

ALL SAINTS' LALEHAM
PAROCHIAL CHURCH COUNCIL

Annual Report
and
Statement of Financial Activities
for the year ended 31 December 2022

Registered Charity Number 1135064

Office Address: All Saints' Parish Office, The Broadway, Laleham, Staines, TW18 1RZ
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Incumbent: Revd. Dr. Andrew Saville, Laleham Vicarage, The Broadway, Laleham, Staines, TW18 1SB
Tel: 01784 455524, e-mail: andy.saville@allsaintslaleham.org.uk

Bankers: Charities Aid Foundation (CAF), Santander and Nationwide (Playgroup).

Independent Examiner: Stewardship, 1 Lamb's Passage, London EC1Y 8AB

The Parochial Church Council is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. The PCC is registered with the Charity Commission from March 2010 – Registration Number 1135064. The appointment of PCC members is governed by and set out in the Church Representation Rules. The PCC is required to co-operate with the Incumbent in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. Members of the PCC are either ex officio or elected by the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules.

During the year the following served as members of the PCC:

Incumbent: Revd. Dr. Andrew Saville, the Chairman

Assistant Minister: Revd. Elspeth Saville

Associate Minister (PTO): Revd. Ian Smailes

Curate: Revd. Johnny Lawes

Families Minister: (Victoria) Tori Biutanaseva (until end of August 2022)

Licensed Lay Ministers: Alan McLaughlin, Richard Atterton (PTO), Alan Vince (PTO)

Churchwardens up to the APCM 2022: Karen Rieveley, Ian Hunt

Churchwardens from the APCM 2022: Alastair Duncan, Ian Hunt

Elected Representative to the PCC up to the APCM 2022 were: Richard Atterton, Tori Biutanaseva, Deborah Bull, Ian Hunt, Sharon Maycock Prime, Debbie Nurse, Karen Rieveley, Jo Smith, Ben Usher (until 16th November 2021), Kasia Van't Hoogerhuijs, Simon Williams, Alexandra Wren.

Elected Representative to the Deanery Synod (and thus members of the PCC) up to the APCM 2022 were: Deborah Bull, Alan McLaughlin, Debbie Nurse, Ros Smailes

Ex officio members of the PCC: Revd. Andy Saville, Revd. Elspeth Saville, Revd. Johnny Lawes

Co-opted members up to the APCM 2022 were: Ian Smailes

Elected to the PCC from the APCM 2022 were: Richard Atterton, Tori Biutanaseva, Deborah Bull, Alastair Duncan, Ian Hunt, Sharon Maycock Prime, Debbie Nurse (until end of July 2022), Jo Smith, Simon Williams, Alexandra Wren.

Elected Representative to the Deanery Synod (and thus members of the PCC) from the APCM 2022 were: Deborah Bull, Alan McLaughlin, Debbie Nurse (until end of July 2022), Ros Smailes

Co-opted members subsequent to the APCM 2022 were: Barry Morgan (from July 2022), Ian Smailes

Honorary Treasurer: Simon Williams

Also in attendance:

Honorary Secretary: The Vicar (until July 2022), Jan Morgan (from July 2022)

The PCC met 6 times in 2022.

Other roles in the Church include:

Electoral Roll Officer: Mary Hunt

There were 181 Church members on the Church Electoral Roll.

Church Safeguarding Officers: Jan Vince and Wendy Williams

Children's Champion: Alexandra Wren

Administrators: Mary Hunt, Claire Welham

The following hopefully gives a flavour of what God enabled us to do in 2022, and we were thankful to be able to return to many of our usual parish acts of worship and other activities as all Covid regulations ceased in February.

1. Worship

- We continued our usual pattern of meeting on Sundays at 9.15am & 5.30pm in Church and at 10.45am in Laleham School Hall, and Wednesdays at 11am. We continued to live stream to YouTube from the 9.15am service.
- Sermon series included
 - in the morning: studies in Philippians, Matthew, Isaiah, and 'Checkpoints' (Key Christians topics)
 - in the evening and midweek: series on 'But God', 'But Now' and 'Questions God asks'.
- We had lots of joint morning services in church.
 - On Sundays in August we met together in Church for 'Whole Church Worship' at 10am, using the family devotional resource 'Meals with Jesus' by Ed Drew, also streamed to YouTube.
 - Festivals of Christmas and Holy Week, along with Remembrance Sunday. The Easter Sunday service was followed by an Easter Egg Hunt in the churchyard. It was wonderful to see the church full for the first time since the pandemic.
- In March we welcomed London City Mission's Harish Patel & Emmanuel Gill who spoke at both morning services and in July, Sue Gray from Christians Against Poverty spoke about the services that they offer and invited support and volunteers.
- We welcomed children and families from Laleham Church Playgroup to sing to us at a school service in July and presented a small 'thank you' gift to Playgroup Manager Louise Hawthorn, who led through the Ofsted inspection.
- The Death of the Her Majesty Queen Elizabeth II was announced on the evening of Thursday 9th September. In response, we opened the Church during the day on Friday, Saturday and Sunday, and also the following weekend, with volunteers to welcome those who came to write a message in the Book of Condolence, light a candle in thanksgiving for the life of The Queen, or sit quietly to pray. Children were invited to draw a picture or write to the Royal family and these were later sent to Buckingham Palace. Sunday services on 11th September were Services of Remembrance & Thanksgiving for the Life of the Queen, with the wider Laleham community being directly invited. On Sunday 18th September, we again gave thanks for the life of The Queen and prayed for King Charles III. Along with Anglican churches up and down the country, on the eve of the funeral we held a Special Commemoration Service Marking The Death of Her Late Majesty Queen Elizabeth II in Church, to which the wider Laleham community were invited.

- Johnny Lawes' Ordination at All Saints' in May was a special one off individual service due to the expected arrival of their new baby. Bishop Graham Tomlin presided, with Archdeacon Richard Frank and Miles Baker. Following the service we shared celebratory cake, wine & juice.
- Spelthorne Schools Prayer Group met at All Saints' to mark their 30th Anniversary with a special service in September, and in October we were able to resume monthly services at Whitegates Nursing Home.
- In October Harvest Service donations were given to Manna Food Bank in Staines.
- The Memorial Service and Remembrance Sunday services were held with support from marshals managing the road closure and Alastair Duncan with technical support. The Service of Remembrance and Thanksgiving was also held, supported by the Pastoral Team.
- Christmas invitations were delivered through bookbags to every child at Laleham & Buckland Primary Schools and to homes in the Parish.
- At the start of Advent, Lighting up Laleham was again a lovely community event, with special thanks to Laurence & Jennie Curtis and Keith & Alison Vigurs for providing mulled wine & mince pies. Lights and a star shone out from the flagpole, and lights on two sides of the tower sent a message of hope to all those passing by. Thanks to Johnny Lawes for producing the tower lights and Alastair Duncan, Jo & Vaughan Smith and Andy & Elspeth Saville for bathing the churchyard in coloured floodlights and stars.
- Christmas Services followed a slightly different pattern this year as two Christingle Services were held on 4th December. Thanks to Alison Ash and the team who assembled 250 Christingles.
- On Sunday 11th December Carols by Candlelight with choir, was followed by mulled wine and mince pies. Thanks to Colin Ellis for rehearsing the choir and to Mary Hunt and Louise Hawthorn for providing refreshments.
- A group of singers sang carols at Glebe House and Whitegates on the following Wednesday evening.
- For the first time a Carol Service was also held for 1st Staines Scout Group in Church on Fri 9th December. Laleham Primary School used the Church for three services, one led by Yr4, one by EYFS and one with the school choir for the school community.
- Children from Sunday school groups took part in the 10am Whole Church Worship on 18th December, leading us with drama, readings and prayers and at the Contemporary Service on 18th December, the band led our worship with solos and colourful lights, bringing a more modern aspect to our Christmas worship.
- The Nativity Service was well attended on Christmas Eve, followed by Christmas Eve Carols and Midnight Holy Communion and our Christmas Day Celebration at 10am in Church.
- Throughout the year, regular acts of collective worship (assemblies) were held, either in person or recorded, for Laleham and Buckland Schools. Laleham Primary School welcomed 'Open the Book', a group led by Elspeth Saville to bring Bible stories to life with drama and student participation.
- Infant Baptisms were held for: Joslyn Onyia, Austin & Daisy Coupar, Arabella Inwood. Following their private baptism services, these children were then presented at the school service on a following Sunday: Mabel Brown, Arthur Tate, Elsie & Betsy Whitman, Arabella Wimbush.
- Full Immersion Baptism at the school service: Samuel Horne.
- Thames River Baptisms: Talei, Lilibet and Litiana Biutanaseva, Jaydon Tomlins and Israel Kyanda
- Confirmation: The Rt Revd Ric Thorpe, Bishop of Islington presided over a Confirmation Service in School in October with youth candidates Anaia Ansell, Mia Ansell, Jaydon Tomlins, Oscar Saville, Aaron Ridler and adults Charlotte Le Mare, Linda Jensen, Simon Roe and André Petterssen (St Mary's, Sunbury).
- From our fellowship, those that died included Mary Madams, Ben Usher, Reta Willerton, Liz Letham, Judy Davies and Joan Weller.

