming along to help with repairs, cleaning and redecorating jobs around the Church Centre.

Mission Team

The team continued to liaise with Amos Trust, caring for the people of Gaza and the West Bank; Christian Solidarity Worldwide, seeking justice and freedom for all to follow their faith; Christians Against Poverty (CAP), a UK free debt counselling service; LAMB Healthcare Foundation, enabling people in poverty to access healthcare in Bangladesh; The Marylebone Project (TMP) for homeless women; Ellie Maffett, working with a church in Athens; and A Rocha UK, working with Eco Churches across the UK to be more environmentally aware and take action to limit carbon emissions and degradation of our natural world. Guest speakers

came from six of these partners through the year. Groups of Church members donated gifts to fill Christmas Hampers for CAP clients; to sponsor Easter eggs for ladies at TMP; and to take part in activities to promote action on the Climate Crisis. We supported Christian Aid Week in May, raising £2,770 in sales, a sponsored walk and a concert, with a guest speaker at both services too. We hosted Ealing Churches Winter Night Shelter for six nights in February/March, providing a good supper, warm safe beds for the night and breakfast the following morning. We support Ealing Food Bank giving Harvest donations and encouraging hall users and our congregation to give food and toiletries regularly. The Christmas Fair raised £3,737 for CAP in November.

Children and Youth Teams

These Teams seek to ensure that the needs of children, young people and their families are met within the life of the Church and that the Church vision is enacted. The Leadership Team ensures that our activities are in line with the 'children' element of our Safeguarding Policy and that we follow the best practice processes of the Diocese and Church of England (including the identification of a 'Children's Champion').

Children's activities continue to be focused on four strands: our junior Church (known as JAM – Jesus and Me); Shining Stars midweek toddler group (under our Children's Worker, Morgen Edwards); Youth group (under our Youth Leader, Stephen Turner, since April) and children's activities at outreach events.

JAM (Jesus and Me) – throughout 2024 we continued to support existing children as well as welcoming new children to our Sunday School. We aim for our sessions to be exciting and engaging with a strong focus on Jesus and building a relationship with Him. We now have four regular leaders running two age-related groups. The aim is still to expand to three age groups but with a limited number of leaders this is not currently possible. Children continue to participate in church services with readings, as well as leading services organised and assisted by our Children's Worker. These services involve the children leading, reading, writing and delivering prayers.

Shining Stars – is a Tuesday morning Christian group led by members of our staff and congregation for toddlers and their parents/carers. Each session begins with free play and the children have a variety of toys, ride-ons or craft to entertain them. In the last year we have seen the average age range of children attending lower as more children are going to nurseries as parents return to work. We charge £2 per child to cover overhead costs enabling the replacement of broken toys, end of term/year parties and the purchase of small gifts at Easter and Christmas. Tea and coffee are provided for the adults giving adults a time to relax and chat with each other as well as the team. We also provide biscuits for all. A Bible Story and songs, some with a Christian basis, finish each session, and this ensures a strong Christian focus. Parents and carers are regularly invited to events or services at Church and the team prays weekly for those who attend. Shining Stars continues to be a very popular toddler group with many commenting how friendly the team is and how clean and tidy the toys and venue are.

Other events – due to a lack of up-take we did not run a Children's party in 2024. We were also unable to run our annual Light Party (an alternative to Hallowe'en) – this was in part due to at least five other churches in the area running the same party at the same time. On Christmas Eve we held our popular Carols, Nativity and Christingle service with over 250 people in attendance.

Our youth – with a committed team of our Youth Pastor and three volunteers, Sunday youth sessions during the 10:30am service are delivered on all Sundays during term time, excluding the first Sundays of the month which are All-Age Services. Attendance on Sundays fluctuates due to family events, sporting fixtures and schoolwork taking priority sometimes. We also successfully launched a Friday evening youth group in October, which runs every other week and is growing in attendance – we consistently welcome the same seven to eight young people and these young people have invited friends to come along too. It has been encouraging to see the young people's relationships with each other develop and to see them grow in their own personal relationships with God; and the new weekday group has positively contributed to this. It has also been a great encouragement to see some of the young people serve on Church teams such as the worship band and the reading team. It would be great to see our young people get even more involved in the life of our Church and we are encouraging this.

Safeguarding

The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to the House of Bishops' guidance on safeguarding children and vulnerable adults. We have also adopted the Diocesan safeguarding policy, and continue to review, and where necessary strengthen, our processes to ensure the safeguarding of vulnerable people (children, young people and vulnerable adults) whilst at the same time trying to avoid too much bureaucracy in our various ministries. Key to all decisions is the assessment of risk and the core adherence to our policy.

Outreach

Outreach and mission are integral to all aspects of Church life throughout the year. However the two major events, with which we usually engage – 'Party in the Park' in June and 'Light up the Lane' in November (with prayer stalls) – were suspended for a year by the local group running them. Outreach also includes the streaming of services, enabling a wider audience to join with us from home and from overseas.

TeaTimers, our Friday afternoon drop-in café aimed at the over 60s continues and is much appreciated by those both inside and outside church membership. Shining Stars, our toddler group, has already been mentioned above.

Deanery Synod

The Ealing Deanery and its Synod met three times in the year. At the February meeting the main focus was on young people. The Revd Christopher Ramsey (Willesden Mission Director) spoke about the Ministry Experience Scheme for 18–30 year-olds enabling them to see behind the scenes of an Anglican Parish thus growing character and faith. Jeanny Wang (St Martin's, West Acton), a Godly Play trainer, led the Synod through a session where members were encouraged to think of it as an experience mostly about discovery and trusting that God is in the process. In July Deanery Mission bids from seven churches were announced and the Synod voted to grant money to all. Most of the October meeting concerned the Bishop of Willesden's Roadshow 2024/25 which links into the Diocese of London's Vision for 2030. The Roadshow focussed on good news stories within the Deanery.

Financial review

A formal budget process was again followed during the year to assist with financial planning. Full details of the accounts are provided in the independently examined and signed-off Financial Statements.

Total receipts on ordinary unrestricted funds were £252,126, a 3% increase on last year. A significant 14% reduction in Regular Giving (Stewardship) and Giving at services (including Gift Aid) (not unusual during a vacancy) was offset by an increase in one-off donations, legacies of £9,452 and increased Hall rentals at £52,062, up by 38%.

In the autumn, as usual, the Church asked all donors to review and update their giving pledges and encouraged new givers. A new service – the Parish Giving Scheme – was also introduced offering direct debits.

Total unrestricted expenditure amounted to £234,276, a 5% increase over the previous year. This provided the Christian ministry of St Stephen's Church, including the costs of two employee roles: Premises Manager and Communications Manager. It also included the contribution to the Diocesan parish share which largely provides the stipends and other clergy overheads (including housing). In a normal year we aim to contribute a higher percentage than the amount requested in order to support less 'well-off' parishes; however with a nine-month vacancy without a vicar, we only managed an extra 1.5%.

The St Luke's Hall Trust continued with their very welcome annual £40,000 donation into the St Luke's Restricted Fund (SLRF). This Fund had expenditure of £48,685, including:

- an annual grant of £7,500 to The Grove Community Church
- the costs of our Children's Worker, Youth Worker and Worship Pastor, the first year these roles were fully staffed.

This deficit was easily covered by surpluses from earlier years. The PCC has agreed that £15,000 of the year-end balance is still provisionally earmarked for the planned car park repair project.

A new restricted fund was opened in 2022 for the special donations from St Luke's Hall Trust for the Entrance Improvement Project (SLPRF) and cost of planning and then on the Enabling stage of this at £115,889 were fully covered by donations from the Trust. To date total spend has been £159,000, with the second 'above the ground' build now being planned, also to be covered by the Trust.

Lent, Harvest and Christmas Appeals continued and were generously supported, as was the Christmas Fair raising charity funds. And we made it a priority to continue to tithe 10% of regular giving to our Mission Partners using carried forward funds, even though Giving had fallen. Together these led to the church giving over £38,000 in missionary and charitable giving to other organisations.

Overall expenditure during 2024, excluding the extraordinary building costs, was £293,618, almost the same as the previous year. Underspend on a range of budget lines allowed us to fund significantly higher maintenance costs without needing to drawdown on our maintenance reserve. The reason for these was a £20,000 bill to repair a dramatic fall of parapet bricks from the roof, only partially covered by insurance.

Overall we report a net surplus for the year, across all accounts, of £8,973 (£18,094 unrestricted surplus and £9,121 restricted deficit). Income overall has held steady thanks to increased letting income, legacies and special donations offsetting what we expect to be a temporary fall in regular giving during the vacancy. Well-managed expenditure allowed us to pay for emergency building work.

After adding reserves brought forward at the beginning of the year, the balances carried forward at 31 December totalled £317,094 (£173,570 Unrestricted, £48,748 Restricted and £94,777 Endowment).

The PCC reports that we continue to operate as an ongoing concern:

- **Our reserves position is strong, and we plan to use some of these for essential building work, particularly the car park**

- We also continue to be prudent in our expenditure
- Our regular income is steady, rental income has increased and the St Luke's Hall Trust grant of £40k continues
- We continue to monitor finances closely on an ongoing basis
- The Entrance Improvement Project, with the Enabling stage completed and main build at planning stage, is proceeding with the committed financial support of the St Luke's Hall Trust
- The PCC is confident that we can continue to meet our critical commitments.

Reserves policy

The PCC aims to maintain a balance on free reserves of around two months' worth of average unrestricted expenditure, which is currently equivalent to £39,046 and with our general reserve at £173,570 (of which £84,850 is not designated for specific future spend) we are comfortably in excess of this. Appropriate reserves will continue to be set aside in anticipation of future spending on the Church buildings, through the Maintenance and Special Projects Reserves.

Conclusion

After the Covid pandemic St Stephen's, like many churches, experienced a decrease in congregation but this had begun to build up again slowly until the vacancy began in March 2024. Although numbers have, thankfully, been relatively stable since, we have not seen an increase and we are lacking volunteers in some areas so various activities, and particularly any new initiatives, were restricted this year. However, now we have a vicar in post, we look forward to reviving some successful past events and developing new opportunities to take forward our mission of sharing the good news of Jesus in our community and beyond.

Mary Ann Auckland
Acting Chair (Lay) for most of 2024

David Baylor
Vicar (from 14 January 2025)

May 2025



Parochial Church Council of St Stephen, Castle Hill, Ealing
(also known as St Stephen's Ealing PCC)

ACCOUNTS FOR THE YEAR 2024

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1	Statement of Financial Activities for the year 2024 This shows a summary of the year's income and expenditure.
2	Balance Sheet at 31 December 2024 This shows the assets and liabilities at the end of the year and the position of funds, both restricted and unrestricted.
3	Notes to the Accounts Note 1 - Accounting Policies
4	Note 2 - Income and Endowments
5	Note 3 - Expenditure on Charitable Activities
6	Note 3 - Expenditure on Charitable Activities
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STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2024

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Fund £	TOTAL FUNDS	
					2024 £	2023 £
INCOMING RESOURCES FROM						
Donations & legacies	2a	193,090	46,091	-	239,182	250,159
Activities to generate funds	2b	52,062	4,375	-	56,438	42,734
Investments	2c	1,707	0	-	1,707	171
Charitable activities	2d	5,267	0	-	5,267	4,056
Grant for Major building project	2e	0	115,887	-	115,887	21,720
TOTAL INCOME AND ENDOWMENTS		252,126	166,354	-	418,480	318,841
RESOURCES EXPENDED ON CHARITABLE ACTIVITIES						
Raising Funds	3a	302	638	-	940	467
Charitable Activities	3b-e	233,974	58,704	-	292,678	269,392
Major Building project	3g	0	115,889	-	115,889	20,520
TOTAL RESOURCES EXPENDED		234,276	175,231	-	409,507	290,379
NET INCOMING/EXPENDITURE		17,850	-8,877	-	8,973	28,462
NET TRANSFERS		244	-244	-	-	-
NET MOVEMENT IN FUNDS		18,094	-9,121	-	8,973	28,462
BALANCES BROUGHT FORWARD						
AT 1 JANUARY 2024		155,476	57,868	94,777	308,122	279,660
BALANCES CARRIED FORWARD						
AT 31 DECEMBER 2024		173,570	48,748	94,777	317,094	308,122

Previous year

STATEMENT OF FINANCIAL ACTIVITIES For the year ended 31 December 2023	Unrestricted Funds £	Restricted Funds £	Endowment Fund £	TOTAL FUNDS 2023 £
INCOME AND ENDOWMENTS FROM				
Donations & legacies	203,176	46,984	0	250,159
Activities to generate funds	37,763	4,971	0	42,734
Investments	171	0	0	171
Charitable activities	4,056	0	0	4,056
Grant for Major building project	0	21,720	0	21,720
TOTAL INCOME AND ENDOWMENTS	245,166	73,675	0	318,841
RESOURCES EXPENDED ON CHARITABLE ACTIVITIES				
Raising Funds	0	0	0	0
Charitable Activities	222,784	47,075	0	269,859
Major Building project		20,520	0	20,520
TOTAL RESOURCES EXPENDED	222,784	67,595	0	290,379
NET INCOMING/EXPENDITURE	22,382	6,080	0	28,462
NET TRANSFERS	-567	567	0	0
NET MOVEMENT IN FUNDS	21,815	6,647	0	28,462
BALANCES BROUGHT FORWARD				
AT 1 JANUARY 2023	133,661	51,222	94,777	279,660
BALANCES CARRIED FORWARD				
AT 31 DECEMBER 2023	155,476	57,868	94,777	308,122

For the year ended 31 December 2024

	Note	2024 £	2023 £
FIXED ASSETS			
Drayton Gardens Property	1.6	94,777	94,777
Missional Housing Bond	1	5,000	5,000
		<u>99,777</u>	<u>99,777</u>
CURRENT ASSETS			
Debtors & prepaid expenses	5	23,382	19,539
CBF Deposit Fund	6	5,729	5,440
Cash at Bank and in hand	7	213,868	187,292
		<u>242,979</u>	<u>212,271</u>
LIABILITIES (less than one Year)			
Amounts falling due within one year			
Creditors & accrued expenses	8	25,662	3,926
		<u>25,662</u>	<u>3,926</u>
NET CURRENT ASSETS		<u>217,317</u>	<u>208,345</u>
LIABILITIES (over one Year)			
		-	-
TOTAL NET ASSETS		<u>317,094</u>	<u>308,122</u>
FUNDS			
Unrestricted Funds	9		
General Fund		84,850	93,144
Designated Funds:			
Mission Fund		1,089	3,430
Maintenance Reserve Fund		46,415	31,415
Special Purposes Fund		41,216	26,905
Support to People In Need		-	583
		<u>173,570</u>	<u>155,477</u>
Restricted Funds	10		
Mission Fund		300	734
St Luke's Fund		48,447	57,133
St Luke's Project Fund		-	-
		<u>48,747</u>	<u>57,868</u>
Endowment Fund	11		
Drayton Gardens Property		94,777	94,777
		<u>94,777</u>	<u>94,777</u>
TOTAL FUNDS		<u>317,094</u>	<u>308,122</u>

Notes on pages 3 to 9 form part of these accounts

The Financial Statements were approved by the PCC on 12 May 2025

Revd David Baylor
Vicar

Mary Ann Auckland
Churchwarden

Ann Toley
Churchwarden

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 December 2024

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'.

St Stephen's 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).

1.2 Going Concern

The PCC have considered the resources available and current plans. St Stephen's is well placed to meet these activities and has adequate resources for the foreseeable future. Accordingly the PCC continues to adopt the going concern basis in the preparation of the financial statements.

1.3 Charitable Funds

Unrestricted funds represent the remaining income funds of the PCC that are available for spending on the general purposes of the PCC, including amounts designated by the PCC for fixed assets for its own use, or for spending on a future project and which are therefore not included in its "free reserves" as disclosed in the Annual Report.

Restricted funds are income funds that must be spent on restricted purposes and details of the funds held and restrictions provided are shown in the notes to the accounts.

1.4 Incoming Resources

Incoming resources are included in the Statement of Financial Activities (SOFA) when:

- a - the PCC becomes legally entitled to the benefit of use of the resources;
- b - their ultimate receipt is virtually certain; and
- c - the monetary value can be measured with sufficient reliability.

Funds raised by the Christmas Fair and similar events are reported gross. Goods are donated by church members for such events.

Grants, donations and legacies are included in the SOFA when any pre-conditions preventing their use by the PCC have been met. For collections and planned giving these, and associated gift aid are included in the year for which they were intended.

Rental income from the letting of church premises is recognised when the letting takes place.

Investment income is accounted for when receivable.

The value of any voluntary help is not included in the accounts but is described in the annual report.

1.5 Expenditure and Liabilities

Liabilities are recognised as soon as the legal or constructive obligation arises.

Grants and donations are recognised when a commitment has been made externally and there are no pre-conditions still to be met for entitlement to the grant which remain within the control of the PCC.

The costs of clergy (Vicar and Curate) are accounted for in the payments made to the London Diocesan Fund. The London Diocese is responsible for paying the stipend and housing costs of both individuals, as is standard practise in the Church of England.

1.6 Fixed Assets

Consecrated and benefice property of any kind is excluded from the financial statements by Sections 10(2) (a) and (c) of the Charities Act 2011. All expenditure on such property, whether improvement or maintenance, is written off in the year it is incurred. The buildings and contents are insured for £6,650,000. Such buildings include the Church, Church Hall (both) and Church Cottage (buildings only).

No value is placed on any movable church furnishings that cannot be disposed of without a faculty, and which are regarded as "inalienable" property held on special trust on behalf of the PCC, and forming part of the consecrated property excluded from the financial statements by the Charities Act 2011.

Other tangible fixed assets may be capitalised if they can be used for more than one year and cost at least £5,000. They are otherwise written off in the year of acquisition. All significant items are included in the Church's inventory.

The house in Drayton Gardens is a freehold property valued at its purchase price in 1992. It is not depreciated as its estimated residual value is not less than its carrying value and it has an expected useful life in excess of 50 years, so any depreciation charge would be immaterial. It is maintained in good order and is insured for a rebuilding cost of £449,176. It is usually occupied by a curate, as was the case in 2024.

During 2022, the PCC agreed to rollover a sum of £5,000 for a further 3 years with the Missional Housing Bond Fund. The issue is unsecured but believed to be relatively low risk given the nature of the underlying assets (London housing stock). The Bond is operated by Affordable Christian Housing, ("ACH") a Christian housing association with over 20 years' experience in providing affordable housing to key Christian workers. It is registered with the Financial Conduct Authority and has charitable status. ACH followed FCA guidance in determining how to issue the bond. As an Industrial and Provident Society, ACH did not require FCA approval to issue the Bond.

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2024

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS	
			2024 £	2023 £
2 INCOME RESOURCES				
2a Donations and legacies				
Regular Giving	142,328		142,328	156,316
Collections at Services	1,392		1,392	4,264
Gift Aid Recovered (Note 4)	28,869		28,869	36,209
Sub-total (for tithe purpose)	172,589	-	172,589	196,789
Mission Collections (inc gift aid)		6,091	6,091	6,984
Special Donations	11,050		11,050	6,387
Legacies	9,452		9,452	-
Grant from St Luke's Hall Trust		40,000	40,000	40,000
	193,090	46,091	239,182	250,159
2b Activities to generate funds				
Christmas Fair		4,375	4,375	4,971
Hall Lettings	52,062		52,062	37,763
	52,062	4,375	56,438	42,734
2c Income from Investments				
CCLA - CBF interest	289		289	169
Housing Bond interest	102		102	
Bank Interest	1,316		1,316	2
	1,707	-	1,707	171
2d Charitable Activities				
Fairtrade Stall	322		322	775
Social Events, Courses & Other Activities	320		320	611
Outreach Acti	1,160		1,160	485
Banns, Funeral Fees, Verger Fees	608		608	346
Rebates and one-off	2,857		2,857	1,839
	5,267	-	5,267	4,056
2e Grant for Major Building Project				
St. Luke's Hall Trust		115,887	115,887	21,720
	-	115,887	115,887	21,720
TOTAL INCOME AND ENDOWMENTS	252,126	166,354	418,480	318,840

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2024

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS	
			2024 £	2023 £
3a COST OF RAISING FUNDS				
Christmas Fair	36	638	674	467
Transaction costs on donations	266		266	
RESOURCES EXPENDED ON RAISING FUNDS	302	638	940	467
EXPENDITURE ON CHARITABLE ACTIVITIES				
3b Missionary and Charitable Giving				
A Rocha	2,800		2,800	2,000
Amos Trust	2,800	2,224	5,024	2,800
Christian Solidarity Worldwide	2,800		2,800	2,800
Church Army (for Marylebone Project)	2,800	385	3,185	3,183
LAMB Health Foundation	2,800		2,800	2,800
UFM (re Ellie Maffett)	2,800		2,800	2,000
West London Trust (for Ealing Christians Against Poverty)	2,800	3,737	6,537	2,800
Ealing Soup Kitchen			-	2,800
Christian Aid		157	157	729
Diocese of London Lent Project			-	1,256
Ealing Churches Winter Night Shelter	91	744	835	5,710
Ealing Foodbank		757	757	1,326
MacMillan Cancer Support		217	217	171
Spread a Smile		109	109	
Tearfund		1,690	1,690	2,269
Support to people in need	1,533		1,533	1,418
Gurnell Grove Community Trust		7,500	7,500	7,500
Total Missionary and Charitable Giving	21,224	17,520	38,744	41,561
3c The Work of the Church				
Diocesan Fund	92,698		92,698	98,000
Vicar's Expenses	534		534	644
Curate's Expenses	1,111		1,111	456
Associate Vicar's Expenses	181		181	83
Outside Speakers			-	56
Training / Staff Training / Retreat	376		376	1,222
Children	651		651	458
Youth	404		404	322
Discipleship			-	135
Prayer, Service and Communion	1,016		1,016	760
Flowers	333		333	369
Music	2,998		2,998	1,894
Copyright Licensing	1,366		1,366	1,301
Outreach	766		766	1,122
Publicity	444		444	747
Fairtrade Stall	400		400	213
Social Events	1,358		1,358	794
Refreshments	857		857	748
Gifts	3,442		3,442	607
Diocesan Fees	118		118	466
Vacancy / Sequestration costs	601		601	
Ministry Assistant Subsistence and expenses			-	1,112
Worship Minister Expenses	100		100	90
Youth Worker Expenses			-	-
Families & Children's Worker Expenses			-	-
Total Work of the Church	109,752	-	109,752	111,600

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2024

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS	
			2024 £	2023 £
3d Employment Costs (Note 15)				
Salaries and pensions	36,520	38,677	75,197	58,726
Adjustment for 2021	1,350	2,508	3,858	
	<u>37,870</u>	<u>41,185</u>	<u>79,055</u>	<u>58,726</u>
Church Management and administration				
3e Printing, stationery & Postage	2,924		2,924	2,646
Recruitment	1,160		1,160	2,319
Computing & Website	2,160		2,160	3,419
Payroll & Accounting Software	748		748	644
Subscriptions, Licences etc	718		718	552
Independent Examiner Fee			-	360
	<u>7,709</u>	<u>-</u>	<u>7,709</u>	<u>9,940</u>
3f Premises Costs				
Premises Running Costs	12,816		12,816	17,393
Water, Light and Heat	9,161		9,161	8,710
Telephone, Broadband	727		727	527
Insurance	3,756		3,756	3,740
Council Tax	2,548		2,548	3,299
Cleaning	1,190		1,190	1,252
	<u>30,197</u>	<u>-</u>	<u>30,197</u>	<u>34,921</u>
Maintenance main buildings	26,588		26,588	11,846
Maintenance other properties	633		633	798
	<u>57,418</u>	<u>-</u>	<u>57,418</u>	<u>47,565</u>
RESOURCES EXPENDED ON CHARITABLE ACTIVITIES	<u>233,974</u>	<u>58,704</u>	<u>292,678</u>	<u>269,392</u>
3g Major Building project				
Entrance Improvement Project		115,889	115,889	20,520
RESOURCES EXPENDED ON MAJOR BUILDING PROJECT	<u>-</u>	<u>115,889</u>	<u>115,889</u>	<u>20,520</u>
TOTAL RESOURCES EXPENDED	<u>234,276</u>	<u>175,231</u>	<u>409,507</u>	<u>290,379</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2024

4 Gift Aid Recovered

	£	£	£	2024 £ Total	2023 £ Total
	Unrestricted	Designated	Restricted		
Tax reclaims on planned giving (2a)	28,869		-	28,869	36,020
Tax reclaims on other voluntary donations	-	1,250	965	2,215	-
	<u>28,869</u>	<u>1,250</u>	<u>965</u>	<u>31,084</u>	<u>36,020</u>

5 Debtors & prepaid expenses

	2024 £	2023 £
Prepaid expenses – Insurance	3,845	3,756
Tax refunds due on gift aid donations	1,815	11,876
Sundry debtors *	<u>17,723</u>	<u>3,908</u>
	<u>23,382</u>	<u>19,539</u>

* Includes £15,420 due for Entrance Improvement Project, since received.

