THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST SEBASTIAN, WOKINGHAM

England & Wales · Charity number 1139933

Details

Other names	ST SEBASTIAN'S PCC, WOKINGHAM
Status	Registered
Legal form	Previously excepted
Registered	2011-01-19
Register	View on the Charity Commission register

Contact

Address	St. Sebastians Parish Centre Nine Mile Ride Wokingham RG40 3AT
Phone	01344761050
Email	office@stsebastians.org.uk
Website	www.stsebastians.org.uk

Activities

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

Activities: St. Sebastian's Church mission statement states that 'we believe God is calling us as a church to be a beacon in the community, to lead people to Jesus Christ and to help them grow in Him. ?A city set on a hill cannot be hidden? (Matthew 5:14)

Classification

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

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Geography

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

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£211,183	£187,061	-	-
2023-12-31	£176,380	£175,150	-	-
2022-12-31	£147,727	£172,419	-	-
2021-12-31	£144,836	£176,373	-	-
2020-12-31	£166,242	£162,737	-	-

Trustees

Name	Role	Appointed
Rickey Simpson-Gray	Chair	2023-05-10
Christopher John Bull		2022-05-25
David Metson		2023-04-19
David Paul Smart		2019-04-30
Ian Donald Mackenzie		2024-04-24
JANET FRANCES ROGERS		
Mark William Andrews		2025-05-11
Mary Beatrice Unwin		2019-04-30
Nigel Birch		2019-04-30
Nigel James Wickens		2024-07-17
Paul John Morrison		2020-10-14
Wendy Lorraine Wickens		2022-05-25

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England & Wales - Charity number 1139933

Accounts

The Parish of Wokingham
St Sebastian's



2024 ANNUAL REPORT AND ACCOUNTS

For the year ended 31st December 2024

The Parochial Church Council of
The Parish of Wokingham St Sebastian's
Annual Report for 2024

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1.0 LEGAL AND ADMINISTRATIVE DETAILS

Full Parochial Name: Parish of Wokingham St Sebastian's

The Incumbent: The Reverend Rickey Simpson-Gray BA (Hons), FCMA, Dip (HE)

Parish address: Parish Office, Nine Mile Ride, Wokingham
Berkshire RG40 3AT

Tel: 01344 761050
E-mail: office@stsebastians.org.uk
www.stsebschurch.org.uk

Bankers to the PCC: CAF Bank Limited,
25 King's Hill Avenue, King's Hill, ME19 4JQ

Barclays Bank UK PLC
Leicester, LE87 2BB

Independent Examiner: Mr Michael Young FCA

The following schools are associated with the Parish of Wokingham St Sebastian's:

- Hatch Ride Primary School;
- Oaklands Junior School;
- Oaklands Infant School;
- St Sebastian's Church of England Primary School and Nursery;

The Parish of Wokingham St Sebastian's is situated in Wokingham Without. It is part of the Sonning Deanery, Archdeaconry of Berkshire, Diocese of Oxford within the Church of England.

Correspondence address: Parish Office, Nine Mile Ride, Wokingham, Berkshire RG40 3AT.

The Parochial Church Council (PCC) is a body corporate (PCC Powers Measure 1956, as amended, Church Representation Rules 2022), and a registered charity of The Charity Commission for England and Wales.

Charity Registration Number: 1139933

2.0 TRUSTEES REPORT

2.1 Aims and purposes

To promote the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

The Parish of Wokingham St Sebastian's Parochial Church Council (PCC) has the responsibility of cooperating with the Incumbent, The Reverend Rickey Simpson-Gray, in promoting in the ecclesiastical Parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

The PCC is also specifically responsible for the maintenance of the following buildings:

- St Sebastian's Church
- St Sebastian's Parish Centre
- St Sebastian's Parish Church Hall
- St Sebastian's Lodge

Nine Mile Ride
Wokingham
Berkshire RG40 3AT

2.2 Objectives and Activities

The PCC is committed to enabling as many people as possible to worship at our churches and to become part of our Parish community of Wokingham Without. The PCC maintains an overview of worship throughout the Parish and makes suggestions on how our services can involve the many groups that live within our Parish. Our services and worship put faith into practice through prayer and scripture, music and sacrament.

When planning our activities for the year, we have considered the Right Reverend Dr Steven Croft's (Bishop of Oxford) Common Vision of being called to be **Christ-like (*Contemplative, Compassionate and Courageous*)** for the benefit of our Parishioners, local residents and visitors. This also includes supplementary guidance from The Charities Commission (England and Wales) for the advancement of religion for the public benefit.

With the Parish *Interim* Mission Action Plan of **"a beacon of Christ loving God and serving others",** we enable ordinary people to live out their faith in response to us loving God and others through:

- To become a welcoming Christ-like Church called by God;
- To resource Pastoral Care for church members & local residents;
- To build Missionary and Outreach work with Diocesan partnership;
- To increase Parish collaboration with local government bodies & local community groups;
- To increase Parish buildings' usage;
- To be good stewards and guardians of resources in our care.

2.3 Achievements and Performance

- Parish Review

  "The history of missions is the history of answered prayer", according to Samuel Zwemer (1867-1952). These words supported the heart of Parish ministry in Wokingham St Sebastian's during 2024.

  I shared in my first 2023 sermon the priority to mend fences and remove encumbrances for the Word of God, ministries and Gospel proclamation to be conveyed unfettered, unbound and without constraint. The works continued during 2024 with God's help and navigated the Bible mandate below from 33rd chapter of Exodus:

  > "Then Moses said, "If you don't personally go with us, don't make us leave this place. How will anyone know that you look favourably on me — on me and on your people — if you

> don't go with us? For your presence among us sets your people and me apart from all other people on the earth."
>
> The Lord replied to Moses, "I will indeed do what you have asked, for I look favourably on you, and I know you by name."

We report on the achievements of Parish ministry, challenges and what the future holds for us during 2025.

- Ministry activities

We held 144 (132) Parish church events in 2024 (2023) covering Sunday Worship, All Age and Communion Services, Worship and the Word, The Base, Wednesday Communion and 5th Sunday Healing and Prayer. Included in this total were the following services: Easter and Christmas, Maundy Thursday, Three Hour by the Cross, Christmas Tree Festival, Christingle, Carols Service, Crib Service and Midnight Communion.

An additional 34 (27) services were held for All Souls and Remembrance Day, Life Events (baptisms, weddings and funerals), Harvest Festival and School services. We have also held monthly communion services at Buckler's Lodge Care Home.

Work continued throughout the year on building on the good safeguarding work undertaken by our leaders: Helen Thompson, Mark Lee, Suman Shrestha and Murray Foulds. Lay and Team Leaders have made great efforts to stay up to date with their training supplemented, particularly, against the background of heightened safeguarding awareness across the Diocese and Church of England. We want our Parish ministries to flourish for all Christians and safe safeguarding practices remain at the heart of all that we do.

I am grateful for the volunteers of Little Angels ministry, the Parent and Toddler group, which meets in St Sebastian's Church Hall fortnightly Fridays. We have noted increases in attendance following greater social media notices, recommendations and recent Parish magazine leaflet drop in local homes within Parish boundary. With greater family engagement, we look forward to future prospects of ministry pathways into church.

We maintained the Parish Youth Ministry with Sally Alexander until October 2024 following the departure of our previous Youth Worker. Friday Night Live held fortnightly friendly and safe spaces for teenagers with support from Eve Bull, Dave Metson, Mary Unwin and John Hills. Opportunities were taken to communicate the love of Christ through the range of appropriate activities offered. We look forward to growing ministry opportunities as we explore during 2025 a Family Worker resource.

We had 11 (14) Life events during 2024 (2023): 2 (2) wedding / wedding blessing, 3 (1) baptisms / blessings and 6 (11) funerals. We hope to build on this year's success during 2025 in social media, announcements and publicity for missional opportunities. Life events remain a good indicator of local community engagement.

The Parish remains blessed with the support of our Local Lay Ministers (LLMs) Russell Shipton and Wendy Wickens. They graciously contributed to leading services and supporting my Incumbency during 2024, particularly, Pastoral Care, 4th Sunday Worship and 6pm Praise and Worship services. I remain grateful for their ongoing support.

I engaged with St Sebastian's Church of England School Headteacher, Martin Gater, up to end of school term beyond the school events of Easter, Summer End of Term, Harvest, Remembrance Day and Christmas. The Parish and I bid farewell to Martin in July and welcomed the new Head of School,, Mrs Sarah Cohen, from September. I also had the pleasure of joining other School events, which also saw a few children joining our Christmas seasonal services.

Closer collaboration with Head of School meetings at St Sebastian's Church of England School has led to invited sessions to develop children's prayers as well as monthly Collective Worship at St Sebastian's Church. The school continues to be supported by Foundational Governors out of St Sebastian's and nearby local churches. Together, they have contributed to the effective governance and the support of Head of School, Teachers, Staff and Parent support. We continue to hold everyone in our prayers for their continued flourishing during 2025.

I had the privilege to lead and preach at the Harvest Service in Oaklands Junior School in October followed by Collective Worship in the following month. The School teachers' reception and children's enthusiasm were most welcoming. Out of that engagement, agreement was reached to provide termly Collective Worship, which is gaining traction. We look forward to building on this foundation across 2025.

Russell Shipton LLM and I supported monthly Holy Communion services at Buckler's Lodge Care Home with around 14 residents. We had an additional 60 family, friends and guests joining us at the Christmas Service to hear St Sebastian's Brass Band and choir singers from St Sebastian's. It was wonderful. One resident has begun regularly visiting our Sunday Worship and Communion Service. I am pleased to see how this missional opportunity is growing.

I would like to acknowledge the warm hospitality of the Buckler's Lodge Care Home Business Support Manager, Anne Burroughs, Debbie Rapson and Aimee Hallcup. We also share our deepest thanks to the local residents who attend each service, their acceptance of our service books and the Holy Communion. We look forward to more collaborations and a flourishing relationship throughout 2025 following bookings for all months up to December.

We maintained Prayer ministry within the shared helpful team leadership of Jill Gardener, Alexis Clarke, Lay Licensed Ministers Wendy Wickens and Russell Shipton, and Anne Andrews. All met with members from church community weekly to intercede and respond to requested prayers.

Prayer Group met weekly, via Zoom and occasionally in person. The team provided ministry during Communion and other services. Prayer connections were also available at fortnightly services of the Base. We look forward to seeing the Lord's ministry direction during 2025 to better support our parishioners and Church.

Home groups met at regular intervals for parishioners' pastoral support. I repeat recognition to the groups of Russell and Angela Shipton, Paul and Claire Morrison, Sally and John Congram, Anne and Mark Andrews, Murray and Joy Foulds and others who will have occasionally met on the margins. We had a successful series of Lent Bible Studies (Come and See) and online Alpha via Mark and Anne Andrews, both of which we hope to repeat in 2025. Many thanks for all the efforts expended.

There is also another aspect to the Home Groups ministry. Paul and Claire Morrison (and other church members) have been frequently providing practical help, transport and food to vulnerable parishioners of our church community during this year and in times before. An area of work that can be easily taken for granted. In 2025, we shall be exploring connections and pathways between Prayer Ministry and Pastoral Care Home Groups for our parishioners' spiritual well-being.

The Parish and I thanked Anne Bone, Helen Ormerod and Jean Pounce for their work running the Cancer Support ministry at St Sebastian's Parish for 32 years. They decided to bring the group to a close during October. The Parish and I remain grateful for this legacy of work and contribution to Parish ministry since 1992.

St Sebastian's Church is a member of Churches Together Crowthorne (CTC). CTC is an association of local churches from Crowthorne and Finchampstead, who come together to serve and bless our area and its people in the name of Jesus Christ including church communities: St John the Baptist, St James in Finchampstead, the local Baptists, Methodists, Roman Catholic and Vineyard Church groups. We are fortunate that CTC Chair, Janet Rogers, is a member of our local Parish community. I am thankful for all the work Janet has put into this ecumenical ministry during 2024.

CTC Leaders and I met frequently during 2024. Members of our church and I took part in the organised summer event at the Morgan Recreation Grounds and Christmas late night shopping event on Crowthorne High Street outside the local Baptist Church. I look forward to increased collaborations during 2025.

I was pleased to invite the Age UK Berkshire Dementia Club charity to use our Church Hall and they're still us providing an essential community support. What a blessing! This community service is growing and we are looking forward to building further engagement during 2025.

I am grateful for the continued existence of this Men's Sandwich Club ministry, the vision of parishioner and former Licensed Lay Minister, Ian Mackenzie. It remains a welcome space for senior men to meet each month in the Parish Centre. With deepest thanks to Ian Mackenzie for his continued running of this ministry.

I would like to offer my appreciation to John Woodburn ACIB, Region 7 Treasurer and Branch Support for the "GOOD NEWS for Everyone!" UK Charity (formerly The Gideon's Society). We were blessed with the free supply of A4 magazines, which the church and I hand delivered to residential homes within the Parish during November and early December into 2,200 homes. The was part of our missional re-set and raising awareness in the local community. We have seen some fruits from the efforts and look forward to seeing more during 2025.

The Parish website impact is growing with the helpful work of the Parish Communication Team (Chris Bull, David Smart, Suman Shrestha and Paula Mason). Functionality has recently been enhanced by the addition of recorded Church events and greater information / notices about Parish events.

Our Facebook social medial membership has grown. We are seeing increased requests, followers of Parish accounts and occasional prayer requests. Content comprised of Parish notices, Vicar Letters, Bible readings, prayers, reflective Christian quotes and occasional images, which have seen increased viewings.

I would like to thank all volunteers who have worked so hard to maintain our Church and Parish buildings during 2024 beginning with Churchwardens, Chris Bull and Peter Thompson. Peter stepped down in September and was succeeded by Nigel Wickens. Chris and Nigel were supported by Nigel Birch, David Metson and Paul Morrison during 2024. All have helped other volunteers involved in flower arranging, vergering, polishing, cleaning, refreshments, baking cakes, Sound and Vision desk and modest repairs. You are all too numerous to be named but you know who you are, and I am deeply grateful. Thank you for all your efforts.

Separate mention and deepest thanks are reserved for Head of Music and Worship, Jill Metson, who has ensured rotas have been in place for all Sunday Services. I hope you would join me in offering thanks for Jill's work as well as all musicians involved providing music support including St Sebastian's Brass Band. Similarly, we extend our thanks to Office Manager, Kirsty Milam, for effectively running the Parish Office and coordinating the various activities across the Parish Estate.

- Governance and Finance

The Parish would not be able to function as a registered Charity (England and Wales) were it not for the efforts of Parochial Church Council (PCC) members who as legal trustees, met every two months under my Chair to exercise governance decision-making.

The work of the PCC was effectively supported by Parish Treasurer, John Congram, who heroically steered Parish financial decisions within relevant financial controls and measures in 2024. The PCC and I offer our thanks. Similarly, the support of PCC Secretary, Mary Unwin, has helped the Parish to stay on top of key governance decisions and commitments undertaken. We also offer our gratitude for Mary's work. Mary steps down from this role in May 2025.

Parish Treasury

The 2024 (2023) Parish Share of £81,554 (£82,622) was met in full. We praise the Lord for all donations, stewardship and other giving to meet our share of Diocese of Oxford's costs.

The Parish donated total gifts of £7,153 (£3,794) in 2024 to the charities below 2024 (2023):

UK Charities			**Overseas Charities**	
Yeldall Manor	£ 1,200		Mitiyana	£ 1,200
JAC	£ 600		Open Doors	£ 1,200
Soulscape	£ 600		Univida	£ 1,200
Connect Counselling Service	£ 300		Tear Fund Quiz	£ 753
Harvest Collection Crowthorne Foodbank	£ 50			
Harvest Collection Yeldall	£ 50			
Totals	**£ 2,800**			**£ 4,353**
UK and Overseas Charities' Total	**£ 7,153**			

- Parish Attendance

Parish Attendance Data	2024 Events		2023 Events		2023-2024 Movement	
	Services	Average Attendance	Services	Average Attendance	Services	Average Attendance
Weekly Services						
8am Holy Communion Services	**43**	4	33	5	10	**-1**
10am All Age Communion	**11**	51	11	43	-	8
10am Worship and the Word	**21**	48	24	40	**-3**	8
10am Holy Communion	**10**	92	15	56	**-5**	35
10am Holy Communion (Wednesdays)	**12**	5	16	2	**-4**	3
6pm Praise and Worship	**8**	21	3	27	5	**-7**
5th Sunday Healing Service	**3**	49	3	35	-	14
10am The Base	**12**	38	17	20	**-5**	18
Weekly Services' Total	**120**	**307**	**122**	**229**	**-2**	**78**
Seasonal Services						
Lent						
Ash Wednesday	**2**	16	-	0	2	16
Lent Bible Studies	**10**	16	-	0	10	16
Easter						
Easter - Maundy Thursday	**1**	18	1	18	-	0
Easter - Vigil	**1**	8	-	0	1	8
Easter - 3 Hour by the Cross	**1**	44	1	44	-	0
Christmas						
Christmas Tree Festival	**1**	22	1	26	-	**-4**
Christmas Special Concert (Life and Mission)	**1**	110	1	0	-	110
Christmas Christingle	**2**	40	1	43	1	**-4**
Christmas Carols	**1**	115	1	106	-	9
Christmas Crib Service	**1**	48	1	71	-	**-23**
Christmas Cubs	**1**	20	1	34	-	**-14**
Christmas Midnight Communion	**1**	28	1	27	-	1
Christmas Day	**1**	52	1	98	-	**-46**
Seasonal Services Total	**24**	**536**	**10**	**467**	**14**	**69**
Special Services / Life Events						
Commemorative						
All Souls	**1**	28	1	28	-	0
Remembrance Day	**1**	107	1	107	-	0
Life						
Baptism / Blessing	**3**	27	1	83	2	**-56**
Wedding / Blessing	**2**	25	2	25	-	0
Funeral Services	**6**	119	11	63	**-5**	56
Schools						
Oaklands Junior School	**2**	209	1	240	1	**-32**
St Sebastian's School	**6**	141	6	156	-	**-15**
Care Home						
Buckler's Lodge Holy Communion	**13**	18	3	13	10	5
RSG Installation	-	-	1	104	**-1**	**-104**
Special Services / Life Events' Total	**34**	**673**	**27**	**819**	**7**	**-146**
OVERALL TOTAL	**178**	**1516**	**159**	**1515**	**19**	**1**

In the words of Richard Halverson, "We may not know the way God leads but we know God leads! We do not know the way...but we know the Guide!" The Parish of Wokingham St Sebastian's and I trust God's direction of travel and leadership for Parish ministry in 2025 with the help of prayer and spiritual discernment through the Holy Spirit.

We remain encouraged that the Lord is with us.

Peace be with you

The Reverend Rickey Simpson-Gray
Parish of Wokingham St Sebastian's
Diocese of Oxford | Church of England

- Other Parish Reports

Churchwarden's Report

2024 A Year of Transition

The Annual Parochial Church Meeting (APCM) saw the two Churchwardens Chris Bull and Peter Thompson being orated for another term. Due to ill health Peter Thompson had to stand down in September with Nigel Wickens taking his place and being duly elected in September. Thank you, Peter, for your help in getting things established with Reverend Rickey's first year.

The Churchwardens are ably supported by three deputy wardens for the management of services, David Metson, Nigel Birch and Paul Morrison. We would like to thank them all for their dedication and service to this responsibility. Thank you as well to Jane Addison, who stood down, and after many years of being a Churchwarden and then helping as a deputy.

This was also a year where our Family and Youth workers, Amy and Marvin Vogel, left to move to a new parish in Warwick. Again, a big thank you to them for their ministry to St Sebastian's.

We are grateful for the positive outcome of the Deanery inspection of our governance systems, with special thanks to Kirsty Milam, Office Manager.

Fabric Report

We have been engaged in many different items sorting out issues that occur running the fabric of any church and related buildings. The most significant issue was Amy and Marvin leaving the Parish Centre Flat in February and the tenant in the lodge deciding to leave in May.
As a result of this we had the chance to overhaul the Parish Centre flat for commercial let which required a significant refurbishment due to the lack of investment over several years.

Church

We have not had to carry out any major works in the church this year. Many thanks to the team that keep it beautifully clean and tidy throughout the year.

Church Hall

We have been investigating the sound issue in the hall with an expert but with no current progress on a solution. One major addition to the hall this year is the provision of a new fire emergency system installation.

Parish Centre and Flat

Major maintenance was carried out on the Parish Centre roof with about 1 ton of moss and leaves being removed. 12 tiles were replaced, and the lead flashing was repaired. This was causing major dampness within the flat. We carried out a major overhaul of the flat replacing the plumbing and boiler, fully updating the electrics and refitting out the kitchen. This allowed us to carry out a commercial let to new tenants who moved in, in October.

Lodge

After the tenant moved out of the Lodge in May, we were left with a very untidy building which needed a major clean. A replacement boiler and some plumbing were required before we could consider re-letting for commercial let. Works were carried out in the garden to remove bushes and trim the trees to allow more light into the premises. New tenants moved in, in November. New gates and fence posts have been fitted to the entrance. (Thanks to Nigel Wickens).

Car Park

We have carried out some patching in the car park, but this is only a temporary solution to a much bigger problem. We have also undertaken a general clear up and removal of trees, bushes and leaves ongoing with weekend clearing up days. We put together a video on the flooding in the car park so that we could launch a repair project to install a soak away to solve this problem. So far, we have exceeded the amount required and we hope to start the project in April 2025.

Major Projects

The main church roof on the north side of the building will need the rafters refitting at a cost of £40,000 at some stage in the near future. There is still the overhaul of the car park surface to be completed once we have fitted the new soak away in April 2025. We are in discussion with Keys Academy Trust on behalf of St Sebastian's School for resolving this issue. Redevelopment of the church hall remains a future consideration to provide more services into the community.

Church Hall users

Finally, we remain grateful to regular users of our Church Hall, which brings much needed income to our Parish: Beavers, Cubs, Scouts and Age UK Berkshire.

Thanks to Fabric Team: Murray Foulds, David Metson, Paul Morrison, and Nigel Wickens for all their help. More members welcome!!

Carbon Net Zero 2030

We are hoping to start a Carbon Net Zero team in 2025 to see what we can do to try and achieve CNZ by 2030, watch this space.

Safeguarding

The PCC continues to regard Safeguarding as one of its most important responsibilities. Understanding that Safeguarding extends to all, the PCC agreed a renewed Safeguarding Policy at the APCM in May 2024. Key points are as follows:

Our church is committed to:

- Promoting a safer environment and culture.
- Safely recruiting and supporting all those with any responsibility related to children,

young people and vulnerable adults within the church.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Responding to those that may pose a present risk to others.

2024 saw a continued focus on updating safeguarding training for many of St Sebastian's congregation in accordance with roles/responsibilities as per Diocesan guidance/ requirements. Approximately 50-60 persons have completed/updated their safeguarding training at Basic Awareness &/or Foundation &/or Leadership Levels during 2024/2025.

The PCC approved a 'Recruitment of Ex-Offenders Policy' in September 2024, and more recently (January 2025) a 'Code of Safer Working Practice' was circulated to 48 persons in the congregation. The Diocese recently issued this 'Code' which sets out principles and guidance in relation to safeguarding matters. The Code of Safer Working Practice expresses our commitment to demonstrating God's love by placing the highest priority on the safety of those to whom we minister.

November 2024 saw 'Safeguarding Sunday' at St Sebastian's - an opportunity for all to reflect on safeguarding. Safeguarding presentations took place in the main church and at The Base - including an additional 'child-centred-style' presentation for those aged 2yrs-18yrs. Mode of delivery was to try to achieve a relaxed, informal presentation style without being too 'heavy', but yet still to address important issues, frequency of safeguarding incidents, routes of referral, church family safeguarding responsibilities and personal responsibilities as Christians to ensure all at St Sebs are able to attend and participate in worship freely and safely.

Work has continued on the Diocesan Safeguarding Dashboard. This compliance tool monitors, collates and reports on safeguarding matters. It has 2 sections:

a. "The Dashboard" looks at policies, procedures, safeguarding roles, training for key roles, reporting procedures, PSO and PCC reporting/records etc. January saw a 90% 'green' rating across the Dashboard. There are still future challenges to address shortfalls in our systems for 'Safer Recruitment and People Management'.

b. "The Hub" looks at roles and named people attached to those roles, DBS and safeguarding training requirements linked to individuals. Work continues on this in 2025.

Murray Foulds - Safeguarding Lead to PCC

The Base

This last year started as a challenging year for us as we said Goodbye to the Vogel's and were unsure of the future of the Base. We have gone from a team of people who were trying to ensure the survival of an element of the church and family mission to a team of leaders, building faith for our families.



There has been the introduction of joint refreshments drawing the congregations together. Since September we have had a higher presence within the St Sebs community. We have led family appropriate services such as Christingle and our start of term 'All Together Services' (often including youth group members), these also serving to bring the arms of the church together.

Over the Summer we took part in Crowthorne Churches Together Summer of Fun Days where we served our community offering craft activities. We met with so many families and had the privilege of spreading God's word. We also have a display in the hall showing an element of our church to all the hall users who may not ordinarily attend.

The Base has gone from strength to strength and seeing the community thrive and grow has been a blessing. Our young people are engaging fully in their faith through readings, prayers, craft and contributions. The Base has a session of breakout where the adults discuss the theme and the children go and do a related craft. We still have a large gap for our youth with no opportunity to allow a breakout for them – Carolyn does wonders with craft that is age appropriate but there is a big difference between primary school age and upper secondary school age. We did put out a request for help but alas, we will keep praying.

The Base has become a well-oiled machine with no one person being crucial, every single person plays their role and it will be difficult to single people out to say thank you for their efforts. Mark and Suman continue to support in the leadership team, discussing new ideas and ways forward and I am very grateful to know they are by my side. We are looking to continue to find ways to join the arms of the church going forward, however are also full of joy at how we have maintained and enhanced the family worship at St Sebastian's.

To finish on I wanted to share two photographs that encapsulate the Base as a fun, multi-generational place to worship. God bless. **Tracey Clark, Suman Shrestha and Mark Portsmouth**

Communication

We were established to facilitate coordination and management of information and messages to our church communication as well as our broader community across the Parish.

Our primary goal is to facilitate effective communication within the church, ensuring that announcements, events, sermons, and other relevant information are delivered clearly and consistently through various channels, such as newsletters, social media, websites, and in-person interactions. This team may include roles like communication directors, writers, graphic designers, and social media coordinators who work to enhance the church's outreach and engagement.

We considered the following communication themes:

- Website development;
- External notice boards;
- Informing the parish of St Sebastian's and its activities;
- Social media;
- Other forms of media;
- Day-to-day information.

We met twice in 2024.

Chris Bull, Paula Morris, David Smart and Suman Shrestha

Prayer Team

Prayer ministry is offered during our twice monthly Sunday Communion service and at other times by request to Revd Rickey, Alexis or Jill. We currently have 12 people on the Prayer Ministry team and are hoping to recruit more members.