- Funerals were held for Mary Madams, Ben Usher, Reta Willerton, Liz Letham, Judy Davies and Joan Weller, and A Service of Celebration for the Life of Carol Davies was held in March.
- Weddings were held in Church for Leah Smelt & James Gorton (taken by Revd. Andrew Bowden), Ryan Duncan & Yasmin Lindsell (taken by Revd. Matt Taylor) and Vicki Painter & Danny Wells.
- We continued to use contactless and online giving, facilitated through Give a Little & CollecTin, at services and events.
- We continued to send a weekly script of the Sunday morning service and notices to those unable to access services in person or online. Some people chose to receive an audio CD recording of the service.
- Monthly News & Prayer meetings were held variously on Zoom, in hybrid format and, during the Autumn term, in person with Food and Fellowship Meals beforehand.
- A group continued to meet to pray together via Zoom weekly on Monday mornings.
- The monthly prayer meeting for Laleham School resumed in March.
- A small group of men met fortnightly for early morning prayer on Friday mornings from September.

Worship (Children and Youth)

- Our regular Sunday School groups continued to meet most Sundays: Tiny Saints (18 months – preschool age 4) – the team led by Susie Morris; Small Saints (Reception and school years 1-2) – the team led by Fiona Bull; Super Saints (school year 3-6) – the team led by Tiffany Usher; SAS (school year 7-11) – the team led by Tori Buitanaseva; WIN (secondary age) – team led by Elspeth Saville in partnership with Ashford Congregational Church on a Sunday evening.
- Numbers in Sunday School have averaged around 30 each Sunday, and 7 in WIN. In the past 12 months we registered 116 children who have attended at least once.
- A smaller number of children have begun to attend other services on a regular basis: 1-2 at 9:15am and 4-6 at 5:30pm.
- SAS met in the Youth Centre on Sunday mornings from May 8th.
- Some secondary aged children joined Staines Congregational Church for monthly Sunday evening services at 'Espresso Church' and Friday socials at 'The Lounge'.

2. Connect

- Andy and Elspeth offered a Newcomer Introduction to All Saints' for adults during the sermon on 16th October.
- Super Saints held a Family Breakfast before the school service one Sunday in May, enabling families to meet over a bacon sandwich before the school service.
- There was a Youth Social at held at Johnny & Hannah's home just before Christmas.
- Other church events providing opportunities to connect included:
 - Bacon Roll Breakfast before for Passion for Life.
 - Bring & Share Church Meal in the Youth Centre in March (thanks to Sophie Gilbert who organised).
 - Home cooked meals before News & Prayer meetings in Apr, Oct, Nov & Dec, with thanks to Elspeth and the team of people preparing food, serving and clearing away.
 - On Hospitality Sunday in April fifteen families took part to either host, or be hosted.
 - As part of our celebrations for the Queen's Platinum Jubilee, nearly 70 people attended a Bring & Share Jubilee Picnic held in the Youth Centre due to the rainy forecast.
 - We held a Bring and Share Lunch in the Vicarage Garden in July.

- A BBQ 'Brunch & Bounce', held on the Recreation Ground with bouncy castle & giant garden games following the Holiday Club Sunday Service in August, was well attended with lots of young families.
- It was great to resume refreshments at services from February – following the 9.15am service as pre-pandemic and including refreshments as part of our welcome before the 10.45am service. From March we were able to serve good quality ground coffee from a Christian supplier supporting ethically farmed produce.
- Johnny Lawes designed new service banners & welcome cards which we used from February.
- Wednesday Coffee & Cake (preceding the Midweek Service) continued weekly.
- The Pastoral Care Team met regularly and continued to be led by Jean Davies.
- Families new to All Saints' attended 'Tea at the Vicarage', an opportunity meet the Vicar, in May and November.
- Laleham Village Fair was a joint event with Laleham Primary School & Laleham Residents Association in July, on a scorching hot day, with the (unmanned) church open as respite from the heat. All Saints' contribution was organised by Johnny Lawes & Alexandra Wren.
- Neil Meehan, Headteacher at Laleham Primary School left at the end of the academic year. We are grateful for the fruitful partnership between All Saints' & Laleham Primary School under his leadership.
- As a school governor, Andy Saville was involved in the recruitment of Andrea McWilliams-Bowe to the position of Headteacher during the Autumn Term.
- Parent & Toddler Group continued to meet on Friday afternoons in term time.
- The 'Calendar' ChurchSuite Module was added to our ChurchSuite package in October, with the aim of helping us 'connect' through event publicity and sign ups.

3. Grow

- Almost 100 members of the church are part of a homegroup, most meeting weekly in person, with a couple of groups meeting over Zoom.
- Tori Biutanaseva organised a Children & Youth Ministry Spelthorne Deanery Training Morning on a Saturday morning in February. Held at St Saviours, Sunbury it aimed to equip leaders and others, with topics including working with children with additional needs, intergenerational worship, finding the balance between disciplining 'church family children' and reaching out to the 'unchurched', unity, encouraging positive behaviour and dealing with challenging behaviour.
- There were three well attended Central Homegroup Teaching Evenings on the subject of 'Contending in the Church of England' in September.
- We hosted a Christian Institute meeting, on the theme of 'Sure Foundations' in September.
- Jo Smith continued to promote resources for families through a bookstall at the school service in November, offering Advent reading and books for children and families and also at the Wednesday coffee morning in November.
- Throughout Advent, many used the daily advent readings in 'Gifts of Grace' by Jared C Wilson and families read 'The Adventure of Christmas' by Ed Drew together.
- The preaching team met regularly, and this usually included reflection on how we can better communicate God's Word.
- Johnny Lawes and Tori Biutanaseva took part in a diocese arranged Curate Week at Laleham Primary School, looking at effective ministry links between church and church schools.
- Johnny Lawes attended the London Preacher's Conference in April.
- A number of people attended 'Embracing Age', four training evenings (at St Mary Magdalene, Littleton) led by Tina English based on her book 'A great place to grow old—reimagining ministry among older people'.