6 Financial Instruments

	2024 £	2023 £
CCLA - CBF Church of England Deposit Fund	<u>5,729</u>	<u>5,440</u>

7 Cash at Bank and in Hand

	2024 £	2023 £
Short term deposits (<3months)	70,380	
Cash at Bank	143,488	187,292
Cash in hand	-	
	<u>213,868</u>	<u>187,292</u>

The PCC is in the middle of changing banks from Barclays to Lloyds, and also seeking improved interest rates until the surplus reserve funds are needed

8 Creditors and accrued expenses

	2024 £	2023 £
Mission payment accruals	1,279	2,286
Income deferred	4,365	-
Deposit held re letting	600	
Sundry year-end expense accruals *	<u>19,418</u>	<u>1,640</u>
	<u>25,662</u>	<u>3,926</u>

* Includes £15,420 owed for Entrance Improvement Project, since paid.

9 Unrestricted Funds

	Brought Forward £	Additions Income £	Transfers £	Amounts Used £	Carried Forward £
Designated Funds					
Mission Fund	3,430		17,259	(19,600)	1,089
Maintenance Reserve Fund	31,415	-	15,000	-	46,415
Special Projects Fund	26,905	15,702	500	(1,891)	41,216
People in Need fund	583	100		(683)	0
	<u>62,333</u>	<u>15,802</u>	<u>32,759</u>	<u>(22,174)</u>	<u>88,720</u>
General Fund (undesignated)	93,144	236,324	(32,515)	(212,102)	84,850
	<u>155,477</u>	<u>252,126</u>	<u>244</u>	<u>(234,276)</u>	<u>173,570</u>
Total Unrestricted Funds	<u>155,477</u>	<u>252,126</u>	<u>244</u>	<u>(234,276)</u>	<u>173,570</u>

Planned use of Designated Funds

The **Mission Fund** represents a tithe of 10% on regular giving during the year, and is designated for nominated 'mission partner' charities (see Note 13). The PCC aims (but is not committed) to give a fixed amount from this fund to each of 7 mission partners each year.

The **Maintenance Reserve Fund** represents funds designated for spending on long term maintenance and improvement of the church buildings and grounds. The PCC anticipates using this for Car Park improvement.

The **Special Projects Fund** represents excess General Funds and income from legacies and special donations and is designated for future projects, as yet unspecified until we know the cost of the Car Park project. This year it funded a Defibrillator and advertisement for a new vicar.

The **People in Need Fund** represented donations designated for assisting individuals in need of financial support towards specific expenses, as approved by the Vicar.

NOTES TO THE FINANCIAL STATEMENTS**For the year ended 31 December 2024****10 Restricted Funds**

	Brought Forward	Additions Income	Transfers	Amounts Used	Carried Forward
	£	£	£	£	£
Restricted Funds					
Mission Fund	734	10,467	(244)	(10,658)	£300
St Luke's Fund	57,133	40,000	(2)	(48,685)	£48,447
St Luke's Project Fund (SLPR)	-	115,887	2	(115,889)	£0
Total Restricted Funds	57,867	166,354	(244)	(175,231)	£48,747

The Mission Fund represents donations for missionary and charitable giving as disclosed in Note 3b.

St Luke's Fund represents a regular annual donation from the St Luke's Hall Trust.

St Luke's Project Fund represents donations from the St Luke's Hall Trust specifically for the Entrance Improvement Project and is separate from the main St Luke's Fund.

11 Endowment Fund

	£
House in Drayton Gardens	94,777

See Note 1 - The house in Drayton Gardens is usually occupied by a curate and is a freehold property valued at its purchase price in 1992.

12 Analysis of Net Assets By Fund type

	2024			
	£	£	£	£
	Unrestricted	Restricted	Endowment	Total
Fixed Assets:				
House in Drayton Gardens		-	94,777	94,777
Missional Housing Bond	5,000	-	-	5,000
Net Current Assets	169,789	47,528	-	217,317
Total Net Assets	174,789	47,528	94,777	317,094

	2023			
	£	£	£	£
	Unrestricted	Restricted	Endowment	Total
Fixed Assets:				
House in Drayton Gardens			94,777	94,777
Missional Housing Bond	5,000			5,000
Net Current Assets	150,477	57,868		208,345
Total Net Assets	155,477	57,868	94,777	308,122

13 Payments to Mission Partners from Tithe

The PCC has a long standing policy of allocating 10% of regular giving to charity, through a designated Mission Fund. During the year, charitable payments were made to the following charities from this tithe:

	2024	2023
	£	£
A Rocha	2,800	2,000
Amos Trust	2,800	2,800
Christian Solidarity Worldwide	2,800	2,800
Church Army (for Marylebone Project)	2,800	2,800
LAMB Health Foundation	2,800	2,800
UFM (re Ellie Maffett)	2,800	2,800
West London Trust (for Ealing Christians Against Poverty)	2,800	2,000
Ealing Soup Kitchen		2,800
	19,600	20,800

Payments in the year were partially covered from the previous year's carry forward balance in the fund.

NOTES TO THE FINANCIAL STATEMENTS**For the year ended 31 December 2024****14 Related party relationships and transactions**

No remuneration or other benefits from employment with the charity or a related entity were received by any Trustees.

There have been no other related party transactions in the reporting period.

Normal expenses incurred on church activities were reimbursed to clergy, trustees and church workers.

During the year the following Trustees were also Trustees of related entities (see below for details):

Related organisation or party

Revd Steve Newbold	1 - 'Ex-officio' Chair of Trustees of St Luke's Hall Trust (charity number 1069790) until March 2024
	2 - Trustee of Gurnell Grove Community Trust (charity number 1174906) until March 2024
	3 - Revd Caroline Newbold (wife) was a part time paid employee, as Youth Pastor until March 2024. Her salary (including pension) for the year was £2,777, and she claimed expenses of £181.
Jane Maffett	Trustee, and Treasurer of Gurnell Grove Community Trust (charity number 1174906). (Also since 19 May 2024 Treasurer of St Stephen's Ealing PCC)

Transactions - During the year the following either made payments to or were in receipt of payments from St Stephen's Ealing PCC:

St Luke's Hall Trust (SLHT): St Luke's Trustees agreed the following grant payments to St Stephen's Ealing PCC:

- £40,000 to support the work of the church and parish
- £115,889 for the project for improving the Entrance of the Church Buildings

Both are routed through separate Restricted funds.

(The history here is that St Luke's in the early 20th century was a church plant from St Stephen's on the edge of the parish. After that church closed, a Trust was set up for its church hall, which was still in place, to be used mainly for community activities, subsequently registered with the Charity Commission in the 1980s. When that building was sold in 2015, the proceeds were invested by the Trust, and the trustees have since been making annual donations of circa £40k to the PCC from the income.

The Trust is written for the benefit of the geographic parish of St Stephen, and here is an extract from their accounts:

The objects of the Trust are to use the permanent endowment assets of the Trust for the religious and other charitable purposes of the Church of England in the Ecclesiastical Parish of St. Stephen, Ealing .)

In accordance with its constitution the Trustees of SLHT are appointed by the PCC of St Stephen's Ealing.

Gurnell Grove Community Trust (GGCT): grant payments totalling £7,500 were made by the PCC to GGCT for the work of The Grove Community Church.

(The Grove Community was a church plant on an estate in our parish, initially from St Paul's Ealing with the support of St Stephen's Ealing, then run independently under its own charity from October 2016 - St Stephen's has been making donations from the start. The annual donation is just one of many from churches and individuals. There were 5 trustees at the year end, including our former vicar until his departure. There is currently one other trustee from St Stephen's – the other trustees have no links to St Stephen's and the PCC has no power over the appointment of Trustees.)

15 Employees

	2024	2023
Number staff employed in Ministry	2	2
Number of staff employed in administration	2	2
	<u>4</u>	<u>4</u>
Employment costs	2024	2023
	£	£
Salaries	70,277	54,877
Social Security costs	-	-
Pension	4,919	3,849
	<u>75,196</u>	<u>58,726</u>

There were no employees with remuneration over £60,000

Employers Social Security costs were all covered by the Employers NI Allowance

The PCC operates a Defined Contribution retirement benefit Scheme for staff

Note 2d – The adjustment of £3,858 related to an error in 2021, when an accrual was made which should, the following year, have been allocated for HMRC payments due. (The employment costs in 2021 should have been higher by this amount.)



Section A

Independent Examiner's Report

Report to the trustees

Charity Name
Parochial Church Council of St. Stephen, Castle Hill, Ealing

On accounts for the year ended

31 December 2024

Charity no
(if any)

1133772

Set out on pages

1-9

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 December 2024.

Responsibilities and basis of report

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

I report in respect of my examination of the Trust'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 Act.

Independent examiner's statement

I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

Signed:

V Steward

Date:

06 May 2025

Name:

Valerie Steward

Relevant professional qualification(s) or body

BSc BFP FCA FCCA FRSA

(if any):

--

Address:

Greenfield Farm 23 West Street Hibaldstow DN20 9NY

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

None

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Accounts

Administrative information

St Stephen's Church is situated on the corner of St Stephen's Road and the Avenue, West Ealing. It is part of the Diocese of London within the Church of England. The correspondence address is:
St Stephen's Church, St Stephen's Road, West Ealing, London W13 8HB.

The Parochial Church Council (PCC) is registered with the Charity Commission (No. 1133772).

PCC members who have served in the period 1 January until 31 December 2023:

<i>Incumbent</i>	The Revd Steve Newbold (Chair)	
<i>Curate</i>	The Revd Ruth Robinson	
<i>Churchwardens</i>	Mary Ann Auckland (Vice Chair)	
	Ann Toley	
<i>Representatives on the Deanery Synod:</i>	Liz Cooper	
	David Gillingham	
	James Morrow	from 21 May 2023
	Linda Rivans	to 21 May 2023
<i>Elected members:</i>	Alice Zhang	to 25 Sep 2023
	John Anniss	to 21 May 2023
	James Morrow	to 21 May 2023
	Sue Charlton	
	Jon Yarrall	
	Janet Sehgal	
	Xiaoe Li	
	Jen Whadcoat (also Safeguarding Officer)	
	Ewen McKinnon	from 21 May 2023
	Linda Rivans	from 21 May 2023
<i>Secretary (co-opted)</i>	Jane Maffett	
<i>Treasurer (co-opted)</i>	Sanjay Joshi	

*And the following who is not a member
of the PCC*

Associate Vicar The Revd Caroline Newbold

Structure, governance and management

The method of appointment of PCC members is set out in the Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC also appoints Trustees to the St Luke's Hall Trust, a separate charity with the stated aim of managing the assets of the Trust *'for use for the religious and other charitable purposes of the Church of England in the Ecclesiastical Parish of St Stephen, Ealing.'* The Vicar is an ex-officio Trustee and Chair.

The Vicar is also, ex-officio, a Trustee of the Gurnell Grove Community Trust, active in the parish.

Objectives and activities

The PCC has the responsibility of co-operating with the Vicar in promoting in the ecclesiastical parish the whole mission of the Church – pastoral, evangelistic, social and ecumenical. Our Vision Statement is:

Community growing in the love of Jesus

The PCC has maintenance responsibilities for the Church buildings which include the hall and a cottage for residential use. The PCC also owns and maintains a separate house at 26 Drayton Gardens, currently occupied by our curate.

General statistics

Church membership

The Electoral Roll saw a small decrease so that on 31 December 2023 there were 180 people on the Roll. Of these 50% were resident in the parish, 63% were female and 37% were male.

Occasional offices

During 2023, there were eight baptisms but no confirmations. There were no marriages at Church. The clergy conducted the funerals of four parishioners (one of these services was at St Stephen's).

Review of the year

The Annual Parochial Church Meeting (at which two new PCC members were elected) and the Annual Meeting of Parishioners (at which two churchwardens were elected) were held on Sunday 21 May 2023 in accordance with the Church Representation Rules and The Churchwardens Measure. The full PCC met seven times during 2023 with an average level of attendance of 80% of members.

In the autumn, a Connect Group ran Alpha. Six guests undertook the course and were committed attenders. We enjoyed lively discussions with guests who were not afraid to ask searching, deep and challenging questions! Our Holy Spirit Day was a particular highlight as we took a mini road trip to Acton and learned more about the Spirit and enjoyed delicious Lebanese food. It was a great opportunity for the members of the Connect Group to serve together as well as being a safe space for the guests to explore the Christian faith in a deeper way. All the guests continue to attend St Stephens regularly and we look forward to accompanying them further in their faith journey.

Mid-week Connect Groups continued with almost 50% of active church members attending a group. In addition the People and Planet Group and weekly TeaTimers group gathered a wider range of people, some of whom are not yet church members.

Our Pastoral Care Team, Connect Group Leaders and the Leadership Team continued to support church members through a variety of means.

There were several staffing changes during the year. Our curate Ruth Robinson was ordained as a priest in June and as a result could share in leading services of Holy Communion. In the summer, we were able to appoint Stephen Turner as our new Worship Pastor. We continued to have a vacancy for a Youth Leader, but Caroline Newbold retained responsibility for this work and led attempts to try to recruit a replacement.

Throughout the year, we continued to livestream our 10.30am Sunday morning service and there is a steady number watching the service within 24 hours of its broadcast.

A large part of our local mission is actively to support The Grove Community Church (*The Grove*) on the Gurnell Grove Estate in the Parish. This is overseen by a separate charitable trust (Gurnell Grove Community Trust). As well as direct giving by the PCC, several people have been involved in the running the weekly Sunday afternoon service. Mark Tate (leader of The Grove) continues to serve as a member of the St Stephen's Leadership Team although because of increasing demands on The Grove attends less frequently.

St Stephen's is committed to the Eco Church award process and gained a silver award in 2020. We continue to pursue an eco-agenda in the wider decisions and actions that we take. However, achievement of the gold Eco Church award is likely to be some way off as the standard is rightly demanding.

In November 2023 it was announced that after 15 years in post, Steve Newbold (Vicar) would be leaving to take up a new role in the Diocese of Oxford. As a result, work began to mark his departure and to start to plan towards the appointment of a new Vicar, hopefully in 2024.

The PCC continues to be grateful to the St Luke's Hall Trust for their ongoing and generous financial support.

Much of the work of the PCC is conducted in its formal subcommittee structure. The four subcommittees or teams continued: Finance, Buildings, Mission and the Children and Youth Teams.

Key activities are described in the individual reports below.

Leadership Team

The Leadership Team met regularly to support the Vicar in the day-to-day management of Church life. Most of its time was spent focusing on issues of discipleship, outreach in the local community and resourcing the Church for future growth. The Leadership Team shares with the Vicar in pastoral responsibility for the Church and regularly discusses and responds to individual situations.

Finance Team

The Finance Team – comprising the Vicar, Treasurer, a Churchwarden, Giving Coordinator, and two other PCC nominees – and the Standing Committee oversaw the financial position throughout the year. Their work included review and discussion of the annual accounts, the forecast versus actual results, and levels of planned giving income. The latter was particularly important during the pandemic when we expected – and saw – drops in giving and hall rental income. We continued to manage budgets carefully, in order to monitor more closely the Church's finances and plan for the future. More detailed information is given below.

Buildings Team

2023 has been an eventful year. We have not made as much progress on the Entrance Improvement Project as we had hoped but we did secure a Section 106 order to remove the tree leading to granting of planning permission from the Council as well as a faculty from the Diocese to start the work. By the end of the year we were working towards Building Regulations permission. Our plan is to lay the foundations and then proceed with the much-needed relaying of the car park before the main construction of the entrance. Meanwhile some brickwork on the east side of the apex of the worship area roof fell down during a 9:00am Sunday service. The repair and replacement took longer than anticipated being a specialist bricklaying task. A main branch of one of the mature oak trees on west side of the Church Centre also fell, resulting in the tree having to be removed. This will be replaced by three small new trees in the grounds, as requested by the Council (as the old oak tree had a Tree Preservation Order). During the year we organised two 'Sleeves Up Saturday' events, in April and November, with many members of the Church community coming, with great enthusiasm, to help with repairs, cleaning and redecorating jobs around the Church Centre.

Mission Team

The Team managed St Stephen's relationship with the wider world at local, national and international levels aiming to increase awareness and understanding of issues as well as providing practical and financial help. Four guest speakers from our Mission Partners were invited to speak at services through the year. The Team reviewed our six core Mission Partners, suggesting that Ealing Soup Kitchen (ESK) had good financial support from other sources. The PCC agreed we advise ESK that we end regular funds from our tithe but continue to support them with practical help. The PCC also agreed to add new Mission Partners: A Rocha UK (who manage Eco Church) and Ellie Maffett, (former member of St. Stephen's, who is working with a church in Athens through UFM). The policy of the PCC is to give 10% of our regular giving to Christian mission charities and this was divided between these core partners. Additional monies were raised by events and special appeals for other specific causes. Programmes of social action were led by members of this Team and involved people from St Stephen's. Following the Pandemic, Ealing Churches Winter Night Shelter (ECWNS) was able to return to churches hosting homeless people. So, from mid-February to end of March we ran the Shelter for 10 men on Friday evenings/Saturday mornings with over 40 members of church volunteering. Our Christmas Fair raised £4,400 for the work of ECWNS. Money was raised in Lent for the London Diocesan Appeal for ALMA, and 78 boxed Easter eggs were donated to the Marylebone Project for Homeless Women. Christian Aid Week fundraising included a successful outdoor Fair, a Concert, delivery-only distribution of envelopes, a sponsored Freedom Walk in Central London and a Sunday service featuring the work of Christian Aid. Nine Hampers of Christmas goods were assembled by Connect Groups and delivered to individuals and families living in the Borough and engaging with Christians against Poverty. Ealing Foodbank benefitted from donations of food and money at Harvest. With the demise of Traidcraft in February 2023, the Mission Team agreed to change Fairtrade Sales from monthly to seasonal occasions and organised stalls for Fairtrade Fortnight in March, Christian Aid Fair in May, and Christmas cards and Advent Calendars at the Christmas Fair.

Children and Youth Teams

These Teams seek to ensure that the needs of children, young people and their families are met within the life of the Church and that the Church vision is enacted. The Leadership Team ensures that our activities are in line with the 'children' element of our Safeguarding Policy and that we follow the best practice processes of the Diocese and Church of England (including the identification of a 'Children's Champion').

Children's activities continue to be focused on four strands: our junior Church (known as JAM); Youth group; Shining Stars midweek toddler group; and children's activities at outreach events.

JAM (Jesus and Me) – Throughout 2023 the number of children attending JAM continued to build and sessions are both exciting and engaging. We now have six leaders running two age related groups and are looking to expand our team to eventually have three age groups. Children continue to participate in church services with readings, and our children have led two full services which involved the children leading, reading, writing and delivering prayers and this year filming aspects for a service. More engagement is planned in 2024.

Our youth – Caroline Newbold has continued to cover the Youth Leader post since the last report and we are currently in contact with 18 young people in the 11-18 age group (though not all attend Sunday services at St Stephen's).

In the past year, thanks to a committed team of volunteers, we have been able to increase the number of sessions that we offer and there is a youth session during the 10:30 service most weeks as well as regular social events at St Stephen's and elsewhere. Attendance is variable at our Sunday morning sessions as family events, sporting fixtures and schoolwork sometimes take priority, but we persevere because it's so important to encourage and inspire our young people as they grow into their own personal faith in Jesus and play their part in the life of the church. It's certainly been encouraging to see young people serving in ministries such as Music and Welcome and playing a role in services in different ways and we were delighted when three young people were baptised over the past year. We hope that a Confirmation service with our Bishop can be arranged in the near future.

Shining Stars – is a Tuesday morning Christian group led by members of our staff and congregation for toddlers and their parents/carers. Each session begins with free-play and the children have a variety of toys, ride-ons or craft to entertain them. We charge £1 per child to cover over-head costs enabling the replacement of broken toys, end of term/year parties and purchase small gifts at Easter and Christmas. Fresh tea and coffee are provided for the adults giving adults a time to relax and chat with each other as well as the team. A Bible Story and action songs finish each session, and this ensures a strong Christian focus. Parents and carers are regularly invited to events or services at church and the team prays weekly for those who attend. Shining Stars continues to be a very popular toddler group with many commenting how friendly the team is and how clean and tidy the toys and venue are.

Other events – in the spring we again ran a Children's Party with 23 attendees. We did not run a Light Party in 2023 as we had a shortage of volunteers and there were several other local churches running similar events at the same time. On Christmas Eve we held our popular Carols, Nativity and Christingle service with almost 200 people in attendance.

Safeguarding

The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to the House of Bishops' guidance on safeguarding children and vulnerable adults. We have also adopted the Diocesan safeguarding policy, and continue to review, and where necessary strengthen, our processes to ensure the safeguarding of vulnerable people (children, young people and vulnerable adults) whilst at the same time trying to avoid too much bureaucracy in our various ministries. Key to all decisions is the assessment of risk and the core adherence to our policy.

Outreach

Outreach and mission are integral to all aspects of Church life throughout the year. We participated in a prayer stall at Light up the Lane but sadly have not re-established our Community Fete in Cleveland Park (last run six years ago), as we are rebuilding our core church base from which we draw volunteers and need to think how this fits our mission plan. Outreach also includes the streaming of services, enabling a wider audience to join with us from home and from overseas.