Prayer and Healing services have been held on most 5th Sundays in the month, with a different prayer focus each time. A weekly prayer meeting is held on Zoom each Monday at 7.30 pm with a regular attendance of 13 (Zoom link on website).

In September 2024, Waymakers started, this is a monthly in- person time of prayer, worship and listening to the Lord and replaces Zoom prayers on 2nd Monday of the month. The Prayer Circle WhatsApp group has 39 members and receives regular requests for prayer, we have many encouraging answers to our prayers.

In 2025, Anne Andrews and Wendy Wickens are planning and hosting prayer stations in church as the start of a new initiative of regular prayers events. **Jill Gardener and Alexis Clarke**

Home Groups

There are six mid-week groups currently running. Three groups meet in homes: One (Community Bible Study Group) meets in the Parish Centre; One meets on zoom; and one communicates regularly as a 'WhatsApp' group. In total over 60 folks are regular members of one of the groups.

During Lent, we ran the Come and See course from the Oxford Diocese, on Wednesdays in church. It ran as two big open groups; one in the daytime and the other in the evening. In September we ran a zoom Alpha course; the on-line format allowing additional people to join. This then became the basis of a zoom midweek group.

These groups combine a great mix of fun, fellowship, exploration of all sorts of aspects of the Christian life, and prayer,… together with (except over zoom/WhatsApp!) coffee, nice biscuits, and sometimes more. So ask Mark and Anne Andrews, or Russell if you think you might like to join one. There is a space for You. **Mark and Anne Andrews and Russell Shipton**

Friday Night Live

Following on from Marvin's departure in January, Friday Night Live continued on a twice a month basis led by Sally Alexander, David Metson, Eve Bull, Mary Unwin, Peter Thompson and Nicki Simpson-Gray. We also had one evening when John Hills came and talked to the youth which was amazing.

This year, we have worked hard on equipping the hall with more resources for the young people. This includes a table tennis table, a new pool table, and many new board games. We have introduced a craft table with activities like bracelet making, fabric painting on t shirts, and big picture painting using spray paint. The highlight of the evening is the discussion time where everyone comes together on bean bags, with hot chocolate. Each week a different topic is discussed with a Christian message, from Barbie (self-esteem and not having to be perfect), to money, to prayer. This has been a fantastic time for the youth to discuss, listen to each other and pray together.

We have had some great socials over the year. This has included: bowling, Jump In (trampoline place), and Golfplex. We also had the young people round Sally's house for a fantastic pizza and games night.

One of the highlights of the year, was taking part in the youth service in March on the theme of Oceans – going deeper with God. The youth took round refreshments, led the congregation in a question-and-answer session, took part in the talk, made up part of the worship team and helped prepare the

prayer activity. Two big murals had been painted at Friday Night Live before the service to depict oceans and deep water.

There are about 17 youth on the register, and the youth often bring their friends along. The team have worked hard to make Friday Night Live a place they can go, be themselves and feel safe. All the leaders have worked hard building relationships, (this often happens around the table tennis table!) **Sally Alexander – October 2025**

There was a short pause in October and the group restarted on 29 November.

It now takes place twice a month and is team led by Eve Bull, John Hills, David Metson, Nicki Simpson-Gray and Mary Unwin supported by other members of the Group.

Please do pray for the Youth, some of them are growing in leadership and others who are not churched take part in the discussions. **Eve, John, David, Nicky and Mary**

Little Angels

During term time, Little Angels meets fortnightly on Friday mornings in the Church Hall. It provides a warm, safe place for pre-school children and their carers. As well as Mums, we have Dads, Grandparents and Child Minders who all say how they appreciate the welcoming atmosphere.

There is a fabulous group of volunteers who set up the hall, clear everything away, bake cakes for grownups and make healthy snacks for the little ones. They also provide a listening ear for anyone who needs to chat.

At the end of the session, everyone enjoys singing fun songs and choosing birthday socks on special occasions. **Eve Bull**

Cancer Support Group

It was with a heavy heart that I met with Revd Rickey in the Autumn to say that the three of us, who have been dedicated to running the Group for over 30 years, felt the time had come to disband. We are now a lot older. Jean, who started the Group, is now 93, Helen is well into her seventies and I am almost 84. Due to health and other issues we all found keeping regular meetings going had become stressful.

Rickey kindly presented us with flowers as a 'thank you' from the Church for the long time the Group had been running. This acknowledgement was very much appreciated.

I plan to meet with past members and helpers from time to time over a cup of coffee as I think it is important to keep in contact. Helen and I will always be available to meet and talk with anyone who would find it helpful. **Anne Bone**

Bereavement Pastoral Support

During 2024 Sarah and Angela were able to support bereaved families following funerals by sending cards and also offering phone calls or visits. Further contact would be offered according to the individual's wishes. We also looked to support members of the congregation who were bereaved. **Angela Shipton and Sarah Fuller**

Music and Worship Report

'Let everything that has breath, praise the Lord!' Psalm 150

Our sung worship here at St Sebastian's is at the heart of church life. We are truly blessed to have live music in our worship throughout the year. Special thanks must go to those who regularly lead our sung worship on a Sunday – Janice, Eve, Lucy, Suman, Jon, Emma and members of St Sebastian's Band. Thank you, too, to the many others who participate instrumentally and vocally.

During the past year our relatively new 6pm monthly service has continued to be an opportunity for more informal and extended worship. Another notable development has been the musical collaboration across our different church groups for our termly 'Altogether' services.

A Christmas music event at Buckler's Lodge Care Home, as well as the Carol Singing at Holme Grange Craft Village proved to be great ways in which to 'take the church into the community'. We hope to extend these opportunities even further.

Thank you, again, to all who have contributed to our worship. **Jill Metson**

Sandwich Men 2024

This small group for men continued to meet on the 4th Friday of the month between 12 and 1pm in the Parish Rooms to discuss a variety of topics for friendship and fellowship.

During the year we met 9 times and topics included a talk by Nigel Birch on Windmills. We also had a visit from the Vicar and discussed Church and international matters from a Christian viewpoint. Two members also visited the Men's Saturday morning breakfast at Crowthorne Baptist Church. Why not in the future do this at St Sebastian's?! **Ian Mackenzie, Group Leader**

Sound and Vision Report 2024

New livestreaming cameras installed into the church and have been used for a few key services. Thanks to everyone who helps with the sound and vision in the church. More members are welcome. **Chris Bull – Churchwarden**

2.4 Sonning Deanery Synod Report for 2024

It's certainly been a year of significant change in Sonning Deanery.

In July 2024, Revd Richard Lamey moved on, after serving for as Area Dean for six years (and five years before that as Associate Area Dean). We continue to give thanks for how generously and fairly Richard served all the churches in our Deanery. He was warmly thanked and given a gift at his final Synod meeting in June 24.

The Bishop of Reading asked Revd Julian Bidgood (Barkham) to serve as Deanery Co-ordinator from July 24 and he has been working alongside John Sutton, Leigh Welham, and Lynne Paine (who thankfully continued in their posts as Lay Chair, Secretary, and Treasurer respectively). Revd Jane Kraft, Anna Pearce, Revd Laura Wheatley-Downes, Revd Andy Kearns, and David Horrocks have also continued to serve as members of the Deanery Standing Committee and Mission and Pastoral Committee.

It's also been a year of change in many of our churches. At the time of 2024 APCMs, there were incumbent vacancies in five of our then twelve (now thirteen) benefices: Arborfield and Barkham, All Saints Wokingham, Finchampstead and California, Hurst, Ruscombe and Twyford, and Winnersh and Bearwood. Revd Laura Wheatley-Downes (St John's Crowthorne) was also on maternity leave from April 24-January 25. Since then, we have also said farewell to Revd John Cook (who retired as Rector of Wargrave and Knowl Hill in June), Revd Richard Lamey (who also moved on from his role at St

Paul's and Woosehill in July), and Revd Catherine Vaughan (who moved on from Owlsmoor in September).

But it hasn't all been farewells! We are glad to have welcomed Revd Hannah Higginson into her new role as Rector of all Saints Wokingham (July), Revd Andy Kearns into his new role as Rector of Arborfield and Barkham (October), Revd Mark Gould as Vicar of Ruscombe and Twyford (September), Revd Patrick Mukholi as Vicar of Winnersh and Bearwood (February), Revd Hugh Thomas as Vicar (House for Duty) of Hurst (March), and Revd Gemma Donnell as Rector of Finchampstead and California (April). So, we end the year with just three incumbent vacancies, at St Paul's and Woosehill, Wargrave and Knowl Hill, and Owlsmoor (see below). It's possible that there may be further news on some of these posts before the time of the APCMs.

With so many changes taking place, there has understandably been a limit to the amount that the Deanery has been able to do over this last year.

One particular focus has been the future of **Owlsmoor**. A small group from the Mission and Pastoral Committee worked closely with the Wardens, the PCC and the Diocese, to look at possible options for the future staffing of that church family following Catherine's departure. This work continues and the vacancy there has now been suspended for five years to enable further consideration of these options.

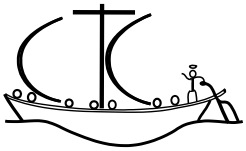
We have also spent time considering our churches and other local ministry among **Children and Young People** (following Bishop Stephen's lead), **Parish Share** (as we continue to implement the new ways of calculating what different benefices should pay), and **environmental matters** (with the Standing Committee agreeing a number of grants to churches who have applied to the increasingly used Deanery Green Fund). In September 24, we were also joined by Revd Liz Jackson (Associate Archdeacon) who led a very thought-provoking session on **'Welcoming the Stranger'** (informed particularly by her significant experience in leading and helping churches in welcoming and supporting refugees, including from Hong Kong and Ukraine).

In November 24, we took note of the (inevitably limited) progress that we had made on our **2024 Deanery Plan**. We agreed to continue with this same plan in 2025, as well as continuing the ongoing work on the Plan for Children and Young People and (for obvious reasons) focusing on settling new clergy into the Deanery. The Standing Committee will also begin to consider what might be included in a potentially more ambitious plan for subsequent years, and will be seeking suggestions from PCCs about this too.

In summary, it's been an interesting year. We give thanks to the Lord for the way he has grown relationships across the Deanery and between our churches through so many changes. And we look forward to a little more stability in 2025.

Julian Bidgood (Sonning Deanery Coordinator)

2.5 Other Churches and Community



Churches together in Crowthorne and Finchampstead (CTC)

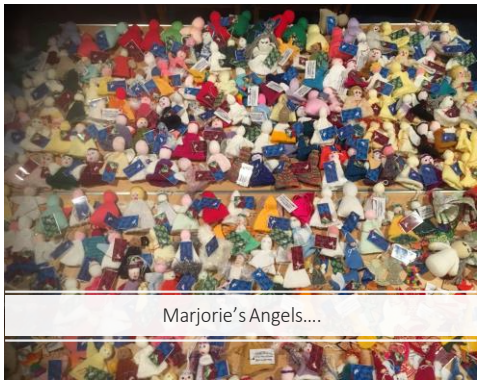
CTC is an association of local churches from Crowthorne and Finchampstead, who come together to serve and bless our area and its people in the name of Jesus Christ.

We continue you to refer to our **Purpose Statement**, when considering our activities:

Churches Together in Crowthorne aims to support and promote unity among the churches actively sharing our Christian faith and values in our community in an authentic, loving, serving and inclusive manner by:

- *coordinating joint churches activities*
- *making the churches activities visible to all*
- *praying for our community*
- *building relationships with our community*

We have worked hard over recent years to 'earn the right' to engage powerfully within the Crowthorne 'public space' – our work with the Christmas Lights, support of Late-Night Shopping and the Crowthorne Summer Activities in particularly well supported by the Community.



We loved sharing our Knitted Angels (thank you to Jo Golding and her band of knitters!) and singing carols at different venues – invited back again to the Prince and Crowthorne Inn Pubs for a second year. [Maybe we'll add the new pub at Buckler's Park in 2025?]. Crowthorne Summer Activities attracted 773 children plus parents / grandparents over four Fridays in July and August for fun activities and prominent prayer and scripture-based craft activities. (Thank you to those from St Sebastian's who helped with this.)

Marjorie Simmons, the original inspiration behind the knitted angels passed away in August, which made the angels particularly special at Christmas.

In June, members of churches from both Crowthorne and Sandhurst joined together to perform "Captain Noah and his Floating Zoo". We were particularly delighted to be joined by several children from the St Sebastian's school choir.

It is amazing to see how the churches work together in such creative ways to organise these events and many others – support for the Good Friday Service and Walk of Witness (surprising the shoppers at the CPC Market outside the library enroute), World Day of Prayer, contributing to the Crowthorne Parish Council D Day event, Christian Aid Week, Week of Prayer for Christian Unity as well as continuing support the Crowthorne Foodbank and HopeZone activities with young people and more.

We would love to see more St Sebastian's people join us – we need a representative to be part of the steering committee that meets four times a year and help us engage more within St Sebs. We also have a lot of fun working together – the best ideas usually emerge from conversations around the Christmas events and Summer Activities! **Janet Rogers, Chair CTC (and St Sebastian's Rep)**

Wokingham Without Parish Council

Wokingham Without Parish Council serves 3,000 households - including the majority of the (Ecclesiastical) Parish of St Sebastian's Wokingham Without: excluding Buckler's Park which is in the (Civil) Parish of Crowthorne and notably extending up to the Waterloo Railway Line in the north (All Saints Parish) where c4,000 houses are planned to be built.

The Parish Council has ten councillors (with two current vacancies), chaired by Cllr Lesley Foxwell. Cllr Foxwell will be stepping down as Chairman in May, although remaining as a councillor and we will miss her encyclopaedic knowledge of the Pinewood Centre as well as much else. You will know Cllr Kevin Whitehead and Cllr Janet Rogers, both members of St Sebastian's! We are a "non-political" council which means that councillors do not represent a 'political' party on the Council, all sharing a desire to work to improve our local community.

Council Meetings: Members of the public are invited to attend any of our full council meetings (usually the first Monday of each month in the Howard Palmer Room (St Sebastian's Memorial Hall).

What we do: The Parish Council is responsible for managing the Pinewood Centre, situated along Old Wokingham Road. It is home to a variety of Clubs & Societies and boasts a large adventure playground, pond, woodland walks and fitness trail.



The Parish Council also hires out the St Sebastian's Memorial Hall for a variety of community activities and with Crowthorne Parish Council jointly manages the Walter Recreation Ground and Circle Hill sites, situated on the boundary between Crowthorne Parish and Wokingham Without Parish. In January 2025, we planted a 'local origin' native hornbeam in memory of the late Cllr Doreen Dye an indefatigable champion of all things trees and conservation in and beyond the parish.

As well as managing the land and building that we are directly responsible for, the Parish Council is a statutory consultee for all Planning applications in the parish. This also extends to representation on the stakeholder groups of nearby developments such as Buckler's Park and the Broadmoor Hospital redevelopment. We are closely monitoring the planned "South Wokingham Major Development" and now Prior's Farm extension and playing a key role in the planned community infrastructure (for example the Community Hall).

A large part of our work is improving the environment of Wokingham Without for our residents – we employ a part time litter picker and organise Community Litter picks (next one during Big Green Week in June 2025 date tbc). We regularly highlight problems to Wokingham BC and Bracknell FC highways concerning road works / road closures and flooding/drainage issues, which continue to afflict the parish!

Community and Grants:

With Crowthorne Parish Council we held an awards ceremony (November 2024, next one in 2026) to promote and celebrate the invaluable contribution that volunteers make to our community. The St Sebs "Surviving the Breakup" group was recognised some time ago, but I would be please to assist in the nomination of any individuals or groups that you feel should be recognised in this way.

In December, the council was pleased to approve more than £12,250 in grant funding for local organisations who provide valuable services to Wokingham Without residents.

One of the grant recipients included the local Men's Shed who have brought back into use the pavilion on Bigshotte Field, behind Hatch Ride School. As well as providing a space for men to meet, 'shedders' have been busy repairing local community items. (The large Connect4 game that we use at Summer Activities been upgraded with wheels!)



We always welcome contributions from our residents and are delighted with the growing relationship developing with St Sebastian's Church. Please do talk to me or Kevin if you would like to know more about any of our activities (which space precludes me from including) or are interested in filling one of our vacant councillor positions! **Cllr Janet Rogers (a parish councillor since 2014)**

2.6 Financial Review

The accounts for the year ended 31 December 2024 are presented on pages 24 to 34 and are in accordance with the PCC Accountability guidance, 5th edition, 2017 issued by the Finance Division of the Archbishops' Council.

Review of the Accounts for the year ended 31 December 2024

In 2024 total Income £206,948 exceeded total Expenditure £187,061 resulting in a net Surplus of £19,887 (before gains or losses on investments) compared with the net Surplus in 2023 of £1,230.

Income

Total income was £206,948 (2023: £176,380). (Note 2 of the financial statements provides further details.)

Our main income source is "Voluntary income" or congregational giving (plus associated HMRC tax recovery) and we are grateful to the many faithful and generous givers (some over many years) who contribute, and without whom the Church would not be able to run its programme of activities. This year total donations and legacy income has increased to £182,680 from £145,060 in 2023. Within these totals the Regular Monthly Gifts increased to £114,644 from £110,286 (2023), and One-Off Donations totalled £43,896 (£30,508 in 2023).

The total of £43,896 included £23,781 donated to the Car Park Repair Fund. We are particularly grateful for the members of the congregation who generously made these donations. Also included is a legacy of £20,000 from former long term church member, Mrs Janet Collins.

Non-Gift Aided Donations includes goodwill payments from Total Energy of £6,067 to compensate for their failures over several years, to invoice our gas usage correctly.

Activities for generating funds, arising from the letting of the Church's premises, provided £18,728 (2023: £24,456). The income from the letting of St Sebastian's Lodge amounted to £10,500 down from £18,640 in 2023 because of a void period of over five months because the existing tenant vacated the premises suddenly mid contract, leaving furniture and possessions. The Lodge was re-let in mid - November.

The Parish Centre flat became vacant in February, and after refurbishment was let from the beginning of November. Church Hall rent was £5,309 compared to £5,816 in 2023 following the loss of one regular hirer.

Expenditure

Total expenditure in the year was £187,061 (2023 £175,150). (Note 3 of the financial statements provides further details.)

The largest single item of expenditure remains the diocesan parish share of £81,449 (2023: £82,517). The parish share is set by the Diocese and Deanery according to pre-determined formulae. We pay our parish share via a 12 monthly direct debit which provides us with a 1% discount.

The Church is committed to give at least 10% of its unrestricted voluntary income to support the work of charities and reach out to those in need across the world and in the UK. However, in view of our financial situation, in July 2023, the PCC decided reluctantly that we should concentrate our resources on our own local mission objectives. Further, rather than stopping our giving to existing mission partners, the PCC approved the move from monthly donations to six monthly gifts in January and July. This policy was continued through 2024. The PCC plans to review our Charitable Giving policy in 2025.

For the majority of 2024, we employed 2 staff members compared with 5 employees during 2023. This reduction in staffing was reflected in salary costs falling from £50,690 (2023) to £28,816. However, this saving was offset by property costs rising from £30,036 (2023) to £57,116. This increase was due to repair costs rising from £9,189 (2023) to £35,800. The £35,800 total included the refurbishment of the Parish Centre Flat and St Sebastian's Lodge ready for letting costing £16,585 and £8,202 respectively. Further it included £11,582 for the upgrading of the electrical systems in the

Church, Church Hall & Parish Centre, and the installation of an automatic Fire Alarm system in the Church Hall.

We are grateful for the volunteers who generously provide their time and skills for the benefit of the Church and thus make a substantial saving on our running costs.

Net Current Assets

At the end of the year, the net current assets totalled £87,428 (2023 £63,304) made up of cash balances of £88,925, investments £0, Debtors £7,633 less Creditors of £9,130. The Barclays Shares that represented the investments at 31 December 2023 valued at £18,646 were sold in 2024, adding £4,235 to the reserves.

Reserves policy

It has been PCC policy, where practicable, to maintain a minimum balance of free reserves (net current assets) equating to approximately two month's general fund payments or £30,000. It is held to smooth out fluctuations in cash flow and to meet emergencies. Following a transfer from the Major Maintenance Reserve, the balance on the General Fund at 31st December 2024 was £25,173.

The PCC has designated four other funds:

Church Roof Repair Fund, - The PCC has resolved that the £20,000 legacy received in 2024, should be reserved to contribute the cost of repairing the church roof. The need for repair was identified in the quinquennial survey. "Major Maintenance Fund" - setup in January 2012 to cover large repair and maintenance items relating to the church and buildings. This Fund has a balance of £10,000 at 31 December 2024, following the transfer to the General Fund to cover the unexpectedly large cost of the refurbishment of the Parish Centre Flat.

"Jubilee Club Fund," relating to this church group. "Legacy Fund" – during 2019, the PCC received a legacy of £5,000 from the estate of Mike Page a much-loved member of the congregation. The PCC has designated these funds whilst considering options to invest funds in a way that would honour Mike's memory. In 2021 the PCC received gifts in memory of the wonderful servant of the church Eric Fudge and these have been similarly designated.

The Financial Position and the Outlook for 2025

As was reported in the 2023 Financial Statements, the charity faces the urgent needs to repair the Car Park (estimated cost £25,000) and to repair the Church Roof (estimated cost £35,000).

In the last quarter of 2024, the PCC launched an appeal for funds for our share of the Car Park repairs and to solve the flooding problem in the car park. The PCC is very grateful to all those who have contributed to this restricted fund which totalled £23,781 at 31st December 2024. The £20,000 legacy from Janet Collin's estate was received in December. Largely because of these two major receipts late in the year, the charity's reserves in total have risen by £24,122 in 2024, despite the unexpectedly high expenditure needed to bring the church buildings into a better state of repair.

The PCC agreed that it was appropriate to transfer £10,000 to General Reserves from the Major Maintenance Reserve to help finance the refurbishment costs of the Parish Centre Flat. Thus, despite the negative fluctuations in the General Reserve during 2024, the General Reserve balance of £25,173 at 31st December 2024 is in line with the charity's reserves policy.

With both the Flat and Lodge let, and given the current levels of regular giving, the PCC anticipates a surplus of £14,000 in 2025. However, further fundraising will be required over the next eighteen months to fund the Church building roof repair.

Provision of information to independent examiners

Each of the members of the PCC at the time when this report is approved has confirmed that:

so far as he/she is aware, there is no relevant financial information of which the charity's independent Examiners are unaware, and

that he/she has taken all the steps that ought to have been taken as a trustee to be aware of any information needed by the independent examiners in connection with preparing his report and to establish that the independent examiner is aware of that information.

Independent Examiner

During the year the PCC approved the appointment of Michael Young FCA, a member of the congregation, to act as Independent Examiner



John Congram - Treasurer
Date: March 2025

2.7 Structure, Governance and Management

The method of appointment of PCC (Parochial Church Council) members is set out in the 2022 Church Representation Rules.

In the Parish of Wokingham St Sebastian's, the membership of the PCC consists of the Incumbent (our vicar), Churchwardens, and members elected by Electoral Roll members in the Parish. All those who attend our services / members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC. In addition, the following officers are also members of the PCC, Secretary – Mrs Mary Unwin, Treasurer and Stewardship – Mr John Congram.

The PCC members, who carry the legal status of Charity Trustees, are responsible for making decisions on all matters of general concern and importance to the Parish of Wokingham St Sebastian's. This also includes determining and prioritising how budgeted PCC funds are spent.

2.8 Parochial Church Council and Annual Parochial Council Meetings 2024

- 17th January
- 20th March
- 24th April (APCM)
- 15th May
- 17th July
- 18th September
- 22nd September (Extraordinary Meeting of Parishioners)
- 16th October
- 20th November

2.9 Parish Statistics

A new Electoral Roll was prepared, prior to the Annual Parochial Church Meeting on 11 May 2025, in accordance with Church Representation Rule (CRR) 7. There are 99 Parishioners on the roll as compared to 147 in 2024. There are 10 new names on the new electoral roll.

In accordance with CRR part 1, an electoral roll revision will occur next year. The next new roll preparation will be in 6 years time, 2031.

2025 electoral roll: 99 members (2024 – 147 members).

Mary Unwin, Electoral Roll Officer

PCC members who have served at any time between 1st January and 31st December 2024 are as follows:

Ex Officio members:		
Incumbent:	The Reverend Rickey Simpson-Gray (Chair)	
Churchwardens:	Chris Bull	
	Peter Thompson	until September 2024
	Nigel Wickens	from September 2024
Deanery Synod members:	Janet Rogers	
	Mary Unwin	
	There is one vacancy	
Diocesan Synod member	Wendy Wickens	
PCC Members:	Nigel Birch	
	John Congram	
	Murray Foulds	
	David Metson	
	Paul Morrison	
	Suman Shrestha	
	David Smart (Deputy Chair)	
	Sue Thomas	until April 2024
	Ian Mackenzie	from April 2024
	Nigel Wickens (co-opted)	from July to September 2024
PCC Secretary:	Mary Unwin	
Treasurer:	John Congram	
Planned Giving Officer:	John Congram	
Parish Safeguarding Officer:	Helen Thompson	
Deputy Parish Safeguarding Officer:	Mark Lee	
Children's Advocate:	Suman Shrestha	
PCC Safeguarding Lead	Murray Foulds	

Approved by the PCC on: 19 March 2025

And signed on their behalf by:



The Reverend Rickey Simpson-Gray – PCC Chair

Parochial Church Council of St Sebastian's Church Nine Mile Ride Wokingham Without

Diocese of Oxford

"A Beacon of Christ, Loving God and Serving Others"

Financial statements

of the

Parochial Church Council

For the Year ended 31 December 2024

Charity Number: 1139933

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STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	General Fund	Designated Funds	Total Unrestricted Funds	Total Restricted Funds	TOTAL	TOTAL	CAPITAL RESERVES
		2024	2024	2024	2024	2024	2023	2024
INCOME	Notes		note 7		note 9			
Donations and Legacies	2(a)	136,761	20,000	156,761	25,919	**182,680**	**145,060**	
Income Charitable activities	2(b)	2,558		2,558	0	**2,558**	**3,967**	
Income from Investments	2(c)	1,876		1,876	1,107	**2,983**	**2,897**	
Income from Trading Activities	2(d)	18,728		18,728	0	**18,728**	**24,456**	
TOTAL INCOME		159,923	20,000	179,923	27,026	206,948	176,380	0
EXPENDITURE								
Parish Share and Fees	3(a)	81,554		81,554		**81,554**	**82,622**	
Mission and Charitable Giving	3(b), 12	6,300		6,300	853	**7,153**	**1,005**	
Staff Costs	3(c), 4	28,416		28,416	400	**28,816**	**50,690**	
Ministry Costs	3(d)	5,722		5,722	293	**6,015**	**5,477**	
Premises Costs	3(e)	53,215		53,215	3,901	**57,116**	**30,036**	
Other Church Activities	3(f)	6,407		6,407		**6,407**	**5,320**	
TOTAL EXPENDITURE		181,614	0	181,614	5,447	**187,061**	**175,150**	0
NET INCOMING RESOURCES BEFORE INVESTMENT GAINS (LOSSES)		(21,691)	20,000	(1,692)	21,579	**19,887**	**1,230**	0
Net gain on investments sale		4,235		4,235		4,235	**(606)**	
Transfer to General Fund		10,000	(10,000)					
NET MOVEMENT IN FUNDS		**(7,456)**	**10,000**	**2,543**	**21,579**	**24,122**	**624**	**0**
OPENING BALANCES		32,629	26,846	59,476	5,580	**65,056**	64,430	296,495
NET MOVEMENT IN FUNDS		(7,456)	10,000	2,543	21,579	**24,122**	624	0
CLOSING BALANCES		**25,173**	**36,846**	**62,019**	**27,159**	**89,178**	**65,054**	**296,495**

Financial statements
For the year ending 31 December 2024

BALANCE SHEET FOR THE YEAR ENDED 31 DECEMBER 2024

£		2024	2023
ASSETS	*Note*		
Fixed Assets			
Investments Fixed Assets	*5a*	1,750	1,750
Tangible	*5b*	296,495	296,495
Total Fixed Assets		**298,245**	**298,245**
Current Assets			
Debtors and Prepayments	*6*	7,633	1,206
Current asset investments	*7a*	-	18,646
Cash at bank and in hand		88,925	56,430
Total Current Assets		**96,558**	**76,282**
Current Liabilities			
Creditors - falling due within one year	*8*	9,130	12,978
NET CURRENT ASSETS		87,428	63,304
TOTAL NET ASSETS		**385,673**	**361,549**
PARISH FUNDS			
Restricted Funds	*9*	27,159	5,580
Unrestricted Funds - Designated Funds	*7b*	36,846	26,846
Unrestricted Funds - General Fund		25,173	32,628
		89,178	65,054
Church Capital Reserves		296,495	296,495
CLOSING BALANCES		**385,673**	**361,549**

Approved by the Parochial Church Council on 19 March 2024 and signed on its behalf by:



The Reverend. Rickey Simpson-Gray
PCC Chair



John Congram
PCC Treasurer

5.0 NOTES TO THE ACCOUNTS

The notes on **pages 27 to 34** form part of these financial statements.