- With speakers Andy Bannister & Sharon Dirckx, 'Confident Christianity' was run by Solas at Ashford Congregational Church on a Saturday morning in November and was attended by a good number from All Saints'.
- 'Pigeonhole', an anonymous Q & A website was used for the first time at the school service in November, to give opportunity for asking questions during the sermon, answered at the end.
- In July, Staines Congregational and ASL partnered to take 44 young people (fifteen from All Saints') to Oakwood Activity Centre. It was an amazing weekend with great food, worship, group work, teaching, sports, crafts, and a visit from Tough Talk; a group of ex gangster body builders who travel to prisons and events, sharing their testimonies and lifting weights. At least five young people made a decision to follow Jesus. Thanks to Wendy Williams for catering throughout the weekend.
- Elspeth Saville and Johnny Lawes took a group of 12-18 year olds to 'Sorted' in November.
- A Baptism Course was run during May by Johnny Lawes.

4. Serve

- The PCC and Standing Committee continued to meet at least every other month, initially in a hybrid format and, following the APCM in Church in May, meeting face to face for the rest of the year.
- Jan Vince and Wendy Williams, our safeguarding officers, continued to coordinate Safeguarding policy compliance, with over 60 DBS checked volunteers.
- Tori Biutanaseva served as Families Minister until her contract ended in August.
- As well as Children's Champion, Alexandra Wren also served as Data Protection Officer.
- Simon Williams continued as Honorary Treasurer and leader of our Finance Team.
- Monthly 'Service Sundays' were started in February, with members of SAS volunteering in children's groups, on AV, Welcome and Set up/down.
- Mothering Sunday flower posies were made and distributed to ladies at the morning services on Mothering Sunday. Thanks to Sue Nelson and a great team of helpers.
- Sharon Maycock Prime continued the task of coordinating the supplementary school form process.
- Jennie Curtis, Wendy Williams & Sophie Gilbert continued to serve on the Governing Body of Laleham Primary School as a Foundation Governors, along with Andy Saville as an ex officio Governor.
- Churchwardens Alastair Duncan & Ian Hunt were admitted in the morning services on 8th May.
- The Vicar, Churchwardens and Foundation Governors are also Trustees of the Laleham School Foundation.
- Deborah Bull, Alan McLaughlin and Ros Smailes were elected Representatives to the Deanery Synod.
- Clergy, particularly Ian Smailes, have attended Churches Together in Staines and Laleham meetings.
- Many other acts of service were regularly carried out including flower arranging, church cleaning, delivery of the parish Christmas card and managing the church heating.

See also the Fabric Committee report and Finance Committee report.

5. Share

- In February we joined with Ashford and Staines Congregational Churches for Passion for Life, a series of evangelistic events and services.
 - Guest speakers included Roger Carswell, Rico Tice & Nat Morgan-Locke and Helen Thorne.
 - Events included a Men's breakfast, Weybridge Male Voice Choir at ACC, ASL Church & School guest services where Issy Ansell & Richard Horne gave their testimonies, and 'Grill a Christian' at the Horseshoes. A Coffee Morning at All Saints' was well attended and there was a Men's Sports Quiz and Curry at Tamanna's with Paul Levy, the pastor from IPC Ealing. Laurence Curtis prepared food for a Ladies Breakfast and young people attended a Youth

Escape Room Event.

- Hope Explored, a three session enquirers course was run following Passion for Life, with a group meeting during the 10.45am service, and with homegroups following the same material during Lent.
- The 'Essentials Course' was run on Wednesdays in November at Johnny & Hannah's home.
- Our Annual Holiday Club was 'Diary of a Disciple', led this year by Johnny Lawes & Tori Biutanaseva. 50 children attended and with 23 helpers, it was a week of fun, games, drama, songs and teaching about Jesus. We managed bookings via ChurchSuite for the first time.
- SportsReach was a joint Staines Congregational Church and All Saints' event, which saw 58 children and young people come to Laleham Recreation Ground and the Youth Centre, to learn football and netball skills as well as teaching about Jesus. Again, the event was enjoyable and successful, seeing six children and young people come to Christ.
- 66 children attended one of two Light Parties on All Hallows Eve, organised by Alexandra Wren, Issy Ansell, Charlotte McGrail, Johnny Lawes and Elspeth Saville.
- Harvest gifts were taken to Manna Food Bank.
- 41 gift filled shoeboxes were sent out to disadvantaged children around the world via Operation Christmas Child and many more were donated online.
- A Ladies Christmas Craft Evening was held at the Youth Centre in November.
- A Men's WhatsApp group was set up in July to arrange informal socials, ask for help and find out about things going on for men at ASL.
- There was also a Men's Pizza (not BBQ due to rain) Evening in September and Curry Night in November.

Laleham Church Playgroup

Laleham Church Playgroup is one of the longest lasting and most precious ministries of the church and has been a blessing to generations of local children. The Mission Statement is: 'At Laleham Church Playgroup we aim to work with parents and carers and provide a caring Christian environment in which each child will be stimulated to develop — socially, emotionally, physically, intellectually, linguistically, and spiritually — through play.'

A typical morning at Playgroup includes creative activities, play with various construction sets, outdoor play in the garden and playground, enjoying stories, role play, puzzles and games, malleable materials, sensory activities, talking about and listening to the children's news and ideas, singing, gross motor activities including playing on bikes, bouncing on the trampoline, and climbing on the wooden play frame and working together on the see-saw. The programme includes listening games, science sessions, music and movement, percussion, sand and water play.

In our secure environment, with effective adult support, children will be able to:

- explore, develop, and represent learning experiences that help them make sense of the world,
- practise and build up concepts, ideas, and skills,
- learn how to control impulses and understand the need for rules,
- be alone, be alongside others, or co-operate as they talk to rehearse their feelings,
- accept each other no matter what our gender, background, race, religion, or disability,
- respect each other's views and opinions,
- take risks and make mistakes,
- think creatively and imaginatively,
- communicate with others as they investigate and solve problems,
- express fears to relieve anxious experiences in controlled and safe situations.

In June 2022 Playgroup had an Ofsted inspection. The overall effectiveness was graded as 'Good' in every

aspect. The report stated that: 'Children are confident, happy and emotionally secure in this friendly pre-school. They receive a warm welcome from the caring staff team, which helps them to settle in quickly. Children have developed strong bonds with the kind and nurturing staff. Expectations for all children are high.' The recommendations for further improvement were:

- To strengthen peer observations to ensure they are more sharply focused on delivering planned activities even more effectively, to extend the quality of teaching even further.
- Review the organisation of whole-group activities, considering the needs and abilities of all children in the group, so that all are equally engaged, and their learning is maximised.

Other Information:

- There are 10 permanent members of staff and 2 casual staff who are there to give 1:1 support for a child with additional needs until July 2023
- Currently there are 18 Cats (3-4 year olds) & 13 Kittens (2-3 year olds) on roll. The number of Kittens will increase to 16 in April. There has been a low intake of Kittens this year which is thought to be due to low birth rate and parents choosing more full time day care.
- Of the 31 children on register, we have 5 children with diagnosed special educational needs and disabilities (SEND) and a further 2 waiting for a diagnosis.
- 80% of the funding comes through Surrey County Council in the form of the 'Free Early Years Entitlement' for children over 3 years and for some disadvantaged children. The remaining 20% is paid by parents until the free entitlement can be claimed. The Playgroup income is therefore constrained by the level of grant set by SCC.
- In 2022 we received an additional £7,700 of funding from Surrey County Council to support the SEND children. It has been used to pay for 1:1 support and an extra member of staff for small group work for children with Speech & Language difficulties, for training and extra equipment.

Staff Training:

- All staff regularly update their Safeguarding and First Aid training.
- Two members of staff have completed 'Thrive' training which looks at promoting emotional resilience in children.
- Two members of staff have completed a Development Trauma Disorder course to help support children who have experienced early trauma and to understand how it affects them emotionally.
- Several members of staff are doing Speech and Language training and the member of staff who helps with the small group speech and language work is doing a 'Clarity of Speech course'.
- Two members of staff will be taking part in 'Positive Touch' training to support the use of risk assessment, de-escalation and prevention strategies and managing risk with physical interventions.