TeaTimers, our Friday afternoon drop-in café aimed at the over 60s continues and is much appreciated by those both inside and outside church membership.

Deanery Synod

The Ealing Deanery and its Synod met three times in the year. The first meeting was in-person with an online option and subsequent ones were in-person only. In February the focus was on school governors with Penny Roberts Director of Education at the London Diocesan Board of Schools speaking about the Board's purpose, vision & challenges. The Chair of Governors from Ada Lovelace School spoke of her experience in the role & emphasised that governors are critical friends. At the July meeting Deanery Mission bids from nine churches were announced and the Synod voted to grant money to all. Most of the October meeting concerned the Bishop of Willesden's Roadshow where he and other senior leaders in the Area presented the 2030 Diocese of London's Vision.

Financial review

A formal budget process was again followed during the year to assist with financial planning. Full details of the accounts are provided in the independently examined and signed-off Financial Statements.

Total receipts on ordinary unrestricted funds were £245,166, similar to last year: a small 2% reduction in Regular Giving (Stewardship) and giving at services (including Gift Aid) was offset by an increase in one-off donations. Hall rentals up nearly £4,000 compensated for £5,000 loss of rental income due to the fact that the house in Drayton Gardens is now occupied by our curate.

In the autumn, as usual, the Church asked all donors to review and update their giving pledges and encouraged new givers. And the ability to donate by card or on the website has been increasingly helpful.

Total unrestricted expenditure amounted to £222,784 was marginally higher than last year. This provided the Christian ministry of St Stephen's Church, including the contribution to the Diocesan parish share which largely provides the stipends and other clergy overheads (including housing for the clergy). And in our share we contribute a higher % than the amount requested in order to support less 'well-off' parishes. It includes the costs of two employee roles: Premises Manager and Communications Manager.

The St Luke's Hall Trust continued with their very welcome annual donation into the St Luke's Restricted Fund (SLRF) – the expected £40,000. This Fund had expenditure of £35,172 including:

- An annual grant of £7,500 to The Grove Missional Community
- the costs of our Children's Worker and our Worship Pastor from August
- the costs of our Associate Vicar, covering the Youth Pastor vacancy for the whole year

The Worship Pastor (8 months) and Youth Pastor (all year) roles were partially / fully vacant leading to lower than expected salary costs in the SLRF so the PCC has agreed that £15,000 of the year-end balance is still earmarked for the planned car park repair project.

A new restricted fund was opened in 2022 for the special donations from St Luke's Hall Trust for the Entrance Improvement Project (SLPRF).

Lent, Harvest and Christmas Appeals continued and were generously supported, as was the Christmas Fair raising charity funds. And we made it a priority to continue to tithe 10% of regular giving to our Mission Partners. Together these led to the church giving over £41,000 in missionary and charitable giving to other organisations, exceeding pre-pandemic levels.

Overall expenditure during 2023 was £290,379, almost the same as the previous year, with circa £20,000 project costs replacing the essential spend in 2022 of £22,000 on the cottage (so the Premises manager could move in) and the property in Drayton Gardens (so the Curate could move in).

The loan raised for our 2018 buildings project was finally paid off during the year, also a loan from a congregation member of £5,000.

Overall we report a net surplus for the year, across all accounts, of £28,462 (£21,815 unrestricted and £6,646 restricted). Income has held up well during a cost of living crisis and with well managed expenditure resulted in a surplus that will enable us once again to start 'saving' for essential building work ahead – a real blessing.

After adding reserves brought forward at the beginning of the year, the balances carried forward at 31st December totalled £308,122 (£155,477 Unrestricted, £57,868 Restricted and £94,777 Endowment).

The PCC reports that we continue to operate as an ongoing concern:

- **Our reserves position is strong, although we will need to use some of these for essential building work**
- **We also continue to be prudent in our expenditure**
- **Our regular income is steady, rental income has increased and St Luke's Hall Trust grant of £40k continues**
- **We continue to monitor finances closely on an ongoing basis**
- **The Entrance Improvement Project, still at planning stage, is proceeding with the committed financial support of the St Luke's Hall Trust**
- **The PCC is confident that we can continue to meet our critical commitments.**

Reserves policy

The PCC aims to maintain a balance on free reserves of around two months' worth of average unrestricted expenditure, which is currently equivalent to £37,130 and with our general reserve at £155,477, (of which £93,144 is not designated for specific future spend) we are comfortably in excess of this. Appropriate reserves will continue to be set aside in anticipation of future spending on the Church buildings, through the Maintenance Reserve.

Conclusion

For the first time since the Covid pandemic, 2023 provided a full year without any social restrictions or particular concerns about the virus. Throughout the year church life looked like it had before March 2020 although like most churches St Stephen's had a slightly smaller congregation, and a weakened volunteer base. Our aim is that in 2024 we will see new opportunities to share the good news of Jesus with our community and to enable our Vision Statement to be enacted as fully as possible.

Mary Ann Auckland
Acting Chair (Lay)
September 2024



Parochial Church Council of St. Stephen, Castle Hill, Ealing
(also known as St Stephen's Ealing PCC)

ACCOUNTS FOR THE YEAR 2023

Page No.	CONTENT
1	Statement of Financial Activities for the year 2023 This shows a summary of the year's income and expenditure.
2	Balance Sheet at 31 December 2023 This shows the assets and liabilities at the end of the year and the position of funds, both restricted and unrestricted.
3	Notes to the Accounts Note 1 - Accounting Policies
4	Note 2 - Income and Endowments
5	Note 3 - Expenditure on Charitable Activities
6	Note 3 - Expenditure on Charitable Activities
7	Further Notes
8	Further Notes
9	Independent Examiner's Report to the PCC

STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2023

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	TOTAL FUNDS	
					2023 £	2022 £
INCOME AND ENDOWMENTS FROM						
Donations & legacies	2a	203,176	68,704	0	271,879	272,254
Other trading activities	2b	37,763	4,971	0	42,734	38,324
Income from investments	2c	171	0	0	171	5,099
Income from church activities	2d	4,056	0	0	4,056	4,491
TOTAL INCOME AND ENDOWMENTS		245,166	73,675	0	318,841	320,169
RESOURCES EXPENDED ON CHARITABLE ACTIVITIES						
Missionary & Charitable Giving	3a	22,483	19,077	0	41,561	36,181
The Work of the Church	3b	110,610	552	0	111,162	114,512
Church Management & Administration	3c	89,690	47,966	0	137,656	142,339
TOTAL RESOURCES EXPENDED		222,784	67,595	0	290,379	293,031
NET INCOMING/EXPENDITURE		22,382	6,079	0	28,462	27,138
NET TRANSFERS		-567	567	0	0	0
NET MOVEMENT IN FUNDS		21,815	6,646	0	28,462	27,137
BALANCES BROUGHT FORWARD						
AT 1 JANUARY 2023		133,661	51,222	94,777	279,660	252,522
BALANCES CARRIED FORWARD						
AT 31 DECEMBER 2023		155,477	57,868	94,777	308,122	279,660

<i>Previous year</i>				
STATEMENT OF FINANCIAL ACTIVITIES	Unrestricted	Restricted	Endowment	TOTAL
For the year ended 31 December 2022	Funds	Funds	Funds	FUNDS
	£	£	£	2022
				£
INCOME AND ENDOWMENTS FROM				
Donations & legacies	204,585	67,669	0	272,254
Other trading activities	34,089	4,235	0	38,324
Income from investments	5,099	0	0	5,099
Income from church activities	4,491	0	0	4,491
TOTAL INCOME AND ENDOWMENTS	248,265	71,904	0	320,169
RESOURCES EXPENDED ON CHARITABLE ACTIVITIES				
Missionary & Charitable Giving	18,720	17,461	0	36,181
The Work of the Church	112,409	2,103	0	114,512
Church Management & Administration	86,650	55,688	0	142,339
TOTAL RESOURCES EXPENDED	217,779	75,252	0	293,031
NET INCOMING/EXPENDITURE	30,486	-3,348	0	27,138
NET TRANSFERS	-3,000	3,000	0	0
NET MOVEMENT IN FUNDS	27,486	-348	0	27,137
BALANCES BROUGHT FORWARD				
AT 1 JANUARY 2022	106,175	51,570	94,777	252,522
BALANCES CARRIED FORWARD				
AT 31 DECEMBER 2022	133,661	51,222	94,777	279,660

For the year ended 31 December 2023

	Note	2023 £	2022 £
FIXED ASSETS			
26 Drayton Gardens	1	94,777	94,777
Missional Housing Bond	1	5,000	5,000
		99,777	99,777
CURRENT ASSETS			
Debtors & prepaid expenses	5	19,539	25,598
CBF Deposit Fund		5,440	5,271
Bank balances	6	187,292	166,372
		212,271	197,240
LIABILITIES (less than one Year)			
Amounts falling due within one year			
Diocesan Interest Free Loan		0	4,000
Congregation Loan		0	5,000
Creditors & accrued expenses	7	3,926	8,357
		3,926	17,357
NET CURRENT ASSETS		208,345	179,883
LIABILITIES (over one Year)		0	-
TOTAL NET ASSETS		308,122	279,660
FUNDS			
Unrestricted Funds			
General Fund		93,144	84,329
Designated Funds:			
Mission Fund		3,430	4,576
Maintenance Reserve Fund		31,415	17,714
Special Purposes Fund		26,905	27,043
Support to People In Need		583	-
	8	155,477	133,662
Restricted Funds			
Mission Fund		734	117
St Luke's Fund		57,133	52,305
St Luke's Project Fund		0	-1,200
	9	57,868	51,222
Endowment Fund			
Drayton Gardens Property		94,777	94,777
TOTAL FUNDS		308,122	279,660

Notes on pages 3 to 8 form part of these accounts

Mary-Ann Auckland
Acting Chair and Churchwarden

Ann Toley
Churchwarden

Date

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2023

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

Basis of preparation needs to be updated to - The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

St Stephens 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).

Going Concern

The PCC have considered the resources available and current plans. St Stephen's is well placed to meet these activities and have adequate resources for the foreseeable future. Accordingly the PCC continues to adopt the going concern basis in the preparation of the financial statements.

Incoming Resources

Incoming resources are included in the Statement of Financial Activities (SOFA) when:

1. the PCC becomes legally entitled to the benefit of use of the resources;
2. their ultimate receipt is virtually certain; and
3. the monetary value can be measured with sufficient reliability.

Funds raised by the Fair and similar events are reported gross.

Grants, donations and legacies are included in the SOFA when any pre-conditions preventing their use by the PCC have been met. For collections and planned giving this is when the funds are received.

Gift Aid and other tax claims are included in the SOFA at the same time as the cash donations to which they relate.

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

Investment income is accounted for when receivable.

The value of any voluntary help is not included in the accounts but is described in the annual report.

Expenditure and Liabilities

Liabilities are recognised as soon as the legal or constructive obligation arises.

Grants and donations are recognised when a commitment has been made externally and there are no pre-conditions still to be met for entitlement to the grant which remain within the control of the PCC.

The costs of clergy (Vicar and Curate) are accounted for in the payments made to the London Diocese Fund. The London Diocese is responsible for paying the stipend and housing costs of both individuals, as is standard practise in the Church of England.

Fixed Assets

Consecrated and benefice property of any kind is excluded from the financial statements by Sections 10(2) (a) and (c) of the Charities Act 2011. All expenditure on such property, whether improvement or maintenance, is written off in the year it is incurred. The buildings and contents are insured for £6,650,000. Such buildings include the Church, Church Hall (both) and Church Cottage (buildings only).

No value is placed on any movable church furnishings that cannot be disposed of without a faculty, and which are regarded as "inalienable" property held on special trust on behalf of the PCC, and forming part of the consecrated property excluded from the financial statements by the Charities Act 2011.

Other tangible fixed assets may be capitalised if they can be used for more than one year and cost at least £5,000. They are otherwise written off in the year of acquisition. All significant items are included in the Church's inventory.

The house in Drayton Gardens is usually occupied by a curate and is a freehold property valued at its purchase price in 1992. It is not depreciated as its estimated residual value is not less than its carrying value and it has an expected useful life in excess of 50 years, so any depreciation charge would be immaterial. It is maintained in good order and is insured for a rebuilding cost of £437,795.

During 2022, the PCC agreed to rollover a sum of £5000 for a further 3 years with the Missional Housing Bond Fund. The issue is unsecured but believed to be relatively low risk given the nature of the underlying assets (London housing stock). The Bond is operated by Affordable Christian Housing, ("ACH") a Christian housing association with over 20 years' experience in providing affordable housing to key Christian workers. It is registered with the Financial Conduct Authority and has charitable status. ACH followed FCA guidance in determining how to issue the bond. As an Industrial and Provident Society, ACH did not require FCA approval to issue the Bond.

Funds

Unrestricted funds represent the remaining income funds of the PCC that are available for spending on the general purposes of the PCC, including amounts designated by the PCC for fixed assets for its own use, or for spending on a future project and which are therefore not included in its "free reserves" as disclosed in the Annual Report.

Restricted funds are income funds that must be spent on restricted purposes and details of the funds held and restrictions provided are shown in the notes to the accounts.

Charitable Giving

The PCC has a long standing policy of allocating 10% of regular income (stewardship, tax refunds, cash collections and gift aid donations in church), for giving to charity. See Note 11 for further details.

Trustees and related party Remuneration & Expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the Trustees.

Caroline Newbold, wife of Steve Newbold (the Vicar and Chair of the PCC) was employed directly by the PCC for the year, as the salaried Associate Vicar, in the absence of a Youth Worker. See Note 12.

There have been no other related party transactions in the reporting period.

Normal expenses incurred on church activities were reimbursed to clergy, trustees and church workers.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS	
			2023 £	2022 £
2				
2a Donations and legacies				
Regular Giving	156,316	-	156,316	162,820
Collections at Services	3,271	-	3,271	1,070
Gift Aid Recovered (Note 4)	36,209	-	36,209	36,020
Cash Collections at Services	993	-	993	493
Sub-total (Note 11)	196,789	-	196,789	200,403
Mission Collections		6,984	6,984	6,173
Legacies		-	-	
Special Donations	6,387	-	6,387	4,183
St. Lukes Hall Trust		61,720	61,720	61,496
	203,176	68,704	271,879	272,254
2b Other Trading Activities				
Christmas Bazaar/Craft Fair	-	4,971	4,971	4,235
Hall Lettings	37,763	-	37,763	34,089
	37,763	4,971	42,734	38,324
2c Income from Investments				
Rent from 26DG	-	-	-	5,000
CBF interest	169	-	169	68
Housing Bond and Bank Interest	2	-	2	31
	171	-	171	5,099
2d Income from Church Activities				
Fairtrade Stall	775	-	775	1,422
Social Events, Courses & Other Activities	611	-	611	753
Shining Stars	485	-	485	719
Banns, Funeral Fees, Verger Fees	346	-	346	1,522
Rebates and one-off	1,839	-	1,839	75
	4,056	-	4,056	4,491
TOTAL INCOME AND ENDOWMENTS	245,166	73,675	318,841	320,169

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2023

		Unrestricted	Restricted	TOTAL FUNDS	
		Funds	Funds	2023	2022
		£	£	£	£
EXPENDITURE ON CHARITABLE ACTIVITIES					
3a	Missionary and Charitable Giving				
	Amos Trust	2,800	-	2,800	2,800
	Christian Solidarity Worldwide	2,800	-	2,800	2,800
	Church Army	2,800	383	3,183	2,800
	Ealing Soup Kitchen	2,800	-	2,800	2,800
	Ealing Christians Against Poverty	2,800	-	2,800	2,800
	LAMB Health Foundation	2,800	-	2,800	2,800
	Tearfund	-	2,269	2,269	1,704
	Ealing Churches Winter Night Shelter	266	5,444	5,710	837
	Lent Project - Diocese of London	-	1,256	1,256	1,713
	Bible Society	-	-	-	-
	Christian Aid	-	729	729	489
	Ealing Foodbank	-	1,326	1,326	2,920
	Support to People in Need	1,418	-	1,418	147
	A Rocha	2,000	-	2,000	-
	UFM	2,000	-	2,000	-
	MacMillan Cancer Support	-	171	171	166
	The Grove Missional Community	-	7,500	7,500	11,405
		22,483	19,077	41,561	36,181
3b	The Work of the Church				
	Diocesan Fund	98,000	-	98,000	96,000
	Vicar's Expenses	644	-	644	1,101
	Outside Speakers	56	-	56	105
	Curate's Expenses	456	-	456	134
	Associate Vicar's Expenses	155	-	155	439
	Training / Staff Training / Retreat	1,222	-	1,222	567
	Children	458	-	458	1,008
	Youth	322	-	322	-
	Discipleship	135	-	135	-
	Music & Copyright Licensing	3,195	-	3,195	3,748
	Outreach	580	-	580	861
	Outreach - Children Categories	542	-	542	806
	Publicity	747	-	747	825
	Fairtrade Stall	213	-	213	1,360
	Social Events	794	-	794	1,295
	Community Fete Costs	-	-	-	-
	Covid-19 Emergency Shopping	-	-	-	-
	Christmas Bazaar + Cost of Raising Funds	141	326	467	330
	Craft Fair	-	-	-	-
	Play Expenses	-	-	-	-
	Refreshments	748	-	748	508
	Gifts	607	-	607	1,427
	Flowers	369	-	369	476
	Communion & Worship Costs	760	-	760	781
	Diocesan Fees	466	-	466	1,044
	Worship Minister Expenses	-	90	90	950
	Youth Worker Expenses	-	-	-	200
	Ministry Assistant Expenses	-	136	136	238
	Families & Children's Worker Expenses	-	-	-	68
		110,610	552	111,162	114,512
CARRIED FWD TO NEXT PAGE		133,094	19,629	152,723	150,693

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS	
			2023 £	2022 £
BROUGHT FORWARD FROM LAST PAGE	133,094	19,629	152,723	150,693
3c Church Management and administration for running of charitable activities				
Printing, stationery & Postage	2,646	-	2,646	1,784
Salary Costs	34,504	25,127	59,631	47,717
Recruitment		2,319	2,319	-
Computing & Website	3,419	-	3,419	1,975
Payroll & Accounting Software	644	-	644	640
Subscriptions, Licences etc	552	-	552	1,144
PCC/Leadership		-	-	-
Independent Examiner Fee	360	-	360	360
	42,125	27,446	69,570	53,620
Centre Running Costs	17,393	-	17,393	10,631
Water, Light and Heat	8,710	-	8,710	9,692
Telephone, Broadband	527	-	527	633
Insurance	3,740	-	3,740	3,434
Council Tax	3,299	-	3,299	2,112
Cleaning	1,252	-	1,252	5,149
	34,921	-	34,921	31,650
Maintenance Costs	11,846	-	11,846	12,088
Maintenance Costs (Project)	-	20,520	20,520	22,696
Cottage Maintenance	798		798	16,823
Drayton Gardens Maintenance	-	-	-	5,461
	12,644	20,520	33,164	57,068
Church Management & Administration	89,690	47,966	137,656	142,339
	222,784	67,595	290,379	293,031
TOTAL RESOURCES EXPENDED	222,784	67,595	290,379	293,031

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

4 Gift Aid Recovered

In addition to the tax reclaims disclosed in note 2a, relating to planned giving, other voluntary donations include tax reclaims in their totals:

	2023 £	2023 £	2023 £	2022 £
	Unrestricted	Restricted	Total	Total
Tax reclaims on planned giving (2a)	36,209	-	36,209	36,020
Tax reclaims on other voluntary donations	-	-	-	-
	<u>36,209</u>	<u>-</u>	<u>36,209</u>	<u>36,020</u>

5 Debtors & prepaid expenses

	2023 £	2022 £
Prepaid expenses - Insurance	3,756	3,434
Tax refunds due on gift aid donations	11,876	17,711
Sundry debtors *	3,908	4,453
	<u>19,539</u>	<u>25,598</u>

* Includes £3,858 which is long outstanding and being investigated

6 Bank balances

	2023 £	2022 £
Current account	187,287	166,367
Stewardship account	5	5
	<u>187,292</u>	<u>166,372</u>

7 Creditors and accrued expenses

	2023 £	2022 £
Charitable payment accruals	2,286	8,357
Sundry year-end expense accruals	1,640	-
	<u>3,926</u>	<u>8,357</u>

8 Unrestricted Funds

	Brought Forward £	Additions Income £	Transfers £	Amounts Used £	Carried Forward £
Designated Funds					
Mission Fund	4,576	-	19,654	(20,800)	3,430
Maintenance Reserve Fund	17,714	-	15,000	(1,298)	31,415
Special Projects Fund	27,043	-	-	(138)	26,905
People in Need fund	-	2,000	-	(1,418)	583
	<u>49,333</u>	<u>2,000</u>	<u>34,654</u>	<u>(23,654)</u>	<u>62,333</u>
26 Drayton Gardens	94,777	-	-	-	94,777
General Fund	84,328	243,166	(35,221)	(199,130)	93,144
Total Unrestricted Funds	<u>228,438</u>	<u>245,166</u>	<u>(567)</u>	<u>(222,784)</u>	<u>250,254</u>

The Mission Fund represents Tithes based on planned giving designated for nominated charities (see Notes 1 and 11).

During 2023, in line with the stated aim of the PCC to allocate 10% of charitable giving to tithe, £19,654 was transferred into the Fund.

The Maintenance Reserve Fund represents funds designated for spending on long term maintenance and improvement of the church buildings.

The Special Projects Fund represents excess General Funds designated for future projects, as yet unspecified.

The People in Need fund represents a donation designated for assisting individuals in need of financial support towards specific expenses, as approved by the Vicar.

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2023**9 Restricted Funds**

	Brought Forward	Additions Income	Transfers	Amounts Used	Carried Forward
	£	£	£	£	£
Mission Fund	117	11,955	567	(11,904)	£734
St. Luke's Fund	52,305	40,000	-	(35,172)	£57,133
St Luke's Project Fund (SLPR)	(1,200)	21,720	-	(20,520)	£0
Total Restricted Funds	51,222	73,675	567	(67,595)	£57,868

The Mission Fund represents donations for missionary and charitable giving as disclosed in Note 3a.

St. Luke's Fund represents a set donation from the St. Luke's Trust.

St. Luke's Project Fund represents a set donation from the St. Luke's Hall Trust for a specific Entrance Improvement project and is segregated from the main St. Luke's Fund.

10 Analysis of Net Assets By Fund

	Unrestricted	Restricted	Total 2023	2022
	£	£	£	£
Fixed Assets:				
26 Drayton Gardens	94,777	-	94,777	94,777
Missional Housing Bond	5,000	-	5,000	5,000
Net Current Assets	208,345	57,868	266,213	231,105
Total Net Assets	308,122	57,868	365,990	330,882

11 Payments to Mission Partners from Tithe

Per Note 1, the PCC has a long standing policy of allocating 10% of regular giving to charity.

During 2023, charitable payments were made to the following charities from regular giving:

	2023	2022
	£	£
Amos Trust	2,800	2,800
Ealing Soup Kitchen	2,800	2,800
Church Army	2,800	2,800
Ealing Christians Against Poverty	2,800	2,800
LAMB Health Foundation	2,800	2,800
Christian Solidarity Worldwide	2,800	2,800
A Rocha	2,000	
UFM	2,000	-
	20,800	16,800

Tithe payment in 2023 includes payments of £4,000 from the 2022 surplus (£2k each to new mission partners A Rocha and UFM).