1. Accounting policies

Basis of Preparation
The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 governing the individual accounts of PCCs, and with the Regulations' "true and fair view" provisions, they have been prepared under FRS102 (2016) as the applicable accounting standards and the 2016 version of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP(FRS102)).

The PCC is a public benefit entity within the meaning of FRS 102.

The financial statements have been prepared under the historical cost convention except for the valuation of investment assets and certain of the freehold properties which are at valuation as described in the notes.

The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body, nor those that are informal gatherings of church members.

Funds

Capital reserves (or permanent endowment funds) are funds, the capital of which must be maintained; only income arising from investment of the capital reserves may be used either as restricted or unrestricted funds depending on the purpose for which the capital reserve was established. The PCC has a single permanent endowment (capital reserves) established by trust in 1968 relating to the Upkeep of the Church and Churchyard.

Restricted funds represent income from trusts and endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and donations or grants received for a specific object or invited by the PCC for a specific object. These funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund.

Restricted funds include an upkeep of church and churchyard fund held under trust deed together with several other restricted funds, including the Car Park Repair Fund established in 2024.

Unrestricted funds are general funds that can be used to fund ongoing Church expenditure. These 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 trustees' report.

Designated unrestricted funds are monies set aside by the PCC from unrestricted funds for specific purposes. That purpose is not binding on the PCC, though the PCC must be mindful of the intent when considering using the funds for other purposes. It is the simplest and most flexible way to ring fence money for special needs.

"**Major Maintenance Fund**," setup in January 2012 to cover large repair and maintenance items relating to the church and buildings.
"Jubilee Club Fund," setup in September 2017 representing funds and expenditure relating to this church group.

"Legacy Fund" (formally "Mike Page Legacy Fund") – during 2019, the PCC received a legacy of £5,000 from the estate of Mike Page a much-loved member of the congregation. The PCC has designated these funds whilst considering options to invest funds in a way that would honour Mike's memory. In 2021 the PCC received gifts in memory of the wonderful servant of the church Eric Fudge, and these have been similarly designated.
"Church Roof Repair Fund" formed from the legacy of £20,000 received from the estate of Mrs Janet Collins, a long-term faithful church member.

Income

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resources to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Rental income from the letting of the PCC property is recognised when the rental is due. Investment income is included in the accounts when receivable. Investment gains and losses include any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year. All other income is accounted for gross.

Expenditure

Grants and donations are accounted for when paid over, or when awarded, if that reward creates a binding or constructive obligation of the PCC. The diocesan parish share is accounted for when due. Amounts received specifically for mission are dealt with as restricted funds. All other expenditure is generally recognised when it is incurred and is accounted for gross.

Fixed assets

As Consecrated and benefice property of any kind is excluded from the statutory definition of "charity" by Section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time). No valued is placed on these assets in the financial statements. No individual item has cost more than £1,000 so all such expenditure has been written off when incurred.

Freehold properties are either stated at cost when built by the Parish or stated at valuation when donated to the PCC.
Fixed asset investments are stated at cost.

Other Tangible fixed assets are capitalised if they can be used for more than one year, and cost at least £5,000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt. Depreciation is calculated to write off the capitalized cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows: Land - Nil / Buildings* - Nil / Fixtures & Fittings - 20 years

*No depreciation is provided on buildings as the currently estimated residual value of the properties is not less than their carrying value.

Current assets

Current asset investments are stated at current market value.

2. Income and Endowments

	General Fund	Designated Funds	Total Unrestricted Funds	Restricted Funds	Total	Total
	2024	2024	2024	2024	2024	2023
INCOME						
2(a) Donations and Legacies						
Gift Aided Income						
Planned Giving	93,475		93,475		93,475	90,809
Tax recoverable	21,169		21,169		21,169	19,477
One-Off Gifts	9,687		9,687	19,035	28,722	19,204
Tax recoverable	2,883		2,883	4,746	7,629	6,035
	127,214	0	127,214	23,781	150,995	135,525
Other Donations non gift aid	7,545		7,545		7,545	5,269
Collections at Services	2,002		2,002		2,002	1,998
Nominated Gifts				853	853	794
Grant Received				1,285	1,285	1,475
Legacies		20,000	20,000		20,000	0
Sub-Total Donations and Legacies	136,761	20,000	156,761	25,919	182,680	145,060
2(b) Income Charitable activities						
Charitable Activities - Fees	2,248		2,248		2,248	3,426
Charitable Activities - Other	310		310		310	541
Sub-Total Income Charitable activities	2,558	0	2,558	0	2,558	3,967
2(c) Income from Investments						
Sykes Legacy Divds & Interest	1,876		1,876		1,876	1,807
Dividends Restricted Funds				1,107	1,107	1,090
Sub-Total Income from Investments	1,876	0	1,876	1,107	2,983	2,897
2(d) Income from Trading Activities						
Church Hall Rental Income	5,309		5,309		5,309	5,816
Parish Centre Flat Rental Income	2,919		2,919		2,919	
St Sebs Lodge Rental Income	10,500		10,500		10,500	18,640
Sub-Total Income from Trading Activities	18,728		18,728		18,728	24,456
TOTAL INCOME	**159,923**	**20,000**	**179,923**	**27,026**	**206,949**	**176,380**

3. Expenditure

	General Fund	Designated Funds	Total Unrestricted Funds	Total Restricted Funds	TOTAL FUNDS	TOTAL FUNDS
	2024	2024	2024	2024	2024	2023
EXPENDITURE						
3(a) Parish Share and Fees						
Diocese and Deanery Fees	105		105		105	105
Parish Share	81,449		81,449		81,449	82,517
Sub-total 3(a) Parish Share and Fees	81,554	0	81,554	0	81,554	82,622
3(b) Mission and Charitable Giving						
Gifts Made	6,300		6,300	853	7,153	5,384
Provision written back	0		0		0	(4,379)
Sub-total Mission & Charitable Giving	6,300	0	6,300	853	7,153	1,005
3(c) Staff Costs	28,416		28,416	400	28,816	50,690
3(d) Ministry Costs						
Church Services Costs	3,430		3,430		3,430	3,576
Education Evangelism & Pastoral	1,043		1,043		1,043	55
Family and Youth	1,249		1,249	293	1,542	1,846
Sub-total Ministry Costs	5,722	0	5,722	293	6,015	5,477
3(e) Premises Costs - Repairs	31,899		31,899	3,901	35,800	9,189
3(e) Premises Costs - Other	21,316		21,316		21,316	20,847
	53,215	0	53,215	3,901	57,116	30,036
3(f) Other Church Activities						
Communications	3,724		3,724		3,724	2,696
Independent Examiner's Fee	0		0		0	0
Other Administration Expenses	2,683		2,683		2,683	2,624
Sub-total Other Church Activities	6,407	0	6,407	0	6,407	5,320
TOTAL EXPENDITURE	181,614	0	181,614	5,447	187,061	175,150

4. Staff Costs

	2024	2023
Salaries	23,558	49,892
Tax on Accommodation Benefit in Kind	4,858	0
Pension Contributions	400	798
Total Staff Costs	**28,816**	**50,690**

There were four employees on 1st January 2024, two employees left in January and February. For the rest of the year, there were two employees. The tax on Accommodation Benefit in Kind relates to occupation of the Parish Centre Flat by the Family and Children Workers over a number of years.

5. Fixed assets

(a) Investments – at 31 December 2024

The CBF Investment funds represents permanent endowment (capital reserves) relating to the Upkeep of the Church and Churchyard restricted fund. The current value of the investments at 31st December 2024 was £40,788

(b) Tangible fixed assets - freehold land and buildings – at 31 December 2024

	£
CBF Investment fund - 1,764 shares	1,750
	1,750

	£
Actual/deemed cost	296,495
Accumulated Depreciation	0
Net Book Value	296,495

Freehold land and buildings comprise the church hall and the parish centre, both of which were built by the PCC and are stated at cost of £201,495, and St Sebastian's Lodge which is stated at a valuation made in the year of donation to the PCC of £95,000. It is not considered that the current value of the freehold properties is lower than their stated cost and accordingly no depreciation has been provided. The PCC do not see any benefit in obtaining a current valuation of these properties.

6. Debtors

	31 Dec 24	31 Dec 23
	£	£
Tax Recoverable	5,434	442
Other Debtor	2,018	146
Accounts Receivable	181	618
	7,633	**1,206**

7a. Current Asset Investments

The investment in Barclays Ordinary Shares were sold at a profit of £4,325 against their book value at 31st December 2023 of £18,646.

7b. Designated Funds

	Major Maintenance Fund	Church Roof Repair Fund	Legacy Fund	Jubilee Club Fund		Total Designated Funds
Opening Balance (01/01/24)	20,000		5,453	1,393		26,846
Transfer to Parish Centre Flat Repairs	(10,000)		0	0		(10,000)
Legacy - Mrs Janet Collins		20,000	0	0		20,000
Closing Balance (31.12.24)	**10,000**	**20,000**	**5,453**	**1,393**		**36,846**

8. Creditors - amounts falling due within one year

	31 Dec 2024	31 Dec 2023
Accruals	5,278	905
Utilities Accrual	306	6,735
Rent in Advance	1,939	0
HMRC Payroll Creditor	394	1,358
Verger & AV Operator Fees	0	70
Parochial Fees	200	300
Peoples Pension Creditor	129	438
Accounts Payable	884	3,172
	9,130	**12,978**

9. Restricted Funds

	Total Restricted Funds	Church & Ch.yard Fund	Car Park Repair Fund	Other Restricted Funds				Specific Charity Collection
				Family Worker	LED Lighting Grant	Wokingham United Charity	Youth Friday Nights	
Opening Balances 1st January 2024	**5,580**	**2,449**	**0**	**0**	**0**	**2,131**	**1000**	**0**
Donations	24,634		23,781					853
Grant from Sonning Deanary	885				885			
Grant from Wokinngham Without P. C.	400			400				
Grant Archbishop's Council	0							
Dividends	1,107	1,107						
Total Income	**27,026**	**1,107**	**23,781**	**400**	**885**	**0**	**0**	**853**
Salaries	400			400				
LED Lighting	1,770	885			885			
Hall Upgrade Expenditure	2,131					2,131		
New Equipment	293						293	
Charities	853							853
Total Expenditure	**5,447**	**885**	**0**	**400**	**885**	**2,131**	**293**	**853**
Closing Balances 31st December 2024	**27,159**	**2,671**	**23,781**	**0**	**0**	**0**	**707**	**0**

10. Disclosure of trustee and staff remuneration, related party, and other transactions

The wives of Nigel Birch (a PCC member) and Peter J. Thompson (a PCC member until September 2024) are trustees of The Mityana Charity. During the year the PCC made grants of £1,200 (2023 £700) to support The Mityana Charity.

No other payments or expenses were paid to any other member of the PCC or person closely connected to them or related parties, other than the re-imbursement of expenses incurred by PCC members in respect of Church activities.

PCC indemnity insurance cover is provided for all PCC members as part of the Ecclesiastical Parish Plus Insurance policy entered on annual basis. The annual premium for the combined church, parish centre and hall insurance, which also covers areas such as employer's liability, property damage, consequential loss, and financial loss, is £4,282 for the year to 30 April 2025. The cost of the indemnity insurance cover is not separately identifiable.

11. Fees payable to the Independent Examiner

The Independent Examiner, Michael Young, who is a member of the congregation did not charge a fee. He is not a person closely connected to any member of the PCC.

12. Charitable grants and special collections

During 2024, charitable grants were made to the following organisations:

Yeldall Christian Centre	1,200	
Just Around The Corner (JAC)	600	
Soulscape	600	
Connect Counselling Service	300	2,700
Mitiyana Charity	1,200	
Open Doors	1,200	
Univida	1,200	3,600
Harvest Collection - Crowthorne Foodbank	50	
Harvest Collection - Yeldall	50	
Quiz Night -Tearfund	753	853
Total Gifts made in 2024		**£7,153**

6.0 INDEPENDENT EXAMINER'S REPORT

Parochial Church Council of St Sebastian, Wokingham

Financial statements
For the year ending 31 December 2024

To the members of the Parochial Church Council of St Sebastian, Wokingham

I report on the accounts of the PCC for the year ended 31 December 2024, (which are set out on pages 6 to 14).

Respective responsibilities of the PCC and the examiner

As members of the PCC, you are responsible for the preparation of the Financial Statements; you consider that the audit requirement of Regulation 3(3) and section 144 (2) of the 2011 Charities Act do not apply. It is my responsibility to:

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

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act and to be found in the PCC Accountability guidance, 5th edition, 2017 issued by the Finance Division of the Archbishops' Council. That examination includes a review of the accounting records kept by the PCC and a comparison of the accounts with those records. It also includes considering 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 I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
   to keep accounting records in accordance with section 130 of the 2011 Act; and
   to prepare accounts which accord with the accounting records and comply with the requirements of the 2011 Act and the Regulations have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Mr Michael Young FCA

Crowthorne

Date: 1/3/25

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST SEBASTIAN, WOKINGH

England & Wales - Charity number 1139933

Accounts

The Parish of Wokingham
St Sebastian's



2023 ANNUAL REPORT AND ACCOUNTS

For the year ended 31st December 2023

Issued 08 April 2024

The Parochial Church Council of
The Parish of Wokingham St Sebastian's

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1.0 LEGAL AND ADMINISTRATIVE DETAILS

Full Parochial Name: Parish of Wokingham St Sebastian's

The Incumbent: The Reverend Rickey Simpson-Gray BA (Hons), FCMA, Dip (HE)

Parish address: Parish Office, Nine Mile Ride, Wokingham
Berkshire RG40 3AT

Tel: 01344 761050
e-mail: office@stsebastians.org.uk
www.stsebschurch.org.uk

Bankers to the PCC: CAF Bank Limited,
25 King's Hill Avenue, King's Hill, ME19 4JQ

Barclays Bank UK PLC
Leicester, LE87 2BB

Independent Examiner: Mr Michael Young FCA

The following schools are associated with the Parish of Wokingham St Sebastian's:

- Hatch Ride Primary School;
- Holme Grange Independent School;
- Oaklands Junior School;
- Oaklands Infant School;
- St Sebastian's Church of England Primary School and Nursery;
- Wellington College.

The Parish of Wokingham St Sebastian's is situated in Wokingham Without. It is part of the Sonning Deanery, Archdeaconry of Berkshire, Diocese of Oxford within the Church of England.

Correspondence address: Parish Office, Nine Mile Ride, Wokingham, Berkshire RG40 3AT.

The Parochial Church Council (PCC) is a body corporate (PCC Powers Measure 1956, as amended, Church Representation Rules 2022), and a registered charity of The Charity Commission for England and Wales.

Charity Registration Number: 1139933

2.0 TRUSTEES REPORT

2.1 Aims and purposes

To promote the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

The Parish of Wokingham St Sebastian's Parochial Church Council (PCC) has the responsibility of co-operating with the Incumbent, The Reverend Rickey Simpson-Gray, in promoting in the ecclesiastical Parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

The PCC is also specifically responsible for the maintenance of the following buildings:

- St Sebastian's Church
- St Sebastian's Parish Centre
- St Sebastian's Parish Church Hall
- St Sebastian's Lodge

Nine Mile Ride
Wokingham
Berkshire RG40 3AT

2.2 Objectives and Activities

The PCC is committed to enabling as many people as possible to worship at our churches and to become part of our Parish community of Wokingham Without. The PCC maintains an overview of worship throughout the Parish and makes suggestions on how our services can involve the many groups that live within our Parish. Our services and worship put faith into practice through prayer and scripture, music and sacrament.

When planning our activities for the year, we have considered the Right Reverend Dr Steven Croft's (Bishop of Oxford) Common Vision of being called to be **Christ-like (*Contemplative, Compassionate and Courageous*)** for the benefit of our Parishioners, local residents and visitors. This also includes supplementary guidance from The Charities Commission (England and Wales) for the advancement of religion for the public benefit.

With the Parish *Interim* Mission Action Plan of **"a beacon of Christ loving God and serving others",** we enable ordinary people to live out their faith in response to us loving God and others through:

- becoming a welcoming Christ-like Church called by God;
- resourcing Pastoral Care for church members & local residents;
- building Missionary and Outreach work with Diocesan partnership;
- increasing Parish collaboration with local government bodies & local community groups;
- increasing Parish buildings' usage;
- being good stewards and guardians of resources in our care.

The detailed Mission Action Plan can be reviewed **in Section 7.0 (pages 34-35).**

2.3 Achievements and Performance

PARISH REVIEW

I was installed on 10th May 2023 as the next Incumbent of St Sebastian's Church after sharing farewells in my last Parish of three churches: The Claydons in Buckingham. I now hold the Vicar role of Parish Incumbent and legal Chair of St Sebastian's, a UK registered charity of the Charity Commission (England and Wales). What an exciting time for Nicki and I as we

reset our journey with the Lord in a new Parish with great expectations. My predecessor, Reverend Canon Andrew Marsden, had been in this role for 25 years, the last three years of which he suffered ill health resulting in his departure in March 2022. The Parish and I wish Reverend Andrew and his wife, Ros, well.

So, I would like to acknowledge with thanks the special support of Clergy colleagues during the time of Reverend Andrew's absence: Archdeacon of Berkshire, The Venerable Stephen Pullin, Area Dean The Reverend Canon Richard Lamey, The Reverend Ian Seymour and The Reverend Marina Brain; Local Licensed Lay Ministers: Russell Shipton, Wendy Wickens and David Hare; Children and Family Workers: Marvin and Amy Vogel; Churchwardens: Mary Unwin and Nigel Wickens, succeeded by Chris Bull and Peter Thompson; Diocesan representative Rhodri Bowen, I also acknowledge the work of the Standing Committee, Parochial Church Council members (under the leadership of David Smart), Safeguarding Leaders, Helen Thompson, Mark Lee, Suman Shrestha and Murray Foulds, and members of the Parish Ministry Team for keeping the Parish events and activities on the road prior to my arrival.

I am also grateful for the hard work and administrative support of Kirsty Milam, Parish Office Manager, who remains an asset to the Parish. I would like to take the opportunity to show appreciation for her continuity of support, particularly, during the transition of clergy change and through 2023.

We remain in a transitional state of change as a Benefice as we discern a new sense of direction in which we pause for a refreshed anointing of God the Holy Spirit. A discovery of a new mission action plan, taking stock of our current ministries, re-building leadership capacity, understanding where we are, what is noticed, seeking where God wants us to be and taking stock of our Parish resources are all part of journeying together. But the primary aim is that God's presence goes with us and looks favourably on us.

We see a similar story in the 33rd chapter of the Exodus narrative below. "Then Moses said, "If you don't personally go with us, don't make us leave this place. How will anyone know that you look favourably on me — on me and on your people — if you don't go with us? For your presence among us sets your people and me apart from all other people on the earth." The Lord replied to Moses, "I will indeed do what you have asked, for I look favourably on you, and I know you by name."

Albert Einstein once said, "There are two ways to live: we can live as if nothing is a miracle, or we can live as if everything is a miracle". The Parish and I choose the latter as we view the miracle landscape across our Parish and missional opportunities. We choose the latter as the driver of our faith, labour of love, devotion for the Lord and frequent prayers that change things.

According to Benjamin Franklin, "Change is the only constant in life, our ability to adapt to those changes will determine our success in life". It is to this quote I add "alignment to God's purpose", which brings the discovery of the Parish achieving more and changing more by doing less. Our course and direction as a Parish are set by God and our achievements will occur with success with the help of God. We work in ministry partnership with our Saviour, Jesus Christ.

Lastly, we were encouraged by the very positive outcome of the Deanery Inspection in September 2023 of our Parish Governance systems, led by Area Dean The Reverend Canon Richard Lamey. This was the first for the Parish in the last five years. I am grateful to our

churchwardens, Chris Bull and Peter Thompson, and Kirsty Milam, Office Manager, for the sterling work of preparation and achievement for the Parish. Thank you.

MINISTRY ACTIVITIES

Parish Services

We held 131 events in 2023 covering Sunday Worship, All Age and Communion Services, Worship and the Word, The Base, Wednesday Communion and 5th Sunday Healing and Prayer. Included in this total were the following services: Easter and Christmas, Maundy Thursday, Three Hour by the Cross, Christmas Tree Festival, Christingle, Carols Service, Crib Service and Midnight Communion.

An additional 28 services were held for All Souls and Remembrance Day, Life Events (baptisms, weddings and funerals), Harvest Festival, School services and my Installation / Collation with Bishop of Reading, The Rt Reverend Olivia Graham. We have also begun holding monthly communion services at Buckler's Lodge Care Home.

Safeguarding

Work continued throughout the year on building on the good work undertaken by our leaders: Helen Thompson, Mark Lee, Suman Shrestha and Murray Foulds. Team Leaders have made great efforts to stay up to date with their training supplemented by a healthy attendance support of Deanery events including the latest learning around Pastoral visits in September 2023 as part of our overall pastoral ministry. We also attended in great numbers the other Deanery workshop two months later about "Raising Awareness of Domestic Abuse". I am deeply encouraged by the support of our Parish leaders in this very important aspect of our ministry.

Little Angels

I am grateful for Little Angels, the Parent and Toddler group, which meets in St Sebastian's Church Hall each Friday during school term time. This has been running for a number of years under the leadership of Children and Families Worker, Amy Vogel, and our parishioners. For parents, other than a "Toddler Group", the event was their "Coffee Morning".

The Parish has built up a community of mothers and families joining us on Fridays, and I look forward to future opportunities of developing our engagement. I offer my thanks to Amy and all volunteers, who have helped run this essential event and particularly those who have regularly brought in cakes.

<u>Update</u>
We say goodbye to Amy Vogel whose last day was 14th February 2024. With her husband, Marvin, and family, Amy will be exploring new ventures and ministry opportunities. We wish her and her family well.

Youth

We are blessed to have a Parish Youth Ministry, which has been run by Youth Worker, Marvin Vogel, for several years. The club was held fortnightly and has become a friendly and safe space for teenagers to meet, to socialise, to explore basic bible truths with food and plenty of fun. Opportunities were taken to communicate the love of Christ in a way that is relevant

to our teenagers through the range of appropriate activities offered. The feedback received was of our Youth wanting more and we are looking at growing opportunities of engagement for taking their Christian witness forward.
We said goodbye to Marvin Vogel in January 2024 and thanked for all his work and efforts building Parish ministry in this area. We remain grateful for his contribution into this ministry, and we wish him well. In the meantime, we are exploring with the help our volunteers options of additional resources for sharing with our Youth as they continue to meet fortnightly with the support of temporary leadership.

Life Events

In contrast to 2022, we had 19 (18) Life events, comprising 2 (1) weddings, 3 (6) baptisms (2 of which were held in church services) and 14 (11) funerals. We hope to build on this year's success with a greater push during 2024 in social media, announcements and publicity to build these missional opportunities.

Life events are a good indicator of growing engagement with our local community, and we are steadily breaking ground as more local residents and families with Parish connections look to the Parish for greater engagement, support and journeying.

Licensed Lay Ministry

I am thankful for the Parish resource and support of our Local Lay Ministers (LLMs) Russell Shipton and Wendy Wickens. Beyond the support prior to my arrival, they continue to contribute to the flourishing of local ministry, particularly, Pastoral Care and 6pm Worship services. In recognition of their contribution, fourth Sundays were earmarked shortly after my arrival and still remains for exercising their ministry in partnership.

Schools

St Sebastian's Church of England Primary School and Nursery
I regularly engaged with Headteacher, Martin Gater beyond the following school events of Easter, Summer End of Term, Harvest, Remembrance Day and Christmas. I also had the pleasure of joining the KS1 class Hat competition and other concerts, which saw an average 141 in attendance of children, parents and teachers, when held in our church building. School children were also invited and participated in the Christingle Service. Children and Families Worker, Amy Vogel also held several services with the school at St Sebastian's Church, which all contributed to progress by the school in spiritual values.

The school by virtue of historical partnership is supported by Foundational Governors from our church. Together, they have contributed to the School's governance and Headteacher, Martin Gater, and Teachers' support.

Lastly, in accordance with past agreement and tradition, we donated the cost of Bibles for final school year pupils in preparation for move to local secondary schools.

Oaklands Junior School
I had the privilege to lead and preach at the Harvest Service in Oaklands Junior School. The Schoolteachers' reception and children's enthusiasm were most welcoming. Our Youth Worker, Marvin Vogel, had undertaken some great work maintaining Parish relationship with the school for which I am appreciative. The school recently asked to be added to our website as a partner and, in return, I look forward to building Parish engagement during 2024.