Fundraising:

- We held a Jubilee event in May which raised £603 for a new outdoor 'mud' kitchen for the playground and a few smaller items we needed to replace.
- We held a Christmas fundraiser with various stalls including a tombola and Christmas treat/decoration stall. This raised £500 which is being put towards our Playground markings which are being installed on 28th February. The rest of the money for this has come from funding that we were awarded by Surrey County Council for disadvantaged families and a Disability Access Fund that is received for one of our children.

Visitors:

- Johnny Lawes, the curate, comes in once a month for Bible time session and tells the children a story with the use of his puppets and props. The children love having him in.
- To support our topic 'People who help us' we had a visit from a Police Lady and also two nurses. The children enjoyed being able to get into a real Police car. In 'Music' week we had various people come in to play musical instruments including Hannah Lawes' father who played the violin for us, which was beautiful.

Fabric Committee: Rev A Saville (Chair, Jan), Sharon Maycock Prime (Chair, Jan-May), Alastair Duncan (Chair from May), Alan McLaughlin, Barry Morgan (from May), Mike Nelson, Kasia Van't Hoogerhuijs, Rob Van't Hoogerhuijs, Jennie Curtis (Honorary Secretary).

- The Fabric Committee met on 11th January, 16th May, 2nd August 2022.
- Rev A Saville was chair until Jan and was replaced by Sharon Maycock-Prime, until 24th May when Alastair Duncan returned.
- The year started off with some discussion on budgets and finance with a joint fabric and finance meeting on 11th January.
- The first part of the year was very quiet with some tree works completed in the churchyard and PAT testing carried out on portable appliances.
- Electrical testing took place on both the Church and Youth Centre in 2022 to find that both places had substandard installations. The fabric committee asked Mr Carty (electrician) to upgrade both places with new consumer units and to replace all lighting with LED equivalents. This was carried out straight away.
- Due to a loss of keys we had to replace the locks on the Youth Centre for insurance purposes.
- An Asbestos survey took place during the year on the church, Youth Centre and Parish Office. It was reported that the church boiler contains asbestos rope and to this end cannot be serviced any longer. We are on borrowed time now with Ecclesiastical Insurance to continue using it. The Fabric Committee have begun the process of looking into options. The boiler cannot just be replaced. We are now required to look at all options by the diocese including technologies such as air source, solar, under floor etc. If the boiler stops working then that will be it for heating and we will have to look at temporary means.
- A number of roof tiles had slipped down into the central valley causing a lot of breakage. Morris Roofing carried out repairs but we were able to secure a payment from Ecclesiastical Insurance with only a £500 excess to the church.
- Various small jobs have been undertaken as usual in the year as normal.
- We look forward to a more productive year next year.

Alastair Duncan - Chair

Finance Committee until APCM: Simon Williams, Deborah Bull, Ian Dibben, Linda Dibben, Keith Vigurs, Wendy Williams.

Finance Committee following APCM: Simon Williams, Deborah Bull, Ian Dibben, Linda Dibben.

Total income for the year was £306,968 (2021: £316,665). The receipts on unrestricted funds were £264,802 (2021: £266,329) of which £122,112 (2021: £123,740) were planned voluntary donations. Restricted income of £42,167 (2021: £50,336) was also received. The restricted income included £39,350 to support our Curate and £2,250 to support our Mission Partners.

Total expenditure for the year was £329,269 (2021: £301,181), leading to a deficit of £24,182 (2021: surplus of £17,503) after a loss on investments of £1,881 (2021: gain of £2,019). As a result, total reserves decreased from 197,197 at the end of 2021 to £173,015 at the end of 2022, of which £135,689 (2021: £152,873) were for unrestricted purposes, £32,607 (2021: £38,984) were for restricted purposes and £4,719 (2021: £5,340) were held in an endowment fund. Unrestricted reserves were invested in our ministry to families and upgrade of the electrical installation in our buildings to the latest standards. Excess restricted funds received for our curate in his first year were used to cover a deficit in his second year. The reduction in the value of our endowment fund was caused by a loss in the value of investments, in line with market trends.

General unrestricted income was £174,400 (2021: £165,951) and this was used to pay routine running expenses of £181,058 (2021: £178,097). The deficit on the General fund was £2,278 (2021: £9,967) after taking to account the contribution to Youth Centre running costs by Playgroup and revaluation of investments.

The reduction of the deficit between regular income and expenditure in 2022 was a step towards putting our finances on a sustainable footing. However, the General fund closing balance of £50,128 represents only 3.3 months of routine expenditure which is close to the minimum of 3 months recommended by experts and set by our reserves policy. There is a continual focus on achieving value for money and savings have been made in 2022 to the broadband and phone costs by switching supplier.

We contributed £85,200 to the Diocese of London Common Fund, which was 100% of the Parish Standard Cost for 2022. The Parish Standard Cost covers the Vicar's stipend, pension, national insurance, and housing. It also contributes to the costs of the Diocese of London and the national church in providing episcopal oversight, clergy training, safeguarding leadership, property management, etc.

The digital giving system introduced last year has proved to be very useful in 2022. It handled £7,007 in 594 transactions with little administrative effort on our part. The facility to donate cash was restarted to cater for all preferences and £946 was given by this method in 2022.

The finance team produced a detailed financial control policy document which was approved by the PCC in July 2022. The document has been useful in clarifying all financial processes and reinforcing the PCC's role in prioritising and overseeing expenditure.

Standing Committee:

Up to the APCM 2022 were: Revd. Andrew Saville, Deborah Bull, Ian Hunt, Karen Rieveley, Simon Williams.

From the APCM 2022 were: Revd. Andrew Saville, Deborah Bull, Alastair Duncan, Ian Hunt, Simon Williams.

The only committee required by law, it has power to transact the business of the PCC between its meetings, subject to any directions given by the Council. This committee comprises the Incumbent, the Churchwardens, and at least two elected members from the PCC, which usually include the Treasurer and Secretary, if they are PCC members. The Standing Committee usually meets 2 weeks prior to the PCC to plan the agenda.

Safeguarding: Parish Safeguarding Officer: Jan Vince, assisted by: Wendy Williams

Lead Recruiter / DBS Checker: Jan Vince

The PCC Safeguarding Policy Statement was reviewed and agreed following the APCM meeting in April 2022. The new policy is always displayed on notice boards in the church, the Youth Centre, and the school, alongside the PCC Statement on Safeguarding Children & Adults at Risk They can both be found on the church website. Also displayed is our policy for Domestic Abuse.

We continue to conduct DBS (Disclosure & Barring Service) checks on everyone who volunteers with the children, young people and vulnerable adults in our church. We are now required to renew the DBS checks every 3 years (previously 5 years), except for the Playgroup staff who, for best practice in Early Years Education, have their DBS status checked every term. Jan checks the Playgroup Manager's status each term. If a young person becomes involved with helping in children's groups or Holiday Club, Jan writes to their school for a character reference and gives a short talk on Safeguarding.

We continue to ensure that all our volunteers update their Safeguarding training every 3 years as required by the Church of England. This is currently offered as online training, either to be completed independently or with Jan and Wendy in small groups, if requested.

PCC members are also now required by the Diocese to have basic safeguarding training and the current PCC members have all completed this. New members will be invited to do so. It is also requested that PCC members complete the Domestic Abuse training; we are currently working on this.

Over 20 of our volunteers completed the Safeguarding training in 2022.

Jan ensures that the PCC group (the Standing Committee) who would be involved with "Serious Incidents" are all trained.

Safeguarding is an agenda item for each PCC meeting.

We have just over 60 members of the church who are DBS checked.

26 were checked or re-checked in 2022.

The Church Safeguarding Audit has been completed each March, with targets being set based on the requirements of the Parish Safeguarding Handbook published by the House of Bishops. A copy was sent to the

Diocese, having been approved by the PCC.