12 Related party relationships and transactions

During the year the following Trustees were also Trustees of related entities (see below for details):

Related organisation or party

Revd Steve Newbold 1 - 'Ex-officio' Chair of Trustees of St Luke's Hall trust (charity number 1069790)
2 - 'Ex-officio' Trustee of Gurnell Grove Community Trust (charity number 1174906)

3 - Revd Caroline Newbold (wife) was a part time paid employee, as Youth Pastor (whole year) and Associate Minister (first half of the year) of St Stephens Ealing. Her salary (including pension) for the year was £10,710, and she claimed expenses of £155. She continued as paid Youth Pastor, but has reverted to her previous unpaid role as non-stipendiary minister

Jane Maffett Trustee, and Treasurer of Gurnell Grove Community Trust (charity number 1174906).
(Also since 19 May 2024 Treasurer of St Stephen's.)

Transactions - During the year the following either made payments to or were in receipt of payments from or St Stephen's Ealing PCC:

St Luke's Hall Trust (SLHT): St Luke's Trustees agreed the following grant payments to St Stephen's Ealing PCC:

- £40,000 to support the work of the church and parish
 - £21,720 for the project for improving the Entrance of the Church Buildings
- Both are routed through separate Restricted funds.

(The history here is that St Luke's in the early 20th century was a church plant from St Stephen's on the edge of the parish. After that church closed, a Trust was set up for its church hall, which was still in place, to be used mainly for community activities, then set up with the Charity Commission in the 80s. When that building was sold in 2015, the proceeds were invested by the Trust, and the trustees have been making annual donations of circa £40k to the PCC from the income.

The Trust is written for the benefit of the geographic parish, and here is an extract from their 2020 accounts:

The objects of the Trust are to use the permanent endowment assets of the Trust for the religious and other charitable purposes of the Church of England in the Ecclesiastical Parish of St. Stephen, Ealing.)

In accordance with its constitution the Trustees of SLHT are appointed by the PCC of St Stephen's Ealing.

Gurnell Grove Community Trust (GGCT): grant payments totalling £7,500 were made by the PCC to GGCT for the work of The Grove Community.

(The Grove Community was a church plant initially from St Paul's Ealing with the support of St Stephen's Ealing, then run independently under its own charity from October 2016 - St Stephens's has been making donations from the start. The annual donation is just one of many from churches and individuals. There are 4 trustees, with the vicar 'ex-officio' and currently 1 other from St Stephen's – the other trustees have no links to St Stephen's and the PCC has no power over the appointment of Trustees.)



Section A

Independent Examiner's Report

Report to the trustees

Char
Parochial Church Council of St. Stephen, Castle Hill, Ealing
ity Name

On accounts for the year
ended

31 December 2023

Charity no
(if any)

1133772

Set out on pages

1-8

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 December 2023.

Responsibilities and
basis of report

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

I report in respect of my examination of the Trust'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 Act.

Independent
examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

* Please delete the words in the brackets if they do not apply.

Signed:

V Steward

Date:

05 September 2024

Name:

Valerie Steward

Relevant professional qualification(s) or body (if any):

BSc BFP FCA FCCA FRSA

Address:

Greenfield Farm 23 West Street Hibaldstow DN20 9NY

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

None

Accounts

Administrative information

St Stephen's Church is situated on the corner of St Stephen's Road and the Avenue, West Ealing. It is part of the Diocese of London within the Church of England. The correspondence address is:
St Stephen's Church, St Stephen's Road, West Ealing, London W13 8HB.

The Parochial Church Council (PCC) is registered with the Charity Commission (No. 1133772).

PCC members who have served in the period 1 January 2022 until 31 December 2022:

<i>Incumbent</i>	The Revd Steve Newbold (Chair)	
<i>Curate</i>	The Revd Ruth Robinson	from 3 July 2022
<i>Licensed Lay Minister</i>	Enid Barron	to 20 Nov 2022
<i>Churchwardens</i>	Caroline Jamieson (Vice Chair to 15 May)	to 15 May 2022
	Mary Ann Auckland (Vice Chair from 15 May)	
	Ann Toley	from 15 May 2022
<i>Representatives on the Deanery Synod:</i>	Liz Cooper	
	David Gillingham	
	Linda Rivans	
<i>Elected members:</i>	Jessica Ely	to 15 May 2022
	Qin Li	to 15 May 2022
	Alice Zhang	
	John Anniss	
	James Morrow	
	Rob Yates	to 26 Sep 2022
	Sue Charlton	
	Jon Yarrall	
	Janet Sehgal	from 15 May 2022
	Xiaoe Li	from 15 May 2022
	Jen Whadcoat (also Safeguarding Officer)	from 15 May 2022
<i>Secretary (co-opted)</i>	Jane Maffett	
<i>Treasurer (co-opted)</i>	Sanjay Joshi	

And the following who is not a member of the PCC

Associate Vicar Caroline Newbold

Structure, governance and management

The method of appointment of PCC members is set out in the Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC also appoints Trustees to the St Luke's Hall trust, a separate charity with the stated aim of managing the assets of the Trust *'for use for the religious and other charitable purposes of the Church of England in the Ecclesiastical Parish of St Stephen, Ealing.'* The Vicar is an ex-officio Trustee.

The Vicar is also, ex-officio, a Trustee of the Gurnell Grove Community Trust, active in the parish.

Objectives and activities

The PCC has the responsibility of co-operating with the Vicar in promoting in the ecclesiastical parish the whole mission of the Church – pastoral, evangelistic, social and ecumenical. Our Vision Statement is:

Community growing in the love of Jesus

The PCC has maintenance responsibilities for the Church buildings which include the hall and a cottage for residential use. The PCC also owns and maintains a separate house at 26 Drayton Gardens, currently occupied by our curate.

General statistics

Church membership

The Electoral Roll saw a small decrease of seven people so that on 31 December 2022 there were 191 people on the Roll. Of these 51% were resident in the parish and 49% were not, 62% were female and 38% were male.

Occasional offices

There were three thanksgivings, four baptisms and three confirmations. There were two marriages at Church and the clergy conducted the funerals of ten parishioners (four of the services were at St Stephen's).

Review of the year

The Annual Parochial Church Meeting (at which three new PCC members were elected) and the Annual Meeting of Parishioners (at which two churchwardens were elected) were held on Sunday 15 May 2022 in accordance with the Church Representation Rules and The Churchwardens Measure. The full PCC met seven times during 2022 with an average level of attendance of 75% of members. The year started with national concern about the Covid Omicron variant. By the end of February, the remaining Covid restrictions were lifted and life slowly began to return to normality although it took until the autumn until people started to return to Church in numbers that were closer to those pre-pandemic.

During the spring we again ran Alpha online and had eight guests but as Covid restrictions relaxed we were able to meet in person for our Holy Spirit Day and for an end of course party. In the autumn, for the first time since 2019, we were able to hold an in-person Alpha course. Eight guests undertook the course although two mostly watched the videos at home. By the end of the course one guest had made a renewed commitment to Christ and two have become regular members of a mid-week Connect Group.

Mid-week Connect Groups continued, initially online but as the year progressed most returned to in-person meetings.

Our Pastoral Care Team, Connect Group Leaders and the Leadership Team continued to support church members through a variety of means, and increasingly through in-person visits.

There were several staffing changes during the year. We were joined by our new curate Ruth Robinson who was ordained in July. In August Gordon Nunn, our long serving Centre Manager left us after over 20 years of faithful service. We were able to recruit Jack Cahill who joined us at the end of November. We continued to have a vacancy for a Youth Leader but Caroline Newbold continued to assume responsibility for this work and led attempts to try to recruit a replacement. We also advertised our vacant post of Worship Pastor on three occasions but despite several applications were not able to make an appointment.

Throughout the year, we continued to livestream our 10.30am Sunday morning service and although numbers watching dropped as restrictions eased, they remained a core group joining in live and a much larger number watching later in the day.

A large part of our local mission is actively to support The Grove Missional Community (*The Grove*) working on the Gurnell Grove Estate in the Parish. This is overseen by a separate charitable trust (Gurnell Grove Community Trust). As well as direct giving by the PCC, an increasing number of people have been involved in the launch of a weekly Sunday afternoon service and while this is a great blessing it has also stretched our existing resources. Mark Tate (leader of The Grove) continues to serve as a member of the St Stephen's Leadership Team.

The PCC continues to be grateful to the St Luke's Hall trust for their ongoing and generous financial support.

Much of the work of the PCC is conducted in its formal subcommittee structure. The four subcommittees or teams continued: Finance, Buildings, Mission and the Children and Youth Teams.

Key activities are described in the individual reports below.

Leadership Team

The Leadership Team met regularly to support the Vicar in the day-to-day management of Church life. Most of its time was spent focusing on issues of discipleship, outreach in the local community and resourcing the Church for future growth. The Leadership Team shares with the Vicar in pastoral responsibility for the Church and regularly discusses and responds to individual situations.

Finance Team

The Finance Team – comprising the Vicar, Treasurer, a Churchwarden, Giving Coordinator, and two other PCC nominees – and the Standing Committee oversaw the financial position throughout the year. Their work included review and discussion of the annual accounts, the 2022 forecast versus actual results, and levels of planned giving income. The latter was particularly important during the pandemic when we expected – and saw – drops in giving and hall rental income. We continued to manage budgets carefully, in order to monitor more closely the Church's finances and plan for the future. More detailed information is given below.

Buildings Team

At the beginning of 2022 we had the deteriorating cupola removed from the Church roof and the area surrounding it was repaired and made weatherproof. In August we had a Fire Inspection and we are addressing the issues this raised. In November we held a 'Sleeves up Saturday' when volunteers helped clean inside and outside the Church building, for example clearing gutters, repainting damaged areas. Many people came and tackled the long list of tasks with enthusiasm. In December our new Premises Manager, Jack Cahill, arrived, following the retirement of Gordon Nunn, and has taken over much of the routine cleaning and maintenance.

The PCC considered and agreed a plan for the new entrance for the Church, considerably enhancing the impact and access from the street and enabling a much-improved entrance area inside the Church building. The scheme will be generously funded by the St Luke's Hall trust. However, the scheme will need the removal of the immature oak tree near the current entrance, and this requires a Section 106 order before planning permission could be granted. By the end of the year this issue was still in progress. The work needed to make the car park area safe will proceed when planning permission has been granted so, to optimise efficiency, the two projects can proceed together with a partial start to the entrance works for planning purposes while we monitor the currently volatile costs of building work.

Mission Team

The Team managed St Stephen's relationship with the wider world at local, national and international levels aiming to increase awareness and understanding of issues as well as providing practical and financial help. The Team maintained links with our six core Mission Partners. The policy of the PCC is to give 10% of our regular giving to Christian mission charities and most of this was divided between these six partners. Additional monies were raised by events and special appeals for other specific causes. Programmes of social action were led by members of this Team and involved people from St Stephen's. The Ealing Churches Winter Night Shelter arranged for 10 homeless to stay in a local hotel due to the ongoing pandemic, but we were still able to support them with weekly meals. The Church is also actively engaged with the Ealing Churches Soup Kitchen. £1,712 was raised during Lent for the London Diocesan Appeal for raising awareness of mental health and wellbeing for adults and young people. 78 boxed Easter eggs were donated to the Marylebone Project for Homeless Women. Christian Aid Week fundraising included a successful outdoor Fair, a Concert, delivery-only distribution of envelopes, a sponsored 300,000 step walk and a Sunday service featuring the work of Christian Aid.

Nine Hampers of Christmas goods were assembled by Connect Groups and delivered to individuals and families living in the Borough and engaging with Christians against Poverty. A weekly collection of food throughout the year was given to Ealing Foodbank with further donations of food and money at Harvest. Our Christmas Fair was successful with £3,905 being raised for the Grove Missional Community. The Mission Team was able to return to Traidcraft sales most months in 2022, offering sales of goods and Christmas cards.

Children and Youth Teams

These Teams seek to ensure that the needs of children, young people and their families are met within the life of the Church and that the Church vision is enacted. The Leadership Team ensures that our activities are in line with the 'children' element of our

Safeguarding Policy and that we follow the best practice processes of the Diocese and Church of England (including the identification of a 'Children's Champion').

Children's activities continue to be focused on four strands: our junior Church (known as JAM); Youth group; Shining Stars midweek toddler group; and children's activities at outreach events.

JAM (Jesus and Me) 2022 has been exciting as all Covid restrictions were finally removed. The new resources we chose to implement last year have proven to be very useful and information and allow more flexible and tailored sessions. We regularly have 20 plus children attending our groups. Children continue to participate in church services with reading, and our children have led two full services with more to come in 2023.

Our youth We are currently in contact with 18 young people in the 11-18 age group, from 13 families. The Youth Leader post was advertised twice during the year; in June we had several applications and called a promising candidate to interview but were unable to appoint. In September we were unable to shortlist and so we have decided not to advertise again for the time being. Caroline Newbold continues to cover the post in the meantime and is ably assisted by the Youth Team. Youth sessions take place fortnightly during the 10:30 service and there are monthly socials. Some of our young people are now involved in the new service at The Grove and youth meetings are always in competition with family events, sporting fixtures and schoolwork but we persevere because it's so important to encourage and inspire our young people as they grow into their own personal faith in Jesus and play their part in the life of the church.

Shining Stars (a Tuesday morning Christian group led by members of our staff and congregation for toddlers and their parents/carers). Each session begins with free-play and the children have a variety of toys, ride-ons or craft to entertain them. Fresh tea and coffee are provided for the adults as well as biscuits for all. This gives adults a time to relax and chat with each other as well as the team. A Bible Story and action songs finish the session and this ensures a strong Christian focus. Parents and carers are regularly invited to events or services at church and the team prays weekly for those who attend. Shining Stars continues to be a very popular toddler group with many commenting how friendly the team is and how clean and tidy the toys and venue are.

Other events We were once again able to run events for children from the church as well as in the community this year. We welcomed 19 children and their parents/carers to a Light Party in October. The numbers were lower this year but this may have been because at least three other churches in the area were also running similar events. We held a Carols, Nativity and Christingle service again this year with almost 200 people in attendance.

Safeguarding

The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to the House of Bishops' guidance on safeguarding children and vulnerable adults. We have also adopted the Diocesan safeguarding policy, and continue to review, and where necessary strengthen, our processes to ensure the safeguarding of vulnerable people (children, young people and vulnerable adults) whilst at the same time trying to avoid too much bureaucracy in our various ministries. Key to all decisions is the assessment of risk and the core adherence to our policy.

Outreach

Outreach and mission are integral to all aspects of Church life throughout the year. After two extraordinary years our usual community events that we lead or participate in started up again: we participated in prayer stalls at both Party in the Park and Light up the Lane. We have not yet re-established our Community Fete in Cleveland Park, last run five years ago, as we are rebuilding our core church base from which we draw volunteers. Outreach also includes the streaming of services, promoted on social media, enabling a wider audience to join with us from home and from overseas.

Our Friday afternoon drop-in café aimed at the over 60s was revived and much welcomed.

Deanery Synod

The Ealing Deanery and its Synod met four times during the year. The first meeting was online and the subsequent ones in-person with an online option. In January the focus was on Compassionate Communities, part of the Diocese of London's Vision for 2030. The Synod heard talks from representatives from Ealing Churches Winter Night Shelter Project, Christians Against Poverty and Besom. In the July meeting Deanery Mission bids from 14 churches were announced and the Synod voted to grant money to all. At the September meeting the focus was again on Compassionate Communities and representatives from Ealing Soup Kitchen, Ealing Foodbank & South Ealing Community Food Cupboard gave interesting talks about their work. In November the main item on the agenda was Transforming Mission: What place now for the Church in 21st Century London? The Revd Mark Poulson (Leader of Transforming Southall & Hounslow Mission Area) gave an informative and interesting talk about this in relation to Ealing.

Financial review

A formal budget process was again followed during the year to assist with financial planning. Full details of the accounts are provided in the independently examined and signed-off Financial Statements.

Total receipts on ordinary unrestricted funds were £248,265, over £25,000 higher than the equivalent figure last year (adjusted for a special donation) thanks mainly to increased personal giving and also Hall rentals up £12,000 and £5,000 rent from the vacant Curate's cottage.

Within this total, Planned Giving by Church members, plus occasional general donations from both church members and visitors, and related Gift Aid totalled £200,403, 13% up on the previous year, and higher than pre-pandemic levels. In the autumn, as usual, the Church asked all donors to review and update their giving pledges, and encouraged new givers. And the ability to donate by card or on the website has been increasingly helpful.

Total unrestricted expenditure amounted to £217,779 (only slightly lower than pre-pandemic 2019, reflecting the bounce-back of activity). This provided the Christian ministry of St Stephen's Church, including the contribution to the Diocesan parish share which largely provides the stipends and other clergy overheads (including housing for the clergy). It includes the costs of two employee roles: Centre Manager and Communications Manager.

The St Luke's Hall Trust continued with their annual donation into the St Luke's Restricted Fund (SLRF) – the expected £40,000. This Fund had expenditure of £32,217 including:

- the third instalment of a three-year grant of £7,500 pa to The Grove Missional Community.
- the costs of our Children's Worker
- the costs of our Associate Vicar, to give additional clergy support before the new curate arrived in July and to cover the youth worker vacancy for the whole year

For the whole of 2022 the Worship Minister and Youth Worker roles were both vacant leading to lower than expected salary costs in this fund so the PCC has agreed that £15,000 of the year-end balance is earmarked for the planned car park repair project.

A new restricted fund was opened for the special donations from St Luke's Hall Trust for the Entrance Improvement Project, and although this showed a negative position at year end, this was in the knowledge of a transfer that came in after the year end.

Lent, Harvest and Christmas Appeals continued and were generously supported, as was the Christmas Fair raising charity funds. And we made it a priority to continue to tithe 10% of regular giving to our Mission Partners. Together these led to the church giving over £36,000 in missionary and charitable giving to other organisations, nearly back to pre-pandemic levels.

Overall expenditure during 2022 was £293,031, 15% up from the previous year, mainly due to essential spend of £22,000 on the cottage (so the Premises manager could move in) and 26 Drayton Gardens (so the Curate could move in).

The freehold house in Drayton Gardens was rented until May then occupied by our Curate and her family – the rental costs covered almost all the cost of work needed on the house.

We continue to pay off the loan raised for our buildings project in 2018, leaving just £4,000 to be repaid over the next year, plus a loan from a congregation member of £5,000.

Overall we report a net surplus for the year, across all accounts, of £27,137 (£27,486 unrestricted surplus and £348 deficit on restricted). Income has bounced back after the falls in 2020 and 2021 (due to the pandemic) and with well managed expenditure resulted in a surplus that will enable us once again to start 'saving' for essential building work ahead – a real blessing.

After adding reserves brought forward at the beginning of the year, the balances carried forward at 31st December totalled £279,660 (£228,438 Unrestricted and £51,222 Restricted).

The PCC reports that we continue to operate as an ongoing concern:

- **We also continue to be prudent in our expenditure**
- **Our reserves position is strong, although we will need to use some of these for essential building work**
- **We continue to monitor finances closely on an ongoing basis**
- **The PCC is confident that we can continue to meet our critical commitments.**

Reserves policy

The PCC aims to maintain a balance on free reserves of around two months' worth of average unrestricted expenditure, which is currently equivalent to £36,300 and with our general reserve at £133,662, (of which £84,329 is not designated for specific future spend) we are in excess of this. Appropriate reserves will continue to be set aside in anticipation of future spending on the Church buildings, through the Maintenance Reserve.

Conclusion

2022 started with ongoing concerns about the Covid Omicron variant but ended on a much more optimistic note with services back to normal and our usual range of Christmas services and events. Both during periods of restrictions and when there was much more freedom we saw God at work as people came to faith, lives were changed and touched by God's love. Our aim is that in 2023 we will see new opportunities to share the good news of Jesus with our community and to enable our Vision Statement to be enacted as fully as possible.

Steve Newbold
Incumbent and Chair
Sep 2023

Parochial Church Council of St. Stephen, Castle Hill, Ealing

ACCOUNTS FOR THE YEAR 2022

Page No.	CONTENT
1	Statement of Financial Activities for the year 2022 This shows a summary of the year's income and expenditure.
2	Balance Sheet at 31 December 2022 This shows the assets and liabilities at the end of the year and the position of funds, both restricted and unrestricted.
3	Notes to the Accounts Note 1 - Accounting Policies
4	Note 2 - Income and Endowments
5	Note 3 - Expenditure on Charitable Activities
6	Note 3 - Expenditure on Charitable Activities
7	Further Notes and Balance Sheet Analyses
8	Further Notes and Balance Sheet Analyses
9	Independent Examiner's Report to the PCC

STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2022

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	TOTAL FUNDS	
					2022 £	2021 £
INCOME AND ENDOWMENTS FROM						
Donations & legacies	2a	204,585	67,669	-	272,254	241,347
Other trading activities	2b	34,089	4,235	-	38,324	25,861
Income from investments	2c	5,099	-	-	5,099	4,467
Income from church activities	2d	4,491	-	-	4,491	15,682
				-		
TOTAL INCOME AND ENDOWMENTS		248,265	71,904	-	320,169	287,357
RESOURCES EXPENDED						
Missionary & Charitable Giving	3a	18,720	17,461	-	36,181	35,321
The Work of the Church	3b	112,409	2,103	-	114,512	113,019
Church Management & Administration	3c	86,650	55,688	-	142,339	106,497
				-		
TOTAL RESOURCES EXPENDED		217,779	75,252	-	293,031	254,837
NET INCOMING/EXPENDITURE		30,486	(3,348)	-	27,138	32,521
NET TRANSFERS	-	3,000	3,000	-	-	
NET MOVEMENT IN FUNDS		27,486	(348)	-	27,137	32,521
BALANCES BROUGHT FORWARD						
AT 1 JANUARY 2022		106,175	51,570	94,777	252,522	220,001
BALANCES CARRIED FORWARD						
AT 31 DECEMBER 2022		133,661	51,222	94,777	279,660	252,522

Notes on pages 3 to 8 form part of these accounts

For the year ended 31 December 2022

	Note	2,022 £	2021 £
FIXED ASSETS			
26 Drayton Gardens	1	94,777	94,777
Missional Housing Bond	1	5,000	5,000
		99,777	99,776.93
CURRENT ASSETS			
Debtors & prepaid expenses	5	25,598	26,751
CBF Deposit Fund		5,271	5,203
Bank balances	6	166,372	135,848
		197,240	167,801.31
LIABILITIES (less than one Year)			
Amounts falling due within one year			
Diocesan Interest Free Loan		4,000	4,000
Diocesan Interest Bearing Loan		0	-
Congregation Loan		5,000	5,000
Creditors & accrued expenses	7	8,357	2,056
		17,357	11,056
NET CURRENT ASSETS		179,883	156,745
LIABILITIES (over one Year)			
Diocesan Interest Free Loan		0	4,000
TOTAL NET ASSETS		279,660	252,522
FUNDS			
Unrestricted Funds	8		
General Fund		84,329	56,411
Designated Funds:			
Mission Fund		4,576	1,336
Maintenance Reserve Fund		17,714	21,291
Cottage Maintenance Fund		0	95
Special Purposes Fund		27,043	27,043
Support to People In Need		0	-
		133,662	106,175
26 Drayton Gardens		94,777	94,777
		228,438	200,952
Restricted Funds	9	51,222	51,570
TOTAL FUNDS		279,660	252,522

Notes on pages 3 to 8 form part of these accounts

Approved by the Parochial Church Council on 25 September 2023 and signed on its behalf by:

The Rev Stephen Newbold
Vicar

Ann Toley
Churchwarden

Mary-Ann Auckland
Churchwarden

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2022

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)) as amended by Update Bulletin 1, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

St Stephens 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).