Holme Grange Independent School

Youth Worker, Marvin Vogel, led the school engagement work at this school on Thursdays. He brought a variety of resources into school with energy and enthusiasm, which have been able to build good relationship with the school, particularly, its Christian Union. We are thankful for Marvin's work. We look forward to building school engagement during 2024 linking into Parish ministry following Marvin's departure.

Wellington College

College Volunteers assisted the Parish during 2023 with the preparation of food parcels under the leadership of Marvin Vogel. I am thankful for all the efforts expended in achieving the outcome of distributed food parcels.

Buckler's Lodge Care Home

The Parish began holding monthly Holy Communion services in the Care Home from October following September discussions. This followed their clergy invitation to the opening event shortly after my arrival. Holy Communion services have been wonderful and are growing to the extent that services can be found in the Parish Diary and the Care Home is now embedded on our website as a partner of the Parish. Praise the Lord!

I would like to acknowledge the warm hospitality of Business Support Manager, Anne Burroughs, Debbie Rapson and Aimee Hallcup. We also share our deepest thanks to the local residents who attend each service, their acceptance of our service books and the Holy Communion. We look forward to more collaborations and a flourishing relationship with the Care Home throughout 2024.

Prayer Group

Prayer is an embedded ministry at St Sebastian's and for that I am grateful. After all, the 7th chapter of Matthew's Gospel cites: "Keep on asking, and you will receive what you ask for. Keep on seeking, and you will find. Keep on knocking, and the door will be opened to you." This is what we do here at St Sebastian's as we seek a refreshed direction of travel on this ministry journey in order to "achieve more by doing less" with the help of God.

The Prayer Group meets weekly, mostly via Zoom, led by leaders: Alexis Clarke and Jill Gardiner for which I am grateful. I am also grateful for group members who join at these meetings. Prayer support was provided during Holy Communion, 5th Sundays and other unplanned occasions when needed. In our aspiration to locate in the heart of the community, we shall be establishing new channels for receiving prayer requests including via the website as well making connections through our home groups and pastoral care.

Home Groups and Pastoral care

The above ministries have been running at St Sebastian's for a considerable time, prior to my arrival. Several home groups have been meeting at regular intervals to cater for the supporting needs of our parishioners. I would like to give recognition to the groups of Russell and Angela Shipton, Paul and Claire Morrison, Sally and John Congram, Anne and Mark Andrews, Murray and Joy Foulds and others who will have occasionally met on the margins. Many thanks for all the efforts expended holding the emotional needs of the church community, which remains an essential aspect of our local ministry.

There is also another aspect to the above ministry. Paul and Claire Morrison have been frequently providing practical help, transport and food to vulnerable parishioners of our

church community during this year and in times before. An area of work that can be easily taken for granted. Paul and Claire have been coordinating a Parish team of support since May 2022 and I am sure many parishioners will be most grateful for their heroic work, also endorsed by me too. This recognition also extends to all Parish volunteers involved in home groups and pastoral care.

Cancer Support

I am grateful for the much needed support work of Anne Bone and team in this area. This ministry is so necessary for meeting the needs of the Parish demographics as well as those the church community. Thank you, Anne.

Churches Together Crowthorne

St Sebastian's Church is a member of Churches Together Crowthorne (CTC). CTC is an association of local churches from Crowthorne and Finchampstead, who come together to serve and bless our area and its people in the name of Jesus Christ including church communities: St John the Baptist, St James in Finchampstead, the local Baptists, Methodists, Roman Catholic and Vineyard Church groups. We are fortunate that CTC Chair, Janet Rogers, is a member of our local Parish community. I am thankful for all the work Janet is putting into this ecumenical ministry.

I had a privilege of frequently meeting local leaders several times at Vineyard Church Offices. I also took part in the organised summer event at the Morgan Recreation Grounds and the Christmas late night shopping event in Crowthorne High Street outside the local Baptist Church. Several members of our Parish community joined in and the events were successful.

Age UK Berkshire Dementia Club

We are honoured to be providing the use of our Church Hall for the above fortnightly event for an essential group of our local community. I reached out to Dementia Activities Coordinator, Adele Ireland, Age UK Berkshire, following a flourishing relationship and deep collaboration with Age UK Buckingham. The Wokingham Borough Council sponsored fortnightly collaboration and also created a window of opportunity for parishioner volunteers to join, following a short bout of training. This community service is growing, and we are looking forward to building engagement with our other church ministries in the future.

Food Distribution

The Parish via Marvin Vogel collaborated with Share Wokingham and Vineyard Foodbank for the distribution of food to parents at St Sebastian's School and local residents.

Sandwich Men's Club

This was a recent addition to Parish ministries, the vision of our parishioner and former Local Lay Minister, Ian Mackenzie. This is a welcome space for our senior men to meet over a cup of tea and share each month in the Parish Centre. I am grateful for Ian's vision and can see this ministry developing over the course of time. Like other ministries, I see this opportunity as an additional touch point for engaging with our church community and local residents.

COMMUNICATION

Website

The Parish website was refreshed during August and September 2023 as part of resetting what our community and stakeholders see of us. Opportunity was taken to refresh our Parish calendar now listing all events, safeguarding statement, setting out our services, charities supported and links to local community groups. We eased the Church Hall Booking service interface by introducing "Hall Booking software", which displays all bookings and available slots in real time and automates customer invoicing. Donations and stewardship giving are easier to manage-with embedded software tools and pages.

Social Media

Steps were taken to rationalise the four Facebook social media public accounts to two (public and private) portals for Parish communications. We are steadily building membership of both groups. The former is now dynamically linked to the face of the website (display of the last five messages) and the latter has now got access into several local Facebook forums covering up to 15,000 residents. Opportunity has been taken to provide regular Christian quotes, bible readings, notices and prayers, which have drawn many positive responses, and they are increasing. Occasionally, relevant videos have been added.

VOLUNTEERS

I would like to thank all the volunteers who have worked so hard to maintain our Church and Parish buildings during 2023 from flower arranging, verging, polishing, cleaning, refreshments, baking cakes, Sound and Vision desk and modest repairs. You are too numerous to be named but you know who you are, and I am deeply grateful. Thank you for all your efforts.

GOVERNANCE AND FINANCE

Parish Treasury

The 2023 Parish Share of £82,622 was met in full, a modest 3 per cent reduction on 2022's £85,093. We praise the Lord for all donations, stewardship and other giving to meet in full our share of Diocese of Oxford's costs.

Supported Charities

The Parish donated £3,794 to the following in 2023:

UK Charities

- Yeldall Manor £600
- JAC £300
- Soulscape £300
- Royal British Legion £150

Overseas Charities

- Tear Fund Quiz £644
- Mitiyana £600
- Open Doors £600
- Univida £600

This Parish is a registered charity of the Charity Commission (England and Wales). The support and contribution of the Parochial Church Council members (as Trustees) have helped to sustain our charity's legal and governance obligations during 2023, and for that I am thankful.

PARISH ATTENDANCE

Every effort will be made to refresh this data annually for the benefit of our Parish community.

Parish of Wokingham St Sebastian's
2023 Monthly Attendance Data

	No. of Services	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Average per service
Parish Attendance Totals (Monthly)	**159**	**361**	**688**	**322**	**331**	**576**	**749**	**615**	**390**	**431**	**937**	**648**	**1,174**	*45*
8am Holy Communion Services	33	8	10	3	7	10	21	21	-	11	14	14	18	*4*
10am All Age Communion	11	57	75	55	62	53	64	69	-	89	72	71	62	*66*
10am Worship and the Word (inc 2 Baptisms)	24	84	95	110	-	105	87	203	124	78	95	40	172	*50*
10am Holy Communion	15	56	47	63	109	89	87	62	146	70	75	67	46	*61*
10am Holy Communion (Wednesdays)	16	8	12	6	-	-	14	10	-	9	4	6	4	*5*
6pm Praise and Worship	3	-	-	-	-	-	-	-	-	24	25	33	-	*27*
5th Sunday Healing Service	3	62	-	-	47	-	-	-	-	-	67	-	-	*59*
10am The Base	17	86	91	85	43	95	82	-	-	100	96	44	44	*45*
Easter														
Easter - Maundy Thursday	1	-	-	-	13	-	-	-	-	-	-	-	-	*13*
Easter - 3 Hours by the Cross	1	-	-	-	15	-	-	-	-	-	-	-	-	*15*
Christmas														
Christmas Tree Festival	1	-	-	-	-	-	-	-	-	-	-	-	26	*26*
Christmas Christingle	1	-	-	-	-	-	-	-	-	-	-	-	43	*43*
Christmas Carols	1	-	-	-	-	-	-	-	-	-	-	-	106	*106*
Christmas Crib Service	1	-	-	-	-	-	-	-	-	-	-	-	71	*71*
Christmas Cubs	1	-	-	-	-	-	-	-	-	-	-	-	34	*34*
Christmas Midnight Communion	1	-	-	-	-	-	-	-	-	-	-	-	27	*27*
Christmas Day	1	-	-	-	-	-	-	-	-	-	-	-	98	*98*
Parish Attendance Monthly Totals	**131**	**361**	**330**	**322**	**296**	**352**	**355**	**365**	**270**	**381**	**448**	**275**	**751**	*34*
Special Services and Life Events														
Commemorative Events														
All Souls	1	-	-	-	-	-	-	-	-	-	-	33	-	*33*
Remembrance Day	1	-	-	-	-	-	-	-	-	-	-	104	-	*104*
Life Events														
Baptism	1	-	-	-	-	-	-	-	-	-	-	18	-	*18*
Wedding	2	-	-	-	-	120	-	-	120	-	-	-		*120*
Funeral Services	11		358	-	35		264	100	-	50		52	98	*87*
Harvest and Schools														
St Sebastian's and Oaklands Schools	2	-	-	-	-	-	-	-	-	-	375	-	-	*188*
St Sebastian's School Services	6	-	-	-	-		130	150	-	-	102	153	311	*141*
Care Home														
Buckler's Lodge Holy Communion	3	-	-	-	-	-	-	-	-	-	12	13	14	*13*
RSG Collation														
Installation and Collation Service	1	-	-	-	-	104	-	-	-	-	-	-	-	*104*
Special Services and Life Events Monthly Totals	**28**	**0**	**358**	**0**	**35**	**224**	**394**	**250**	**120**	**50**	**489**	**373**	**423**	**808**
OVERALL TOTAL	**159**	**361**	**688**	**322**	**331**	**576**	**749**	**615**	**390**	**431**	**937**	**648**	**1,174**	*842*
	-	-	-	-	-	-	-	-	-	-	-	-	-	

Parish of Wokingham St Sebastian's
Feb-24

So, we come to the end of this Parish Review as we look forward to 2024. We keep on keeping on, watching and waiting for a new word from the Lord, affirmed direction of travel and engagement to be blessed. We remain encouraged that the Lord is with us as we pursue new horizons in this Parish to be a beacon of light and serve others with love.

Peace be with you

The Reverend Rickey Simpson-Gray
Parish of Wokingham St Sebastian's
Diocese of Oxford | Church of England

OTHER PARISH REPORTS

Churchwarden's Report

2023 was a year of change within the church.

After three years of Andrew's illness and the interregnum we moved into a new season. This started with the recruitment day for the new Vicar in January 2023 where a large number of church members came to support the interview process including listening to sermons and meeting the candidates at break times. It was a joyous day resulting in the appointment of The Reverend Rickey Simpson-Gray, who took up office in May. Many thanks go to The Reverend Canon Richard Lamey, The Reverend Catherine Vaughan, Suman Shrestha and Mary Unwin who formed the interview team and all those who helped organise and run the day and those who attended.

The Annual Parochial Church Meeting (APCM) saw the two Churchwardens, Mary Unwin and Nigel Wickens, who had led us through the interregnum, standing down and Chris Bull and Peter Thompson were elected. A special note should be made of the efforts of Mary and Nigel who not only led us through the Interregnum but also the two years of Andrew's illness. In May 2023, Reverend Rickey was commissioned at a beautiful service at St Sebastian's. Thanks are due to Mary who was heavily involved in the organisation of this.

The Churchwardens are ably supported by three deputy wardens for the management of services, Jane Addison, Nigel Birch and Paul Morrison. We would like to thank them all for their dedication and service to this responsibility.

The arrival of Reverend Rickey has brought new energy to our church, and we thank God for his appointment.

We are grateful for the positive outcome of the Deanery inspection of our governance systems, with special thanks to Kirsty Milam, Office Manager.

Fabric Report 2023
We have been engaged in many different items sorting out issues that occur running the fabric of any church and related buildings.

Church
The main task this year was to clean and varnish the flooring in the extension at the back of the church. We had a few problems with the floor lifting but with thanks to Nigel Wickens this was completed in time for church on the following Sunday.

We have installed fibre internet in the Parish Centre and relocated the feed into the church. This now provides us with a high-speed internet service to allow livestreaming and related media opportunities.

Church Hall
Continual improvements being made to the church hall with the repainting of the toilets and entrance lobby. A window in the gents' toilet was replaced and was provided by the Wokingham 'Men's Shed' project team with help from Ian McKenzie.

Parish Centre and Flat

Continued maintenance has been carried out through the year. The flat will require a compete redecoration and upgrading now that Youth Workers, the Vogel's, have departed from the Parish. Concerns remain over the dampness in the roof of the building, which will need to be investigated.

Car Park

We have carried out some patching in the car park, but this is only a temporary solution to a much bigger problem (see below). We have also undertaken a general clear up and removal of trees, bushes and leaves ongoing with weekend clearing up days.

Major Projects

The main church roof on the north side of the building will need the rafters refitting at a cost of £40 000 at some stage in the near future. The car park needs a drain soak away replacing and complete resurfacing at an estimated cost of £85,000. We are in discussion with Keys Academy Trust on behalf of St Sebastian's School for resolving this issue. Redevelopment of the church hall remains a future consideration to provide more services into the community.

Church Hall users

Finally, we remain grateful to regular users of our Church Hall, which brings much needed income to our Parish: Beavers, Cubs, Scouts and Age UK Berkshire.

Thanks to Fabric Team: Murray Foulds, David Metson, Paul Morrison, and Nigel Wickens for all their help. More members welcome. **Churchwardens: Chris Bull and Peter Thompson**

Safeguarding

The PCC continues to regard Safeguarding as one of its most important responsibilities. Understanding that Safeguarding extends to all, the PCC agreed a renewed Safeguarding Policy at the Annual Parochial Church Meeting (APCM) in May 2023. Key points were as follows:

Our Parish is committed to:

- Promoting a safer environment and culture;
- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church;
- Responding promptly to every safeguarding concern or allegation;
- Caring pastorally for victims/survivors of abuse and other affected persons;
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons;
- Responding to those that may pose a present risk to others.

2023 saw a continued focus on updating safeguarding training for many of St Sebastian's congregation in accordance with roles / responsibilities as per Diocesan guidance / requirements. Approximately 50-60 persons have completed safeguarding training at Basic Awareness &/or Foundation &/or Leadership Levels during 2023/2024. In addition 10 persons completed Domestic Abuse Awareness training in conjunction with others from the Diocese. A Parish Statement on Domestic Abuse was approved in January 2024. Work continues to embed an effective safeguarding culture within St Sebastian's - to date good progress has been made. **Helen Thompson, Mark Lee, Suman Shrestha and Murray Foulds**

The Base

2023 was a great year for The Base. We maintained services for families and children twice monthly, save for summer months and other seasonal festivals. We engaged with singing, dancing with all age groups whilst supporting parents who also attended. It was wonderful to see new families joining us out of connections to our other Parish ministries of "Little Angels", St Sebastian's School and Youth Club.

We wish to acknowledge the voluntary efforts of Suman Shrestha, Tracey-Anne Clarke, Mark and Rachel Portsmouth, The Foulds and other volunteers who have made this ministry effort possible. We are also grateful for the financial support and resourcing from Parish leadership and ministry colleagues too. Thanks.

Marvin and Amy Vogel

Little Angels

Throughout the school terms, Little Angels has been taking place every Friday morning in the Church Hall. It provides a warm, safe space for pre-school children and their carers. The highlight of the morning is probably the home-made cakes for the grown-ups, and the healthy snacks for the children. The children usually get to enjoy the cakes too!

There is a fabulous group of volunteers who bake, set up the hall and provide a listening ear to anyone who needs to chat. Everyone enjoys singing fun songs at the end and taking home birthday socks on special occasions. **Amy Vogel and Eve Bull**

Youth Club - Friday Night Live

2023 has been a fantastic year for the Friday night Youth Group. Currently, the group runs every fortnight. Numbers reached 25 at times as the young people are natural evangelists, bringing their friends along from school. The evenings were full of fun and games with a talk at the end from Youth Worker, Marvin Vogel.

A discussion group was started up for those who wanted to stay on for half an hour after the evening had finished. This quickly progressed to having its own night on the in-between Fridays in the Parish Centre where we discussed topics such as: fear, trust and choices. The year finished with a special time celebrating Marvin's work and saying our goodbyes.
Sally Alexander

School Worship

St Sebastian's Primary School and Nursery
We held regular School Worship in liaison with Headteacher, Martin Gater, and Schoolteachers between the School Hall and St Sebastian's Church. Some of these events also included the assistance of our new Vicar, Reverend Rickey Simpson-Gray. We gifted bibles for final year school children as they leave for secondary schools.

On several occasions, we welcomed school children into the Parish Centre to assist preparation of food parcels for local families in need. It is nice to see a growing awareness of our Christian faith amongst the school children and we are pleased with the impact of our ministry. We would like to offer our thanks to the support of Headteacher, Martin Gater, Governors, School Teachers, Parents and children. **Marvin and Amy Vogel**

Oaklands Junior School

Oaklands Junior School is a non-religious primary school in Crowthorne. It has always been open to having Christians in from the community to take assemblies on a regular basis. St. Sebastian's has had a long history of involvement in the school. I held monthly School Assembly services at Oaklands Primary School with assistance from Sally Alexander, a schoolteacher and members of our church. Reverend Rickey Simpson-Gray also held a service at the school. School children were most engaged with our services, and it was great to see their growing interest in the Christian faith with thanks to Headteacher, Mrs West, Sally Alexander and fellow schoolteachers, Governors, Parents and children. **Marvin Vogel**

Holme Grange Independent School

I made regular Thursday visits to run the Christian Union club. This was attended by a small group of students and we have seen modest growth in this ministry. I would like to offer my thanks to the Headteacher, Teachers and School Students for these channels of engagement. **Marvin Vogel**

Wellington College

Regular engagement has been mainly around students' help for preparation of food parcels in the Parish Centre, which tied in with the study themes around local community support. A highlight has been the opportunity to respond to a student's bible request, which we duly met with the Teacher's approval. I would like to offer my thanks to the Headteacher, Teachers and School Students for these channels of engagement. **Marvin Vogel**

Home Groups

The Homegroup System was severely depleted by the Covid Pandemic between 2021 and 2022, there currently being only three groups meeting, with an additional group communicating online. With Reverend Rickey leading the Parish, our focus has begun rebuilding homegroup membership, along with the inherent pastoral care. **Russell Shipton**

Prayer Team

Prayer ministry is offered at each Sunday Communion service and at other times by request. We currently have 12 people on the Prayer Ministry team. Prayer and Healing services have been held whenever there is a 5th Sunday in the month, with a different prayer focus each time. We held a weekly prayer meeting on Zoom each Monday at 7.30 pm with a regular attendance of 13 (Zoom link on website). The online community has 39 members and receives regular requests for prayer and many encouraging answers to our prayers.
Jill Gardener and Alexis Clarke

Cancer Support Group

We met this year on the second Tuesday of each month with 5-7 people attending. Christmas Lunch at the Tally Ho in Eversley was very enjoyable. We would like a slightly larger number of regulars to cover times when folk are unable to come and inevitably there are people who feel ready to move on from the Group. **Anne Bone**

Sandwich Men

This new social group for men started meeting monthly in the Parish Centre in December 2023. Its purpose is to provide a lunchtime opportunity for men to share life experiences, hopes and fears while they eat their sandwiches - hence the name! Two of us also visited Crowthorne Baptist for one of their bi-monthly Saturday Men's Breakfasts. Although we have only met twice, numbers are growing as we plan future meetings for God to bless.
Ian Mackenzie

Worship and Music Report

Thanks to all the musicians and singers who have contributed their time and talents to the worship at St Sebastian's over the last year. Recent highlights have included the Christmas Choir conducted by Janice Ellwood and accompanied by Jill Metson at the Carol Service and the more regular participation in our services by the St Sebastian's Brass Band. Another delight has been the first Sunday in the month when we have enjoyed worship in the church lead by musicians from "The Base". Thanks again to all those who have taken part in enhancing our worship at St Sebs. **Eve Bull**

Communication

We were established in December 2023 to facilitate coordination and management of information and messages to our church communication as well as our broader community across the Parish.

Our primary goal is to facilitate effective communication within the church, ensuring that announcements, events, sermons, and other relevant information are delivered clearly and consistently through various channels, such as newsletters, social media, websites, and in-person interactions. This team may include roles like communication directors, writers, graphic designers, and social media coordinators who work to enhance the church's outreach and engagement.

We considered the following communication themes

- Website development;
- External notice boards;
- Informing the parish of St Sebastian's and its activities;
- Social media;
- Other forms of media;
- Day to day information.

To date we have met only once.

Chris Bull, Paula Morris, David Smart and Suman Shrestha

Sound and Vision Report 2023

Major upgrade to the internet provision was made when we were able to have the connection replaced to fibre into the Parish Centre. The wireless connection was repointed from the school to the Parish Centre. This now provides fast Wi-Fi internet access in the church to allow live streaming and other media opportunities. We have replaced the church overhead projector due to a malfunction over the Christmas period. New team members added on the vision rota, but we are very short staffed on running the sound desk. Thanks everyone who helps with the sound and vision in the church. More members welcome. **Chris Bull – Churchwarden**

2.4 Sonning Deanery Report from Area Dean

As well as excellent presentations around Youth and Children's Work and the building project at All Saints "Space for All", a major focus for Synod, this year has been the adjustments to Parish Share which were voted through with a large majority. We decided in the end to reduce the Parish Share payments immediately while staggering those facing an increase by making up the gap with Deanery Funds.

Our Deanery Green Fund has been very popular, and we have made grants for things like lightbulbs, a new door for a parish hall and sensors which turn lights off when people have

left the room. The application process is very simple, and we match the funding offered by the PCC to a total per grant of £1,000. Parishes may only make one application per calendar year but there is nothing to stop parishes applying year after year.

The total Share we paid in 2023 was £1.017 million, which is 93.6% of the total we are asked for by the Diocese. We were £69,797 short, a deficit made up of only two parishes. Thank you to all of the parishes, and all of the Finance Teams and Treasurers, for their excellent efforts to support mission and ministry across the Deanery and beyond. (We were £84,000 short in 2022 so this is a considerable and welcome improvement.)

The congregation of our Hong Kong community, who worship in Cantonese at St Mary's, Winnersh, are in good heart and steadily growing in number, to the extent that they now need to rent further space at The Forest School when they meet. It was good to have a presentation on this initiative at Synod in April 2023 at Owlsmoor.

The Deanery Plan was also voted through in 2023, with a limited reach and a focus on things like building support groups for people in set roles, like Safeguarding Officers and Treasurers. We are also working on a list of 'trusted traders' who parishes have used and putting on Deanery courses which all parishes can access, e.g. on spotting domestic abuse, and fundraising.

Deanery Chapter continues to be well attended and a real source of support and ideas. Part of the reason that we are keeping a narrower focus in our Deanery Plan is the significant number of parishes in vacancy at the moment. We are holding the line at the moment, through committed lay leadership, hard-working clergy in the parishes in question and willing support from the Deanery. I am really thankful for everyone's commitment and help in the four parishes of All Saints, Finchampstead, Ruscombe, Twyford and Hurst and Winnersh and Bearwood. At the start of 2024 we are still trying to work out what level of ministry is affordable for Winnersh and Bearwood, and how to split Hurst and Ruscombe with Twyford into two separate parishes.

The Reverend Rickey Simpson-Gray was installed as Vicar of St Sebastian's, Wokingham Without in 2023 and The Reverend Laura Wheatley Downs was licensed as Assistant Area Dean, alongside The Reverend Jane Kraft who continues in role. I was also relicensed as Area Dean in November 2023- those five years have gone very quickly indeed, since I was first licensed in 2018.

The Reverend Canon Richard Lamey
Rector of St Paul's Parish, Wokingham
Area Dean of Sonning

2.5 Other Churches and Community

Churches Together Crowthorne and Finchampstead

CTC is an association of local churches from Crowthorne and Finchampstead, who come together to serve and bless our area and its people in the name of Jesus Christ.

During 2023, we adopted our Purpose Statement adopted during 2023, following a year-long discernment process involving many people from our churches.

Churches Together in Crowthorne aims to support and promote unity among the churches actively sharing our Christian faith and values in our community in an authentic, loving, serving and inclusive manner by:

- coordinating joint churches activities;
- making the churches activities visible to all;
- praying for our community;
- building relationships with our community.



We have worked hard over recent years to 'earn the right' to engage powerfully within the Crowthorne 'public space' – our work with the Christmas Lights, support of Late-Night Shopping and the Crowthorne Summer Activities in particularly well supported by the Community.

We loved sharing our Knitted Angels (thank you to Jo Golding and her band of knitters!) and singing carols at different venues – including the Prince and Crowthorne Inn Pubs for the first time this year. Crowthorne Summer Activities attracted c700 children plus parents / grandparents over four Fridays in July and August for fun activities and prominent prayer and scripture-based craft activities. (Thank you to those from St Sebastian's who helped with this.)

It is amazing to see how the churches work together in such creative ways to organise these events and many others – support for the Good Friday Service and Walk of Witness, World Day of Prayer, Christian Aid Week, Week of Prayer for Christian Unity as well as continuing support the Crowthorne Foodbank and "HopeZone" activities with young people and more.

We would love to see more St Sebastian's people join us – we need a representative to be part of the steering committee that meets four times a year and help us engage more within St Sebs. We also have a lot of fun working together – the best ideas usually emerge from conversations around the Christmas events and Summer Activities!
Janet Rogers, Chair CTC (and St Sebastian's Rep)

Wokingham Without Parish Council

Wokingham Without Parish Council serves 3,000 households - including the majority of the (Ecclesiastical) Parish of St Sebastian's Wokingham Without: excluding Buckler's Park which is in the Parish of Crowthorne and notably extending up to the Waterloo Railway Line in the north (All Saints Parish) where 2,000 houses are to be built.



The Parish Council has eleven councillors (with two current vacancies), chaired by Cllr Lesley Foxwell (pictured). You will know Cllr Kevin Whitehead and Cllr Janet Rogers, both members of St Sebastian's! We are a "non-political" council which means that councillors do not represent a 'political' party on the Council, all sharing a desire to work to improve our local community.