As required, Wendy and Jan completed a policy for Domestic Abuse which is now displayed on our notice boards. There is also the requirement for a policy on the use of Social Media. The PCC has taken responsibility for this, and it was added as a target last year and the previous year. Completion of this is still awaited.

Jan and Wendy have both completed the Domestic Abuse online training, the Safeguarding Leadership Level 3 (also one of our LLM's) and the Safer Recruitment and People Management online course.

We adopted the use of the Safeguarding Dashboard, which has highlighted the need for more role descriptions and risk assessments for all church and non-church activities, a task which we have almost completed. Jan has had to DBS check all Homegroup Leaders, which has required ThirtyOne-Eight to set up our church for Basic checks as well as Enhanced ones. The Dashboard covers a great deal more of church requirements. We are now at Level 3 and have achieved 94%.

We have produced a basic policy on the recruitment of ex-offenders.

We have passed on a flow chart from the Parish Safeguarding Handbook to PCC members on how to respond promptly to every safeguarding concern and allegation.

Statement of Parochial Church Council Responsibilities

Under the Charities Act 2011, the PCC is required to prepare a statement of accounts for each accounting year which gives a true and fair view of the state of affairs of the church.

They are required to:

- Select suitable accounting policies and apply them consistently.

- Make judgements and estimates that are reasonable and prudent.

- State whether the policies adopted are in accordance with the Church Accounting Regulations and with applicable accounting standards.

- Prepare the financial statements on an ongoing basis.

They are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time, the financial position of the church and to ensure that such accounts comply with applicable accounting standards, and with the Statements of Recommended Practice and the Regulations made under Section 130 of the Charities Act 2011. They also have a responsibility to safeguard the assets of the church and to take reasonable steps for the prevention of fraud and other irregularities.

The Trustees have complied with the duty to have due regard to the public benefit guidance published by the Charity Commission.

For and on behalf of the Parochial Church Council

Revd. Dr. Andrew Saville

Revd. Dr. Andrew Saville
Chairman

Date: 12 April 2023

INDEPENDENT EXAMINER'S REPORT
TO THE MEMBERS OF THE PAROCHIAL CHURCH COUNCIL OF
ALL SAINTS LALEHAM PAROCHIAL CHURCH COUNCIL
('the Charity')

I report to the members of the PCC (who are also the charity's trustees) on my examination of the accounts of the Charity for the year ended 31 December 2022 on pages 14 to 26 following, which have been prepared on the basis of the accounting policies set out on pages 17 to 18.

Responsibilities and basis of report

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

I report in respect of my examination of the Charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

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

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

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

Archie McDowall

Archie McDowall BA, CA
Member of The Institute of Chartered Accountants of Scotland

Stewardship
1 Lamb's Passage
London
EC1Y 8AB

Date: 13 April 2023

ALL SAINTS LALEHAM PAROCHIAL CHURCH COUNCIL

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 DECEMBER 2022

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds 2022 £	Total Funds 2021 £
INCOME AND ENDOWMENTS FROM:						
Donations and legacies	3	165,095	42,026	-	207,121	236,286
Charitable activities	4	90,229	-	-	90,229	78,665
Other trading activities	5	4,286	-	-	4,286	1,276
Investments	6	988	141	-	1,129	438
Other income	7	4,205	-	-	4,205	-
Total income and endowments		264,802	42,167	-	306,968	316,665
EXPENDITURE ON:						
Charitable activities	8	278,825	50,444	-	329,269	301,181
Total expenditure		278,825	50,444	-	329,269	301,181
Net gains/(losses) on investments		(1,260)		(621)	(1,881)	2,019
Net income/(expenditure)		(15,284)	(8,277)	(621)	(24,182)	17,503
Transfers between funds	17	(1,900)	1,900	-	-	-
Net movement in funds		(17,184)	(6,377)	(621)	(24,182)	17,503
Reconciliation of funds:						
Total funds brought forward		152,873	38,984	5,340	197,197	179,695
Total funds carried forward	17	135,689	32,607	4,719	173,015	197,197

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing operations.

The notes on pages 16-26 form part of these accounts.

ALL SAINTS LALEHAM PAROCHIAL CHURCH COUNCIL

BALANCE SHEET

AS AT 31 DECEMBER 2022

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds 2022 £	Total Funds 2021 £
FIXED ASSETS						
Investments	11	9,497	-	4,719	14,216	16,097
		<u>9,497</u>	<u>-</u>	<u>4,719</u>	<u>14,216</u>	<u>16,097</u>
CURRENT ASSETS						
Stock	12	30	-	-	30	30
Debtors	13	7,161	1,900	-	9,061	8,686
Cash at bank and in hand	14	129,849	30,706	-	160,555	181,153
		<u>137,040</u>	<u>32,606</u>	<u>-</u>	<u>169,646</u>	<u>189,869</u>
CREDITORS: Amounts falling due within one year	15	(10,847)	-	-	(10,847)	(8,769)
		<u>(10,847)</u>	<u>-</u>	<u>-</u>	<u>(10,847)</u>	<u>(8,769)</u>
Net current assets / (liabilities)		<u>126,193</u>	<u>32,606</u>	<u>-</u>	<u>158,799</u>	<u>181,100</u>
TOTAL NET ASSETS		<u>135,690</u>	<u>32,606</u>	<u>4,719</u>	<u>173,015</u>	<u>197,197</u>
FUND BALANCES	17					
Unrestricted Funds						
General funds		50,128	-	-	50,128	54,306
Designated funds		85,562	-	-	85,562	98,567
		<u>135,690</u>	<u>-</u>	<u>-</u>	<u>135,690</u>	<u>152,873</u>
Restricted Funds		-	32,606	-	32,606	38,984
Endowment Funds		-	-	4,719	4,719	5,340
		<u>135,690</u>	<u>32,606</u>	<u>4,719</u>	<u>173,015</u>	<u>197,197</u>

The financial statements were approved by the members of the PCC and were signed on its behalf by:

Revd. Dr. Andrew Saville

Revd. Dr. Andrew Saville

Date: 12 April 2023

Charity number: 1135064

The notes on pages 16-26 form part of these accounts.

ALL SAINTS LALEHAM PAROCHIAL CHURCH COUNCIL
DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES
YEAR ENDED 31 DECEMBER 2022

	Note	Unrestricted funds					Unrestricted funds				
		General	Designated	Restricted	Endowment	Total	General	Designated	Restricted	Endowment	Total
		2022	2022	2022	2022	2022	2021	2021	2021	2021	2021
		£	£	£	£	£	£	£	£	£	£
INCOME AND ENDOWMENTS FROM:											
Donations and legacies	3	158,783	6,312	42,026	-	207,121	159,087	27,000	50,199	-	236,286
Charitable activities	4	6,138	84,090	-	-	90,229	5,288	73,378	-	-	78,665
Other trading activities	5	4,286	-	-	-	4,286	1,276	-	-	-	1,276
Investments	6	988	-	141	-	1,129	300	-	137	-	438
Other income	7	4,205	-	-	-	4,205	-	-	-	-	-
Total income and endowments		174,400	90,402	42,167	-	306,968	165,951	100,378	50,336	-	316,665
EXPENDITURE ON:											
Charitable activities:	8	181,058	97,767	50,444	-	329,269	178,097	93,170	29,915	-	301,181
Total Expenditure		181,058	97,767	50,444	-	329,269	178,097	93,170	29,915	-	301,181
Net gains/(losses) on investments		(1,260)	-	-	(621)	(1,881)	1,353	-	-	666	2,019
Net income/(expenditure)		(7,918)	(7,365)	(8,277)	(621)	(24,182)	(10,793)	7,208	20,421	666	17,502
Transfers between funds	17	3,740	(5,640)	1,900	-	-	2,726	(2,850)	(4,550)	4,674	-
Other recognised gains/(losses):											
Net movement in funds		(4,178)	(13,005)	(6,377)	(621)	(24,182)	(8,067)	4,358	15,871	5,340	17,502
Reconciliation of funds:											
Total funds brought forward		54,306	98,567	38,984	5,340	197,197	62,373	94,209	23,113	-	179,695
Total funds carried forward	17	50,128	85,562	32,607	4,719	173,015	54,306	98,567	38,984	5,340	197,197

ALL SAINTS LALEHAM PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2022

1 Statutory Information

The Parochial Church Council of All Saints Church Laleham is a charity registered with the Charity Commission in England & Wales. The charity's registered number and principal address can be found on the Charity Information page.