Going concern

The leadership team have considered the resources available and current plans. St Stephens is well placed to meet these activities and have adequate resources for the foreseeable future. Accordingly the PCC continues to adopt the going concern basis in the preparation of the financial statements.

Incoming Resources

Incoming resources are included in the Statement of Financial Activities (SOFA) when:

1. the PCC becomes legally entitled to the benefit of use of the resources;
2. their ultimate receipt is virtually certain; and
3. the monetary value can be measured with sufficient reliability.

Funds raised by the Fair and similar events are reported gross.

Grants, donations and legacies are included in the SOFA when any pre-conditions preventing their use by the PCC have been met. For collections and planned giving this is when the funds are received.

Gift Aid and other tax claims are included in the SOFA at the same time as the cash donations to which they relate.

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

Investment income is accounted for when receivable.

The value of any voluntary help is not included in the accounts but is described in the annual report.

Expenditure and Liabilities

Liabilities are recognised as soon as the legal or constructive obligation arises.

Grants and donations are recognised when a commitment has been made externally and there are no pre-conditions still to be met for entitlement to the grant which remain within the control of the PCC.

The costs of clergy (Vicar and Curate) are accounted for in the payments made to the London Diocese Fund (£96,000 in 2022). The London Diocese is responsible for paying the stipend and housing costs of both individuals, as is standard practise on the Church of England.

Fixed Assets

Consecrated and benefice property of any kind is excluded from the financial statements by Sections 10(2) (a) and (c) of the Charities Act 2011. All expenditure on such property, whether improvement or maintenance, is written off in the year it is incurred. The buildings are insured for £1,725,000 and contents for £175,000. Such buildings include the Church, Church Centre and Church Cottage.

The movable church furnishings are capitalised at cost and depreciated over their useful economic life other than where insufficient cost information is available. In this case the item is not capitalised, but all items are included in the Church's inventory in any case.

No value is placed on any movable church furnishings that cannot be disposed of without a faculty, and which are regarded as "inalienable" property held on special trust on behalf of the PCC, and forming part of the consecrated property excluded from the financial statements by the Charities Act 2011.

Other tangible fixed assets are capitalised if they can be used for more than one year and cost at least £5,000. They are otherwise written off in the year of acquisition.

The house at 26 Drayton Gardens, is usually occupied by a curate (but is on a short-term let), is a freehold property valued at its purchase price in 1992. It is not depreciated as its estimated residual value is not less than its carrying value and it has an expected useful life in excess of 50 years, so any depreciation charge would be immaterial. It is maintained in good order and is insured for a rebuilding cost of £232,066.

During 2019, the PCC agreed to rollover a sum of £5000 for a further 3 years with the Missional Housing Bond Fund. The issue is unsecured but believed to be relatively low risk given the nature of the underlying assets (London housing stock). The Bond is operated by Affordable Christian Housing, ("ACH") a Christian housing association with over 20 years' experience in providing affordable housing to key Christian workers. It is registered with the Financial Conduct Authority and has charitable status. ACH followed FCA guidance in determining how to issue the bond. As an Industrial and Provident Society, ACH did not require FCA approval to issue the Bond.

Funds

Unrestricted funds represent the remaining income funds of the PCC that are available for spending on the general purposes of the PCC, including amounts designated by the PCC for fixed assets for its own use, or for spending on a future project and which are therefore not included in its "free reserves" as disclosed in the Annual Report.

Restricted funds are income funds that must be spent on restricted purposes and details of the funds held and restrictions provided are shown in the notes to the accounts.

Charitable Giving

The PCC has a long standing policy of allocating 10% of regular income (stewardship, tax refunds, cash collections and gift aid donations in church), for giving to charity. See Note 11 for further details.

Trustees and related party Remuneration & Expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the Trustees.

Caroline Newbold, wife of Steve Newbold (the Vicar and Chair of the PCC) was employed directly by the PCC for the year, as the salaried Associate Vicar, in the absence of a Youth Worker.

There have been no other related party transactions in the reporting period.

Normal expenses incurred on church activities were reimbursed to clergy, trustees and church workers.

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2022

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS	
			2022 £	2021 £
2				
2a Donations and legacies				
Stewardship	162,820	-	162,820	139,085
Gift Aid Donations	1,070	-	1,070	6,900
Tax Refunds on Giving (Note 4)	36,020	-	36,020	31,339
Cash Collections	493	-	493	192
Sub-total (Note 11)	200,403	-	200,403	177,516
Mission Collections	-	6,173	6,173	9,069
Legacies, Donations	4,183	21,496	25,679	13,762
Community Fete Grants/Donations	-	-	-	-
St. Lukes Fund	-	40,000	40,000	41,000
	204,585	67,669	272,254	241,347
2b Other Trading Activities				
Christmas Bazaar/Craft Fair	-	4,235	4,235	3,663
Hall Lettings	34,089	-	34,089	22,171
Photocopier	-	-	-	28
	34,089	4,235	38,324	25,861
2c Income from Investments				
Rent from 26DG	5,000	-	5,000	4,460
CBF interest	68	-	68	3
Housing Bond and Bank Interest	31	-	31	4
	5,099	-	5,099	4,467
2d Income from Church Activities				
Traidcraft Stall	1,422	-	1,422	920
Bookstall & Magazine Sales	-	-	-	491
Social Events, Courses & Other Activities	753	-	753	374
Youth Activities	-	-	-	-
Shining Stars	719	-	719	165
Bishop's Discretionary	-	-	-	-
Banns, Funeral Fees, Verger Fees	1,522	-	1,522	789
HMRC Grant	-	-	-	3,418
HMRC Maternity Pay (i)	-	-	-	3,858
Rebates and one-off	75	-	75	5,668
	4,491	-	4,491	15,682
TOTAL INCOME AND ENDOWMENTS	248,265	71,904	320,169	287,357

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2022

		Unrestricted	Restricted	TOTAL FUNDS	
		Funds	Funds	2022	2021
		£	£	£	£
EXPENDITURE ON CHARITABLE ACTIVITIES					
3a	Missionary and Charitable Giving				
	Amos Trust	2,800	-	2,800	2,800
	Christian Solidarity Worldwide	2,800	-	2,800	2,800
	Church Army	2,800	-	2,800	2,800
	Ealing Soup Kitchen	2,800	-	2,800	2,800
	Ealing Christians Against Poverty	2,800	-	2,800	2,800
	LAMB Health Foundation	2,800	-	2,800	2,800
	Tearfund	867	837	1,704	1,028
	Ealing Churches Winter Night Shelter	-	837	837	1,028
	Lent Project	-	1,713	1,713	4,012
	Bible Society	-	-	-	-
	Christian Aid	353	136	489	353
	The Grove Missional Community	-	11,405	11,405	7,500
	Ealing Foodbank	553	2,367	2,920	4,257
	Support to People in Need	147	-	147	180
	A Rocha	-	-	-	-
	MacMillan Cancer Support	-	166	166	163
		18,720	17,461	36,181	35,321
3b	The Work of the Church				
	Diocesan Fund	96,000	-	96,000	96,077
	Vicar's Expenses	1,101	-	1,101	1,220
	Outside Speakers	105	-	105	-
	Curate's Expenses	134	-	134	644
	Associate Vicar's Expenses	101	338	439	101
	Training / Staff Training/Retreat	567	-	567	1,007
	Children and Youth	1,008	-	1,008	938
	Music & Copyright Licensing	3,748	-	3,748	3,103
	Outreach	861	-	861	663
	Outreach - Children Categories	806	-	806	376
	Publicity	825	-	825	615
	Bookstall	-	-	-	-
	Traidcraft Stall	1,360	-	1,360	2,070
	Social Events	1,295	-	1,295	-
	Community Fete Costs	-	-	-	-
	Christmas Bazaar Cost of Raising Funds)	241	330	330	158
	Refreshments	508	-	508	466
	Gifts	1,427	-	1,427	1,850
	Flowers	428	47	476	82
	Communion & Worship Costs	781	-	781	144
	Diocesan Fees	1,044	-	1,044	535
	Vergar Fees	-	-	-	-
	Bishop's Discretionary Fund	-	-	-	50
	Worship Minister Expenses	-	950	950	208
	Youth Worker Expenses	-	200	200	-
	Ministry Assistant Expenses	-	238	238	-
	Families & Children's Worker	68	-	68	-
	HMRC General	-	-	-	2,170
	26DG Deposit (repayment)	-	-	-	541
		112,409	2,103	114,512	113,019
CARRIED FWD TO NEXT PAGE		131,129	19,564	150,693	148,339

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2022

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS	
			2022 £	2021 £
BROUGHT FORWARD FROM LAST PAGE	131,129	19,564	150,693	148,339
3c Church Management and administration				
Printing, stationery & Postage	1,784	-	1,784	1,789
Salary Costs	24,725	22,992	47,717	47,733
Computing & Website Costs	1,975	-	1,975	2,936
Payroll & Accounting Software Fees	640	-	640	707
Subscriptions, Licences, Fees	980	-	980	350
Streaming	-	-	-	8,864
PCC/Leadership	-	-	-	-
Independent Examiner Fee	360	-	360	360
Television Licence	164	-	164	163
	30,628	22,992	53,620	62,902
Centre Running Costs	10,631	-	10,631	9,481
Water, Light and Heat	9,692	-	9,692	9,187
Telephone	633	-	633	627
Insurance	3,434	-	3,434	3,304
Council Tax	2,112	-	2,112	2,224
Gratuties	-	-	-	90
Cleaning	5,149	-	5,149	5,384
	31,650	-	31,650	30,297
Maintenance Costs	2,088	10,000	12,088	7,459
Maintenance Costs (Project)	-	22,696	22,696	-
Cottage Works	16,823	-	16,823	-
26 Drayton Gardens	5,461	-	5,461	5,839
	24,372	32,696	57,068	13,298
Church Management & Administration	86,650	55,688	142,339	106,497
	217,779	75,252	293,031	254,837
TOTAL RESOURCES EXPENDED	217,779	75,252	293,031	254,837

NOTES TO THE FINANCIAL STATEMENTS**For the year ended 31 December 2022****4 Gift Aid Recovered**

In addition to the tax reclaims disclosed in note 2a, relating to planned giving, other voluntary donations include tax reclaims in their totals:

	2022 £	2022 £	2022 £	2021 £
	Unrestricted	Restricted	Total	Total
Tax reclaims on planned giving (2a)	36,020	-	36,020	31,339
Tax reclaims on other voluntary donations	-	-	-	-
	<u>36,020</u>	<u>-</u>	<u>36,020</u>	<u>31,339</u>

5 Debtors & prepaid expenses

	2022 £	2021 £
Prepaid expenses - Insurance	3,434	3,304
Tax refunds due on gift aid donations	17,711	-
Sundry debtors	4,453	23,446
	<u>25,598</u>	<u>26,751</u>

6 Bank balances

	2022 £	2021 £
Current account	166,367	135,843
Stewardship account	5	5
	<u>166,372</u>	<u>135,848</u>

7 Creditors and accrued expenses

	2022 £	2021 £
Charitable payment accruals	8,357	2,056
Sundry year-end expense accruals	-	-
	<u>8,357</u>	<u>2,056</u>

8 Unrestricted Funds

	Brought Forward £	Additions Income £	Transfers £	Amounts Used £	Carried Forward £
Designated Funds					
Mission Fund	1,336	-	20,040	(16,800)	4,576
Maintenance Reserve Fund	21,291	-	15,000	(18,577)	17,714
Cottage Maintenance Fund	95	-	-	(95)	0
Special Projects Fund	27,043	-	-	-	27,043
Support to People in Need	-	-	-	-	0
	<u>49,765</u>	<u>-</u>	<u>35,040</u>	<u>(35,472)</u>	<u>49,333</u>
26 Drayton Gardens	94,777	-	-	-	94,777
General Fund	56,411	248,265	(38,040)	(182,307)	84,329
Total Unrestricted Funds	<u>200,952</u>	<u>248,265</u>	<u>(3,000)</u>	<u>(217,779)</u>	<u>228,438</u>

The Mission Fund represents planned giving designated for charitable donations (see Notes 1 and 11).

During 2022, in line with the stated aim of the PCC to allocate 10% of charitable giving to tithe, £20,040 was transferred into the Fund.

The Maintenance Reserve Fund represents funds designated for spending on long term maintenance and improvement of the church buildings.

The Cottage Maintenance Reserve Fund represents funds designated for spending on improvements to the Church Cottage.

The Special Projects Fund represents excess General Funds designated for future projects.

The Support to People in Need fund represents funds designated for assisting individuals in need of financial support towards specific expenses.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2022

9 Restricted Funds

	Brought Forward	Additions Income	Transfers	Amounts Used	Carried Forward
	£	£	£	£	£
Mission Fund	-	10,408	-	(10,291)	£117
Flower Fund	47	-	-	(47)	£0
St. Luke's Fund	41,523	40,000	3,000	(32,217)	£52,305
Maintenance Fund (MRF)	10,000	-	-	(10,000)	£0
St Luke's Project Fund (SLPR)	-	21,496	-	(22,696)	-£1,200
Total Restricted Funds	51,570	71,904	3,000	(75,252)	£51,222

The Mission Fund represents donations for missionary and charitable giving as disclosed in Note 3a.

The Flower Fund represents donations towards expenditure on church flowers throughout the year.

St. Luke's Fund represents a set donation from the St. Luke's Trust.

St. Luke's Project Fund represents a set donation from the St. Luke's Trust for a specific project and is segregated from the main St. Luke's Fund.

Maintenance Fund: A special donation of £10,000 was made during the year with a specific request that it is restricted for the purpose of work on the main church building. This new restricted Fund was set up as a result of the instruction.

10 Analysis of Net Assets By Fund

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Fixed Assets:				
26 Drayton Gardens	94,777	-	94,777	94,777
Missional Housing Bond	5,000	-	5,000	5,000
Net Current Assets	179,883	51,222	231,105	208,315
Total Net Assets	279,660	51,222	330,882	308,092

11 Payments to Mission Partners from Tithe

Per Note 1, the PCC has a long standing policy of allocating 10% of regular giving to charity.

During 2022, charitable payments were made to the following charities from regular giving:

	2022	2021
	£	£
Amos Trust	2,800	2,800
Ealing Soup Kitchen	2,800	2,800
Church Army	2,800	2,800
Ealing Christians Against Poverty	2,800	2,800
LAMB Health Foundation	2,800	2,800
Christian Solidarity Worldwide	2,800	2,800
	-	-
	16,800	16,800

12 Related party relationships and transactions

During the year the following Trustees were also Trustees of related entities (see below for details):

Related organisation or party

Revd Steve 1 - 'Ex-officio' Chair of Trustees of St Luke's Hall trust (charity number 1069790)

Newbold 2 - 'Ex-officio' Trustee of Gurnell Grove Community Trust (charity number 1174906)

3 - Revd Caroline Newbold (wife) was a part time paid employee, as Youth Pastor (whole year) and Associate Minister (first half of the year) of St Stephens Ealing. She continues as paid Youth Pastor, but has reverted to her previous unpaid role as non-stipendiary minister

Jane Maffett Trustee, and Treasurer of Gurnell Grove Community Trust (charity number 1174906)

Transactions - During the year the following either made payments to or were in receipt of payments from or St Stephen's Ealing PCC:

St Luke's Hall Trust (SLHT): St Luke's Trustees agreed the following grant payments to St Stephen's Ealing PCC:

•£40,000 (£41,000 in 2021) to support the work of the church and parish

•£22,696 (nil in 2021) for the early stages of a project for improving the Entrance of the Church Buildings

Both are routed through separate Restricted funds.

(The history here is that St Luke's in the early 20th century was a church plant from St Stephen's on the edge of the parish. After that church closed, a Trust was set up for its church hall, which was still in place, to be used mainly for community activities, then set up with the Charity Commission in the 80s. When that building was sold in 2015, the proceeds were invested by the Trust, and the trustees have been making annual donations of circa £40k to the PCC. The Trust is written for the benefit of the geographic parish, and here is an extract from their 2020 accounts:

The objects of the Trust are to use the permanent endowment assets of the Trust for the religious and other charitable purposes of the Church of England in the Ecclesiastical Parish of St. Stephen, Ealing.)

In accordance with its constitution the Trustees of SLHT are appointed by the PCC of St Stephen's Ealing.

Gurnell Grove Community Trust (GGCT): grant payments totalling £7,500 were made by the PCC to GGCT (2021 £7,500) for the work of The Grove Community. In addition GGCT was the chosen beneficiary of the 2022 Christmas Fair and received £3,905 (2021 nil)

(The Grove Community was a church plant initially from St Paul's Ealing with the support of St Stephen's Ealing, then run independently under its own charity from October 2016 - St Stephens's has been making donations from the start. The annual donation is just one of many from churches and individuals and in 2021 was just 11% of that charity's income). There are 4 trustees, with the vicar 'ex-officio' and currently 1 other from St Stephen's – the other 2 have no links to St Stephen's and the PCC has no power over the appointment of Trustees.)



Section A

Independent Examiner's Report

Report to the trustees

Char
Parochial Church Council of St. Stephen, Castle Hill, Ealing
ity Name

On accounts for the year
ended

31 December 2022

Charity no
(if any)

Set out on pages

1-8

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 December 2022.

Responsibilities and
basis of report

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

I report in respect of my examination of the Trust'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 Act.

Independent
examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

* Please delete the words in the brackets if they do not apply.

Signed:

V Steward

Date:

19 September 2023

Name:

Valerie Steward

Relevant professional qualification(s) or body (if any):

BSc BFP FCA FCCA FRSA

Address:

Greenfield Farm 23 West Street Hibaldstow DN20 9NY

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

None

Accounts

St Stephen's Ealing

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST STEPHEN, CASTLE HILL, EALING ANNUAL REPORT OF THE PAROCHIAL CHURCH COUNCIL FOR THE YEAR ENDED 31 DECEMBER 2021

Administrative information

St Stephen's Church is situated on the corner of St Stephen's Road and the Avenue, West Ealing. It is part of the Diocese of London within the Church of England. The correspondence address is:
St Stephen's Church, St Stephen's Road, West Ealing, London W13 8HB.

The Parochial Church Council (PCC) is registered with the Charity Commission (No. 1133772).

PCC members who have served in the period 1 January 2021 until 31 December 2021:

<i>Incumbent</i>	The Revd Steve Newbold (Chair)	
<i>Curate</i>	The Revd Sam Sanya	to 25 July 2021
<i>Associate Vicar</i>	The Revd Caroline Newbold	to 27 August 2021
<i>Licensed Lay Minister</i>	Enid Barron	
<i>Churchwardens</i>	Caroline Jamieson (Vice Chair)	
	Mary Ann Auckland	
<i>Representatives on the Deanery Synod:</i>	Liz Cooper	
	David Gillingham	
	Linda Rivans	
<i>Elected members:</i>	Lucy Harding-Anderson	to 26 May 2021
	Tina Yarrall	to 26 May 2021
	Jessica Ely	
	Qin Li	
	Alice Zhang	
	John Anniss	
	James Morrow	
	Rob Yates	
	Sue Charlton	from 26 May 2021
	Ann Toley	from 26 May 2021
	Jon Yarrall	from 26 May 2021
<i>Secretary (co-opted)</i>	Jane Maffett	
<i>Treasurer (co-opted)</i>	Sanjay Joshi	

And the following who are not members of the PCC

<i>Associate Vicar</i>	Caroline Newbold	from 28 August 2021
<i>Safeguarding Officer</i>	Jen Whadcoat	

Structure, governance and management

The method of appointment of PCC members is set out in the Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC also appoints Trustees to the St Luke's Trust, a separate charity with the stated aim of managing the assets of the Trust 'for use for the religious and other charitable purposes of the Church of England in the Ecclesiastical Parish of St Stephen, Ealing.' The Vicar is an ex-officio Trustee.

The Vicar is also, ex-officio, a Trustee of the Gurnell Grove Community Trust, active in the parish.

Objectives and activities

The PCC has the responsibility of co-operating with the Vicar in promoting in the ecclesiastical parish the whole mission of the Church – pastoral, evangelistic, social and ecumenical. The PCC has agreed a Mission Action Plan (MAP) which details the specific actions we seek to fulfil to extend the Kingdom of God in this community. Our Vision Statement is:

Community growing in the love of Jesus

The PCC has maintenance responsibilities for the Church buildings which include the hall and a cottage for residential use. The PCC also owns and maintains a separate house at 26 Drayton Gardens.

General statistics

Church membership

2021 was again a year of enormous challenge but the St Stephen's Electoral Roll was only marginally affected with a small decrease of just three people so that at 31 December 2021 there were 198 people on the Roll. Of these 53% were resident in the parish and 47% were not, 62% were female and 38% were male.

Occasional offices

There was just one baptism. There was one marriage at Church and the clergy conducted the funerals of three parishioners (one of the services was at St Stephen's).

Review of the year

The Annual Parochial Church Meeting (at which four new PCC members were elected) and the Annual Meeting of Parishioners (at which two churchwardens were elected) were held by Zoom on Wednesday 26 May 2021 in accordance with the Church Representation Rules and The Churchwardens Measure. The full PCC met seven times during 2021 with an average level of attendance of 89% of members. 2021 was another year dominated by the global Coronavirus pandemic. At the beginning of the year, a third national lockdown was declared and most churches in London, including St Stephen's, again closed for public worship. This time we were better prepared and used to livestreaming from within the building. With the help of our expert team, we were able to livestream every Sunday. During 2021 we obtained permission to install permanent livestreaming equipment, mainly cameras, which made the whole process more space and time efficient.

The church began to reopen from Easter 2021 with some in-person services but it was not until September 2021 that we began to reopen more fully with two in-person morning services. Gradually people began to return although the arrival of the Omicron variant in December resulted in temporary restrictions to our activities, particularly over the Christmas period.

During the summer we again ran Alpha online with seven participants, many of whom made commitments to Christ or renewed their faith in different ways. Mid-week Connect Groups continued online for most of the year and remained an important source of support during the lockdown periods. Our Pastoral Care Team, Connect Group Leaders and the Leadership Team continued to support church members.

There were a number of staffing changes during the year. Our Youth Pastor Beth Skelton left us at Easter – she had found it difficult to fulfil her responsibilities as the national restrictions prevented any face-to-face contact with young people. Caroline Newbold once again assumed responsibility for this work. In the autumn, our Worship Pastor Jo Leeds decided not to return from her maternity leave. In the summer of 2021, our curate Sam Sanya left us having been appointed as Associate Vicar in our neighbouring parish of St John's Ealing.