Council Meetings: Members of the public are invited to attend any of our full council meetings (usually the first Monday of each month in the Howard Palmer Room (St Sebastian's Hall). The Annual Parish Meeting (this year 20 March 2024 7:30pm) provides an overview of our work and includes a speaker on a topic of general interest (this year road closures and road works!). This meeting is a good opportunity to meet your parish councillors, staff and our Borough Councillors. In 2023, The Reverend Rickey Simpson-Gray was able to establish many useful contacts at this meeting!

What we do: The Parish Council is responsible for managing the Pinewood Centre, situated along Old Wokingham Road. It is home to a variety of Clubs & Societies and boasts a large adventure playground, pond, woodland walks and fitness trail.

The Parish Council also hires out the St Sebastian's Memorial Hall for a variety of community activities and with Crowthorne Parish Council jointly manages the Walter Recreation Ground and Circle Hill sites, situated on the boundary between Crowthorne Parish and Wokingham Without Parish.

As well as managing the land and building that we are directly responsible for, the Parish Council is a statutory consultee for all Planning applications in the parish. This also extends to representation on the stakeholder groups of nearby developments such as Buckler's Park and the Broadmoor Hospital redevelopment. We are closely monitoring the planned "South Wokingham Major Development" to the north playing a key role in the planned community infrastructure (for example the Community Hall).



A large part of our work is improving the environment of Wokingham Without for our residents – we employ a part time litter picker and organise Community Litter picks (next one March 24th, 2024). We regularly highlight problems to Wokingham BC and Bracknell FC highways concerning road works / road closures and flooding/drainage issues, which have recently reached epidemic proportions!

Crowthorne and Wokingham Without Neighbourhood Action Group (NAG) meet twice a year. The meetings are well attended by residents, both parish councils and Thames Valley Police along with both Bracknell Forest and Wokingham Borough Councils. The group continues to provide a platform for residents and local stakeholders to discuss concerns.

Crowthorne Community CCNAG Neighbourhood Action Group

Grants: In December, the council was pleased to approve more than £12,100 in grant funding for local organisations who provide valuable services to Wokingham Without residents.

(You will see that St Sebastian's PCC received a grant as well as CTC for the Crowthorne Summer Activities.)

With Crowthorne Parish Council we hold an awards ceremony (November 2024) to also promote and celebrate the contribution that volunteers make to our community. The St Sebs

"Surviving the Breakup" group was recognised some time ago, but I would be please to assist in the nomination of any individuals or groups that you feel should be recognised in this way.



We always welcome contributions from our residents and are delighted with the growing relationship developing with St Sebastian's Church. Please do talk to me or Kevin Whitehead (pictured) if you would like to know more about any of our activities (which space precludes me from including) or are interested in filling one of our vacant councillor positions!

Cllr Janet Rogers (a parish councillor since 2014)

2.6 Financial Review

The accounts for the year ended 31 December 2023 are presented on pages 24-33 and are in accordance with the PCC Accountability guidance, 5th edition, 2017, issued by the Finance Division of the Archbishops' Council.

Review of the Accounts for the year ended 31 December 2023

In 2023 total **Income** £176,380 **exceeded** total **Expenditure** £175,150 resulting in a net Surplus of **£1,230** (before gains or losses on investments) compared with the net Deficit in 2022 of **£24,692**.

Income

Total income was £176,380 (2022: £147,727). (Note 2 of the financial statements provides further details.)

Our main income source is "Voluntary income" or congregational giving (plus associated HMRC tax recovery) and we are grateful to the many faithful and generous givers (some over many years) who contribute, and without whom the Church would not be able to run its programme of activities. This year total donations and legacy income has increased to £145,060 from £123,431 in 2022. Included in these totals the Regular Monthly Gifts increased to £110,286 from £101,503 (2022), in addition there was a further increase in One-Off Donations to £30,508 from £18,264 in 2022 and £4,109 in 2021. These one- off gifts were a major factor in the improvement the results for the year. We are particularly grateful for the members of the congregation who generously made these donations.

Activities for generating funds, arising from the letting of the Church's premises, provided £24,456 (2022: £20,090). The income from the letting of St Sebastian's Lodge amounted to £18,640 (2022 £15,610). There was no void period in 2023. Church Hall rent was £5,816 up from £4,480 in 2022 because of increased rents from the existing regular hirers and a new regular hirer.

Expenditure

Total expenditure in the year was £175,150 (2022 £172,419). (Note 3 of the financial statements provides further details.)

The largest single item of expenditure remains the diocesan parish share of £82,517 (2022: £83,718). The parish share is set by the Diocese and Deanery according to pre-determined formulae. We pay our parish share via a 12 monthly direct debit which provides us with a 1% discount. During 2023, we employed up to 5 staff members during the year, and their salary costs accounted for our second largest expense of £50,690 (2022: £46,222).

The Church is committed to give at least 10% of its unrestricted voluntary income to support the work of charities and reach out to those in need across the world and in the UK. However,

this year in view of our financial situation, it was decided to limit our giving. This decision is explained in the review of our Financial Position later in this report.

Our property costs in the year totalled £30,036 (2022: £20,638). In 2023 LED lighting was fitted in the Church Hall and Parish Centre at a cost of £1,850 which limited the effect of the increased cost of electricity. The cost of Gas in 2023 was £7,356 up £3,000 on the previous year. Other major building maintenance costs contributing to the increase were £1,561 reordering the plumbing in the Church building and £1,200 on replacing the Church Lightning conductor. In addition, it was necessary to replace the Parish Centre Flat boiler at a cost of £2,370.

We are also grateful for the many volunteers who generously provide their time and skills for the benefit of the Church and thus make a substantial saving on our running costs.

Net Current Assets

At the end of the year, the net current assets totalled £63,304 (2022 £62,680) made up of cash balances of £56,430, Debtors £1,206 and Investments valued at £18,646 less Creditors of £12,978.

Reserves policy

It has been the PCC's policy, where practicable, to maintain a minimum balance of free reserves (net current assets) equating to approximately two month's general fund payments or £30,000. It is held to smooth out fluctuations in cash flow and to meet emergencies. The balance of the General Fund at 31st December 2023 was £32,628.

The Designated Fund for Major Maintenance of £20,000

The PCC has designated three other funds:

- **"Major Maintenance Fund",** setup in January 2012 to cover large repair and maintenance items relating to the church and buildings. This Fund has a balance of £20,000 at 31 December2023, which is largely represented by the Current Asset Investment in Barclays Plc ordinary shares with a book value of £18,646. In September 2022, the PCC resolved to sell the Barclays Shares as soon as the opportunity arose to sell without a loss, unfortunately it has not yet been possible to make this sale.

- **"Jubilee Club Fund"**, relating to this church group.

- **"Legacy Fund" –** during 2019, the PCC received a legacy of £5,000 from the estate of Mike Page a much-loved member of the congregation. The PCC has designated these funds whilst considering options to invest funds in a way that would honour Mike's memory. In 2021 the PCC received gifts in memory of the wonderful servant of the church, The late Reverend Erik Fudge, and these have been similarly designated.

Financial Position

To shore up our Reserves, in the Autumn of 2022, an appeal made to the PCC and Ministry Team that had resulted in one-off donations of £17,250. Despite this, at the beginning of the year our Unrestricted Reserves had fallen to £56,318 and the forecast regular Expenditure for 2023 exceeded the forecast income for 2023 by £47,000. Our regular giving income was continuing to fall because of the disruption caused by the Pandemic and the fact that we were in an interregnum.

The PCC approved and implemented a plan to tackle the forecast deficit. In January, a video presentation entitled "The Voyage of the Lord's Ship St Sebastian's" subtitled "The Financial Storm" was shown to make both congregations aware of the seriousness of our financial position. In February, a more formal presentation to the church congregations was made of the forecast deficit for 2023 of £47,000, with an invitation to increase their monthly giving or make one-off donations to repair the reserves. There was an update of progress with a second video in early June. In September, the church used "Generosity Week" to report the progress that had been made and particularly to encourage regular monthly giving. As reported above, these efforts resulted in One-Off donations totalling £30,500 and contributed to a net growth in our regular monthly donations.

Total expenditure in 2023 was limited to the level of expenditure in 2022. This was achieved despite increases in utilities costs (up 50% by £3,500) and building repairs (Up £3,200). To offset these rises in costs, in July the PCC reluctantly decided to reduce our Mission Giving by writing back the unspent Mission Tithing Provision of £4,379, which was brought forward at the beginning of the year. In addition, the PCC paused the monthly donations made to our Mission partners switching to six monthly payments in January and July. This switch in the timing of payments reduced the 2023 deficit by further £3,000 without effecting the yearly totals of the donations received by our Mission partners. Following a change our accounting package to Quickbooks Online, the role of Finance Officer was made redundant, resulting in a saving of £1,300 in 2023 and an annual saving £3,750.

The combined effect of these actions resulted in a small surplus in 2023 against the budgeted deficit of £47,000! This has enabled the charity to maintain its Major Repair Designated Fund of £20,000 intact.

Outlook for 2024

The PCC considers that the level of One-Off gifts received in 2022 and 2023 to support regular expenditure to be exceptional. Consequently, after allowing for the increase in regular giving that occurred in 2023, it is anticipated that total income in 2024 will be £20,000 lower than 2023.

At the October 2023 Budget Meeting, the forecast for 2024 showed an Excess of Regular Expenditure over Expected Income of £14,000. In addition to this deficit, the charity faces the urgent needs to repair the Car Park (estimated cost £33,000) and to repair the Church Roof (estimated cost £35,000).

The other new factor affecting our forecast Regular Expenditure for 2024, is the resignations of our Family and Youth workers, Marvin and Amy Vogel in early 2024. This will result in savings in salary costs at least for several months, while the PCC plans the way forward. The Vogels leaving means the Parish Centre Flat will become vacant, and this opens the possibility to receive rental income from the Flat.

The PCC now expects to be able to manage our expenditure in 2024, so that our Total Income will exceed our Regular Expenditure. This will mean that, with the use of this surplus, and the Major Repair Fund together with specific fundraising, the PCC expects to be able to fund the Car Park and Roof Repairs over the next eighteen months.

Financial administration

A Finance Committee appointed by the PCC has responsibility for oversight of routine financial administration, annual budgeting, and preparation of financial reports.

Provision of information to independent examiners

Each of the members of the PCC at the time when this report is approved has confirmed that:

- so far as he/she is aware, there is no relevant financial information of which the charity's independent Examiners are unaware, and

- that he/she has taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the independent examiners in connection with preparing his report and to establish that the independent examiner is aware of that information.

Independent Examiner

During the year, the PCC approved the appointment of Michael Young FCA, a member of the congregation, to act as Independent Examiner
John Congram - Treasurer

2.7 Structure, Governance and Management

The method of appointment of PCC (Parochial Church Council) members is set out in the 2022 Church Representation Rules.

In the Parish of Wokingham St Sebastian's, the membership of the PCC consists of the Incumbent (our vicar), Churchwardens, and members elected by Electoral Roll members in the Parish. All those who attend our services / members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC. In addition, the following officers are also members of the PCC, Secretary – Mrs Mary Unwin, Treasurer and Stewardship – Mr John Congram.

The PCC members, who carry the legal status of Charity Trustees, are responsible for making decisions on all matters of general concern and importance to the Parish of Wokingham St Sebastian's. This also includes determining and prioritising how budgeted PCC funds are spent.

2.8 Parochial Church Council and Annual Parochial Council Meetings 2023

- 18 January 2023
- 15 March 2023
- 19 April 2023 (APCM)
- 17 May 2023
- 19 July 2023
- 20 September 2023
- 18 October 2023
- 15 November 2023

2.9 Parish Statistics

2024 electoral roll: 145 members (2023 - 151 members).

Parish Electoral Roll
Following the revision of the Church Electoral Roll for the APCM on 24 April 2024 there are 145 Parishioners on the roll as compared to 151 in 2023.

11 names were removed and 5 added.

The whole roll was renewed in 2019 and it is due to be renewed again in 2025.
Mary Unwin, Electoral Roll Officer

PCC members who have served at any time between 1st January and 31st December 2023 are as follows:

Ex Officio member:		
Incumbent:	The Reverend Rickey Simpson-Gray (Chair)	
Licensed Lay Ministers:	Russell Shipton LLM	
	Wendy Wickens LLM	
Churchwardens:	Chris Bull	from April 2023
	Peter Thompson	from April 2023
	Mary Unwin	until April 2023
	Nigel Wickens	until April 2023
Deanery Synod members:	Janet Rogers	
	Mary Unwin	from April 2023
	David Hare	until April 2023
	Peter Thompson	until April 2023
	Wendy Wickens	until April 2023
	There is currently one vacancy	
PCC Members:	Nigel Birch	
	John Congram	
	Murray Foulds	
	Stuart Gatley	October 2023 to January 2024
	David Metson	from April 2023
	Paul Morrison	
	Suman Shrestha	
	David Smart (Deputy Chair)	
	Sue Thomas	
	There are 2 vacancies	
PCC Secretary:	Mary Unwin from May 2023	
	Peter Thompson until March 2023	
Treasurer:	John Congram	
Planned Giving Officer:	John Congram	
Parish Safeguarding Officer:	Helen Thompson	
Deputy Parish Safeguarding Officer:	Mark Lee	
Children's Advocate:	Suman Shrestha	
PCC Safeguarding Lead:	Murray Foulds	

Approved by the Parochial Church Council on: 27 March 2024

And signed on their behalf by:

Revd Rickey Simpson-Gray

The Reverend Rickey Simpson-Gray
PCC Chair

3.0 INCOME AND EXPENDITURE ACCOUNT

		General Fund	Designated Funds	Total Unrestricted Funds	Total Restricted Funds	TOTAL	TOTAL	Capital Reserves
	£	2023	2023	2023	2023	2023	2022	2023
INCOME	Notes		note 7		note 9			
Donations and Legacies	*2(a)*	142,241		142,241	2,819	**145,060**	**123,431**	
Income Charitable activities	*2(b)*	3,967		3,967	0	**3,967**	**2,164**	
Income from Investments	*2(c)*	1,807		1,807	1,090	**2,897**	**2,042**	
Income from Trading Activities	*2(d)*	24,456		24,456	0	**24,456**	**20,090**	
TOTAL INCOME		172,471	0	172,471	3,909	**176,380**	**147,727**	0
EXPENDITURE								
Parish Share and Fees	*3(a)*	82,622		82,622	0	**82,622**	**85,093**	
Mission and Charitable Giving	*3(b), 12*	211		211	794	**1,005**	**10,617**	
Staff Costs	*3(c), 4*	49,665		49,665	1,025	**50,690**	**46,222**	
Ministry Costs	*3(d)*	5,477		5,477	0	**5,477**	**4,686**	
Premises Costs	*3(e)*	25,414		25,414	4,622	**30,036**	**20,638**	
Other Church Activities	*3(f)*	5,320		5,320	0	**5,320**	**5,162**	
TOTAL EXPENDITURE		168,709	0	168,709	6,441	**175,150**	**172,419**	0
NET INCOMING RESOURCES BEFORE INVESTMENT GAINS (LOSSES)		3,762	0	3,762	(2,532)	**1,230**	**(24,692)**	0
Net (loss) gain on investments		(606)		(606)		(606)	**(3,390)**	
Adjustment to Restricted Funds							(550)	
NET MOVEMENT IN FUNDS		**3,156**	**0**	**3,156**	**(2,532)**	**624**	**(28,632)**	**0**
OPENING BALANCES		29,472	26,846	56,318	8,112	**64,430**	93,062	296,495
NET MOVEMENT IN FUNDS		3,156	0	3,156	(2,532)	**624**	(28,632)	0
CLOSING BALANCES		**32,628**	**26,846**	**59,474**	**5,580**	**65,054**	**64,430**	**296,495**

4.0 BALANCE SHEET

	£	2023	2022
ASSETS	*Note*		
Fixed Assets			
Investments Fixed Assets	*5a*	1,750	1,750
Tangible	*5b*	296,495	296,495
Total Fixed Assets		**298,245**	**298,245**
Current Assets			
Debtors and Prepayments	*6*	1,206	1,167
Current asset investments	*7a*	18,646	19,252
Cash at bank and in hand		56,430	55,292
Total Current Assets		**76,282**	**75,711**
Current Liabilities			
Creditors - falling due within one year	*8*	12,978	13,031
NET CURRENT ASSETS		63,304	62,680
TOTAL NET ASSETS		**361,549**	**360,925**
PARISH FUNDS			
Restricted Funds	*9*	5,580	8,112
Unrestricted Funds - Designated Funds	*7b*	26,846	26,846
Unrestricted Funds - General Fund		32,628	29,472
		65,054	64,430
Church Capital Reserves		296,495	296,495
CLOSING BALANCES		**361,549**	**360,925**

Approved by the Parochial Church Council on 27 March 2024 and signed on its behalf by:

Revd Rickey Simpson-Gray

The Reverend Rickey Simpson-Gray
PCC Chair

John Congram
PCC Treasurer

5.0 NOTES TO THE ACCOUNTS

THE PARISH OF WOKINGHAM ST SEBASTIAN'S PAROCHIAL CHURCH COUNCIL
For the Year ending 31st December 2023

1. Accounting policies

Basis of Preparation

The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 governing the individual accounts of PCCs, and with the Regulations' "true and fair view" provisions, they have been prepared under FRS102 (2016) as the applicable accounting standards and the 2016 version of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP(FRS102)).

The PCC is a public benefit entity within the meaning of FRS 102.

The financial statements have been prepared under the historical cost convention except for the valuation of investment assets and certain of the freehold properties which are at valuation as described in the notes.

The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body, nor those that are informal gatherings of church members.

Funds

Capital reserves (or permanent endowment funds) are funds, the capital of which must be maintained; only income arising from investment of the capital reserves may be used either as restricted or unrestricted funds depending on the purpose for which the capital reserve was established. The PCC has a single permanent endowment (capital reserves) established by trust in 1968 relating to the Upkeep of the Church and Churchyard.

Restricted funds represent income from trusts and endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and donations or grants received for a specific object or invited by the PCC for a specific object. These funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund.

Restricted funds include an upkeep of church and churchyard fund held under trust deed together with several other restricted funds.

Unrestricted funds are general funds that can be used to fund ongoing Church expenditure. These 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 trustees' report.

Designated unrestricted funds are monies set aside by the PCC from unrestricted funds for specific purposes. That purpose is not binding on the PCC, though the PCC must be mindful of the intent when considering using the funds for other purposes. It is the simplest and most flexible way to ring fence money for special needs.

"Major Maintenance Fund", setup in January 2012 to cover large repair and maintenance items relating to the church and buildings.

"Jubilee Club Fund", setup in September 2017 representing funds and expenditure relating to this church group.

"Legacy Fund" (formally "Mike Page Legacy Fund") – during 2019, the PCC received a legacy of £5,000 from the estate of Mike Page a much-loved member of the congregation.

The PCC has designated these funds whilst considering options to invest funds in a way that would honour Mike's memory. In 2021 the PCC received gifts in memory of the wonderful servant of the church Eric Fudge, and these have been similarly designated.

Income

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resources to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Rental income from the letting of the PCC property is recognised when the rental is due. Investment income is included in the accounts when receivable. Investment gains and losses include any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year. All other income is accounted for gross.

Expenditure

Grants and donations are accounted for when paid over, or when awarded, if that reward creates a binding or constructive obligation of the PCC. The diocesan parish share is accounted for when due. Amounts received specifically for mission are dealt with as restricted funds. All other expenditure is generally recognised when it is incurred and is accounted for gross.

It is the policy of the PCC that at least 10% of our voluntary unrestricted giving (and related recoveries of income tax) should be used for missionary and charitable giving: at the year-end amounts are accrued to comply with this policy.

Fixed assets

As Consecrated and benefice property of any kind is excluded from the statutory definition of "charity" by Section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time). No valued is placed on these assets in the financial statements. No individual item has cost more than £1,000 so all such expenditure has been written off when incurred.

Freehold properties are either stated at cost when built by the Parish or stated at valuation when donated to the PCC.
Fixed asset investments are stated at cost.

Other Tangible fixed assets are capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt. Depreciation is calculated to write off the capitalized cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows: *Land* - Nil / *Buildings** - Nil / *Fixtures & Fittings* - 20 years.

*No depreciation is provided on buildings as the currently estimated residual value of the properties is not less than their carrying value.

Current assets

Current asset investments are stated at current market value.

2. Income and Endowments

	General Fund	Designated Funds	Total Unrestricted Funds	Restricted Funds	Total	Total
	2023	*2023*	*2023*	*2023*	2023	2022
INCOME						
2(a) Donations and Legacies						
Gift Aided Income						
Planned Giving	90,259		90,259	550	90,809	84,250
Tax recoverable	19,477		19,477		19,477	17,523
One-Off Gifts	19,204		19,204		19,204	12,769
Tax recoverable	6,035		6,035		6,035	2,950
	134,975	0	134,975	550	135,525	117,492
Other Donations non gift aid	5,269		5,269		5,269	2,545
Collections at Services	1,998		1,998		1,998	1,619
Nominated Gifts				794	794	
Grant Received			0	1,475	1,475	1,774
Legacies			0		0	0
Sub-Total Donations and Legacies	142,241	0	142,241	2,819	145,060	123,431
2(b) Income Charitable activities						
Charitable Activities - Fees	3,426		3,426		3,426	1,976
Charitable Activities - Other	541		541		541	188
Sub-Total Income Charitable activities	3,967	0	3,967	0	3,967	2,164
2(c) Income from Investments						
Sykes Legacy Divds & Interest	1,807		1,807		1,807	958
Dividends Restricted Funds				1,090	1,090	1,084
Sub-Total Income from Investments	1,807	0	1,807	1,090	2,897	2,042
2(d) Income from Trading Activities						
Church Hall Rental Income	5,816		5,816		5,816	4,480
St Sebs Lodge Rental Income	18,640		18,640		18,640	15,610
Sub-Total Income from Trading Activities	24,456		24,456		24,456	20,090
TOTAL INCOME	**172,471**	**0**	**172,471**	**3,909**	**176,380**	**147,727**

3. Expenditure

	General Fund	Designated Funds	Total Unrestricted Funds	Total Restricted Funds	TOTAL FUNDS	TOTAL
	2023	2023	2023	2023	2023	2022
EXPENDITURE						
3(a) Parish Share and Fees						
Diocese and Deanery Fees	105		105		105	1,375
Parish Share	82,517		82,517		82,517	83,718
Sub-total 3(a) Parish Share and Fees	82,622	0	82,622	0	82,622	85,093
3(b) Mission and Charitable Giving						
Gifts Made	4,590		4,590	794	5,384	10,617
Provision written back	(4,379)		(4,379)		(4,379)	
Sub-total Mission & Charitable Giving	211	0	211	794	1,005	10,617
3(c) Staff Costs	49,665		49,665	1,025	50,690	46,222
3(d) Ministry Costs						
Church Services Costs	3,576		3,576		3,576	2,131
Education Evangelism & Pastoral	55		55		55	73
Family and Youth	1,846		1,846		1,846	2,482
Sub-total Ministry Costs	5,477	0	5,477	0	5,477	4,686
3(e) Premises Costs	25,414		25,414	4,622	30,036	20,638
3(f) Other Church Activities						
Communications	2,696		2,696		2,696	2,417
Independent Examiner's Fee			0		0	500
Other Administration Expenses	2,624		2,624		2,624	2,245
Sub-total Other Church Activities	5,320	0	5,320	0	5,320	5,162
TOTAL EXPENDITURE	168,709	0	168,709	6,441	175,150	172,419

4. Staff Costs

	2023	2022
Salaries	49,892	45,539
Social Security Costs		
Pension Contributions	798	683
Total Staff Costs	**50,690**	**46,222**

There were five (5) employees in post until July when one employee left, there were four employees for the rest of the year. There were no employee benefits to key management personnel in this year or previous years.

5. Fixed assets

5 (a) Investments – at 31 December 2023

	£
CBF Investment fund - 1,764 shares	1,750
	1,750

The CBF Investment funds represents permanent endowment (capital reserves) relating to the Upkeep of the Church and Churchyard restricted fund.

5 (b) Tangible fixed assets - freehold land and buildings – at 31 December 2023

	£
Actual/deemed cost	296,495
Accumulated Depreciation	0
Net Book Value	296,495

Freehold land and buildings comprise the church hall and the parish centre, both of which were built by the PCC and are stated at cost of £201,495, and St Sebastian's Lodge which is stated at a valuation made in the year of donation to the PCC of £95,000. It is not considered that the current value of the freehold properties is lower than their stated cost and accordingly no depreciation has been provided. The PCC do not see any benefit in obtaining a current valuation of these properties.

6. Debtors

	31 Dec 23	31 Dec 22
	£	£
Tax Recoverable	442	83
Other Debtor	146	230
Accounts Receivable	618	854
	1,206	**1,167**

7 (a) Current Asset Investments

The investments being Barclays Ordinary Shares are stated at the market value prevailing at 31 December 2023.

7 (b) Designated Funds

	Major Maintenance Fund	Legacy Fund	Jubilee Club Fund	Total Designated Funds
Opening Balance (01/01/23)	20,000	5,453	1,393	26,846
Total Income	0	0	0	0
Total Expense	0	0	0	0
Transfers to General Fund				0
Closing Balance (31.12.23)	**20,000**	**5,453**	**1,393**	**26,846**

8. Creditors - amounts falling due within one year

	31 Dec 23	31 Dec 22
Rent in Advance -Hall	0	330
Accruals	905	1,919
Utilities Accrual	6,735	3,244
Tithing Provision	0	4,379
HMRC Payroll Creditor/Debtor	1,358	797
Verger & AV Operator Fees	70	740
Parochial Fees	300	
Peoples Pension Creditor	438	285
Accounts Payable	3,172	1,337
	12,978	**13,031**

9. Restricted Funds

	Total Restricted Funds	Church & Churchyard Fund	Other Restricted Funds			Specific Charity Collections
			Family Worker Salary	Wokingham United Charity	Youth Friday Nights	
Opening Balances 1st January 2023	**8,112**	**4,120**		**3,992**		**0**
Restricted Donations	1,344		550			794
Grant from Wokinngham Without P. C.	475		475			
Grant Archbishop's Council	1,000				1,000	
Dividends	1,090	1,090				
Total Income	**3,909**	**1,090**	**1,025**	**0**	**1,000**	**794**
Salaries	1,025		1,025			
Reorder Plumbing in Church	2,761	2,761				
Hall Upgrade Expenditure	1,861			1,861		
Charities	794					794
Total Expenditure	**6,441**	**2,761**	**1,025**	**1,861**	**0**	**794**
Closing Balances 31st December 2023	**5,580**	**2,449**	**0**	**2,131**	**1,000**	**0**

10. Disclosure of trustee and staff remuneration, related party and other transactions

PCC member, Mary Unwin, is a Governor of St Sebastian's School. During the year, the PCC made grants of £690 to the school to pay for bibles for the children and staff and pay the Core Support charge from the Diocese.