2 Accounting Policies

These financial statements are prepared on a going concern basis, under the historical cost convention. The financial statements include all activities for which the PCC is legally responsible; the activities of informal gatherings of church members and groups that owe their main affiliation to another body and are excluded.

These financial statements have been prepared in accordance with The Church Accounting Regulations 2006, the 'Statement of Recommended Practice: 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)' ("the Charities SORP"), with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland ("FRS 102") and with the Charities Act 2011. The charity meets the definition of a public benefit entity as set out in FRS 102.

The Charities (Accounts and Reports) Regulations 2008 (the '2008 Regulations') requires charities to prepare their accounts in accordance with 'Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005' but this accounting standard has since been withdrawn and has been replaced by the Charities SORP mentioned in the preceding paragraph. The charity has prepared these financial statements in accordance with the new Charities SORP; this departure from the 2008 Regulations is believed to be necessary for these financial statements to give a 'true and fair view'.

The principles adopted in the preparation of the financial statements are set out below.

a) Going concern

The PCC have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The PCC have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the PCC have considered the charity's forecasts and projections and the possible implications should projected income and / or expenditure vary unexpectedly. The PCC have concluded that there is a reasonable expectation that the charity has adequate resources to continue to operate for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

b) Income

Income (which includes planned giving, collections and other donations) is recognised in the period in which the charity becomes entitled to receipt, the amount receivable can be measured with reasonable certainty, and receipt is probable. For the most part income is generally recognised when it is received by, or on behalf of, the PCC. Income is only deferred when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Income from donations and legacies includes:

- i) Recoverable gift aid. This is recognised when the related donation is received. Gift aid that has not been recovered by the balance sheet date is included as a debtor.
- ii) The charity relies on volunteers to carry out many of its activities. However, in accordance with the SORP, the value of these services has not been included in these financial statements as they cannot be reliably measured.
- iii) Legacies. Income from legacies is recognised when a distribution is received from the estate or, if earlier, when the charity has been notified that a distribution will be made and the amount receivable can be measured reliably.

Income from charitable activities represents income receivable from goods, services and facilities supplied in furtherance of the charity's charitable objects. It includes income from the Playgroup, church retreats and other events and courses.

c) Expenditure

Expenditure, including irrecoverable VAT, is recognised when it is incurred or, if earlier, when a legal or constructive obligation for a payment arises provided that it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Contributions in respect of the diocesan parish share are included in the Statement of Financial Activities for all amounts agreed to being payable for the financial year.

The charity makes grants to other institutions and individuals to further its charitable objectives. Grants payable are recognised as constructive obligations arise, which is generally when the charity expresses a commitment to the recipient that can be measured reliably and then only to the extent that any conditions associated with the grant are outside of the control of the charity.

Governance costs, which are included in expenditure on charitable activities but are identified separately in the notes to the accounts, includes costs associated with the independent examination of the financial statements, compliance with constitutional and statutory requirements and any other expenditure incurred on the strategic management of the charity.

ALL SAINTS LALEHAM PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2022

d) Fund accounting

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

e) Tangible fixed assets

Consecrated and beneficed property is not included in these financial statements by virtue of s.10(2) of the Charities Act 2011. All expenditure on consecrated or beneficed buildings is written off in the year in which it is incurred.

Movable church furnishings held by the incumbent and Churchwardens on special trust for the PCC and which require a faculty for disposal are capitalised in accordance with the policy set out below. These items are regarded as inalienable property and are listed in the church's inventory which can be inspected at any reasonable time. Inalienable property acquired prior to 2000 has not been capitalised as there is insufficient cost information available.

The Youth Centre which was built in the 1960's at a cost of approximately £7,000 on land given to All Saints' for that specific purpose, would today cost approximately £250,000. However it is not considered to be a realisable asset since we have been advised that no other use would be permitted. Therefore it is not included on the balance sheet.

Items purchased or donated for the charity's own use are capitalised when the cost of purchased items, or the fair value of donated items, is more than 5% of total expenditure in the accounting period and the item is expected to benefit the charity over more than one accounting period. Depreciation is charged on a straight line basis so as to write down the value of each asset to its estimated residual value (if any) over its expected useful economic life. To achieve this objective the following rates of depreciation are charged:

Freehold land	Is not depreciated (because it is not consumed by use)
Freehold buildings	Over 50 years after taking account of the building's residual value
Equipment	Over 3 to 7 years

The carrying values of tangible fixed assets are reviewed for impairment in periods when events or changes in circumstances indicate that the carrying value may not be recoverable.

f) Investments

Fixed asset investments are held to generate income and / or for their investment potential. They are valued as follows:

i) Listed investments are valued at their market value (fair value) at the balance sheet date.

g) Stocks

Stocks of books purchased for re-sale are stated at the lower of cost and net realisable value.

h) Pension scheme arrangements

The charity contributes to the Church Workers Pension Fund, which is a multi-employer defined benefits pension scheme as described in Section 28 of FRS 102. The charity is not able to identify its share of the Scheme's assets and liabilities and, therefore, as permitted by FRS 102, the Scheme is accounted for as if it were a defined contribution pension scheme. Contributions to the Scheme are charged to the Statement of Financial Activities as they become payable. Further information about the Scheme is disclosed in note 16 'Pension Commitments'.

i) Taxation

The charity has taken advantage of the various reliefs from taxation available to charities and no tax is payable on the charity's income.

j) Financial instruments

The charity's financial assets and financial liabilities all qualify as basic financial instruments, as defined by FRS102. Except for loans, creditors and debtors are measured at their expected settlement value (normally the amount of cash that the charity expects to pay or receive). The charity recognises liabilities for the principal of those loans that remains outstanding at the year end (i.e. the liabilities exclude any interest chargeable on the loans in future years).

k) Exemption from preparing a cashflow statement

The charity has taken advantage of an exemption conferred by the Charities SORP and has not prepared a cash flow statement.

l) Critical accounting estimates and areas of judgement

The members of the PCC do not consider that there are any material sources of estimation or uncertainty at the balance sheet date that could result in a material adjustment to the carrying values of assets and liabilities in the next reporting period.