A large part of our local mission is actively to support The Grove Missional Community (*The Grove*) working on the Gurnell Grove Estate in the Parish. This is overseen by a separate charitable Trust. As well as direct giving by the PCC, a number of people have been involved in various activities with *The Grove* and Mark Tate (leader) attends the fortnightly St Stephen's Leadership Team meetings.

The PCC continues to be grateful to the St Luke's Trust for their ongoing and generous financial support.

Much of the work of the PCC is conducted in its formal subcommittee structure so we can fulfil our agreed Mission Action Plan. The four subcommittees or teams continued: Finance, Buildings, Mission and the Children and Youth Teams.

Key activities are described in the individual reports below.

Leadership Team

The Leadership Team met regularly to support the Vicar in the day-to-day management of Church life. Most of its time was spent focusing on issues of discipleship, outreach in the local community and resourcing the Church for future growth. The Leadership Team shares with the Vicar in the pastoral responsibility for the Church and regularly discusses and responds to individual situations.

Finance Team

The Finance Team – comprising the Vicar, Treasurer, a Churchwarden, Giving Coordinator, and two other PCC nominees – and the Standing Committee oversaw the financial position throughout the year. Their work included review and discussion of the annual accounts, the 2021 forecast versus actual results, and levels of planned giving income. The latter was particularly important during the pandemic when we expected – and saw – drops in giving and hall rental income. We continued to manage budgets carefully, in order to monitor more closely the Church's finances and plan for the future. More detailed information is given below.

Buildings Team

Our Quinquennial Inspection (QI) in July identified a number of issues that needed attention. We have since addressed and resolved several of these but the main outstanding concern is the state of the cupola on the Church roof. We are aiming to render it safe in early 2022, once the necessary permissions are obtained. Our new QI Inspector, Steve Palmer, noted that the fabric of the St Stephen's building has been well maintained and this is largely thanks to the volunteers who lend their expertise during the year. In October we were able at last to organise a much-needed special cleaning day at the Church. Many members of St Stephen's attended, which made it both fun and very successful. At the end of the year the PCC was considering an exciting scheme for a new enlarged entrance to the Church building. This scheme will, generously, be fully funded by the St Luke's Trust and will go hand in hand with the renewal of the paving work in the car park to make this safe. Overall we hope it will result in a much more accessible and attractive entrance to the church as well as enhancing its visibility as a place of Christian worship in the community.

Mission Team

The Team managed St Stephen's relationship with the wider world at local, national and international levels aiming to increase awareness and understanding of issues as well as providing practical and financial help. The Team maintained links with our six core Mission Partners. 10 per cent of St Stephen's regular giving amounted to **£17,736**, most of which was divided between these six partners. Additional monies were raised by events and special appeals for other specific causes. Programmes of social action were led by members of this Team and involved people from St Stephen's. The Ealing Churches Winter Night Shelter could not take place as in past years due to the ongoing pandemic. Ealing's homeless people continued in temporary hotel/hostel accommodation funded by the public purse. In autumn 2021, as restrictions eased, arrangements were made for the coming winter. The plan was to offer ten homeless men single rooms in a local hotel in the New Year. The Church is also actively engaged with the Ealing Churches Soup Kitchen. A sum of £3,824 was raised during Lent for the London Diocesan Appeal for Challenging Youth Violence. A total of 78 boxed Easter eggs were given to the Marylebone Project for Homeless Women. Christian Aid Week fundraising was adapted to meet COVID requirements, with a successful outdoor Fair, delivery-only distribution of envelopes, several sponsored events and Sunday services featuring the work of Christian Aid. Hampers of Christmas goods were assembled by Connect Groups and delivered to individuals and families living in the Borough and engaging with Christians against Poverty. A weekly collection of food throughout the year was given to Ealing Foodbank with further donations of food and money at Harvest. Our Christmas Fair was re-designed to comply with the appropriate restrictions and Government advice, with £3,703 being raised and donated to Ealing Foodbank. The Mission Team was only able to hold occasional Traidcraft sales in 2021 due to the pandemic restrictions and much smaller in-person church attendances for most of the year. However we were able to restock by November to sell goods, Christmas cards and gifts.

Children and Youth Teams

These Teams seek to ensure that the needs of children, young people and their families are met within the life of the Church and the Church Mission Action Plan, steered by the Leadership Team, which manages links between different children and youth activities, and oversees integration between these and the adult life of the church. The Leadership Team also ensures that our activities are in line with the 'children' element of our Safeguarding Policy and that we follow the best practice processes of the Diocese and Church of England (including the identification of a 'Children's Champion').

Children's activities continue to be focused on four strands: our junior Church (known as JAM); Youth group; Shining Stars midweek toddler group; and children's activities at outreach events (see below).

JAM (Jesus and Me) 2021 has been a different year for everyone but has been exciting in terms of moving forward from the chaos of 2020. We have changed the resources we use from Scripture Union to Energize (Urban Saints). This allows us to tailor our sessions so that what the children are learning about ties in more closely with the themes in the main church service. JAM returned in September with many families coming back to the in-person sessions. Children have been encouraged to participate in church services more with reading, prayers and performing dramas. We were not able to hold a party for the children this year but plan to resume in the future when safe to do so.

Our youth Last Easter our Youth Pastor Beth Skelton moved on after only seven months in the post, with Covid restrictions making it hard to establish herself and meet regularly with the young people. We were unsuccessful in recruiting a replacement but will try again after Easter.

Caroline Newbold has been holding the fort in the meantime and in the summer term, although church was not meeting in the building, we were able to hold some social activities outside. In the autumn we reintroduced meetings during the 10:30 service on alternate weeks. As well as Sunday mornings we have monthly socials which are important in building relationships among the young people. Our thanks to the core youth team and to occasional volunteers who make the sessions and socials possible.

Currently we have 10 families connected to St Stephen's with one or more young person in school years 7-13, 15 young people in total. In practice, only young people from four or five families ever join in sessions on a Sunday morning but more attend socials. Sport on a Sunday morning and less frequent attendance at church since Covid are factors and it can be hard to get momentum going. We are also developing links with the midweek youth meeting at St John's which offers our young people the chance to be part of a bigger group.

Young people are a vital part of our church family and it has been so encouraging to see them contributing to various ministries; sound and vision, livestreaming, welcome, worship band, reading in services, helping with JAM and also with the Soup Kitchen and at *The Grove*. This is important in helping them develop their own personal faith and to feel valued as members of St Stephen's.

Shining Stars (a Tuesday morning Christian group led by members of our staff and congregation for toddlers and their parents/carers) Children have a variety of toys to play with and an arts and craft table. Fresh tea and coffee is provided for the adults. A Bible Story and action songs ensure a strong Christian focus. After a long period of closure, we were able to reopen in September and numbers steadily grew to pre-lockdown numbers. We have welcomed some former participants and many who are new.

Other events In a normal year children in all the different groups and from the local community would be invited to special events throughout the year. We were unable to run many events. However, we welcomed 33 children and their parents/carers to a Light Party in October. We had planned to hold a Carols, Nativity and Christingle service in church but with Covid numbers on the rise in December we moved the service to the church car park.

All our usual involvement with children's activities at community events – such as the Community Fete, Party in the Park and Light up the Lane – did not happen as such events were suspended / adapted.

Safeguarding

The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to the House of Bishops' guidance on safeguarding children and vulnerable adults. We have also adopted the Diocesan safeguarding policy, and continue to review, and where necessary strengthen, our processes to ensure the safeguarding of vulnerable people (children, young people and vulnerable adults) whilst at the same time trying to avoid too much bureaucracy in our various ministries. Key to all decisions is the assessment of risk and the core adherence to our policy.

Outreach

Outreach and mission is integral to all aspects of Church life throughout the year. During this second extraordinary year our usual community events that we lead or participate in were again suspended – including our Community Fete in Cleveland Park. So Outreach had a very different face – but the streaming of services, promoted on social media, enabled a wider audience to join with us from home and from overseas.

Our Friday afternoon drop-in café aimed at the over 60s was suspended 'in person' until September but a programme of direct telephone contact, newsletters, gift drops and (for those who could use the technology) social Zoom and WhatsApp, meant that we could keep well in touch. This was particularly important as many were isolated or feeling vulnerable. Meetings in person were restarted in the autumn.

Following a successful pilot in 2020 we decided to run another online Alpha course in the summer of 2021. This time it attracted seven guests and as usual provided a safe place for people with different backgrounds to explore the Christian faith.

At the start of the year we organised three trails – a quiz trail, a Noah’s ark trail and an Easter trail – round neighbouring streets where people, particularly families, could participate whilst out on their daily exercise in lockdown.

Deanery Synod

The Ealing Deanery Synod met three times in 2021, the earlier meetings being held via Zoom and the last finally in person. Revd David Neno of St Peter’s Ealing took over the role of Area Dean from our own Vicar in March. The long-standing Lay Chair of 15 years, Julian Duffus stood down and was given a vote of thanks for his time in the role. We received a very moving talk from Revd Julia Bevis-Knowles, Chaplain at Ealing Hospital and Meadow House Hospice, highlighting her work during the pandemic and showing the importance of such hospital roles. In July, we discussed the annual Mission Fund bids submitted by 22 churches which we were able to agree in full. In October, Revd Christopher Ramsay from St George’s, Southall, delivered a presentation on the Diocese of London’s 2030 Vision, the desire being for all to experience the love of Christ. This comprised three ambitions, namely Confident Disciples, Compassionate Communities and Creative Growth. These were discussed in person and via Zoom. The Synod elected Governors to Ada Lovelace, Ealing Fields and Twyford Schools. It also elected a number of representatives to the Diocesan Synod clergy and lay roles.

Financial review

A formal budget process was again followed during the year to assist with financial planning, though many budgets became academic as the pandemic continued into 2021. Full details of the accounts are provided in the independently examined and signed-off Financial Statements.

Total receipts on ordinary unrestricted funds were £233,016, over £22,000 (10%) higher than the equivalent figure last year thanks mainly to a generous one-off donation of £10,000 (later transferred to the Maintenance Restricted Fund), Hall rentals up £8,000 and rent from the vacant Curate’s cottage.

Within this total, Planned Giving by Church members, plus occasional general donations from both church members and visitors, and related Gift Aid totalled £177,516, down less than 1% on the previous year, but not yet back to pre-pandemic levels. We had introduced online giving through the website at the start of the pandemic which helped. In the autumn, as usual, the Church asked all donors to review and update their giving pledges, and encouraged new givers.

Total unrestricted expenditure amounted to £209,164, almost the same as in 2020 and approximately £11,000 (5%) lower than the equivalent figure in pre-pandemic 2019. This provided the Christian ministry of St Stephen’s Church, including the contribution to the Diocesan parish share which largely provides the stipends and other clergy overheads (including housing for the clergy). It includes the costs of two employee roles: Centre Manager and Communications Manager.

The St Luke’s Hall Trust continued with their annual donation into the St Luke’s Restricted Fund (SLRF) – the expected £40,000 plus a welcome extra £1,000, plus reimbursement of Maternity pay and a little from the Government Job Retention Scheme. This Fund had expenditure of £34,832 including:

- the third instalment of a three-year grant of £7,500 pa to The Grove Missional Community.
- the costs of our Children’s Worker and our Youth ministry
- and for the latter part of the year, our Associate Vicar, who was appointed to a one-year salaried role to give additional clergy support in the absence of a curate, and cover the youth worker vacancy
- the development of the back garden

For the whole of 2021 the Worship Minister role was vacant as we could not find maternity cover, leading to lower than expected salary costs in this fund so the PCC has agreed that £15,000 of the year-end balance of £41,523 can be earmarked for the planned car park repair project.

A new restricted fund includes a generous donation of £10,000 for buildings work.

Lent, Harvest and Christmas Appeals continued and were generously supported, and together with Christmas Fair proceeds and we made it a priority to continue to tithe 10% of regular giving to our Mission Partners. This led to the church giving over £35,000 in missionary and charitable giving to other organisations, up £5,000 (17%) on 2020 and nearly back to pre-pandemic levels.

Overall expenditure during 2021 was £254,837, marginally down from 2020, still £20,000 (7%) down from pre-pandemic levels in 2019. This reflected lower salary costs due to vacancies, lower levels of activity during a further lockdown, offset by higher energy and cleaning costs and spend on streaming technology.

The freehold house in Drayton Gardens continued to be occupied by our Curate until July, then rented for the final 4 months with rental costs covering work needed on the house. The cottage continued to be occupied by our Centre Manager and his wife.

We continue to pay off the loan raised for our buildings project in 2018, leaving just £8,000 to be repaid over the next two years, plus a loan from a congregation member of £5,000.

Overall we report a net surplus for the year, across all accounts, of £32,521 (£12,081 unrestricted surplus and £20,440 restricted). The fall in income since 2019 due to the pandemic was arrested and matched by continuing reduced expenditure from reduced activities and staff vacancies. To achieve such a surplus in continuing challenging conditions was a real blessing.

After adding reserves brought forward at the beginning of the year, the balances carried forward at 31st December totalled £252,522 (£200,952 Unrestricted and £51,570 Restricted).

The PCC reports that we continue to operate as an ongoing concern during the aftermath of the Coronavirus lockdowns:

- **We also continue to be prudent in our expenditure (this will start to increase as activities start up again.)**
- **Our reserves position is strong, although we will need to use some of these for essential building work**
- **We continue to monitor finances closely on an ongoing basis**
- **The PCC is confident that we can continue to meet our critical commitments.**

Reserves policy

The PCC aims to maintain a balance on free reserves of around two months' worth of average unrestricted expenditure, which is currently equivalent to £34,860 and with our general reserve at £106,175, (of which £56,411 is not designated for specific future spend) we are in excess of this. Appropriate reserves will continue to be set aside in anticipation of future spending on the Church buildings, through the Maintenance Reserve.

Conclusion

The pandemic made 2021 another strange and unforgettable year. We had hoped to resume normal activities but the national lockdown and other restrictions meant that many activities and events were suspended. Despite all the challenges we still saw God at work as people came to faith, lives were changed and touched by God's love. Our aim is that in 2022 we will see new opportunities to share the good news of Jesus with our community and to enable our Vision Statement and Mission Action Plan to be enacted as fully as possible.

**Steve Newbold
Incumbent and Chair
October 2022**

Parochial Church Council of St. Stephen, Castle Hill, Ealing

ACCOUNTS FOR THE YEAR 2021

Page No.	CONTENT
1	Statement of Financial Activities for the year 2021 This shows a summary of the year's income and expenditure.
2	Balance Sheet at 31 December 2021 This shows the assets and liabilities at the end of the year and the position of funds, both restricted and unrestricted.
3	Notes to the Accounts Note 1 - Accounting Policies
4	Note 2 - Income and Endowments
5	Note 3 - Expenditure on Charitable Activities
6	Note 3 - Expenditure on Charitable Activities
7	Further Notes and Balance Sheet Analyses
8	Further Notes and Balance Sheet Analyses
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STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2021

		Unrestricted	Restricted	TOTAL FUNDS	
	Note	Funds	Funds	2021	2020
		£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations & legacies	2a	191,278	50,069	241,347	236,825
Other trading activities	2b	25,861	-	25,861	15,879
Income from investments	2c	4,467	-	4,467	86
Income from church activities	2d	11,410	4,272	15,682	7,669
TOTAL INCOME AND ENDOWMENTS		233,016	54,342	287,357	260,458
RESOURCES EXPENDED					
Missionary & Charitable Giving	3a	16,980	18,341	35,321	30,227
The Work of the Church	3b	108,952	4,066	113,019	108,263
Church Management & Administration	3c	83,231	23,266	106,497	118,439
TOTAL RESOURCES EXPENDED		209,164	45,673	254,837	256,929
NET INCOMING/EXPENDITURE		23,852	8,669	32,521	3,528
NET TRANSFERS	-	11,771	11,771		
NET MOVEMENT IN FUNDS		12,081	20,439.63	32,521	3,528
BALANCES BROUGHT FORWARD					
AT 1 JANUARY 2021		188,871	31,130	220,001	216,473
BALANCES CARRIED FORWARD					
AT 31 DECEMBER 2021		200,952	51,570	252,522	220,001

Notes on pages 3 to 8 form part of these accounts

For the year ended 31 December 2021

	Note	2021 £	2020 £
FIXED ASSETS			
26 Drayton Gardens	1	94,777	94,777
Missional Housing Bond	1	5,000	5,000
		99,777	99,777
CURRENT ASSETS			
Debtors & prepaid expenses	5	26,750.55	5,901
CBF Deposit Fund		5,202.54	5,200
Bank balances	6	135,848.22	128,868
		167,801.31	139,969
LIABILITIES (less than one Year)			
Amounts falling due within one year			
Diocesan Interest Free Loan		4,000	4,000
Diocesan Interest Bearing Loan		-	-
Congregation Loan		5,000	5,000
Creditors & accrued expenses	7	2,056	2,744
		11,056	11,744
NET CURRENT ASSETS		156,745	128,225
LIABILITIES (over one Year)			
Diocesan Interest Free Loan		4,000	8,000.00
TOTAL NET ASSETS		252,522	220,001
FUNDS			
Unrestricted Funds	8		
General Fund		56,411	32,772
Designated Funds:			
Mission Fund		1,336	2,171
Maintenance Reserve Fund		21,291	23,175
Cottage Maintenance Fund		95	95
Special Purposes Fund		27,043	35,882
Support to People In Need		-	-
St. Lukes Fund		106,175	94,094
26 Drayton Gardens		94,777	94,777
		200,952	188,871
Restricted Funds	9	51,570	31,129
TOTAL FUNDS		252,522	220,001

Notes on pages 3 to 8 form part of these accounts

Approved by the Parochial Church Council on 30 October 2022 and signed on its behalf by:

The Rev Stephen Newbold
Vicar

Ann Toley
Churchwarden

Mary-Ann Auckland
Churchwarden

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2021**1 ACCOUNTING POLICIES**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)) as amended by Update Bulletin 1, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015. The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

St Stephens 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).

Going concern

The leadership team have considered the resources available and current plans. St Stephens is well placed to meet these activities and have adequate resources for the foreseeable future. Accordingly the PCC continues to adopt the going concern basis in the preparation of the financial statements.

Incoming Resources

Incoming resources are included in the Statement of Financial Activities (SOFA) when:

1. the PCC becomes legally entitled to the benefit of use of the resources;
2. their ultimate receipt is virtually certain; and
3. the monetary value can be measured with sufficient reliability.

Funds raised by the Bazaar, Jumble sales and similar events are reported gross.

Grants, donations and legacies are included in the SOFA when any pre-conditions preventing their use by the PCC have been met. For collections and planned giving this is when the funds are received.

Gift Aid and other tax claims are included in the SOFA at the same time as the cash donations to which they relate.

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

Investment income is accounted for when receivable.

The value of any voluntary help is not included in the accounts but is described in the annual report.

Expenditure and Liabilities

Liabilities are recognised as soon as the legal or constructive obligation arises.

Grants and donations are recognised when a commitment has been made externally and there are no pre-conditions still to be met for entitlement to the grant which remain within the control of the PCC.

Fixed Assets

Consecrated and benefice property of any kind is excluded from the financial statements by Sections 10(2) (a) and (c) of the Charities Act 2011. All expenditure on such property, whether improvement or maintenance, is written off in the year it is incurred. The buildings are insured for £1,725,000 and contents for £175,000. Such buildings include the Church, Church Centre and Church Cottage.

The movable church furnishings are capitalised at cost and depreciated over their useful economic life other than where insufficient cost information is available. In this case the item is not capitalised, but all items are included in the Church's inventory in any case.

No value is placed on any movable church furnishings that cannot be disposed of without a faculty, and which are regarded as "inalienable" property held on special trust on behalf of the PCC, and forming part of the consecrated property excluded from the financial statements by the Charities Act 2011.

Other tangible fixed assets are capitalised if they can be used for more than one year and cost at least £5,000. They are otherwise written off in the year of acquisition.

The house at 26 Drayton Gardens, is usually occupied by a curate (but is on a short-term let), is a freehold property valued at its purchase price in 1992. It is not depreciated as its estimated residual value is not less than its carrying value and it has an expected useful life in excess of 50 years, so any depreciation charge would be immaterial. It is maintained in good order and is insured for a rebuilding cost of £232,066.

During 2019, the PCC agreed to rollover a sum of £5000 for a further 3 years with the Missional Housing Bond Fund. The issue is unsecured but believed to be relatively low risk given the nature of the underlying assets (London housing stock). The Bond is operated by Affordable Christian Housing, ("ACH") a Christian housing association with over 20 years' experience in providing affordable housing to key Christian workers. It is registered with the Financial Conduct Authority and has charitable status. ACH followed FCA guidance in determining how to issue the bond. As an Industrial and Provident Society, ACH did not require FCA approval to issue the Bond.

Funds

Unrestricted funds represent the remaining income funds of the PCC that are available for spending on the general purposes of the PCC, including amounts designated by the PCC for fixed assets for its own use, or for spending on a future project and which are therefore not included in its "free reserves" as disclosed in the Annual Report.

Restricted funds are income funds that must be spent on restricted purposes and details of the funds held and restrictions provided are shown in the notes to the accounts.

Charitable Giving

The PCC has a long standing policy of allocating 10% of regular income (stewardship, tax refunds, cash collections and gift aid donations in church), for giving to charity. See Note 11 for further details.

Trustee and related party Remuneration & Expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the Trustees.

Caroline Newbold, wife of Steve Newbold (the Vicar and Chair of the PCC) was employed directly by the PCC for 9 months of the year, firstly as Youth Worker, then as the salaried Associate Vicar.

There have been no other related party transactions in the reporting period.

Normal expenses incurred on church activities were reimbursed to clergy, trustees and church workers.