PCC member, Peter J. Thompson, is a Trustee of the Mitiyana Charity. During the year, the PCC made grants of £700 to support this charity.

PCC Member, Janet Rogers, is a Councillor of Wokingham Without Parish Council.

No other payments or expenses were paid to any other member of the PCC or person closely connected to them or related parties, other than the re-imbursement of expenses incurred by PCC members in respect of Church activities.

PCC indemnity insurance cover is provided for all PCC members as part of the Ecclesiastical Parish Plus Insurance policy entered on annual basis. The annual premium for the combined

church, parish centre and hall insurance, which also covers areas such as employer's liability, property damage, consequential loss, and financial loss, is £4,178 for the year to 30 April 2024. The cost of the indemnity insurance cover is not separately identifiable.

11. Fees payable to the Independent Examiner

The Independent Examiner, Michael Young, who is a member of the congregation did not charge a fee. He is not a person closely connected to any member of the PCC.

12. Charitable grants and special collections

The Church is committed to give at least 10% of its unrestricted voluntary income to support the work of charities and reach out to those in need across the world and in the UK. However, in view of our financial situation, in July 2023, the PCC decided reluctantly that we should concentrate our resources on our own local mission objectives. Therefore, it was agreed that the unspent Tithing Provision of £4,379 brought forward at the beginning of the year would be written back to our reserves. Further, rather than stopping our giving to existing mission partners, the PCC approved the move from monthly donations to six monthly gifts in January and July. This move reduced this year's deficit by £3,000 without effecting the annual receipts to our partners.

During 2023, charitable grants were made to the following organisations:

	£	£
St Sebastians C of E Primary School -Diocesan Core Support	500	
-Bibles for Children	190	690
Yeldall Christian Centre	700	
Just Around The Corner (JAC)	350	
Soulscape	350	
Pastoral Gifts	400	1,800
Mitiyana Charity	700	
Open Doors	700	
Univida	700	2,100
Specific Collections - Royal British Legion	150	
- Tearfund Quiz	644	794
Total Gifts made in 2023		**£5,384**
Write Back of Unspent Provision		(4,379)
Net Mission and Charitable Giving per Statement of Activities 2023		**£1,005**

6.0 INDEPENDENT EXAMINER'S REPORT

Parochial Church Council of St Sebastian, Wokingham

Financial statements
For the year ending 31 December 2023

To the members of the Parochial Church Council of St Sebastian, Wokingham

I report on the accounts of the PCC for the year ended 31 December 2023, (which are set out on pages 6 to 14).

Respective responsibilities of the PCC and the examiner

As members of the PCC you are responsible for the preparation of the Financial Statements; you consider that the audit requirement of Regulation 3(3) and section 144 (2) of the 2011 Charities Act do not apply. It is my responsibility to:

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

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act and to be found in the PCC Accountability guidance, 5th edition, 2017 issued by the Finance Division of the Archbishops' Council. That examination includes a review of the accounting records kept by the PCC and a comparison of the accounts with those records. It also includes considering 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 I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
   to keep accounting records in accordance with section 130 of the 2011 Act; and
   to prepare accounts which accord with the accounting records and comply with the requirements of the 2011 Act and the Regulations have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Mr Michael Young

Crowthorne

Date: 14th March 2024

7.0 MISSION ACTION PLAN

A BEACON OF CHRIST LOVING GOD AND SERVING OTHERS

TO BECOME A WELCOMING CHRIST-LIKE CHURCH CALLED BY GOD (COMPASSIONATE, COURAGEOUS AND CONTEMPLATIVE)

- Encourage worship in all services on Sundays, Wednesdays and at special events;
- Create leadership opportunities for parishioners' contributions;
- Build on existing 5th Sunday Healing Services;
- Develop Weekly Prayers in support of Parish ministry, Life events and community needs;
- Create a culture of invitation and welcome hospitality in all church services;
- Introduce regular "Livestream" services and offer costed option for Life Events;
- Promote Parish collaboration in Sonning Deanery and Churches Together Crowthorne events.

TO RESOURCE PASTORAL CARE FOR CHURCH MEMBERS AND LOCAL RESIDENTS

- Promote Church members' home groups and regular bible studies;
- Grow Life Events' Pastoral home visits for weddings, baptisms and funerals;
- Maintain Schools' ministry / support for Headteachers, Teachers, Parents and Children;
- Pastoral Care support for users of "The Base", "Little Angels" and other ministries;
- Re-establish Parish "Jubilee Club" in partnership with Age UK Berkshire;
- Promote Home Communion for local Care Home residents;
- Parish Safeguarding leadership and compliance, as per Diocesan and Church of England rules;
- Wokingham Without and near and far residents' support, engagement and advocacy;
- Social media monitoring for ministry and pastoral opportunities.

TO BUILD MISSIONARY AND OUTREACH WORK WITH DIOCESAN PARTNERSHIP

- Grow Parish membership via Sunday Worship services and new mission initiatives;
- Grow Children, Young People and Families' (CYPF) Outreach opportunities via "The Base", "Little Angels", "Youth" and other Fresh Expressions;
- Build Worship engagement and opportunities with St Sebastian's School and other local schools;
- Build mission engagement with TRL Estate residents and Traveller's Community;
- Replace website and streamline four Facebook accounts to two (Public and Private)
- Regular local resident engagement at Easter and Christmas Festivals;
- Grow presence in social media, website, Mail Chimp circulation and future online magazine;
- Identify new music opportunities with the abundance of giftings within Parish;
- Increase Life Events' engagement: weddings, banns, baptisms and funerals;
- Explore St Sebastian's Film Club for younger families using existing Film Licence;
- Promote Parish Emergency Food provisions for local community and explore new opportunities;

TO INCREASE COLLABORATION WITH WOKINGHAM BOROUGH COUNCIL, WOKINGHAM WITHOUT PARISH COUNCIL AND LOCAL COMMUNITY GROUPS

- Explore partnership opportunities with local charities, Community Groups, Social Services and National Health Service.

TO INCREASE PARISH BUILDINGS' USAGE

- Promote Parish buildings usage with own funding, grants and stakeholder opportunities;
- Make Parish buildings and surrounding space fit for ministry, community engagement and other purposes via repair, refurbish and renew;
- Ensure full safeguarding compliance throughout all Parish Buildings' usage;
- Diocesan and Health and Safety compliance of Parish buildings, users and visitors' duty of care.

TO BE GOOD STEWARDS AND GUARDIANS OF RESOURCES IN OUR CARE

- Commitment to prioritise Parish Share and a balanced budget;
- Caring Staff employer: clear Job objectives and annual review, regular 121 meetings, training, opportunities and End of year appraisals;
- Exemplary management of Parish volunteers;
- Promote good governance and robust financial controls as a UK registered charity;
- Aspire to reduce Parish Buildings' Energy footprint;
- Express our care for God's world by securing Parish Eco Church Award;
- Charitable donations for Parish appointed national and overseas charities.

Parochial Church Council
July 2023

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST SEBASTIAN, WOKINGH

England & Wales - Charity number 1139933

Accounts

Parochial Church Council
of
St Sebastian's Church, Wokingham Without



ANNUAL REPORT 2022

Annual Parochial Church Meeting
19 April 2023

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OUR AIMS AND PURPOSES AT ST SEBASTIAN'S

Parish Values

Based on Jesus' prayer for his disciples in John 17, we believe that as a Church God has called us to be:

Christ-centred	Not 'Jesus and…', but *Jesus alone* at the centre of our lives. *'…glory has come to me through them…' (*John 17:*10)*
Righteous	God-directed living, thinking, and speaking. *'Sanctify them by the truth; your word is truth* (John 17:17)
One	Not 'I've won!', but 'We are one'. *'…that they may be one as we are one…'* (John 17:22)
Sent	A serving Church rather than a consumer Church. *'As you sent me into the world, I have sent them…'* (John 17:18)
Spirit-filled	All God's people using God's gifts to the full. *'…so that they may have the full measure of my joy within them…'* (John 17:13)

Mission Statement

We believe God is calling us as a Church to be:

A beacon in the community:

- To lead people to Jesus Christ
- To help them grow in Him

'A city set on a hill cannot be hidden' (Matthew 5:14)

Vision Statement

Our current Vision:

To glorify God and to serve the local community, sharing the heart of Jesus.

The Parochial Church Council of St Sebastian's Wokingham Without has the responsibility of co-operating with the Incumbent in promoting the whole mission of the Church of England in the Ecclesiastical Parish of Wokingham in the Diocese of Oxford. It has responsibility for maintaining the Church on Nine Mile Ride and has the responsibility of acting as Managing Trustees of the Church Hall, Parish Centre, and St Sebastian's Lodge.

Public Benefit

The trustees of the Charity are aware of the Charity Commission's guidance on public benefit in *The Advancement of Religion for the Public Benefit* and have had regard to it in their administration of the Charity. The trustees believe that, by promoting the work of the Church of England in the Ecclesiastical Parish of St Sebastian, Wokingham it helps to promote the whole mission of the Church (pastoral, evangelistic, social and ecumenical) more effectively, within the Ecclesiastical Parish, and that in doing so it provides a benefit to the public by:

- Providing facilities for public worship, pastoral care and spiritual, moral and intellectual development, both for its members and for anyone who wishes to benefit from what the Church offers.
- Promoting Christian values, and service by members of the Church in and to their communities, to the benefit of individuals and society as a whole.

Charity Registration Number

1139933 (registered on 19 January 2011).

ADMINISTRATIVE INFORMATION

St Sebastian's Church is situated in Nine Mile Ride, in the district of Wokingham Without. It is part of the Diocese of Oxford within the Church of England.

Clergy:	In Vacancy	
Churchwardens:	Mary Unwin	Nigel Wickens
Deputy Churchwardens:	Jane Addison	Nigel Birch
	Paul Morrison	
Deanery Synod:	David Hare	Wendy Wickens
	Peter Thompson	Janet Rogers
PCC Members:	Clergy, Churchwardens, and Deanery Synod Reps (Ex-Officio)	
	John Congram	Chris Bull
	Sue Thomas	David Smart
	Nigel Birch	Russell Shipton (Co-opted)
	Paul Morrison	Murray Foulds
	Suman Shrestha	Vacancy

Address for correspondence

St Sebastian's Church
Parish Office
Nine Mile Ride
Wokingham
RG40 3AT

Banks

CAF Bank Ltd
25 King's Hill Avenue
King's Hill
Kent
ME19 4JQ

Barclays
Leicester
LE87 2BB

STRUCTURE, TRUSTEES AND MEMBERSHIP OF THE PCC

Legally the council is responsible for the financial affairs of the Church Parish and the maintenance of its assets, such as Churches and Church halls, and promoting the mission of the Church.

Members (Trustees) of the PCC are Ex-Officio or elected by the APCM in accordance with the Church Representation Rules.

The PCC meets as a whole body usually seven times a year. For six of these meetings the items of business will include approval of decisions made by the Finance, the Environment, the Mission or the Standing Committees; items brought forward by the clergy or Churchwardens that need discussion and decisions and information items from the Team Leaders, Deanery Synod representatives and the Churches Together representatives. Each year the PCC also review its Safeguarding policies, following Diocesan guidelines and policies, its Health and Safety policy and Employment policies. The meeting in October is dedicated to discussions and decisions on the budget for the coming year.

The sub-committees during the year were:

Standing Committee – This is the only committee required by law. It has the power to transact business of the PCC between its meetings, subject to any directions given by the council.

Finance Committee – Concerned with the stewardship of our financial resources. Makes recommendations to the PCC on Budget, approaches to voluntary giving (stewardship), scrutiny of major expenditure to ensure PCC secures best value for money on expenditure incurred.

Mission Committee– Liaises with and promotes the work of selected Christian missions and missionary work of the Church in the local area. Makes recommendations to the PCC regarding how the Church's giving should be distributed. It also researches and provides reports to the PCC on the work of the charities, missions and individuals benefiting from these gifts.

Environment Committee – Attends to matters relating to the stewardship of our site including the Church, Hall, Parish Centre and St Sebastian's Lodge; the fixtures and fittings thereof and health and safety matters

Communications Committee – Seeks to ensure the most effective and coordinated communication with both church members and our community through the use of existing and new channels such as social media and video. Has taken an active role in making all services and meetings available on-line.

Covid Committee – This ad hoc Committee seeks to monitor and review local, regional and national Covid-19 trends and their impact on the Covid-related processes, protocols and controls in respect of St Sebastian's Church; to feed relevant Covid-related concerns to the PCC; to make recommendations for appropriate action in the context of Government and Church of England requirements/guidance for the safety and protection of St. Sebastian's congregations, staff and volunteers.

The PCC also appoints Team Leaders, who are responsible for the day-to-day running of their respective teams within the life of the Church. These teams include: Administration (vacant), Children and Youth, Evangelism (vacant), Pastoral Life, Prayer, Small Groups and Worship Services.

PCC Officers

Officers 2022:	David Smart	Acting Chair
	Peter Thompson	Acting Vice Chair & PCC Secretary
	John Congram	Acting Treasurer
	Jacob George	Independent Examiner
	Church Administrator	Electoral Roll Officer
	John Congram	Planned Giving Officer

PCC Committees

Standing Committee:	David Smart	Acting Chair
	Peter Thompson	PCC Secretary
	John Congram	Acting Treasurer
	Mary Unwin	Churchwarden
	Nigel Wickens	Churchwarden
Finance Committee:	Mary Unwin (Chair)	Sue Thomas
	Janet Rogers	Marshall Miller
	John Congram	
Mission Committee:	David Smart (Chair)	Suman Shrestha
	David Hare	Heather Marsh
	Nigel Birch	

Environment Committee:	Nigel Wickens (Chair)	Murray Foulds
	Paul Morrison	Peter Thompson
	Chris Bull	David Metson
Communications Committee:	David Smart (Chair)	Suman Shrestha
	Marvin Vogel	Kirsty Milam - Church Administrator
Covid Committee:	Murray Foulds (Chair)	Suman Strestha
	Mary Unwin	Nigel Wickens

Team Leaders

Administration:	Vacant	
Children & Families:	Amy Vogel	
Youth:	Marvin Vogel	
Evangelism:	Vacant	
Pastoral Life:	Russell and Angela Shipton until May 2022 Paul and Claire Morrison from May 2022	
Prayer:	Alexis Clarke and Jill Gardener	
Small Groups:	Russell Shipton	(Caretaker)
Worship Services:	Eve Bull	

Safeguarding

Safeguarding in the Diocese of Oxford:	Helen Thompson	Safeguarding Officer
	Nicola Brock	Deputy Safeguarding Officer
	Murray Foulds	PCC Safeguarding Lead
	Suman Shrestha	Children's Advocate
	Amy Vogel	Recruiter (Youth)
	Russell Shipton until September 2022 Paul Morrison from September 2022	Deputy Recruiter (working with vulnerable adults)
	Church Administrator	Verifier

Other PCC Appointments

Churches Together in Crowthorne:	David Hare, Janet Rogers
Health & Safety Officer:	Murray Foulds
Data Protection Officer:	Chris Bull
Deputy Churchwardens:	Jane Addison, Nigel Birch, Paul Morrison
Church Hall Liaison:	Marvin Vogel and Janet Wood

SAFEGUARDING

The PCC continues to regard 'Safeguarding' as one of its most important responsibilities. There has been much discussion amongst the PCC members at many of the regular PCC meetings. Safeguarding for our church, is driven by the Church of England's publication "Parish Safeguarding Handbook - Promoting a Safer Church". It extends to all - young and adult alike.

The following policy was agreed at the PCC Meeting held on 18th May 2022. In accordance with our policy, it is planned to annually review, agree and renew this at the PCC Meeting to be held in May 2023.

In accordance with the Church of England Safeguarding Policy our church is committed to:

- Promoting a safer environment and culture.
- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Responding to those that may pose a present risk to others.

The Parish will:

- Create a safe and caring place for all.
- Have a named Parish Safeguarding Officer (PSO) to work with the incumbent and the PCC to implement policy and procedures.
- Safely recruit, train and support all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse.
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish.
- Display in church premises and on the parish website the details of who to contact if there are safeguarding concerns or support needs.
- Listen to and take seriously all those who disclose abuse.
- Take steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops' guidance, including notifying the Diocesan Safeguarding Team and statutory agencies immediately.
- Offer support to victims/survivors of abuse regardless of the type of abuse, when or where it occurred.
- Care for and monitor any member of the church community who may pose a risk to children and adults whilst maintaining appropriate confidentiality and the safety of all parties.
- Ensure that health and safety policy, procedures and risk assessments are in place and that these are reviewed annually.
- Inform the Diocesan Safeguarding Team if we receive any DBS Disclosures that are not clear.
- Review the implementation of the Safeguarding Policy, Procedures and Practices at least annually.

Each person who works within this church community will agree to abide by this policy and the guidelines established by this church. This church appoints Helen Thompson as the Parish Safeguarding Lead Officer.

SAFEGUARDING TRAINING

During the interregnum the Leadership Team and PCC members committed to update their safeguarding training with regard to roles/responsibilities and in accordance with Oxford Diocesan requirements.

Further safeguarding training has been undertaken by other congregational members/ volunteers etc. according to roles/responsibilities.

Current Safeguarding Training Summary (as at 10.02.23) is as follows:

Level 1 - Basic Awareness - approx 40 completers

Level 2 - Foundation - approx 28 completers

Level 3 - Leadership. - 14 (completed + enrolled to complete Feb/March 2023)

In addition, there has been good progress made in use of the Oxford Diocese Safeguarding 'Dashboard'. This online tool measures and reports on Parish compliance in respect of safeguarding matters. Whilst voluntary, the PCC has committed to continued use of the 'Dashboard' to progress safeguarding compliance. During the interregnum St Sebastian's successfully completed the 'Safeguarding Action Plan - Level 1 - "Safer Foundations". Work continues to towards completion of the remaining two Levels (Level 2 and 3).

Murray Foulds, Health & Safety Officer

FABRIC GOODS AND ORNAMENTS OF THE CHURCH REPORT FOR 2022

We continue to thank all our volunteers who help with the upkeep of all our buildings. However, we have again had a very difficult year in 2022 trying to keep all our buildings fit for purpose. I have noted below the main points about our church buildings.

Church Building

We are blessed to have a Church building with history. But this comes with its own challenges We have had a blocked drain to the outside of the wall of the kitchen which has caused damp to the interior of the kitchen window frame. There has also been a leak from the exterior into the kitchen flat roof, and we now have damage spread into the hallway. We have spoken to Ecclesiastical insurance, and although we are covered for the damage inside the kitchen and hallway, this does not include the roof. To address this, we will be putting in a faculty (written permission from the Diocese) so that the work can be carried out. We also need to get quotes on costs for this repair. This will take time as the Diocese have a back log of requests since Covid.

Upon investigation we have also found damp in the vestry which will need to be dealt with. This will involve putting in another faculty to get permission to deal with the damage.

We also had our quinquennial report which gives us guidance on upkeep of the fabric of the building that needs to be done over the next five years. After the APCM the Churchwarden of Fabric will be working with the team on a plan of action for the work with associated costs.

As we are part of the Oxford Diocese, finance has been made available to pay for energy audits for churches. The aim of this audit is to see how we can be more carbon friendly. This audit took place on the 14th of March and will be taken to the PCC for discussion.

Our Other Buildings

The church hall, parish centre, parish centre flat, and St Sebastian's lodge continue to raise problems due to the age of the buildings. At present there are no big expenditures scheduled for these premises, but essential work still needs to be undertaken as needed.

Car Park

As you are aware the car park has many potholes which need to be rectified. We are hoping that we can engage in future discussions between the school and our new Vicar Rickey Simpson-Gray.

Report by: Nigel Wickens, Churchwarden

PRIORITIES FOR 2022

Our Vision is *'To glorify God and to serve the local community, sharing the heart of Jesus'.*

The interregnum has delayed the review of the PCC Strategy that was planned for 2021. The existing strategy, therefore, remained in place:

- To prioritise growth in discipleship.
- To adopt a staged approach to the development of the Church site.
- To seek to take the Church out into the community.

We had planned to review the vision statement and strategy in the course of the year, however due to the interregnum this was not possible.

SUMMARY OF CHURCH ACTIVITIES IN 2022/2023 AND TEAM LEADER UPDATES

Our annual report includes activities and information from May 2022 until April 2023 in accordance with our Annual Parochial Church Meeting. 2022 was another difficult year at St Sebastian's, Andrew's health meant he needed to take early retirement in February 2022. This placed a strain on the leadership of the church as we entered the interregnum and thanks must go out to all those who rallied round to continue the life of the church in particular the churchwardens, Mary Unwin and Nigel Wickens, who took the church leadership role and Russell Shipton who took the lead on services. The Churchwardens, PCC and other Leaders continued to be very well supported by Richard Lamey, the Area Dean.

PCC Report

The PCC has met every other month over the past year to discuss church business, with additional meetings specifically covering the budget and recruitment of the new vicar. In fact, whilst many other issues have been discussed and decisions made, these two items have been our focus of discussion along with standing items such as safeguarding. At the last APCM 4 members were voted on, and during the year Russell Shipton was co-opted due to his responsibilities as LLM and organising the services.

PCC meetings in 2022 were generally well attended. As you would expect a lot of focus was on the Parish Profile and the interview day for our new vicar. Another area which was discussed at length was finance as the church has run at a deficit for the last 2 years. John Congram has worked incredibly hard as treasurer with many ideas about saving and raising money and also encouraging people to give or increase their giving, starting first of all with the PCC and Leadership team, many of whom responded and as a result our deficit was reduced to £25,700 (before unrealised losses on investments) in 2022. Further details are shared in the Finance Report.

Safeguarding remains a priority at St Sebastian's. Murray Foulds was appointed as PCC Safeguarding Lead and has been concentrating on making sure that training is up to date as per his report above.

Report by: David Smart, PCC Acting Chair

Churchwarden Report

After 2 years of Sunday services being disrupted by lockdown, it is good to say that in 2022 all 10am Sunday services took place. The Lockdown restrictions due to Coronavirus and Andrew's illness has meant that after March 2020 we did not have 8am Sunday Communion services or 10am Wednesday Communion.

Early in 2022 we were in contact with Rev Marina Brain, who, used to be at St Sebastian's and she was given Permission to Officiate in Sonning Deanery and has been leading Communion and preaching at St Sebastian's since 6 March 2022. Together with Rev Ian Seymour this has enabled the 8am Sunday Communion to resume from 13 February, twice a month. We have also been supported by Bob Whitely, Jane Kraft, Becky Medlicott and Stephen Pullen who have all led services here at St Sebs. David Hare, Russell Shipton and Wendy Wickens did a Communion by extension course which also enabled us to resume the Wednesday communion twice a month from Ash Wednesday 2 March 2022. Particular thanks go to Russell for his commitment to this service.

Russell has worked hard during 2022 to organise all the services which he has done very efficiently. Our thanks go to him as well as David Hare and Wendy Wickens for leading and preaching at services throughout the year.

Andrew Marsden was signed off sick until the end of February 2022 when he was granted early retirement on Health grounds. We had an opportunity to say goodbye to Andrew, Ros and their family at the Communion service on 20 February, which was led by Olivia Graham Bishop of Reading and Andrew preached an uplifting and challenging sermon based on Colossians 3:12-17. The church was full and many people who had moved away came back for the service. This was followed by a lunch with presentations of gifts from Church members and other groups. Andrew had been with us since 1997 and so many of us have been blessed by his ministry over 24 years.

On 16 January Revd Cannon Richard Lamey, Area Dean of Sonning baptised Pearl Vogel by immersion, a new experience for him. This was a very special service, and it was good for the congregation to meet Richard, who has been a huge support to the Churchwardens, leaders and PCC over the previous 2 years.

During the year we have services focussed on Christian Unity and the following missions, Mityana, Yeldall Manor as well as service taken by Marc and Ruth Marques from UNiViDA.

During 2022 Russell and Angela Shipton stepped down and Pastoral Team leaders and were replaced by Paul and Claire Morrison. Our thanks to Russell and Angela for their hard work over 11 years and to Paul and Claire for the work they have been doing in the last few months.

The Leadership Team which consists of Team Leaders and Standing committee members has met frequently through the year, to pray, share ideas and vision and support one another. Suman was invited to join us for 2 meetings immediately prior to the interview day in January 2023 as he was on the interview panel.

The interregnum period started in March and began with preparing a Parish Profile. A team of 4 under the leadership on Peter Thompson worked hard on this, gathering information from various sources including a questionnaire open to all church members. Many people contributed in various ways to the Profile which was approved at the Section 12 PCC meeting in October along with all other documents required to advertise for our new vicar.

2022 was another difficult year in the life of the church but because progress had been made towards recruiting a new vicar there was a sense of expectancy for the future.

The interview took place January 2023, and it was a great day for the church family and the 3 candidates culminating with the Bishop of Reading appointing Rev Rickey Simpson-Gray. We are all really looking forward to his Collation and Induction service on 10 May and welcoming him as vicar at St Sebastian's with great anticipation for what God will be doing in the future.

Report by: Mary Unwin, Churchwarden

Family, Youth and Children's Ministry

As we reflect over the last twelve months it is nothing short of a privilege to have been a part of all God has done in this ministry. After a tricky few years of working through the pandemic times, we have seen how God has brought new people our way on the other side. The word that comes to mind for each aspect of this ministry is 'relational'. In each of the separate groups within this ministry it is evident that a strong sense of community, friendship and family has been established. God has grown our connections with people and has also grown the numbers in these communities. Furthermore, we are now seeing people from little angels and youth group, become committed members of the Base. There is now a much more connected feel between the different groups, and we celebrate the fact that we have dedicated, hard-working teams of volunteers who capture and fully embrace the vision of the ministry. We thank God for them and all He is doing!

The Base

The Base has been running since 2019 and has developed in many ways since then. Since returning after lockdown, we have been meeting in the School Hall as we had reached capacity in the church hall. The School Hall works well as a venue, as we have more space and make use of the outdoor area for games and now use the church hall for the kids craft break out time. We currently run every two weeks on the second and fourth Sunday of the month. There is a team of fifteen volunteers of all ages. Over the last year it has been good as new people have taken more responsibility for leading the band, talk and adult discussion time. The volunteers are really growing in their gifts. There is a strong sense of community and every time we have between 40-70 people attending. Youth group members are now volunteering to serve in different ways at the Base. The adult discussion time has become a safe place where people are willing to share their thoughts about faith and pray for one another. Some of the parents who come along have said the same thing that why the Base works well for them- that it is church for the family all

together. They appreciate the fact that their children are with them and journeying through what we learn and experience in the morning.