ALL SAINTS LALEHAM PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2022

3 Donations and legacies

	2022	2021
	£	£
Planned Giving	136,312	133,592
Tax Recoverable	34,567	34,379
Other Giving	27,022	38,524
Collections	4,418	792
Legacies	4,802	29,000
	<u>207,121</u>	<u>236,286</u>

4 Income from charitable activities

	2022	2021
	£	£
Fees for weddings and Funerals	3,607	4,573
Book Sales	921	490
Holiday Club	785	225
Other generated income	825	-
Playgroup: Local Authority Funding	68,825	53,117
Fees	13,700	18,380
Fundraising	1,553	338
Job Retention Scheme grants	-	1,540
Other	12	3
	<u>90,229</u>	<u>78,665</u>

5 Income from other trading activities

	2022	2021
	£	£
Lettings	4,286	1,276
	<u>4,286</u>	<u>1,276</u>

6 Investment income

	2022	2021
	£	£
Dividends & interest	1,129	438
	<u>1,129</u>	<u>438</u>

ALL SAINTS LALEHAM PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2022

7 Other income

	2022	2021
	£	£
Insurance claim	4,205	-
	<u>4,205</u>	<u>-</u>

8 Charitable expenditure

	2022	2021
	£	£

a Costs incurred directly on specific activities

<i>Ministry costs</i>	note		
Diocesan contribution		85,200	85,200
Other clergy costs	9(a)	62,154	44,620
Church running expenses	9(b)	5,655	5,829
Church maintenance	9(c)	11,923	20,196
Upkeep of services		7,460	5,522
Upkeep of churchyard	9(d)	7,077	5,530
Training & support costs (inc youth work)	9(e)	11,382	5,195
Youth Centre running costs	9(f)	15,292	16,201
Playgroup running costs	9(g)	78,819	68,371
Bookstall		889	396
		<u>285,851</u>	<u>257,060</u>

<i>Grants payable (see b) below)</i>	2,474	2,906
--------------------------------------	-------	-------

Administration

Salary	27,741	27,486
Parish office rent	2,621	-
Administration	4,168	7,988
Telephone	671	694
Insurance	558	536
Utilities	1,398	1,133
Office refurbishment & maintenance	907	499
Governance Costs	2,880	2,880
	<u>40,944</u>	<u>41,216</u>

Total expenditure on charitable activities	<u>329,269</u>	<u>301,181</u>
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b Grants payable

	2022	2021
	£	£
Grants for UK and overseas mission	1,349	1,481
Grants for the relief of poverty	1,125	1,425
	<u>2,474</u>	<u>2,906</u>

The charity's principal grants to institutions comprised:

	2022	2021
	£	£
Church Pastoral Aid Society	1,125	1,125
Tearfund	1,125	1,425
Grants to institutions for less than £1,000 each	224	356
	<u>2,474</u>	<u>2,906</u>

The fee payable to the independent examiner for preparing and examining the accounts was £2,880 (2021: £2,880). The charity paid £nil (2021: £nil) to Stewardship for other services

ALL SAINTS LALEHAM PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2022

9	2022	2021
	£	£
9(a) Other Clergy costs		
Clergy expenses	1,832	1,512
Vicarage expenses	594	623
Curate's house expense	26,643	15,161
Curate training contribution	20,112	9,868
Additional staff costs	12,241	16,697
Staff expenses	731	759
	<u>62,154</u>	<u>44,620</u>
9(b) Church Running expenses		
Insurance	2,175	2,090
Telephone and internet	410	533
Utilities	3,070	3,206
	<u>5,655</u>	<u>5,829</u>
9(c) Church maintenance		
Repairs & maintenance	11,923	20,196
Other costs		
	<u>11,923</u>	<u>20,196</u>
9(d) Upkeep of Churchyard		
Contract Gardener	4,761	5,262
R&M and other costs	2,316	268
	<u>7,077</u>	<u>5,530</u>
9(e) Training & support costs		
Hire of school	5,401	1,925
Children's holiday club	404	72
Children's work	2,196	1,048
Church event expenses	944	-
Parish support and mission	2,437	2,150
	<u>11,382</u>	<u>5,195</u>
9(f) Youth Centre costs		
Insurance	1,524	1,465
Utility charges	2,431	3,785
Repairs & maintenance	11,248	10,415
Other costs	88	537
	<u>15,292</u>	<u>16,201</u>
9(g) Playgroup costs		
Salaries	70,753	61,848
Running costs	6,350	4,940
Equipment & consumables	1,521	1,389
Donations	195	195
	<u>78,819</u>	<u>68,371</u>

ALL SAINTS LALEHAM PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2022

10 Analysis of staff costs, the cost of key management personnel and trustee remuneration and expenses

	Church £	Playgroup £	2022 £	Church £	Playgroup £	2021 £
Gross wages and salaries	36,994	70,719	107,713	40,800	61,848	102,648
Pension costs	2,988	34	3,022	3,382		3,382
	<u>39,982</u>	<u>70,753</u>	<u>110,735</u>	<u>44,182</u>	<u>61,848</u>	<u>106,030</u>

The average monthly number of church employees during the year was 3 (2021: 3).

The average monthly number of playgroup employees during the year was 16 (2021: 12).

Most of the charity's activities are carried out by volunteers.

No staff received salaries at a rate of more than £60,000 per annum.

The charity's key management comprise the members of the PCC and the key staff named in the Trustees Annual Report. Total employment benefits payable to key management for the year were as follows:

	Wages & salaries	Other employment benefits	Employer pension contributions	2022 £
Key management connected to members of the PCC				
Mary Hunt, church administrator, spouse of trustee	13,273	66	531	13,870
Wendy Williams, playgroup, spouse of trustee	1,369	-	-	1,369
Tori Biutanaseva, Families Minister, member of PCC	10,812	54	432	11,298
Other members of key management	13,273	66	531	13,870
				<u>40,407</u>

In addition, a total of £942 redundancy payment was made to a member of the key management during the year.

The following amounts were payable in the previous year:

	Wages & salaries	Other employment benefits	Employer pension contributions	2021 £
Key management connected to members of the PCC				
Mary Hunt, church administrator, spouse of trustee	13,026	65	521	13,612
Wendy Williams, playgroup, spouse of trustee	4,608	-	-	4,608
Tori Biutanaseva, Families Minister	15,978	80	639	16,697
Other members of key management	13,276	66	531	13,873
				<u>48,790</u>

Andrew Saville, clergy member of the PCC, and Jonathan Lawes, Curate in Training and member of the PCC, receive a stipend from the Diocese and so are not employees; some of the Parish Share paid to the Diocese is used to help meet the cost of these stipends. Andrew and Jonathan are provided with accommodation (which is customary for clergy) and the cost of this accommodation to the PCC is disclosed in note 8 'Charitable Expenditure'. The charity also reimbursed expenses to Andrew and Jonathan, again these costs are disclosed in note 8 'Charitable Expenditure' under the heading 'Clergy expenses'. In addition, the PCC contributed £20,112 (2021: £9,868) towards the diocesan costs of employing and training Jonathan.

No other member of the PCC received employment benefits in either the current or preceding year.

11 Investments:

	# Units	2022 Value £	2021 Value £
CBF Church of England			
460 Investment Fund Income Units	460	9,497	10,758
COIF Charities			
260 Investment Fund Units	260	4,719	5,340
	<u>720</u>	<u>14,216</u>	<u>16,097</u>
Opening Market Value		16,097	14,079
Net Gain(Loss) in the year on revaluation		(1,881)	2,019
Closing Market Value		<u>14,216</u>	<u>16,097</u>

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12 Stock

	2022	2021
	£	£
Books purchased for re-sale, at cost	30	30
	<u>30</u>	<u>30</u>

13 Debtors

	2022	2021
	£	£
Income Tax Recoverable - Church	2,679	2,381
Other Debtors	2,008	2,329
Prepayments	4,374	3,976
	<u>9,061</u>	<u>8,686</u>

14 Cash at Bank and in Hand

		2022	2021
		£	£
Church	Santander	50,399	50,015
	CAF Bank	19,098	45,383
	Cash in hand	-	-
Playgroup	Santander	16,707	12,014
	Cash	37	112
	Building Society	22,427	22,415
		<u>108,668</u>	<u>129,940</u>
CBF Church of England Deposit		51,887	51,213
		<u>160,555</u>	<u>181,153</u>

15 Creditors: liabilities falling due within one year

	2022	2021
	£	£
Creditors and Accruals	5,847	8,769
Deferred income (Playgroup Grants)	5,000	-
	<u>10,847</u>	<u>8,769</u>

16 Pension commitments

The Church Workers Pension Fund (CWPF)

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

CWPF has two sections:

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

Pension Builder Scheme

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

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

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

There is no sub-division of assets between employers in each section of the Pension Builder Scheme. The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable (2022 : £3,022, 2021 : £3,382).