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2021

2		Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS	
				2021 £	2020 £
2a	Donations and legacies				
	Stewardship	139,085	-	139,085	147,946
	Gift Aid Donations	6,900	-	6,900	1,940
	Tax Refunds on Giving (Note 4)	31,339	-	31,339	27,845
	Cash Collections	192	-	192	1,156
	Sub-total (Note 11)	177,516	-	177,516	178,888
	Mission Collections	-	9,069	9,069	4,593
	Legacies, Donations	13,762	-	13,762	9,243
	Community Fete Grants/Donations	-	-	-	-
	St. Lukes Fund	-	41,000	41,000	44,100
		191,278	50,069	241,347	236,825
2b	Other Trading Activities				
	Christmas Bazaar/Craft Fair	3,663	-	3,663	1,176
	Hall Lettings	22,171	-	22,171	14,703
	Photocopier	28	-	28	-
		25,861	-	25,861	15,879
2c	Income from Investments				
	Rent from 26DG	4,460	-	4,460	-
	CBF interest	3	-	3	22
	Housing Bond and Bank Interest	4	-	4	64
		4,467	-	4,467	86
2d	Income from Church Activities				
	Traidcraft Stall	920	-	920	1,112
	Bookstall & Magazine Sales	491	-	491	44
	Social Events, Courses & Other Activities	374	-	374	519
	Outreach - Holiday Club	-	-	-	-
	Youth Activities	-	-	-	153
	Shining Stars	165	-	165	110
	External Play (Adam & Eve)	-	-	-	-
	Growing Leaders	-	-	-	-
	Bishop's Discretionary	-	-	-	-
	Banns, Funeral Fees, Verger Fees	789	-	789	1,388
	HMRC Grant	3,004	414	3,418	-
	HMRC Maternity Pay (i)	-	3,858	3,858	-
	Rebates and one-off	5,668	-	5,668	4,343
		11,410	4,272	15,682	7,669
	TOTAL INCOME AND ENDOWMENTS	233,016	54,342	287,357	260,458

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

	Unrestricted	Restricted	TOTAL FUNDS	
	Funds	Funds	2021	2020
	£	£	£	£
3a EXPENDITURE ON CHARITABLE ACTIVITIES				
Missionary and Charitable Giving				
Amos Trust	2,800	-	2,800	3,976
Christian Solidarity Worldwide	2,800	-	2,800	2,800
Church Army	2,800	-	2,800	2,800
Ealing Soup Kitchen	2,800	-	2,800	2,800
Ealing Christians Against Poverty	2,800	-	2,800	2,800
LAMB Health Foundation	2,800	-	2,800	2,800
Tearfund	-	1,028	1,028	1,828
Ealing Churches Winter Night Shelter	-	1,028	1,028	-
Lent Project	-	4,012	4,012	-
Bible Society	-	-	-	-
Christian Aid	-	353	353	924
The Grove Missional Community	-	7,500	7,500	7,500
Ealing Foodbank	-	4,257	4,257	904
Hospices of Hope	-	-	-	159
Climate for Change	-	-	-	936
Zambia Project	-	-	-	-
Support to People in Need	180	-	180	-
A Rocha	-	-	-	-
MacMillan Cancer Support	-	163	163	-
Bless Community Church	-	-	-	-
	16,980	18,341	35,321	30,227
3b The Work of the Church				
Diocesan Fund	96,077	-	96,077	96,925
Vicar's Expenses	1,220	-	1,220	1,026
Outside Speakers	-	-	-	-
Curate's Expenses	644	-	644	746
Associate Vicar's Expenses	101	-	101	451
Training / Staff Training/Retreat	1,007	-	1,007	6
Children and Youth	938	-	938	579
Music & Copyright Licensing	3,103	-	3,103	2,323
Outreach	663	-	663	493
Outreach - Children Categories	376	-	376	175
Publicity	615	-	615	938
Bookstall	-	-	-	1,094
Traidcraft Stall	2,070	-	2,070	798
Social Events	-	-	-	268
Community Fete Costs	-	-	-	-
Covid-19 Emergency Shopping	-	-	-	131
Christmas Bazaar Cost of Raising Funds)	158	-	158	-
Craft Fair	-	-	-	-
Play Expenses	-	-	-	-
Refreshments	466	-	466	240
Gifts	1,850	-	1,850	447
Flowers	82	-	82	-
Communion & Worship Costs	144	-	144	111
Diocesan Fees	535	-	535	1,040
Verger Fees	-	-	-	50
Bishop's Discretionary Fund	50	-	50	-
Worship Minister Expenses	-	208	208	110
Youth Worker Expenses	-	-	-	312
Intern Expenses & Rent	-	-	-	-
Families & Children's Worker	-	-	-	-
HMRC General	-	1,688	2,170	-
26DG Deposit (repayment)	541	-	541	-
	108,952	4,066	113,019	108,263
CARRIED FWD TO NEXT PAGE	125,932	22,407	148,339	138,490

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2021

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS	
			2021 £	2020 £
BROUGHT FORWARD FROM LAST PAGE	125,932	22,407	148,339	138,490
3c Church Management and administration				
Printing, stationery & Postage	1,789	-	1,789	2,848
Salary Costs	25,189	22,544	47,733	59,543
Computing & Website Costs	2,936	-	2,936	2,921
Payroll & Accounting Software Fees	707	-	707	605
Subscriptions, Licences, Fees	350	-	350	678
Streaming	8,864	-	8,864	-
PCC/Leadership	-	-	-	-
Independent Examiner Fee	360	-	360	360
Television Licence	163	-	163	161
	40,359	22,544	62,902	67,116
Centre Running Costs	9,481	-	9,481	9,085
Water, Light and Heat	9,187	-	9,187	8,165
Telephone	627	-	627	877
Insurance	3,304	-	3,304	3,240
Council Tax	2,224	-	2,224	1,913
Gratuties	90	-	90	-
Cleaning	5,384	-	5,384	3,244
	30,297	-	30,297	26,525
Maintenance Costs	6,737	722	7,459	23,948
Maintenance Costs (Project)	-	-	-	-
Cottage Works	-	-	-	-
26 Drayton Gardens	5,839	-	5,839	850
	12,576	722	13,298	24,798
Church Management & Administration	83,231	23,266	106,497	118,439
	209,164	45,673	254,837	256,929
TOTAL RESOURCES EXPENDED	209,164	45,673	254,837	256,929

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2021**4 Gift Aid Recovered**

In addition to the tax reclaims disclosed in note 2a, relating to planned giving, other voluntary donations include tax reclaims in their totals:

	2021 £	2021 £	2021 £	2020 £
	Unrestricted	Restricted	Total	Total
Tax reclaims on planned giving (2a)	31,339	-	31,339	28,051
Tax reclaims on other voluntary donations	-	-	-	-
	<u>31,339</u>	<u>-</u>	<u>31,339</u>	<u>28,051</u>

5 Debtors & prepaid expenses

	2021 £	2020 £
Prepaid expenses - Insurance	3,434	3,240
Tax refunds due on gift aid donations	-	-
Sundry debtors	23,317	2,660
	<u>26,750.55</u>	<u>5,901</u>

6 Bank balances

	2021 £	2020 £
Current account	136,614	128,863
Stewardship account	5	5
	<u>136,619</u>	<u>128,868</u>

7 Creditors and accrued expenses

	2021 £	2020 £
Charitable payment accruals	2,056	1,808
Sundry year-end expense accruals	-	-
	<u>2,056</u>	<u>1,808</u>

8 Unrestricted Funds

	Brought Forward £	Additions Income £	Transfers £	Amounts Used £	Carried Forward £
Designated Funds					
Mission Fund	2,171	-	15,965	(16,800)	1,336
Maintenance Reserve Fund	23,175	-	-	(1,884)	21,291
Cottage Maintenance Fund	95	-	-	-	95
Special Projects Fund	35,882	2,000	-	(10,838)	27,043
Support to People in Need	-	-	-	-	-
	<u>61,322</u>	<u>2,000</u>	<u>15,965</u>	<u>(29,522)</u>	<u>49,765</u>
26 Drayton Gardens	94,777	-	-	-	94,777
General Fund	32,772	231,016	(27,736)	(179,641)	56,411
	<u>188,871</u>	<u>233,016</u>	<u>(11,771)</u>	<u>(209,164)</u>	<u>200,952</u>

The Mission Fund represents planned giving designated for charitable donations (see Notes 1 and 11).

During 2021, in line with the stated aim of the PCC to allocate 10% of charitable giving to tithe, £17,736 was transferred into the Fund but £1771 was transferred out to be paid to the Diocesan as part of the Lent Project in line with the PCC agreement.

The Maintenance Reserve Fund represents funds designated for spending on long term maintenance and improvement of the church buildings.

The Cottage Maintenance Reserve Fund represents funds designated for spending on improvements to the Church Cottage.

The Special Projects Fund represents excess General Funds designated for future projects.

The Support to People in Need fund represents funds designated for assisting individuals in need of financial support towards specific expenses.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

9 Restricted Funds

	Brought Forward £	Additions Income £	Transfers £	Amounts Used £	Carried Forward £
Mission Fund	1	9,069	1,771	(10,841)	-
Flower Fund	47	-	-	-	47
St. Luke's Fund	31,082	45,272	-	(34,832)	41,522.56
Maintenance Fund (MRF)	-	-	10,000	-	10,000
Total Restricted Funds	31,130	54,342	11,771	(45,673)	51,569.97

The Mission Fund represents donations for missionary and charitable giving as disclosed in Note 3a.

The Flower Fund represents donations towards expenditure on church flowers throughout the year.

St. Luke's Fund represents a set donation from the St. Luke's Trust

Maintenance Fund: A special donation of £10,000 was made during the year with a specific request that it is restricted for the purpose of work on the main church building. This new restricted Fund was set up as a result of the instruction.

10 Analysis of Net Assets By Fund

	Unrestricted £	Restricted £	Total 2021 £	Total 2020 £
Fixed Assets:				
26 Drayton Gardens	94,777	-	94,777	94,777
Missional Housing Bond	5,000	-	5,000	5,000
Net Current Assets	156,745	51,570	208,315	159,354
Total Net Assets	256,522	51,570	308,092	259,131

11 Payments to Mission Partners from Tithe

Per Note 1, the PCC has a long standing policy of allocating 10% of regular giving to charity. During 2021, charitable payments were made to the following charities from regular giving:

£1770 of the surplus tithe from 2020 was paid to the Diocesan Fund as part of the Lent giving.

This was done through a transfer out of the Mission Designated Fund into the Lent project

The carry forward for 2021 is shown in the Balance Sheet.

	2021 £	2020 £
Amos Trust	2,800	2,800
Ealing Soup Kitchen	2,800	2,800
Church Army	2,800	2,800
Ealing Christians Against Poverty	2,800	2,800
LAMB Health Foundation	2,800	2,800
Christian Solidarity Worldwide	2,800	2,800
	-	-
	16,800	16,800

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE
PAROCHIAL CHURCH COUNCIL OF ST. STEPHEN, CASTLE HILL, EALING
FOR THE YEAR ENDED 31 DECEMBER 2021**

I report on the accounts of the charity for the year ended 31 December 2021 which are set out on pages 2 to 8.

Respective Responsibilities of Trustees and Examiner

The Charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the Charity is not subject to an audit and is eligible for independent examination, it is my responsibility to:

- i) examine the accounts under section 145 of the 2011 Act;
- ii) follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Act; and
- iii) state whether particular matters have come to my attention.

Basis of Independent Examiner's Statement

My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

- i) which gives me reasonable cause to believe that, in any material respect, the requirements:
 - a) to keep accounting records in accordance with section 130 of the Charities Act 2011,
 - b) to prepare accounts which accord with the accounting records,
 - c) to 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 have not been met; or
- ii) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

~~Valerie Steward~~

Valerie Steward BSc BFP FCA FCCA FRSA
Greenfield Farm
23 West Street
Hibaldstow
DN20 9NY

Accounts

Administrative information

St Stephen's Church is situated on the corner of St Stephen's Road and the Avenue, West Ealing. It is part of the Diocese of London within the Church of England. The correspondence address is:

St Stephen's Church, St Stephen's Road, West Ealing, London W13 8HB.

The Parochial Church Council (PCC) is registered with the Charity Commission (No. 1133772).

PCC members who have served in the period 1st January 2020 until 31st December 2020:

<i>Incumbent</i>	The Revd Steve Newbold (Chair)	
<i>Curate</i>	The Revd Sam Sanya	
<i>Associate Vicar</i>	The Revd Caroline Newbold	
<i>Licensed Lay Minister</i>	Enid Barron	
<i>Churchwardens</i>	Caroline Jamieson (Vice Chair)	
	Dele Fasanya	to 19 th October 2020
	Mary Ann Auckland	from 19 th October 2020
<i>Representatives on the Deanery Synod:</i>	Mary Ann Auckland	to 19 th October 2020
	Liz Cooper	
	Linda Rivans	
	David Gillingham	from 19 th October 2020
<i>Elected members:</i>	Lily Ledwith	to 23 rd March 2020
	Sue Charlton	to 19 th October 2020
	Ian Jamieson	to 19 th October 2020
	Ann Toley	to 19 th October 2020
	Nancy Yang	to 19 th October 2020
	Lucy Harding-Anderson	
	Tina Yarrall	
	Jessica Ely	
	Qin Li	
	John Anniss	from 19 th October 2020
	James Morrow	from 19 th October 2020
	Rob Yates	from 19 th October 2020
<i>Secretary (co-opted)</i>	Jane Maffett	
<i>Treasurer (co-opted)</i>	Sanjay Joshi	
<i>And the following who is not a member of the PCC</i>		
<i>Safeguarding Officer</i>	Jen Whadcoat	

Structure, governance and management

The method of appointment of PCC members is set out in the Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC also appoints Trustees to the St Luke's Trust, a separate charity with the stated aim to manage the assets of the Trust *'for use for the religious and other charitable purposes of the Church of England in the Ecclesiastical Parish of St Stephen, Ealing.'* The Vicar is an ex-officio Trustee.

The Vicar is also, ex-officio, a Trustee of the Gurnell Grove Community Trust, active in the parish.

Objectives and activities

The PCC has the responsibility of co-operating with the Vicar in promoting in the ecclesiastical parish the whole mission of the Church – pastoral, evangelistic, social and ecumenical. The PCC has agreed a Mission Action Plan (MAP) which details the specific actions we seek to fulfil to extend the Kingdom of God in this community. During the year we updated our Vision Statement to:

Community growing in the love of Jesus

The PCC has maintenance responsibilities for the Church buildings which include the hall and a cottage for residential use. The PCC also owns and maintains a separate house at 26 Drayton Gardens.

General statistics

Church membership

2020 was a year of enormous challenge but surprisingly the St Stephen's Electoral Roll was only marginally affected with a small decrease of just two people so that at 31st December 2020 there were 201 people on the Roll. Of these 53% were resident in the parish and 47% were not, 62% were female and 38% were male.

Occasional offices

During 2020 all occasional offices were impacted by the effects of the pandemic. There was just one baptism. There was one marriage at Church and the clergy conducted the funerals of seven parishioners (two of the services were at St Stephen's).

Review of the year

The Annual Parochial Church Meeting (at which three new PCC and three Deanery Synod members were elected) and the Annual Meeting of Parishioners (at which two churchwardens were elected) were held on Monday 19th October 2020 in accordance with the Church Representation Rules and The Churchwardens Measure. This was a later date than usual, authorised by the Church of England due to the pandemic. The full PCC met five times during the year with an average level of attendance of 83% of members.

2020 was of course dominated by the global Coronavirus pandemic. At the beginning of the year, we had plans, like all other organisations and churches, for our mission and outreach during the year but by early March things were gradually being cancelled and then overtaken by the first national lockdown.

In mid-March churches were instructed to close their doors and cease public worship. We immediately started an online pre-recorded Sunday service, available on Facebook and YouTube. We also moved some of our mid-week services online. Other activities such as our mid-week 'in person' meetings and groups were initially suspended although many subsequently resumed online.

The church partially reopened in July 2020 and both morning services resumed in October although the numbers who could attend were severely restricted by the social distancing requirement. So, at this stage, we started livestreaming the second morning service to YouTube. A second national lockdown again closed the church for public worship for the month of November and, although we were able to resume services in December, the worsening situation meant that many were reluctant to return.

During the year we ran Alpha online with 13 participants many of whom made commitments to Christ or renewed their faith in different ways. Mid-week Connect Groups moved online and were an important source of support during the lockdown periods. Our Pastoral Care Team and Leadership Team also increased the support provided to church members.

There were a number of staffing changes during the year. Chris Willis our Youth Pastor left us in May and we appointed Beth Skelton to the post in September. In the intervening period the role was covered by Caroline Newbold (Associate Vicar). Jo Leeds our Worship Pastor began a period of maternity leave in December and her main duties were overseen by Sam Sanya (Curate).

A large part of our local mission is actively to support The Grove Missional Community (overseen by a separate charitable Trust) working on the Gurnell Grove Estate in the Parish. As well as direct giving by the PCC, a number of people have been involved in various activities with *The Grove* and Mark Tate (leader) attends the fortnightly St Stephen's Leadership Team meetings.

The rebranding exercise was completed just before the first lockdown and, although some activity was undertaken to refresh our image, there remains more to do as we begin to return to a more 'normal' pattern of life.

Environmental concern has remained high on our agenda and we continued to work towards a Silver Award with Eco Church (gained in early 2021).

The PCC continues to be grateful to the St Luke's Trust for their ongoing and generous financial support.

Much of the work of the PCC is conducted in its formal subcommittee structure so we can fulfil our agreed Mission Action Plan. The four sub committees or teams continued: Finance, Buildings, Mission and the Children and Youth Teams.

Key activities are described in the individual reports detailed below.

Leadership Team

The Leadership Team met regularly to support the Vicar in the day-to-day management of Church life. Most of its time was spent focusing on issues of discipleship, outreach in the local community and resourcing the Church for future growth. The Leadership Team shares with the Vicar in the pastoral responsibility for the Church and regularly discusses and responds to individual situations.

Finance Team

The Finance Team – comprising the Vicar, Treasurer, a Churchwarden, Giving Coordinator, and two other PCC nominees – and the Standing Committee oversaw the financial position throughout the year. Their work included review and discussion of the annual accounts, the 2020 forecast versus actual results, and levels of planned giving income – the latter particularly important during the pandemic, when we expected and saw drops in giving and hall rental income. We continued to manage budgets carefully, in order to monitor more closely the Church's finances and plan for the future. More detailed information is given below.

Buildings Team

This last year has been mainly a time of investigation and formulating proposals to the PCC for building work. The Team identified problems with the hall and oversaw work to sand down and re-varnish the hall floor and refurbish the folding doors. They also worked with a Consulting Engineer to investigate the subsidence problems in the Church car park, and the PCC has approved a costed budget to provide new paving and sub-base thus rendering it safer and easier to access the Church building. They are drawing up detailed plans for this work. A few minor works were also undertaken including re-felting the boiler room roof, replacing the electricity circuit board and updating the heating system.

Mission Team

The Team managed St. Stephen's relationship with the wider world at local, national and international levels aiming to increase awareness and understanding of issues as well as providing practical and financial help. The Team maintained links with our six core Mission Partners. 10% of St Stephen's regular giving amounted to £17,900, most of which was divided between these six partners. Additional monies were raised by events and special appeals for other specific causes. Programmes of social action were led by members of this Team and involved people from St Stephen's. The Church took part in the Ealing Churches Winter Night Shelter during February and March but had to close early on 19th March due to the pandemic. We hosted four nights before closure providing meals, a warm welcome and a safe place to sleep for 14 homeless people. The Church is also actively engaged with the Ealing Churches Soup Kitchen and the Ealing Foodbank with donations and practical support. £936 was raised during Lent for the London Diocesan Appeal for ALMA 'Wheels for Climate Change Emergencies', replacing jeeps to supply aid and pastoral care to rural areas in Angola and Mozambique. A total of 78 boxed Easter eggs were given to the Marylebone Project for Homeless Women. Christian Aid Week fundraising could not go ahead as usual during lockdown but the week was marked in our online services and members of the congregation were encouraged to donate directly online. Hampers of Christmas goods were assembled by Connect Groups and delivered to The Grove Missional Community for distribution to residents known to be in financial hardship. A weekly collection of food throughout the year was given to Ealing Foodbank with further donations of food and £1,848 for Tearfund and Christian Aid at Harvest. The usual Christmas Fair could not go ahead but an online shop was created for the sale of handmade soaps, homemade preserves, Christmas cakes and puddings. The sale of these raised £1,176 which was donated to the Amos Trust for their work in Bethlehem. The Mission Team was only able to hold occasional Traidcraft Sales in 2020, due to COVID restrictions, but was able to sell some goods, Christmas cards and gifts before the third lockdown.

Children and Youth Teams

These Teams seek to ensure that the needs of children, young people and their families are met within the life of the Church and the Church Mission Action Plan, steered by the Leadership Team, which manages links between different children and youth activities, and oversees integration between these and the adult life of the church. The Leadership Team also ensures that our activities are in line with the 'children' element of our Safeguarding Policy and that we are in line with best practice processes of the Diocese and Church of England (including the identification of a 'Children's Champion').

Children's activities continue to be focused on four strands: our junior Church (now known as JAM); Youth group; Shining Stars midweek toddler group; and children's activities at outreach events (see below).

JAM (Jesus and Me) 2020 has been a very different year for everyone. We changed the name of our Sunday School to JAM which stands for 'Jesus and Me'. Due to the pandemic we had to change completely how we arranged teaching for our children aged 0-11 years. During the first lockdown (March – July) a weekly email was sent to parents with suggested activities for the families to carry out in line with the theme being taught at our main service which was broadcast online. This was supplemented with occasional 'Families at 4' live Facebook sessions. As in previous years we took a break during school holidays. As the restrictions eased by October we were able to start up 'in person' Sunday School sessions for up to 13 children with two leaders and these were well received by the children and families who were able to attend. The second national lockdown in November interrupted 'in person' sessions but we were able to resume again in December. This year Hospices of Hope was chosen as our supported charity and we were able to send them £158. As in previous years we collected books for Ealing Home-Start but were not able to carry out many of the usual 'in person' activities. However, a highlight of the year was hosting our annual party for the children on Zoom and a Christian magician entertained them.

Our youth We are blessed by a good number of young people aged 11-18 in the Church family but this year has presented particular challenges with keeping them engaged and encouraging their growing faith. Chris Willis continued as Youth Worker for the first part of 2020 before leaving to take up a full time post at Herne Hill Baptist Church in April after three years at St Stephen's. Caroline Newbold covered the post for the next four months, which included the rest of the first lockdown and the summer holidays. Meetings went online and contact was maintained with the young people and their parents. A highlight was a socially-distanced outdoor game in August when the young people roamed the area performing different challenges – thanks to everyone who helped make that possible. In September we were pleased to welcome Beth Skelton as our new Youth Pastor. When Church services resumed she met with those in Y7-11 during the 11:00am service. When church wasn't meeting sessions were online on a Sunday afternoon. Young people in Years 11-13 had a group on Wednesday evenings at 7pm. This has been mostly online with a few sessions in Church when it was possible to do so. Both group sessions include games, activities and Bible studies. Social meetings took place with both groups together in person on a Sunday afternoon in October when we had a pizza party and in November Beth organised a hot chocolate party online! There were also joint games sessions online every month which were popular. Chris, Caroline and Beth have been assisted by a team of dedicated volunteers.

Shining Stars (a Tuesday morning Christian group led by members of our staff and congregation for toddlers and their parents/carers) Until March, the group met and regularly had 25-30 children attending each week. Children had a variety of toys to play with and an arts and craft table. Healthy snacks and drinks were provided for children and fresh tea, coffee and biscuits for the adults. A Bible Story and action songs ensured a strong Christian focus. When the first lockdown was introduced in March all 'in person' sessions had to cease and restrictions remained in place for the rest of the year preventing the reopening of 'in person' toddler groups. At first, weekly online sessions were recorded and uploaded to our Facebook page with the aim of keeping in contact with children and families. Unfortunately, these were resource intensive and few parents took up the opportunity to attend so were stopped in the early summer.

Other events In a normal year children in all the different groups and from the local community would be invited to special events throughout the year. As it was not possible to host these we had planned to run a socially-distanced Light Party Trail outside our building and in the surrounding roads. We had also planned to hold a socially-distanced Nativity Trail in the local area. Both of these events were unfortunately cancelled at short notice because of changing restrictions. However, we were able to run an alternative Nativity activity on Zoom which was attended by 14 families.

All our usual involvement with children's activities at community events – such as Party in the Park and Light up the Lane – did not of course happen as public events were cancelled.