Youth Group (Friday Night Live)

Marv re-launched the youth group after lockdown times and was blown away by the number of young people that have been coming. The youth group runs bi-weekly and on average sees between 15 and 20 young people come along. This year the time of the group has been extended by 30mins for those that want to have a deeper Bible study time, on top of the talk time in the youth group. Most of the young people want to stay for this. A big thank you to all the volunteers. It has been wonderful to have new volunteers this year making the youth group 5 leader strong. There are also now young leaders, those in year 12 and 13, who participate in the leaders' meetings and serving on the night. The youth group has enjoyed several socials at the end of each term; gravity force and bowling.

Little Angels

The biggest changes that have happened for Little Angels is that we now meet weekly. We are fortunate to have willing volunteers to make this happen. The biggest reason for making the group weekly was due to the large numbers of people coming. A good problem to have. However, the group has become even more popular, and we now have a very full house every week. A lot of people have joined our social media groups, but most newcomers are now being brought by friends who have already been coming along. The donations of nappies have been greatly appreciated and this is something we would like to continue to offer as part of the group. There is also now a culture of donating outgrown clothes and toys amongst the people who attend. This is brilliant that we can bless each other in this way and that clothes and toys are being re-used. All these things add to the real sense of community. It is also wonderful to hear how some of the Mums have been meeting up together outside the group. There is a great culture of supporting one another. As we look to the future of Little Angels we really need to think about the capacity of the Church Hall and whether it the group can continue in this space.

Schools

We are regularly leading assemblies and church services for St. Sebastian's school. The Collective Worship Club (CWC) has become a big part of St. Sebastian's School. The children take it in turns to be part of the CWC, with two children from each year group participating at a time. The CWC then helps to lead the church services. Over the years the children have become much more involved and confident at leading things from the front. It is very special that some children have a call to prayer and are happy to come and lead a prayer from the front without pre-preparing.

Marv also continues to help support the Christian Union at Holme Grange School. There has been a good number of children attending the CU. At the beginning of the academic year Amy helped some of the staff set up a prayer and reflection room for the students and staff to use.

Oaklands Junior School often asks Marv to come and lead assemblies and services. These tend to be the big festival times. Parent also attend these assemblies, which allows Marv to meet them as well.

Forest Church

This is a very new concept for 2023 as there has only been two forest churches so far. Many dioceses are exploring doing church in creation and seeing it as a way for newcomers to easily join in. The hope is that Forest Church will be a regular monthly walk and small service. So far, we have taken a short walk in Gorrick woods and stopped in the middle to do a short service with nature-based activities. It has been great to have members of our church sharing their knowledge of trees and birdlife with us.

Share Wokingham

We have now been working with Share Wokingham for just over a year. In 2022 we decided to become a Hub. This means we now sort some of the food donations here at St. Sebastian in order to create food boxes for our local community. Primarily, Share is about combating food waste and we have found we are now giving away at least 30 boxes a week. A lot of the people collecting are from the school, which is a great way to meet parents and build relationships. We also deliver some boxes to our neighbours down Nine Mile Ride. Every Wednesday afternoon a team of Wellington College Students come and help sort out the food, as part of their Citizenship Outreach. Thank you to members of the congregation who have also come and supported in the last few months.

Pastoral & Mentoring

As all the groups have grown so has the need for pastoral work. A big part of what we do is meeting with people and building relationships. It is a joy and a blessing to be journeying with so many people in this journey of faith. Now that we have been here for a number of years we have got to see how community has grown and how people are living their faith together with others in the community.

Confirmation & Baptism

We will be joining St. Pauls Wokingham on the 26 March for their confirmation service as a member of church is getting confirmed. We are currently running a confirmation course Bible Study for anyone who wants to come and go over the foundations of the faith.

Amy has been doing the Baptism preparation for most of the Baptism families. It has been great having some of the Little Angels and past Little Angels coming for baptism.

Report by: Amy Vogel, Family and Youth Pastor

and Marvin Vogel, Pioneer Youth Worker

Mission Report

As a church we continue to tithe (give 10%) of our regular offerings to mission and charity work in the UK and overseas. We seek to split roughly 50/50 between the two. We also seek to support missions and charities that church members have a connection to. In 2022 we continued to support a number of missions that we have supported over many years including Mityana's work in Uganda, Open Doors across many countries, and Univida in Brazil. In the UK we supported Yeldall, Just Around the Corner and Soulscape. We also instigated a Social Care fund to meet the needs of local people. The committee will meet in May 2023 to agree the allocation of giving for this year. If you have any missions or charities close to your heart that you would like the committee to consider please let us know.

Pastoral Care Team Report

"A new commandment I give to you, that you love one another: just as I have loved you, you also are to love one another. By this all people will know that you are my disciples, if you have love for one another" John 13: 34 – 35

'Let all that you do be done in love' 1 Corinthians 16:14

Thank you to Angela and Russell Shipton for their many years of leading the Pastoral Care Team. Russell and Angela continued to support many folk during the Pandemic through regular phone calls and pairing those in need with those who could offer support such as food deliveries. Despite stepping down as Team leaders they continue to serve on the Pastoral Care team. We thank God for their leadership and wisdom, handover support and their continued service on the team.

As the Pandemic eased, we have been able to provide in person support again, such as lifts to hospital appointments, phone calls and visits, cooked meals and cakes, and shopping. Our grateful thanks to all of you who have helped in this way over the last year and our apologies for not mentioning you all in person. You know who you are. We are called to love and to serve and you have done this to the glory of God.

If you are aware of any need within the church, please do let us know.

Serving God is one of the most important principles of the Christian faith, as believers are expected to help the church with a joyful spirit. "Love one another." "Care for one another." "Pray for one another." "Encourage one another." "Help one another." "Counsel one another." "Support one another." Scripture tells us of our relationship to God and others through service.

We have lost quite a few people from the Pastoral Care Team in the last 3 years, and so we are looking for more volunteers to help with lifts, phone call/visits and meals and ad hoc requests. If you think you can help in any way, please do get in touch.

Report by: Claire and Paul Morrison, Pastoral Care Team Leaders

Home Groups Report

Home groups, since Covid, have changed and re-formed in very different ways.

It is interesting that, for most groups, the priorities before Covid had been 1) Bible-study, 2) Prayer, 3) Social:

During Covid it became 1) Social, 2) Prayer, 3) Bible study: An exact turn around.

Most groups initially went onto zoom, and some stayed that way for a long time.

For various reasons, three groups dwindled and died, but slowly most of the remaining groups have moved back to meeting together:

One novel outcome was that the group became a 'WhatsApp group' with a short daily devotion, and regularly sharing of prayer and social information. What a wonderful flexibility!

So now we have 4 groups with a total membership of just over 40 people. In addition, a number of folks are regular members of the Wednesday Community Bible Study Group.

Praise God that even under Covid, we had complete freedom to 'meet' together! Let's celebrate and exploit that freedom.

Report by: Russell Shipton, Home Groups Lead

Welcome Team Report

"Therefore welcome one another as Christ has welcomed you, for the glory of God" Romans 15:7

Thank you to the Welcome team who have served the church through the last year. Especial thanks go to Liz Jenkins who we sadly lost at the end of 2022.

We now have 6 pairs who rotate welcoming each week. The role involves warmly greeting congregants with a smile, providing service sheets, directing to available seats and keeping an eye on everyone during the service, as well as a quick tidy up at the end. It is also a good opportunity to get to know members of the congregation and new visitors to the church.

Please do speak to Claire Morrison, any member of the Welcome team or the church office if you are interested in serving in this way.

Report by: Claire Morrison, Welcome Team co-ordinator

Community Bible Study at St Sebastian's

Would you like to know your Bible? The aim of CBS UK is to help people grow in their relationship with Jesus through in-depth Bible study. There are over 90 groups studying in the UK. Our group of 14 started in September 2022, meeting for 2 hours on Wednesday mornings, following the school calendar year. At present we are studying the Gospel of John in a relaxed, warm and sympathetic environment, learning and growing together. There is also a Wednesday evening group which presently meets on zoom. If you are interested in getting to know your Bible better, then please contact Claire Morrison or Stephen or Jacki Deakin. The study is open to all people inside and outside the church.

Cancer Support Group

Anne Bone continued to run this support group on zoom during the Pandemic and whilst caring for her husband, Geoff who she sadly lost last year. She wants to thank the group for their support during this time.

Since the new year, the group has begun to meet in person and now meets monthly in the Parish Centre. There are 8 regular attendees who are a mix of Christians and folk with no strong beliefs. The group explain to newcomers that there is a time of prayer at the end of the meeting and they have always been happy with this.

The aim of the group is to provide a safe space in which to talk freely outside of the family whilst you or a loved have cancer. If you know of anyone who may benefit from this support group, please do get in touch with Anne through the church office.

Surviving the Breakup Course

This is a four-week course designed to provide information and support for anyone who is at any stage of separation, break up or divorce. Over the period the course will focus on the individual, the effects on children and the legal processes.

The Surviving the Breakup course did not run during the Pandemic and now there are no plans to run a course at St Sebastian's. However, Pam Carter has been advising King's Church in Wokingham about how to run the course and the necessary safeguarding requirements needed. King's Church are hoping to run the course in September.

If you know of anyone who might be interested in attending the course, please contact Pam Carter through the office. Similarly, if you think you could help in any way, please contact Pam.

Report by: Claire Morrison and other group leaders

Worship Report 2023

Since the last report there have been quite a few changes in the Worship team at St. Sebs. Several musicians and worship leaders have moved away or decided the time was right to change roles whilst others have seen the need and offered to help. We are very grateful to those people for joining us.

In the last year we have had several occasions when the St Sebastian's Band have led worship – one of the most memorable having been the Carol Service last Christmas. Christmas carols sound so much more festive with a Brass Band!

It has been lovely having the Base musicians play on the 1st Sunday of every month and it has been good to get to know a whole group of new musicians. Recently, the church musicians have been added to the What's App group so that we all can share new songs and communicate easily.

I've asked Andrea to contribute to this article as she now runs the Base music team. It is so encouraging to hear about what God is doing among our young families.

Andrea writes: 'The Base worship team has been a great place for the team members to explore both new and well-known songs and has encouraged new friendships at St Sebastian's Church.

We have found using a 'What's App' group a useful platform to provide a really useful space for sharing new songs via You tube clips and we post music sheets which we print off. It's also a useful space to chat and share ideas about Worship. We have learnt and led new children's songs and are constantly on the lookout for new ideas and seek what the Lord is leading us into.

We have enjoyed meeting up for practices and shared new songs from artists like Michael W Smith, Bright City, Maverick City and some songs we learnt at Soul Survivor Watford worship day which a few of us attended. We have also used songs which we have heard on Premier Christian radio.

The worship team is great fun to be part of as we've become both good friends and have been able to encourage each other in Christian worship.

We take turns to lead worship at the Base meeting and also once a month we lead in the main Church service with the rest of Church congregation which is really enjoyable.'

Report by: Eve Bull, Worship Leader

Prayer Report

Zoom Prayers

'Zoom Prayers' is our weekly church prayer meeting, held on zoom /online on Mondays at 7.30pm - 8.30pm. The prayer meeting moved online due to the Covid lockdowns and we have continued with this format as many regulars find it more convenient. We have a core group of twelve, although numbers vary from week to week. I am very encouraged by the faithfulness and prayerfulness of those who attend. We have held mission focus prayer meetings, praying for charities we support as a church, including Yeldall Manor, Open Doors Ministries, Univida and Mityana Charity. The prayer meeting is facilitated by one of the group. My constant prayer is that we come to spend time in God's presence, thanking him and interceding for the things he has placed on our hearts and minds, for our church, local community, country and world.

Supporting the recruitment process of our new vicar

We supported the recruitment process of our new vicar in prayer, by the following:

- At the weekly Zoom prayers and the Sunday service intercessions.
- Points 4 Prayers – circulated to the whole church family at each stage of the process via email, Church website, Facebook and paper flyers in church
- Prayer meeting on the church site on the applicant selection meeting day
- Prayer meeting in the vicarage in preparation for the applicant interview day

Prayer Circle

St. Sebastian's WhatsApp Prayer Circle is in the process of being fully established to circulate prayer requests. It is not a chat group and members are asked for no response other than prayer. Alexis or Jill are the people to contact about joining this group. Our WhatsApp Prayer Circle has replaced the email Prayer Circle, which Brian Hart sensitively and efficiently managed for many years, until they moved away last year.

Healing Service -5th Sunday of the month (January/ May /October)

Jill Gardener and I plan these services together. Healing services were held in January, May and October 2022 and in January 2023. In May 2022, we held a special service of Healing & Reconciliation. In January 2023, we held a special service of 'Standing together in prayer for our brothers and sisters around the world, who face daily hardship and persecution for their Christian faith'. It was an interactive service, which sort to gently educate about the work of Open Doors Ministries. The main focus of the service was on proclaiming the word of God, over our Christian family around the world and interceding together for specific countries. My ongoing prayer is that we as a church, will have God's heart of compassion for all those around the world, who are suffering for their Christian faith and for those who don't yet know Him.

Pastoral Prayer support

Jill Gardener and I have visited people in their homes to pray for/with them. This has tended to come about following prayer ministry during communion or at coffee time.

Intercessions at the Sunday 10am service

There is a growing number of volunteers who lead our intersessions at the Sunday morning 10am service. I want to thank everyone who lead the intercessions.

Prayer Ministry Team

The prayer ministry team presently consists of fifteen members, nine of whom serve regularly, offering prayer ministry (PM) at the bimonthly communion services and at the 5th Sunday healing services (in January, May and October). In addition, there are five people who do not want to be called on regularly but are happy to step in if needed on the day. At each communion service, our aim is to have three sets of two people offering PM. Two sets at the front near the communion table and one set at the back, usually near the front door. I feel very supported by the commitment and faithfulness of our prayer ministry team.

Hearts for Prayer booklet

Last year, I put together (with Kirsty's help!) a little booklet to help us pray the word of God over the children in our lives. It is such a powerful and effective way to pray. These are still available in church.

That's all folks.

Report by: Alexis Clarke, Joint Prayer Lead

Report 2022 for Churches *together* in Crowthorne (and Finchampstead) - CTC

How good and pleasant it is when God's people live together in unity. PS 133:1

In another year first dominated, then interrupted by Covid it was great to finally get out and about together!

Our regular Coffee Mornings (Tuesday/Thursday) restarted last September, providing a much-needed sense of community for people struggling with isolation over the last difficult period. Do pop in!



In December, we came together to celebrate the Late-Night Shopping / Lights in the High St with Breakaway Brass Carols, a service led by our ministers, livestreamed for those not able to attend, events in both the Baptist and Methodist Churches (and the Christmas Story scenes out in the garden). Out on the streets, CTC Stewards were on hand to make sure all ran smoothly.

Then there were angels – 400+ of them – bringing much needed smiles and joy to traders, shoppers and Crowthorne in general. More Carols the following weekend in the new location outside the Baptist Church well supported by 40+ people.



Not everything ran perfectly of course, but thank you to the army of people who helped behind the scenes, volunteered at the events, 'liked' and commented on Facebook posts etc. However, we owe a huge debt of gratitude to Barry Bailey for his patience in negotiating (?) with Crowthorne Parish Council and other partners to allow CTC to reach out so effectively to our community.

January 2022 – (online) Service for Week of Prayer for Christian Unity (hosted by Sandhurst CTC)



February / March / April - Shared Lent Groups hosted by St John's / Methodist Church and a daytime mediation group at Holy Ghost. Others met to rehearse "Jerusalem Joy" (with Sandhurst Churches Together) at St John's Crowthorne, presented on Palm Sunday evening to a full (at last!) church. All these activities were represented at the Agape meal hosted once again by the e Methodist church on the Monday of Holy Week. Good Friday saw the return of our service together (in the Baptist Church), the outdoor walk of witness (in the glorious sunshine!) with 5 thought-provoking stops arranged by Rev Kevin Mills and Hot Cross Buns at the Methodist Church.



July/August – Crowthorne Summer Activities was back on the Morgan Recreation Ground, starting later to avoid clashing with the market otherwise the same fun and joy from the kids, organised by Louise Truscott, now stepping down after many years.

Thank you again to the many volunteers who gave up their time to support our young people. And the weather was fabulous too!

During the year we said goodbye to Revd Canon Andrew Marsden (St Sebastian's) and Revd Canon John Edwards (St James Finchampstead) who have retired.

We saw changes in our 'family-connected' organisations during the year as Sue Hester stepped down as chair of Good Neighbours and Louise Truscott stepped down from HopeZone. Thank you for all you have done for Crowthorne over many years.

The astonishing work of the Foodbank continues, and as the Ukrainian refugee issue hit the front page, people in our churches stepped up to reach out in compassion (we will hear more about this work and how you can get involved at the CTC Service on the 11th of September).

CTC Meetings

We met 3 times during the year and were pleased to welcome David Atkinson as the new rep for St James Finchampstead and treasurer. Sadly, health problems have prevented David from continuing, but we want to thank him for his work, particularly on the bank account and send prayers for his ongoing health issues.

Despite the best efforts of Jenny McKeever (our former treasurer) and David Atkinson (new treasurer) we are still trying to open a new bank account with the Coop, made more urgent by the closure of our existing Nationwide account. The delay is caused by bank's interpretation of the Money Laundering regulations and in particular our status as an "official" charitable association, which technically we are not and until now was absolutely fine. No one wants to come to a meeting to discuss constitutions or organisational structure but as it is now preventing us running effectively (having a bank account) we need to address this urgently, and it seems sensible to combine the necessary changes with the formal AGM business at the end of October (Mon 24th October is suggested).

Back to normal or back to the future?

Reviewing our Statement of Purpose (from 2010) T, I found much to celebrate (and I hope nothing fundamental to disagree with!). What we do need to think through is the two-way engagement between our Member Churches and "CTC" to make sure that we remain true to our Statement of Purpose and relevant to our joint yet separate missional identities in 2022.

To ensure effective communication and decision-making for a coordinating (or enabling) group such as CTC will always be challenging and works best when strong personal relationships are established. (A particular thanks to Leigh Welham for her tireless work on the communication and coordination front!). We have had significant turnover in ministers since 2010, not to mention Covid, so now is a good time to revisit and reset our previous assumptions based on a new set of people's views, particularly around youth work.

I am prepared to stand again as Chair but am also happy to stand aside in order to support a new Chair who wished to take CTC forward.

I continue to be humbled by the astonishing commitment, energy and good humour by the many people who make all the CTC events happen. Thank you for all you do and for bearing with me over the last year.

Report by: Janet Rogers, CTC Chair

A THANK YOU FROM THE DEANERY

The Interview Day in January 2023 was an exceptionally good day in that we had a very strong field of candidates to consider and to explore with and it felt very strongly that this was the parish coming together after some difficult years to work as one, to share something exciting and to rediscover something vital about God's leadership and direction. At the end of it we emerged with the very exciting appointment of a new Vicar, Rickey, and, I felt, a shared smile which is part relief and part excitement and hope.

2022 was not an easy year, of course, but there were some real pluses and highlights- worship, how the leadership team stuck together and worked together, how the concerning financial reality was identified, understood and then started to be addressed at the end of the year- as well as the way the Parish Profile was put together and the way the interview day was shaped and delivered.

Last year I wrote the following and it feels very appropriate and very true as we look forward to Rickey's arrival with eager anticipation, while remembering that we are the Church together and however good Rickey is, growth and mission happen when we all work together in the Spirit:

"Part of the reason there should be such confidence around in 2022 is the way you as a parish and congregation have navigated the last two years… so, thank you for the faithfulness, willingness and prayer you have shown throughout the last three years. Those are great attributes to build the future on, in terms of the character and identity of the parish under God."

the Rev'd Canon Richard Lamey – Area Dean for Sonning

ELECTORAL ROLL & CHURCH ATTENDANCE

Kirsty Milam: Electoral Roll Officer

Following the revision of the Church Electoral Roll for the APCM on 19 April 2023 there are 151 Parishioners on the roll as compared to 152 in 2022. 2 names were removed and 1 added.

The whole roll was renewed in 2019.

Average Sunday attendance (at all services), counted during October 2022, was 70, this has increased slightly from 64 in 2021.

SONNING DEANERY REPORT

2022 was a year of continuing recovery and mutual support. Deaneries are at their best when the parishes are walking alongside each other, sharing ideas, offering support and encouragement, and that has been very visibly true in 2022 as we all began to move out of the shadow of the pandemic together. It was visible in the way parishes and clergy supported those in vacancy, in the way that Parish Administrators rang each other with questions, in the way that an experienced Treasurer helped a new one, and in countless other ways.

In terms of Chapter, Canon Andrew Marsden retired on the ground of ill-health from St Sebastian's in February and Anna Harwood moved to Cardiff from Ruscombe, Twyford and Hurst in the summer. Laura Wheatley Downs was installed as Vicar of Crowthorne in the Autumn, and Richard Eves (Wargrave) and Becky Medlicott (All Saints) were both ordained priest at Petertide.

We followed our Deanery Plan for recovering from the Pandemic with some success, focusing on rebuilding relationships and mutual support after a broken and disrupted few years.

In June the Diocese approved adjustments to the Parish Share scheme and much of the rest of 2022 was spent responding to that, not least since the proposals as they initially came indicated a rise in Share of over 30% for some of the parishes in the Deanery. The meeting in September focused on Parish Share, with the Archdeacon in attendance, and we agreed as a Synod to set up a small group to look at Share and to make recommendations to the meeting in March 2023. In November we agreed that we would not make any changes to the Scheme for 2023 but just add 2% to every Parish Share as the fairest way of meeting our increased allocation while we took the time to work out a system which is fair across the Deanery.

There was still time in November to have the Revd Katie Tupling (Diocesan Disability Advisor) address us on disabled people in Church, and being a community in which everyone is welcome and included. It was an inspiring and encouraging talk, at once challenging and supportive, and Synod and guests enjoyed it immensely.

2022 was a decent year for the Deanery- and it has laid the foundations for the year to come. Please pray for Winnersh and Bearwood, St Sebastian's and Ruscombe, Twyford and Hurst as they enter 2023 in vacancy, especially for their Church leaders who have so much more to organise and think about at the moment- and thank you to the members of Synod who have made our meetings so warm, effective and focused on God.

the Rev'd Canon Richard Lamey – Area Dean for Sonning

Parochial Church Council of
St Sebastian's Church
Nine Mile Ride
Wokingham Without

Diocese of Oxford

- Not Without Jesus -

Financial statements

Of the

Parochial Church Council

For the Year ended 31 December 2022

Charity Number: 1139933

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Parochial Church Council of St Sebastian, Wokingham

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For the year ending 31 December 2022

To the members of the Parochial Church Council of St Sebastian, Wokingham

I report on the accounts of the PCC for the year ended 31 December 2022, (which are set out on pages 6 to 14).

Respective responsibilities of the PCC and the examiner

As members of the PCC you are responsible for the preparation of the Financial Statements; you consider that the audit requirement of Regulation 3(3) and section 144 (2) of the 2011 Charities Act do not apply. It is my responsibility to:

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

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act and to be found in the PCC Accountability guidance, 5th edition, 2017 issued by the Finance Division of the Archbishops' Council. That examination includes a review of the accounting records kept by the PCC and a comparison of the accounts with those records. It also includes considering 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 I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the requirements of the 2011 Act and the Regulations have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Mr Jacob George
Accounting Partnership Ltd
74 Salisbury Close
Alton
GU34 2TP

15/03/2023

Parochial Church Council of St Sebastian, Wokingham

Financial statements
For the year ending 31 December 2022

The accounts for the year ended 31 December 2022 are presented on pages 6 to 14 and are in accordance with the PCC Accountability guidance, 5th edition, 2017 issued by the Finance Division of the Archbishops' Council.

Review of the Accounts for the year ended 31 December 2022

In 2022 total **Expenditure** £172,419 **exceeded** total **Income** £147,727 resulting in a net Deficit of **£24,692** (before gains or losses on investments) compared with the net Deficit in 2021 of £31,537.

Income

Total income was £147,727 (2021: £144,836). (Note 2 of the financial statements provides further details.)

Our main income source is "Voluntary income" or congregational giving (plus associated HMRC tax recovery) and we are grateful to the many faithful and generous givers (some over many years) who contribute, and without whom the Church would not be able to run its programme of activities. This year total donations and legacy income has decreased to £123,431 from £127,193 in 2021. Included in these totals the Regular Monthly Gifts dropped to £101,531 from £122,600 (2021), but this was offset by an increase in One-Off Donations to £18,506 from £4,109 (2021).

Activities for generating funds, arising from the letting of the Church's premises, provided £20,090 (2021: £15,760). The income from the letting of St Sebastian's Lodge amounted to £15,610 (2021: £14,900) and was for the second year reduced by a void period. Church Hall rent was £4,480 up from £860 in 2021 as a result of increased rents from the existing regular hirers and a new regular hirer.

Expenditure

Total expenditure in the year was £172,419 (2021: £176,373). (Note 3 of the financial statements provides further details.)

The largest single item of expenditure remains the diocesan parish share of £83,718(2021: £83,127). The parish share is set by the Diocese and Deanery according to pre-determined formulae. We pay our parish share via a 12 monthly direct debit which provides us with a 1% discount. During 2022, we employed 5 staff members, which accounted for our second largest expenditure of £46222 (2020: £32,955). The increase is due to having a paid administrator for the whole of 2022 (five months in 2021), pay increases and the employment of a cleaner for the Church Hall replacing a more expensive outside contractor.

The Church is committed to give at least 10% of its unrestricted voluntary income to support the work of charities and reach out to those in need across the world and in the UK. This year the Church's mission and charitable giving allocation was calculated, excluding the special one-off gifts donated to replenish our reserves, at £10617 (2021: £12,720). As is detailed in note 12, £9,465 from this year's tithe was spent, and the balance of £1,152 was added to unspent tithing from previous years.

Our property costs in the year totalled £20,638 (2021: £38,008). Major repair costs of £16,870 in 2021 were not incurred in 2022. Further during 2022 the arrangements were changed for waste collection, cleaning, pest control, and the servicing of our five boilers reducing the expenditure compared to 2021 by a further £3,115. These savings were offset by other increases in our costs, particularly for gas and electricity.

We are also grateful for the many volunteers who generously provide their time and skills for the benefit of the Church and thus make a substantial saving on our running costs.

Parochial Church Council of St Sebastian, Wokingham

Financial statements
For the year ending 31 December 2022

Net Current Assets

At the end of the year, the net current assets totalled £62,680 (2021 £91,312) made up of cash balances of £55,292, Debtors £1167 and Investments valued at £19,252 less Creditors of £13,031

Reserves policy

It has been PCC policy, where practicable, to maintain a minimum balance of free reserves (net current assets) equating to approximately two month's general fund payments or £30,000. It is held to smooth out fluctuations in cash flow and to meet emergencies.