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

For the Pension Builder Classic section, the valuation revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review, the Board chose to grant a discretionary bonus of 10.1% following improvements in the funding position over 2022. There is no requirement for deficit payments at the current time.

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For the Pension Builder 2014 section, the valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

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

17 Funds

During the year the movements in the charity's funds were as follows:

	Opening balance 2022 £	Incoming resources 2022 £	Outgoing resources 2022 £	Transfers in the year 2022 £	Gains and losses 2022 £	Closing balance 2022 £
<i>Designated Funds</i>						
Playgroup	34,542	84,090	(78,821)	(5,640)	-	34,172
Legacy - Property Improvement	29,463	3,862	(9,384)		-	23,941
Legacy - Support Staff	9,562	-	(9,562)		-	(0)
Legacy - Curate reserve	25,000	-	-		-	25,000
Legacies & Memorial Gifts		1,200	-			1,200
School Hall Projector and Screen		1,250	-			1,250
	<u>98,567</u>	<u>90,402</u>	<u>(97,767)</u>	<u>(5,640)</u>	<u>-</u>	<u>85,562</u>
<i>General Unrestricted Funds</i>	<u>54,306</u>	<u>174,400</u>	<u>(181,058)</u>	<u>3,740</u>	<u>(1,260)</u>	<u>50,128</u>
Total Unrestricted Funds	<u>152,873</u>	<u>264,802</u>	<u>(278,825)</u>	<u>(1,900)</u>	<u>(1,260)</u>	<u>135,690</u>
<i>Restricted Funds</i>						
Mission	-	2,250	(2,250)		-	-
Bursary Fund	2,810	-	(344)	-	-	2,466
Curate Fund	35,667	39,350	(47,392)	1,900	-	29,525
Churchyard	137	141	(137)		-	141
Parent & Toddlers	369	426	(321)		-	474
	<u>38,984</u>	<u>42,167</u>	<u>(50,444)</u>	<u>1,900</u>	<u>-</u>	<u>32,606</u>
<i>Endowment Funds</i>						
Alfred Want churchyard fund	5,340	-	-		(621)	4,719
Aggregate of funds	<u>197,197</u>	<u>306,968</u>	<u>(329,269)</u>	<u>-</u>	<u>(1,881)</u>	<u>173,014</u>

The transfers referred to above were made for the following reasons:

- The transfer from the designated Playgroup fund to General funds represents contribution to the running costs of the Youth Centre for the year.
- The transfer from the General fund to Restricted fund of £1,900 represents deposit that was paid for the rental of the curate's house, which should be part of Restricted funds rather than General fund.

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Analysis of net assets by fund

The assets and liabilities of the various funds were as follows:

	<u>Unrestricted Funds</u>		Restricted funds	Endowment funds	2022
	General funds	Designated funds			
	£	£	£	£	£
Fixed asset investments	9,497	-	-	4,719	14,216
Stock	30	-	-	-	30
Debtors	7,161	-	1,900	-	9,061
Cash at bank and in hand	44,287	85,562	30,706	-	160,555
Creditors falling due within one year	(5,847)	(5,000)	-	-	(10,847)
	<u>55,128</u>	<u>80,562</u>	<u>32,606</u>	<u>4,719</u>	<u>173,015</u>

In the previous year the movements in the charity's funds were as follows:

	Opening balance 2021 £	Incoming resources 2021 £	Outgoing resources 2021 £	Transfers in the year 2021 £	Gains and losses 2021 £	Closing balance 2021 £
<i>Designated Funds</i>						
Playgroup	34,385	73,378	(68,371)	(4,850)		34,542
Legacy - Property Improvement	16,891	27,000	(16,427)	2,000		29,463
Legacy - Support Staff	42,933		(8,371)	(25,000)		9,562
Legacy - Curate Reserve	-			25,000		25,000
	<u>94,209</u>	<u>100,378</u>	<u>(93,169)</u>	<u>(2,850)</u>	<u>-</u>	<u>98,567</u>
<i>General Unrestricted Funds</i>	<u>62,373</u>	<u>165,951</u>	<u>(178,097)</u>	<u>2,726</u>	<u>1,353</u>	<u>54,306</u>
Total Unrestricted Funds	<u>156,582</u>	<u>266,329</u>	<u>(271,266)</u>	<u>(124)</u>	<u>1,353</u>	<u>152,873</u>
<i>Restricted Funds</i>						
Mission	(24)	2,850	(2,850)	24	-	-
Bursary Fund	2,810	-	-	-	-	2,810
Curate Fund	15,600	47,031	(26,964)	-	-	35,667
Churchyard	4,726	137	-	(4,726)	-	137
Parent & Toddlers	-	317	(100)	152	-	369
	<u>23,113</u>	<u>50,336</u>	<u>(29,915)</u>	<u>(4,550)</u>	<u>-</u>	<u>38,984</u>
<i>Endowment Funds</i>						
Alfred Want churchyard fund	-	-	-	4,674	666	5,340
Aggregate of funds	<u>179,695</u>	<u>316,665</u>	<u>(301,181)</u>	<u>-</u>	<u>2,019</u>	<u>197,197</u>

Analysis of net assets by fund

In the previous year, the assets and liabilities of the various funds were as follows:

	<u>Unrestricted Funds</u>		Restricted funds	Endowment funds	2021
	General funds	Designated funds			
	£	£	£	£	£
Fixed asset investments	10,758			5340	16,097
Stock	30				30
Debtors	8,597		88		8,686
Cash at bank and in hand	43,689	98,567	38,896		181,153
Creditors falling due within one year	(8,769)				(8,769)
	<u>54,306</u>	<u>98,567</u>	<u>38,984</u>	<u>5,340</u>	<u>197,197</u>

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Designated Funds

The Playgroup Fund represents the income and expenditure for the Laleham Church Playgroup

The Legacy - Property Improvement Fund represents unrestricted legacy income which the PCC has designated for use on property maintenance & improvements

The Legacy - Support Staff Fund represents unrestricted legacy income which the PCC has designated for costs associated with staff employment

The Legacy - Curate reserve Fund represents unrestricted legacy income which the PCC has designated for costs associated with having a Curate.

Legacies and Memorial Gifts fund represents unrestricted income which the PCC has designated for future use for something that will be lasting and relevant to the interests of a person who died.

The School Hall Projector and Screen Fund represents unrestricted income which the PCC has designated for costs associated with the school hall projector and screen.

Restricted Funds

The Mission Fund represents donations received for mission partners

The Building Appeal Fund represents income received for specific building projects.

The Bursary Fund represents the income received to enable children to attend Christian events, camps and holidays.

The Curate Fund represents income received to contribute towards the costs associated with having a Curate.

The Parent & Toddlers fund represents the income received to pay the expenses of the Parent & Toddler group and its child sponsorship through Compassion UK.

The Churchyard Permanent Endowment Fund represents the investment made by the charity of Alfred Want for the purpose of maintaining the grave and gravestone of John Thornton and the lychgate erected in his memory

18 Transactions with related parties

During the year the charity:

During the year the charity received donations totalling £52,950 (2021: £57,370) from related parties (which includes members of the PCC, any other members of key management and anyone closely connected to them).

During the year the charity also made the following payments to, or for, related parties:

- a) Steven Page, spouse of trustee Karen Rieveley, received payments totalling £4,761 (2021: £5,261) for providing gardening services to the charity
- b) Rob Van't Hoogerhuis is the owner of Pro-Ferb Limited and spouse of trustee Kasia Van't Hoogerhuis. Pro-Ferb was paid £nil in 2022 (2021: £1,296) for building maintenance work on the Youth Centre.
- c) Simon Roe is the Managing Director of Zest4.TV and spouse of trustee Alexandra Wren. Zest4.TV was paid £nil in 2022 (2021: £13,771) for the supply of equipment to build the replacement AV system in the church.