Safeguarding

The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to the House of Bishops' guidance on safeguarding children and vulnerable adults. We have also adopted the Diocesan safeguarding policy, and continue to review, and where necessary strengthen, our processes to ensure the safeguarding of vulnerable people (children, young people and vulnerable adults) whilst at the same time trying to avoid too much bureaucracy in our various ministries. Key to all decisions are the assessment of risk and the core adherence to our policy.

Outreach

Outreach and mission is integral to all aspects of Church life throughout the year. During this extraordinary year our usual community events we lead or participate in were suspended – including our planned Community Fete in Cleveland Park. So Outreach had a very different face – but the streaming of services, promoted on social media, enabled a wider audience to join with us from home and from overseas.

From 23rd March until August we issued a daily Thought for the Day to Church members which many shared with friends and relatives, and was itself a form of outreach. These were published in a booklet at the end of the year.

Our Friday afternoon drop-in café aimed at the over 55s was suspended 'in person' but a programme of direct telephone contact, newsletters, gift drops and (for those who could use the technology) social Zoom and WhatsApp, meant that we could keep well

in touch. This was particularly important as many were isolated or shielding – and non-Church members asked to receive the *Thoughts for the Day*.

Our annual Alpha course took place online in the autumn and attracted 13 guests, nine of them were not Church members and most completed the course.

At Christmas we organised a 'Christmas Carol Trail' where people on their daily exercise could see some creative pictures depicting well-known carols in windows around the parish.

Deanery Synod

St Stephen's is a part of the Ealing Deanery and owing to the constraints of the COVID pandemic its Synod only met twice during the year, once in person and once via Zoom. The focus of the February meeting was to discuss, in groups, the emerging Deanery Plan which is being developed to meet the needs of 21st century London and is part of a wider vision exercise across the Diocese of London. In October the Synod re-elected a representative to the Twyford Academies Trust but the main focus of the meeting was promoting Eco Church across the Deanery. Following a helpful presentation from Revd Dave Bookless (Vicar of St Mary's, Norwood Green) attendees discussed progress and the challenges for their own churches in 'breakout rooms'.

Financial review

A formal budget process was again followed during the year to assist with financial planning, though many budgets became academic as the pandemic unfolded. Full details of the accounts are provided in the independently examined and signed-off Financial Statements.

Total receipts on ordinary unrestricted funds were £210,589, approximately £15,000 (8%) lower than the equivalent figure last year (having stripped out 2019 legacies).

Within this total, planned giving by Church members, Gift Aid envelopes, cash collections and related Gift Aid totalled £178,888, down 3.5% on the previous year. Though stewardship (mainly through bank accounts) held up well, cash collections and envelope giving dropped due to 'in person' services not being held. We introduced online giving through the website which helped. In the autumn, the Church asked all donors to review and update their giving pledges.

St Luke's Trust continued with their annual donation into the St Luke's Restricted Fund (SLRF) – the expected £40,000 plus a welcome extra £4,100. Lent, Harvest and Christmas Appeals continued.

Total unrestricted expenditure amounted to £209,831, approximately £11,000 (5%) lower than the equivalent figure in 2019. This provided the Christian ministry of St Stephen's Church, including the contribution to the Diocesan parish share which largely provides the stipends and other clergy overheads (including housing for the clergy).

Overall expenditure during 2020 was £256,929, down 6% from 2019, spread across a wide range of budget lines, although we did manage to carry out two essential building maintenance projects whilst the building was closed. We made it a priority to continue to tithe 10% of regular giving to our Mission Partners.

In terms of church staffing, we continued with four employees. The costs of our part-time Worship and Youth Pastors, and Children's Worker were fully financed by the St Luke's Restricted Fund. This Fund also covered the second instalment of a three year grant of £7,500 pa to The Grove Missional Community.

The freehold house in Drayton Gardens continues to be occupied by our Curate and family and the cottage by our Centre Manager.

We continue to pay off the loan raised for our buildings project in 2018, leaving just £12,000 to be repaid over the next three years, plus a loan from a congregation member of £5,000.

Overall we report a net surplus for the year, across all accounts, of £3,528 (£759 normal surplus and £2,769 Restricted). The fall in income due to the pandemic has been counteracted by much reduced expenditure from reduced activities. With both income and expenditure down, to achieve a small surplus in an extraordinary year was a real blessing.

After adding reserves brought forward at the beginning of the year, the balances carried forward at 31st December totalled £220,000 (£188,871 Unrestricted and £31,129 Restricted).

The Charity Commission has requested that charities report their ability to continue to operate as an ongoing concern during the Coronavirus lockdown. Since the end of 2020:

- We have again seen our hall income fall off during the third lockdown but expect it to recover for the second half of 2021
- The first few months have seen a reduction in giving, although this appears to be recovering and will continue to be closely monitored
- But we also continue to be prudent in our expenditure (This will start to increase as activities start up again.)
- Our reserves position is strong, although we will need to use some of these for essential building work
- We continue to monitor finances closely on an ongoing basis.
- The PCC is confident that these steps will ensure that we can continue to meet our critical commitments.

Reserves policy

The PCC aims to maintain a balance on free reserves of around two months' worth of average unrestricted expenditure, which is currently equivalent to £35,000. And whilst the General Reserve Fund is just below this, when designated funds are added in, at £94,000 we are well in excess of this. Appropriate reserves will continue to be set aside in anticipation of future spending on the Church buildings, through the Maintenance Reserve.

Conclusion

The pandemic made 2020 an unforgettable year. Despite all the challenges we still saw God at work as people came to faith, lives were changed and touched by God's love. Our aim is that by the second half of 2021 we might see new opportunities to share the good news of Jesus with our community and to enable our Vision Statement and Mission Action Plan to be enacted as fully as possible.

Steve Newbold
Incumbent and Chair
May 2021

Parochial Church Council of St. Stephen, Castle Hill, Ealing

ACCOUNTS FOR THE YEAR 2020

Page No.	CONTENT
1	Statement of Financial Activities for the year 2020 This shows a summary of the year's income and expenditure.
2	Balance Sheet at 31 December 2020 This shows the assets and liabilities at the end of the year and the position of funds, both restricted and unrestricted.
3	Notes to the Accounts Note 1 - Accounting Policies
4	Note 2 - Income and Endowments
5	Note 3 - Expenditure on Charitable Activities
6	Note 3 - Expenditure on Charitable Activities
7	Further Notes and Balance Sheet Analyses
8	Further Notes and Balance Sheet Analyses
9	Independent Examiner's Report to the PCC

STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2020

		Unrestricted	Restricted	TOTAL FUNDS	
	Note	Funds	Funds	2020	2019
		£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations & legacies	2a	188,132	48,693	236,824	352,056
Other trading activities	2b	14,703	1,176	15,879	33,000
Income from investments	2c	86	-	86	223
Income from church activities	2d	7,669	-	7,669	12,708
TOTAL INCOME AND ENDOWMENTS		210,589	49,869	260,457	397,986
RESOURCES EXPENDED					
Missionary & Charitable Giving	3a	17,165	13,063	30,227	38,665
The Work of the Church	3b	107,841	422	108,263	126,160
Church Management & Administration	3c	84,824	33,615	118,439	109,423
TOTAL RESOURCES EXPENDED		209,830	47,100	256,929	274,248
NET INCOMING/EXPENDITURE		759	2,769	3,528	123,738
NET TRANSFERS		-	-		
NET MOVEMENT IN FUNDS		759	2,769	3,528	123,738
BALANCES BROUGHT FORWARD					
AT 1 JANUARY 2020		187,906	28,567	216,473	92,735
BALANCES CARRIED FORWARD					
AT 31 DECEMBER 2020		188,665	31,336	220,001	216,473

For the year ended 31 December 2020

	Note	2020 £	2019 £
FIXED ASSETS			
26 Drayton Gardens	1	94,777	94,777
Missional Housing Bond	1	5,000	5,000
		<u>99,777</u>	<u>99,777</u>
CURRENT ASSETS			
Debtors & prepaid expenses	5	5,901	13,713
CBF Deposit Fund		5,200	5,178
Bank balances	6	128,868	125,878
		<u>139,969</u>	<u>144,768</u>
LIABILITIES (less than one Year)			
Amounts falling due within one year			
Diocesan Interest Free Loan		4,000	4,000
Diocesan Interest Bearing Loan		-	-
Congregation Loan		5,000	5,000
Creditors & accrued expenses	7	2,744	7,073
		<u>11,744</u>	<u>16,073</u>
NET CURRENT ASSETS		<u>128,225</u>	<u>128,696</u>
LIABILITIES (over one Year)			
Diocesan Interest Free Loan		8,000	12,000
TOTAL NET ASSETS		<u>220,001</u>	<u>216,473</u>
FUNDS			
Unrestricted Funds	8		
General Fund		32,772	29,713
Designated Funds:			
Mission Fund		2,171	1,000
Maintenance Reserve Fund		23,175	15,047
Cottage Maintenance Fund		95	95
Special Purposes Fund		35,881	47,274
Support to People In Need		-	-
St. Lukes Fund			
		<u>94,094</u>	<u>93,129</u>
26 Drayton Gardens		94,777	94,777
		<u>188,871</u>	<u>187,906</u>
Restricted Funds	9	<u>31,130</u>	<u>28,567</u>
TOTAL FUNDS		<u>220,001</u>	<u>216,473</u>

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020****1 ACCOUNTING POLICIES**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

St Stephens 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).

Going concern

The leadership team have considered the resources available and current plans. St Stephens is well placed to meet these activities and have adequate resources for the foreseeable future. Accordingly the PCC continues to adopt the going concern basis in the preparation of the financial statements.

Incoming Resources

Incoming resources are included in the Statement of Financial Activities (SOFA) when:

1. the PCC becomes legally entitled to the benefit of use of the resources;
2. their ultimate receipt is virtually certain; and
3. the monetary value can be measured with sufficient reliability.

Funds raised by the Bazaar, Jumble sales and similar events are reported gross.

Grants, donations and legacies are included in the SOFA when any pre-conditions preventing their use by the PCC have been met. For collections and planned giving this is when the funds are received.

Gift Aid and other tax claims are included in the SOFA at the same time as the cash donations to which they relate.

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

Investment income is accounted for when receivable.

The value of any voluntary help is not included in the accounts but is described in the annual report.

Expenditure and Liabilities

Liabilities are recognised as soon as the legal or constructive obligation arises.

Grants and donations are recognised when a commitment has been made externally and there are no pre-conditions still to be met for entitlement to the grant which remain within the control of the PCC.

Fixed Assets

Consecrated and benefice property of any kind is excluded from the financial statements by Sections 10(2) (a) and (c) of the Charities Act 2011. All expenditure on such property, whether improvement or maintenance, is written off in the year it is incurred. The buildings are insured for £1,725,000 and contents for £175,000. Such buildings include the Church, Church Centre and Church Cottage.

The movable church furnishings are capitalised at cost and depreciated over their useful economic life other than where insufficient cost information is available. In this case the item is not capitalised, but all items are included in the Church's inventory in any case.

No value is placed on any movable church furnishings that cannot be disposed of without a faculty, and which are regarded as "inalienable" property held on special trust on behalf of the PCC, and forming part of the consecrated property excluded from the financial statements by the Charities Act 2011.

Other tangible fixed assets are capitalised if they can be used for more than one year and cost at least £5,000. They are otherwise written off in the year of acquisition.

The house at 26 Drayton Gardens, currently occupied by a curate, is a freehold property valued at its purchase price in 1992. No depreciation is charged as its estimated residual value is not less than its carrying value and it has an expected useful life in excess of 50 years. It is maintained in good order and is insured for a rebuilding cost of £232,066.

During 2019, the PCC agreed to rollover a sum of £5000 for a further 3 years with the Missional Housing Bond Fund. The issue is unsecured but believed to be relatively low risk given the nature of the underlying assets (London housing stock). The Bond is operated by Affordable Christian Housing, ("ACH") a Christian housing association with over 20 years' experience in providing affordable housing to key Christian workers. It is registered with the Financial Conduct Authority and has charitable status. ACH followed FCA guidance in determining how to issue the bond. As an Industrial and Provident Society, ACH did not require FCA approval to issue the Bond.

Funds

Unrestricted funds represent the remaining income funds of the PCC that are available for spending on the general purposes of the PCC, including amounts designated by the PCC for fixed assets for its own use, or for spending on a future project and which are therefore not included in its "free reserves" as disclosed in the Annual Report.

Restricted funds are income funds that must be spent on restricted purposes and details of the funds held and restrictions provided are shown in the notes to the accounts.

Charitable Giving

The PCC has a long standing policy of allocating 10% of regular income (stewardship, tax refunds, cash collections and gift aid donations in church), for giving to charity. See Note 11 for further details.

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS	
			2020 £	2019 £
2				
2a Donations and legacies				
Stewardship	147,946	-	147,946	146,520
Gift Aid Donations	1,940	-	1,940	3,744
Tax Refunds on Giving (Note 4)	27,845	-	27,845	31,221
Cash Collections	1,156	-	1,156	3,832
Sub-total (Note 11)	178,888	-	178,888	185,317
Mission Collections	-	4,593	4,593	6,349
Legacies, Donations	9,243	-	9,243	114,275
Community Fete Grants/Donations	-	-	-	829
St. Lukes Fund		44,100	44,100	45,286
	188,132	48,693	236,824	352,056
2b Other Trading Activities				
Christmas Bazaar/Craft Fair	-	1,176	1,176	5,078
Hall Lettings	14,703	-	14,703	27,922
Photocopier	-	-	-	-
	14,703	1,176	15,879	33,000
2c Income from Investments				
CBF interest	22	-	22	39
Housing Bond and Bank Interest	64	-	64	184
	86	-	86	223
2d Income from Church Activities				
Traidcraft Stall	1,112	-	1,112	1,262
Bookstall	44	-	44	374
Social Events, Courses & Other Activities	519	-	519	1,135
Outreach - Holiday Club	-	-	-	442
Youth Activities	153	-	153	164
Shining Stars	110	-	110	507
External Play (Adam & Eve)	-	-	-	827
Growing Leaders	-	-	-	-
Bishop's Discretionary	-	-	-	-
Banns, Funeral Fees, Verger Fees	1,388	-	1,388	1,570
Rebates and one-off	4,343	-	4,343	6,427
	7,669	-	7,669	12,708
TOTAL INCOME AND ENDOWMENTS	210,589	49,869	260,457	397,986

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2020

	Unrestricted	Restricted	TOTAL FUNDS	
	Funds £	Funds £	2020 £	2019 £
3a EXPENDITURE ON CHARITABLE ACTIVITIES				
Missionary and Charitable Giving				
Amos Trust	2,800	1,176	3,976	3,056
Christian Solidarity Worldwide	2,800	-	2,800	3,056
Church Army	2,800	-	2,800	3,060
Ealing Soup Kitchen	2,800	-	2,800	3,220
Ealing Christians Against Poverty	2,800	-	2,800	3,056
LAMB Health Foundation	2,800	-	2,800	3,056
Tearfund	-	1,828	1,828	1,325
Ealing Churches Winter Night Shelter	-	-	-	1,592
Lent Project Bishop of London	-	-	-	3,170
Bible Society	-	-	-	-
Christian Aid	-	924	924	-
The Grove Missional Community	-	7,500	7,500	7,500
Ealing Foodbank	-	904	904	4,946
Hospices of Hope	159	-	159	-
Climate for Change	206	730	936	-
Zamabia Project	-	-	-	-
Support to People in Need	-	-	-	628
A Rocha	-	-	-	300
YWAM	-	-	-	500
Bless Community Church	-	-	-	200
	17,165	13,063	30,227	38,665
3b The Work of the Church				
Diocesan Fund	96,925	-	96,925	93,425
Vicar's Expenses	1,026	-	1,026	1,490
Outside Speakers	-	-	-	-
Curate's Expenses	746	-	746	1,068
Associate Vicar's Expenses	451	-	451	630
Training / Staff Training/Retreat	6	-	6	1,836
Children and Youth	579	-	579	1,276
Music & Copyright Licensing	2,323	-	2,323	3,665
Outreach	493	-	493	1,536
Outreach - Children Categories	175	-	175	1,510
Publicity	938	-	938	3,414
Bookstall	1,094	-	1,094	851
Traidcraft Stall	798	-	798	1,601
Social Events	268	-	268	2,340
Community Fete Costs	-	-	-	-
Covid-19 Emergency Shopping	131	-	131	-
Christmas Bazaar Cost of Raising Funds)	-	-	-	660
Craft Fair	-	-	-	66
Play Expenses	-	-	-	798
Refreshments	240	-	240	1,138
Gifts	447	-	447	2,223
Flowers	-	-	-	416
Communion & Worship Costs	111	-	111	1,760
Diocesan Fees	1,040	-	1,040	625
Verger Fees	50	-	50	105
Bishop's Discretionary Fund	-	-	-	-
Worship Minister Expenses	-	110	110	554
Youth Worker Expenses	-	312	312	369
Intern Expenses & Rent	-	-	-	2,566
Families & Children's Worker	-	-	-	238
26DG Deposit (repayment)	-	-	-	-
	107,841	422	108,263	126,160
CARRIED FWD TO NEXT PAGE	125,006	13,485	138,490	164,825

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS	
			2020 £	2019 £
BROUGHT FORWARD FROM LAST PAGE	125,006	13,485	138,490	164,825
3c Church Management and administration				
Printing, stationery & Postage	2,848	-	2,848	4,067
Salary Costs	25,929	33,615	59,544	57,148
Computing & Website Costs	2,921	-	2,921	1,032
Payroll & Accounting Software Fees	605	-	605	957
Subscriptions, Licences, Fees	678	-	678	1,267
PCC/Leadership	-	-	-	-
Independent Examiner Fee	360	-	360	360
Television Licence	161	-	161	158
	33,502	33,615	67,117	64,989
Centre Running Costs	9,085	-	9,085	9,784
Water, Light and Heat	8,165	-	8,165	6,742
Telephone	877	-	877	580
Insurance	3,240	-	3,240	3,125
Council Tax	1,913	-	1,913	1,839
Gratuties	-	-	-	50
Cleaning	3,244	-	3,244	5,024
	26,524	-	26,524	27,143
Maintenance Costs	23,948	-	23,948	10,975
Maintenance Costs (Project)	-	-	-	4,420
Cottage Works	-	-	-	-
26 Drayton Gardens	850	-	850	1,896
	24,798	-	24,798	17,291
Church Management & Administration	84,824	33,615	118,439	109,423
	209,830	47,100	256,930	274,248
TOTAL RESOURCES EXPENDED	209,831	47,100	256,929	274,248

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020**4 Gift Aid Recovered**

In addition to the tax reclaims disclosed in note 2a, relating to planned giving, other voluntary donations include tax reclaims in their totals:

	2020	2020	2020	2019
	£	£	£	£
	Unrestricted	Restricted	Total	Total
Tax reclaims on planned giving (2a)	28,051	-	28,051	31,221
Tax reclaims on other voluntary donations	-	-	-	541
	<u>28,051</u>	<u>-</u>	<u>28,051</u>	<u>31,761</u>

5 Debtors & prepaid expenses

	2020	2019
	£	£
Prepaid expenses - Insurance	3,240	3,240
Tax refunds due on gift aid donations	-	8,453
Sundry debtors	2,661	2,019
	<u>5,901</u>	<u>13,713</u>

6 Bank balances

	2020	2019
	£	£
Current account	128,863	125,873
Stewardship account	5	5
	<u>128,868</u>	<u>125,878</u>

7 Creditors and accrued expenses

	2020	2019
	£	£
Charitable payment accruals	2,744	7,073
Sundry year-end expense accruals	-	-
	<u>2,744</u>	<u>7,073</u>

8 Unrestricted Funds

	Brought Forward	Additions	Transfers	Amounts	Carried Forward
	£	Income	£	Used	£
		£		£	
Designated Funds					
Mission Fund	1,000	-	17,971	(16,800)	2,171
Maintenance Reserve Fund	15,047	-	11,616	(3,488)	23,175
Cottage Maintenance Fund	95	-	-	-	95
Special Projects Fund	47,274	-	-	(11,393)	35,881
Support to People in Need	-	-	-	-	-
	<u>63,416</u>	<u>-</u>	<u>29,587</u>	<u>(31,681)</u>	<u>61,322</u>
26 Drayton Gardens	94,777	-	-	-	94,777
General Fund	29,713	210,795	(29,587)	(178,149)	32,772
Total Unrestricted Funds	<u>187,906</u>	<u>210,795</u>	<u>-</u>	<u>(209,830)</u>	<u>188,871</u>

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020**9 Restricted Funds**

	Brought Forward £	Additions Income £	Transfers £	Amounts Used £	Carried Forward £
Mission Fund	-	5,563	-	(5,563)	0
Flower Fund	47	-	-	-	47
St. Luke's Fund	28,520	44,100	-	(41,537)	31,083
Total Restricted Funds	28,567	49,663	-	(47,100)	31,130

The Mission Fund represents donations for missionary and charitable giving as disclosed in Note 3a.

The Flower Fund represents donations towards expenditure on church flowers throughout the year.

St. Luke's Fund represents a set donation from the St. Luke's Trust

10 Analysis of Net Assets By Fund

	Unrestricted £	Restricted £	Total 2020 £	Total 2019 £
Fixed Assets:				
26 Drayton Gardens	94,777	-	94,777	94,777
Missional Housing Bond	5,000	-	5,000	5,000
Net Current Assets	128,225	31,130	159,355	128,696
Total Net Assets	228,001	31,130	259,132	97,735

11 Payments to Mission Partners from Tithe

Per Note 1, the PCC has a long standing policy of allocating 10% of regular giving to charity. During 2019, charitable payments were made to the following charities from regular giving:

The figure below includes £1840 carried forward from 2019.

The carry forward is shown in the Balance Sheet.

	2020 £	2019 £
Amos Trust	2,800	3,056
Ealing Soup Kitchen	2,800	3,056
Church Army	2,800	3,060
Ealing Christians Against Poverty	2,800	3,056
LAMB Health Foundation	2,800	3,056
Christian Solidarity Worldwide	2,800	3,056
A Rocha	-	300
Bless Community Church	-	200
YWAM	-	500
Zambia Project	-	-
Kenya	-	-
Bible Society	-	-
	16,800	19,340



Section A

Independent Examiner's Report

Report to the trustees/
members of

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF
ST STEPHEN

On accounts for the year
ended

31 December 2020

Charity no

1133772

Set out on pages

1-6 of the annual report and 1-8 of the accounts

I report to the trustees on my examination of the accounts of the above
charity ("the Trust") for the year ended **31/12/2020**

Responsibilities and
basis of report

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

I report in respect of my examination of the Trust'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 Act.

Independent
examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to
undertake the examination by being a qualified member of the Institute of
Chartered Accountants in England and Wales.

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

- the accounting records were not kept in accordance with section 130
of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

Signed:

V Steward

Date:

24 May 2021

Name:

Valerie Steward

Relevant professional
qualification(s) or body
(if any):

BSc BFP FCA FCCA FRSA

Address:

Greenfield Farm, 23 West Street, Hibaldstow, North Lincs., DN20 9NY

Section B	Disclosure
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Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

None