The balance of the General Fund at 31st December 2022 was £10,597. The PCC decided to redesignate the balance on the Vision Fund Investments of £19,252 to the General Fund. In September the PCC resolved to sell the Barclays Shares represented by the Vision Fund Investments as soon as the opportunity arose to sell without a loss

The PCC has designated three other funds:

- **"Major Maintenance Fund",** setup in January 2012 to cover large repair and maintenance items relating to the church and buildings.
- **"Jubilee Club Fund"**, relating to this church group.
- **"Legacy Fund"** – during 2019, the PCC received a legacy of £5,000 from the estate of Mike Page a much-loved member of the congregation. The PCC has designated these funds whilst considering options to invest funds in a way that would honour Mike's memory. In 2021 the PCC received gifts in memory of the wonderful servant of the church Eric Fudge and these have been similarly designated.

The Financial Position

2022 was a very challenging year financially. As expected for most of the year our regular giving income continued to fall as a result of the disruption caused by the Pandemic and the fact that we have been in an interregnum following the unfortunate retirement of our vicar due to illness.

The PCC had budgeted for a Deficit of £28250, but recognised at the time of setting the budget that the actual deficit for 2022 might be somewhat higher. Mid-way through the year it became clear that we faced a forecast deficit of around £43,000. Deficits continuing at this level would mean our Reserves would fall below the minimum level of free Reserves we aim to maintain. An appeal was made to the PCC and Ministry Team that resulted in one-off donations of £17,250 to shore up our Reserves.

In November, the PCC approved a Stewardship Plan, which included different approaches to the Base members (meeting aimed at young families) and the Church Congregation. The Stewardship Plan included an explanation to the members of The Base as to how their activities are funded, and an invitation to give regularly. In January it was planned to show a video presentation entitled "The Voyage of the Lord's Ship St Sebastian's" subtitled "The Financial Storm" to begin to make both congregations aware of our financial position. In February a more formal presentation of the forecast for 2023 to the church congregation would be made, with an invitation to up their monthly giving or make one -off donations to repair the reserves.

The Outlook for 2023

Having reviewed our financial position and the Stewardship Plan, in November, the PCC resolved to "keep all church activities going as they are until at least the end of calendar year 2023". In early 2023, the PCC will consider the results of the Stewardship Plan and through 2023 will regularly review a rolling twelve month forecast of the future level of reserves. If necessary, the planned level of church activities will be revised.

Parochial Church Council of St Sebastian, Wokingham

Financial statements
For the year ending 31 December 2022

Financial administration

A Finance Committee appointed by the PCC has responsibility for oversight of routine financial administration, annual budgeting, and preparation of financial reports. We would like to thank Christina Gorham for her work as Finance Officer.

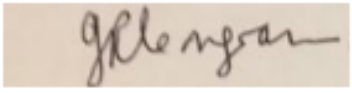
Provision of information to independent examiners

Each of the members of the PCC at the time when this report is approved has confirmed that:

- so far as he/she is aware, there is no relevant financial information of which the charity's independent Examiners are unaware, and
- that he/she has taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the independent examiners in connection with preparing his report and to establish that the independent examiner is aware of that information.

Independent examiner

A resolution proposing the re-appointment of Jacob George as independent examiner of the charity will be put to the Annual Parochial Church Meeting on 19th April 2023.



John Congram - Treasurer
Date: 15th March 2023

Parochial Church Council of St Sebastian, Wokingham

Notes to the financial statements
Year ended 31 December 2022

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2022

		General Fund	Designated Funds	Total Unrestricted Funds	Total Restricted Funds	TOTAL	TOTAL	Capital Reserves
	£	2022	2022	2022	2022	2022	2021	2022
INCOME	Notes		note 7		note 9			
Donations and Legacies	2(a)	121,913		121,913	1,518	123,431	127,193	
Income Charitable activities	2(b)	2,164		2,164		2,164	464	
Income from Investments	2(c)	958		958	1,084	2,042	1,419	
Income from Trading Activities	2(d)	20,090		20,090		20,090	15,760	
TOTAL INCOME		145,125	0	145,125	2,602	147,727	144,836	0
EXPENDITURE								
Parish Share and Fees	3(a)	85,093		85,093		85,093	82,575	
Mission and Charitable Giving	3(b), 12	9,924		9,924	694	10,617	12,720	
Staff Costs	3(c), 4	45,520		45,520	703	46,222	32,955	
Ministry Costs	3(d)	4,008		4,008	678	4,686	5,874	
Premises Costs	3(e)	19,714		19,437	924	20,638	38,008	
Other Church Activities	3(f)	5,025		5,025	137	5,162	4,241	
TOTAL EXPENDITURE		169,283	0	169,283	3,135	172,419	176,373	0
		(24,158)						
NET INCOMING RESOURCES BEFORE INVESTMENT GAINS (LOSSES)		(24,158)	0	(24,158)	(534)	(24,692)	(31,537)	0
Net (loss) gain on investments			(3,390)	(3,390)		(3,390)	4,882	
Transfer of Vision Fund		19,252	(19,252)	0				
Adjustment to Restricted Funds					(550)	(550)		
NET MOVEMENT IN FUNDS		(4,906)	(22,642)	(27,548)	(1,084)	(28,632)	(26,655)	0
OPENING BALANCES		34,378	49,488	83,866	9,196	93,062	119,717	296,495
NET MOVEMENT IN FUNDS		(4,906)	(22,642)	(27,548)	(1,084)	(28,632)	(26,655)	0
CLOSING BALANCES		**29,472**	**26,846**	**56,318**	**8,112**	**64,430**	**93,062**	**296,495**

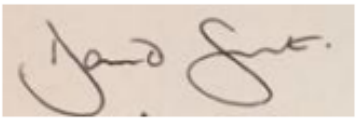
Parochial Church Council of St Sebastian, Wokingham

Notes to the financial statements
Year ended 31 December 2022

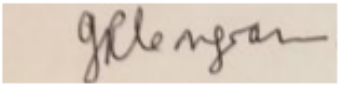
BALANCE SHEET FOR THE YEAR ENDED 31 DECEMBER 2022

	£	2022	2021
ASSETS	*Note*		
Fixed Assets			
Investments Fixed Assets	*5a*	1,750	1,750
Tangible	*5b*	296,495	296,495
Total Fixed Assets		**298,245**	**298,245**
Current Assets			
Debtors and Prepayments	*6*	1,167	345
Current asset investments	*7a*	19,252	22,642
Cash at bank and in hand		55,292	75,989
Total Current Assets		**75,711**	**98,976**
Current Liabilities			
Creditors - falling due within one year	*8*	13,031	7,664
NET CURRENT ASSETS		62,680	91,312
TOTAL NET ASSETS		**360,925**	**389,557**
PARISH FUNDS			
Restricted Funds	*9*	8,112	9,195
Unrestricted Funds - Designated Funds	*7b*	26,846	49,489
Unrestricted Funds - General Fund		29,472	34,378
		64,430	93,062
Church Capital Reserves		296,495	296,495
CLOSING BALANCES		**360,925**	**389,557**

Approved by the Parochial Church Council on 15th March 2023 and signed on its behalf by:



David Smart
PCC Chair



John Congram
PCC Treasurer

The notes on **pages 8 to 14** form part of these financial statements.

Parochial Church Council of St Sebastian, Wokingham

Notes to the financial statements
Year ended 31 December 2022

1. Accounting policies

Basis of Preparation
The financial statements have been prepared in accordance with 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 the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (SORP (FRS 102)) and the Charities Act 2011.

The PCC is a public benefit entity within the meaning of FRS 102.

The financial statements have been prepared under the historical cost convention except for the valuation of investment assets and certain of the freehold properties which are at valuation as described in the notes.

The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body, nor those that are informal gatherings of church members.

Funds

Capital reserves (or permanent endowment funds) are funds, the capital of which must be maintained; only income arising from investment of the capital reserves may be used either as restricted or unrestricted funds depending on the purpose for which the capital reserve was established. The PCC has a single permanent endowment (capital reserves) established by trust in 1968 relating to the Upkeep of the Church and Churchyard.

Restricted funds represent income from trusts and endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and donations or grants received for a specific object or invited by the PCC for a specific object. These funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund.

Restricted funds include an upkeep of church and churchyard fund held under trust deed together with several other restricted funds.

Unrestricted funds are general funds that can be used to fund ongoing Church expenditure. These 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 trustees' report.

Designated unrestricted funds are monies set aside by the PCC from unrestricted funds for specific purposes. That purpose is not binding on the PCC, though the PCC must be mindful of the intent when considering using the funds for other purposes. It is the simplest and most flexible way to ring fence money for special needs.

"Major Maintenance Fund", setup in January 2012 to cover large repair and maintenance items relating to the church and buildings.
"Jubilee Club Fund", setup in September 2017 representing funds and expenditure relating to this church group.
"Legacy Fund" (formally "Mike Page Legacy Fund") – during 2019, the PCC received a legacy of £5,000 from the estate of Mike Page a much-loved member of the congregation. The PCC has designated these funds whilst considering options to invest funds in a way that would honour Mike's memory. In 2021 the PCC received gifts in memory of the wonderful servant of the church Eric Fudge, and these have been similarly designated.

Parochial Church Council of St Sebastian, Wokingham

Notes to the financial statements
Year ended 31 December 2022

Income

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resources to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Rental income from the letting of the PCC property is recognised when the rental is due. Investment income is included in the accounts when receivable. Investment gains and losses include any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year. All other income is accounted for gross.

Expenditure

Grants and donations are accounted for when paid over, or when awarded, if that reward creates a binding or constructive obligation of the PCC. The diocesan parish share is accounted for when due. Amounts received specifically for mission are dealt with as restricted funds. All other expenditure is generally recognised when it is incurred and is accounted for gross.

It is the policy of the PCC that at least 10% of our voluntary unrestricted giving (and related recoveries of income tax) should be used for missionary and charitable giving: at the year-end amounts are accrued to comply with this policy.

Fixed assets
As Consecrated and benefice property of any kind is excluded from the statutory definition of "charity" by Section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time). No valued is placed on these assets in the financial statements. No individual item has cost more than £1,000 so all such expenditure has been written off when incurred.

Freehold properties are either stated at cost when built by the Parish or stated at valuation when donated to the PCC. Fixed asset investments are stated at cost.

Other Tangible fixed assets are capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt. Depreciation is calculated to write off the capitalized cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows: *Land* - Nil / *Buildings** - Nil / *Fixtures & Fittings* - 20 years

*No depreciation is provided on buildings as the currently estimated residual value of the properties is not less than their carrying value.

Current assets
Current asset investments are stated at current market value.

Parochial Church Council of St Sebastian, Wokingham

Notes to the financial statements
Year ended 31 December 2022

2. Income and Endowments

	General Fund	Designated Funds	Total Unrestricted Funds	Total Restricted Funds	TOTAL FUNDS	Total
	2022	2022	2022	2022	2022	2021
INCOME						
2(a) Donations and Legacies						
Gift Aided Income						
Other Tax efficient giving	744		744	50	794	1,049
Planned Giving	96,225		96,225		96,225	103,890
Sub-Total Gift Aided Income	96,969	0	96,969	50	97,019	104,939
Tax recoverable	20,473		20,473		20,473	20,959
Collections at Services	926		926	694	1,619	484
Other Donations non gift aid	2,545		2,545		2,545	810
Nominated Gifts			0		0	0
Grant Received	1,000		1,000	774	1,774	0
Legacies					0	0
Sub-Total Donations and Legacies	121,913	0	121,913	1,518	123,431	127,193
2(b) Income Charitable activities						
Charitable Activities - Fees	1,976		1,976		1,976	407
Charitable Activities - Other	188		188		188	57
Sub-Total Income Charitable activities	2,164		2,164		2,164	464
2(c) Income from Investments						
Sykes Legacy Divds & Interest	958		958		958	371
Dividends Restricted Funds				1,084	1,084	1,048
Sub-Total Income from Investments	958		958	1,084	2,042	1,419
2(d) Income from Trading Activities						
Church Hall Rental Income	4,480		4,480		4,480	860
St Sebs Lodge Rental Income	15,610		15,610		15,610	14,900
Sub-Total Income from Trading Activities	20,090		20,090		20,090	15,760
TOTAL INCOME	**145,125**	**0**	**145,125**	**2,602**	**147,727**	**144,836**

Parochial Church Council of St Sebastian, Wokingham

Notes to the financial statements
Year ended 31 December 2022

3. Expenditure

	General Fund	Designated Funds	Total Unrestricted Funds	Total Restricted Funds	TOTAL FUNDS	TOTAL
	2022	2022	2022	2022	2022	2021
EXPENDITURE						
3(a) Parish Share and Fees						
Diocese and Deanery Fees	1,375		1,375		1,375	(552)
Parish Share	83,718		83,718		83,718	83,127
Sub-total 3(a) Parish Share and Fees	85,093		85,093		85,093	82,575
3(b) Mission and Charitable Giving	9,923.64		9,924	694	10,617	12,720
3(c) Staff Costs	45,520		45,520	703	46,222	32,955
3(d) Ministry Costs						
Church Services Costs	2,131		2,131		2,131	4,509
Education Evangelism & Pastoral	73		73		73	0
Family and Youth	1,804		1,804	678	2,482	1,365
Sub-total Ministry Costs	4,008		4,008	678	4,686	5,874
3(e) Premises Costs	19,714		19,714	924	20,638	38,008.00
3(f) Other Church Activities						
Communications	2,417		2,417		2,417	2,544
Independent Examiner's Fee	500		500		500	500
Other Administration Expenses	2,109		2,109	137	2,245	1,197
Sub-total Other Church Activities	5,025		5,025	137	5,162	4,241
TOTAL EXPENDITURE	**169,284**		**169,284**	**3,135**	**172,419**	**176,373**

4. Staff Costs

	2022	2021
Salaries	45,539	32,331
Social Security Costs		425
Pension Contributions	683	199
Total Staff Costs	**46,222**	**32,955**

There were 4 employees in post until September when 1 new employee joined as a cleaner for the hall.
There were 5 employees for the rest of the year.
There were no employee benefits to key management personnel in this year or previous years.

Parochial Church Council of St Sebastian, Wokingham

Notes to the financial statements
Year ended 31 December 2022

5. Fixed assets

(a) Investments – at 31 December 2022

	£
CBF Investment fund - 1,764 shares	1,750
	1,750

The CBF Investment funds represents permanent endowment (capital reserves) relating to the Upkeep of the Church and Churchyard restricted fund.

(b) Tangible fixed assets - freehold land and buildings – at 31 December 2022

	£
Actual/deemed cost	296,495
Accumulated Depreciation	0
Net Book Value	296,495

Freehold land and buildings comprise the church hall and the parish centre, both of which were built by the PCC and are stated at cost of £201,495, and St Sebastian's Lodge which is stated at a valuation made in the year of donation to the PCC of £95,000. It is not considered that the current value of the freehold properties is lower than their stated cost and accordingly no depreciation has been provided. The PCC do not see any benefit in obtaining a current valuation of these properties.

6. Debtors

	31 Dec 22	31 Dec 21
	£	£
Tax Recoverable	83	270
Other Debtor	230	
Accounts Receivable	854	75
	1,167	**345**

7a. Current Asset Investments

The investments being Barclays Ordinary Shares are stated at the market value prevailing at 31 December 2022.

7b. Designated Funds

Given the fall in the level of our income the PCC is preparing to cover the expected deficit in 2022 from our Unrestricted Reserves, so has decided to consolidate the designated Vision Fund back into the General Fund. This leaves three designated funds: the Major Maintenance Fund, the Jubilee Club Fund and the Legacy Fund (representing gifts we have received in memory of Mike Page and Erik Fudge).

	Major Maintenance Fund	Legacy Fund	Jubilee Club Fund	Visionl Fund - Invest	Total Designated Funds
Opening Balance (31.12.21)	20,000	5,453	1,393	22,642	49,488
Total Income	0	0	0	0	0
Total Expense	0	0	0	0	0
Net (loss) gain on investments				(3,390)	(3,390)
Transfers to General Fund				(19,252)	(19,252)
Closing Balance (31.12.22)	**20,000**	**5,453**	**1,393**	**0**	**26,846**

Parochial Church Council of St Sebastian, Wokingham

Notes to the financial statements
Year ended 31 December 2022

8. Creditors - amounts falling due within one year

	31 Dec 22	31 Dec 21
Rent in Advance -Hall	330	
Accruals	1,919	2,133
Utilities Accrual	3,244	798
Tithing Provision	4,379	3,227
HMRC Payroll Creditor/Debtor	797	739
Parochial Fees	740	639
Pension B&CE Creditor	285	128
Accounts Payable	1,337	
	13,031	**7,664**

9. Restricted Funds

	Opening Balance (1/1/22)	Total Income	Total Expense	Prior Year Adjustment	Closing Balance (31/12/22)
Church / CYard Fund	3,036	1,084			**4,120**
Grant from Wokingham United Charity	5,000		1,008		**3,992**
Grant from Wokinngham Without P. C.	550			550	**0**
Grant from Diocese - Energy		774	774		**0**
Charitable Collections		694	694		**0**
Other Restricted Funds	609	50	659		**0**
Total Restricted Funds	9,195	2,602	3,135	550	**8,112**

Restricted funds include an upkeep of Church and churchyard fund together with several other funds, including grants awarded for specific purposes by Wokingham United Charities (£3,992)

10. Disclosure of trustee and staff remuneration, related party and other transactions

PCC member Mary Unwin is also a Governor of St Sebastian's School. During the year, the PCC made grants of £1,319 to the school to pay for bibles for the children and staff and pay the Core Support charge from the Diocese.

No other payments or expenses were paid to any other member of the PCC or person closely connected to them or related parties, other than the re-imbursement of expenses incurred by PCC members in respect of Church activities.

PCC indemnity insurance cover is provided for all PCC members as part of the Ecclesiastical Parish Plus Insurance policy entered on annual basis. The annual premium for the combined church, parish centre and hall insurance, which also covers areas such as employer's liability, property damage, consequential loss, and financial loss, is £4,122 for the year to 30 April 2023. The cost of the indemnity insurance cover is not separately identifiable.

11. Fees payable to the Independent Examiner

The independent examiner fee is £500.

Parochial Church Council of St Sebastian, Wokingham

Notes to the financial statements
Year ended 31 December 2022

12. Charitable grants and special collections

The Church is committed to give at least 10% of its unrestricted voluntary income to support the work of charities and reach out to those in need across the world and in the UK. In 2022, we granted a total of £9,465 (2021: £20,053), funded by the 10% tithe (£10,617 2021: £12,720). In 2021 we made grants totalling £9,000 relating to unspent tithes from earlier years. Below, accumulated funds from unspent tithing allocations, are set out and the total is shown as a creditor in Note 8 Creditors.

During the year, charitable grants were made to the following organisations:

Gifts in 2022 to Charities and Organisations

	£ From 2022 Tithe	£ Subtotals
St Sebastians C of E Primary School -Diocesan Core Support	980	
Bibles for Children	339	1,319
Yeldall Christian Centre	1,300	
Just Around The Corner (JAC)	600	
Soulscape	700	
Crowthorne Food Bank	31	2,631
Mitiyana Charity	1,200	
Open Doors	1,200	
Univida	1,200	
Elim International Missions (Bulembu Ministries / Dan Smart)	200	
St Columba's Presbyterian Church - support Edson Choma	1,021	4,821
Specific Collections - Tearfund Ukraine	438	
- Crowthorne Food Bank	69	
- Tearfund Quiz	187	694.00
Total Spend		**9,465**
2022 Tithe		**10,617**
Set aside for future giving		**1,152**
Balance of Tithes brought forward 1/1/22		**3,227**
Total Balance carried forward 31 December 2022		**4,379**

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST SEBASTIAN, WOKINGH

England & Wales - Charity number 1139933

Accounts

Parochial Church Council of
St Sebastian's Church, Wokingham Without

ANNUAL REPORT 2021

- Not Without Jesus -

Annual Parochial Church Meeting
25 May 2022

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Parochial Church Council

For the Year ended 31 December 2021

OUR AIMS AND PURPOSES AT ST SEBASTIAN'S

Parish Values

Based on Jesus' prayer for his disciples in John 17, we believe that as a Church God has called us to be:

Christ-centred	Not 'Jesus and…', but *Jesus alone* at the centre of our lives. *'…glory has come to me through them…' (v 10)*
Righteous	God-directed living, thinking, and speaking. *'Sanctify them by the truth; your word is truth* (John 17:17)
One	Not 'I've won!', but 'We are one'. *'…that they may be one as we are one…'* (John 17:22)
Sent	A serving Church rather than a consumer Church. *'As you sent me into the world, I have sent them…'* (John 17:18)
Spirit-filled	All God's people using God's gifts to the full. *'…so that they may have the full measure of my joy within them…'* (John 17:13)

Mission Statement

We believe God is calling us as a Church to be:

A beacon in the community:

- To lead people to Jesus Christ
- To help them grow in Him

'A city set on a hill cannot be hidden' (Matthew 5:14)

Vision Statement

Our current Vision:

To glorify God and to serve the local community, sharing the heart of Jesus.

The Parochial Church Council of St Sebastian's Wokingham Without has the responsibility of co-operating with the Incumbent in promoting the whole mission of the Church of England in the Ecclesiastical Parish of Wokingham in the Diocese of Oxford. It has responsibility for maintaining the Church on Nine Mile Ride and has the responsibility of acting as Managing Trustees of the Church Hall, Parish Centre, and St Sebastian's Lodge.

Public Benefit

The trustees of the Charity are aware of the Charity Commission's guidance on public benefit in *The Advancement of Religion for the Public Benefit* and have had regard to it in their administration of the Charity. The trustees believe that, by promoting the work of the Church of England in the Ecclesiastical Parish of St Sebastian, Wokingham it helps to promote the whole mission of the Church (pastoral, evangelistic, social and ecumenical) more effectively, within the Ecclesiastical Parish, and that in doing so it provides a benefit to the public by:

- Providing facilities for public worship, pastoral care and spiritual, moral and intellectual development, both for its members and for anyone who wishes to benefit from what the Church offers.
- Promoting Christian values, and service by members of the Church in and to their communities, to the benefit of individuals and society as a whole.

Charity Registration Number

1139933 (registered on 19 January 2011)

ADMINISTRATIVE INFORMATION

St Sebastian's Church is situated in Nine Mile Ride, in the district of Wokingham Without. It is part of the Diocese of Oxford within the Church of England.

Clergy:	Revd Canon Andrew Marsden	
Churchwardens:	Mary Unwin	Nigel Wickens
Deputy Churchwardens:	Jane Addison	Nigel Birch
	Paul Morrison	
Deanery Synod:	David Hare	John Congram
	Peter Thompson	Janet Rogers
PCC Members:	Clergy, Churchwardens, and Deanery Synod Reps (Ex-Officio)	
	Andy Gorham (until June 2021)	Celia Waters (until December 2021)
	Sue Thomas	David Smart
	Nigel Birch	Matthew Goddard (until Feb 2021)
	Paul Morrison	Murray Foulds
	Suman Shrestha	Vacancy

Address for correspondence

St Sebastian's Church
Parish Office
Nine Mile Ride
Wokingham
RG40 3AT

Banks

CAF Bank Ltd
25 King's Hill Avenue
King's Hill
Kent
ME19 4JQ

Barclays
Leicester
LE87 2BB

STRUCTURE, TRUSTEES AND MEMBERSHIP OF THE PCC

Legally the council is responsible for the financial affairs of the Church Parish and the maintenance of its assets, such as Churches and Church halls, and promoting the mission of the Church.

Members (Trustees) of the PCC are Ex-Officio or elected by the APCM in accordance with the Church Representation Rules.

The PCC meets as a whole body usually seven times a year. For six of these meetings the items of business will include approval of decisions made by the Finance, the Environment, the Mission or the Standing Committees; items brought forward by the clergy or Churchwardens that need discussion and decisions and information items from the Team Leaders, Deanery Synod representatives and the Churches Together representatives. Each year the PCC also review its Safeguarding policies, following Diocesan guidelines and policies, its Health and Safety policy and Employment policies. The meeting in October is dedicated to discussions and decisions on the budget for the coming year.

The sub-committees during the year were:

Standing Committee – This is the only committee required by law. It has the power to transact business of the PCC between its meetings, subject to any directions given by the council.

Finance Committee – Concerned with the stewardship of our financial resources. Makes recommendations to the PCC on Budget, approaches to voluntary giving (stewardship), scrutiny of major expenditure to ensure PCC secures best value for money on expenditure incurred.

Mission Committee– Liaises with and promotes the work of selected Christian missions and missionary work of the Church in the local area. Makes recommendations to the PCC regarding how the Church's giving should be distributed. It also researches and provides reports to the PCC on the work of the charities, missions and individuals benefiting from these gifts.

Environment Committee – Attends to matters relating to the stewardship of our site including the Church, Hall, Parish Centre and St Sebastian's Lodge; the fixtures and fittings thereof and health and safety matters

Communications Committee – Seeks to ensure the most effective and coordinated communication with both church members and our community through the use of existing and new channels such as social media and video. Has taken an active role in making all services and meetings available on-line.

Covid Committee – Set up in 2021 this ad hoc Committee seeks to monitor and review local, regional and national Covid-19 trends and their impact on the Covid-related processes, protocols and controls in respect of St Sebastian's Church; to feed relevant Covid-related concerns to the PCC; to make recommendations for appropriate action in the context of Government and Church of England requirements/guidance for the safety and protection of St. Sebastian's congregations, staff and volunteers.

Strategy Committee – Did not meet in 2021. In July 2021 the PCC agreed to discontinue this committee.

The PCC also appoints Team Leaders, who are responsible for the day-to-day running of their respective teams within the life of the Church. These teams include: Administration (vacant), Children and Youth, Evangelism, Pastoral Life, Prayer, Small Groups and Worship Services.

PCC Officers

Officers 2021:	The Revd Canon Andrew Marsden	Chair
	Matthew Goddard (until Feb 2021)	Vice Chair
	David Smart (from July 2021)	Vice Chair
	Vacancy	PCC Secretary
	Celia Waters (until August 2021)	Treasurer
	John Congram (from August 2021)	Acting Treasurer
	Jacob George	Independent Examiner
	Church Administrator	Electoral Roll Officer
	Matthew Goddard	Planned Giving Officer

PCC Committees

Standing Committee:	The Revd Canon Andrew Marsden	Chair
	Vacancy	PCC Secretary
	Celia Waters (until August 2021)	Treasurer
	John Congram (from August 2021)	Acting Treasurer
	Mary Unwin	Churchwarden
	Nigel Wickens	Churchwarden
	Matthew Goddard (until Feb 2021)	Vice Chair

	David Smart (from July 2021)	Vice Chair
Finance Committee:	Mary Unwin (Chair)	John Congram
	Janet Rogers	Matthew Goddard
	Celia Waters (until Aug 2021)	Sue Thomas
	Marshall Miller	
Mission Committee:	David Smart (Chair)	Suman Shrestha
	David Hare	Heather Marsh
	Nigel Birch	
Environment Committee:	Nigel Wickens (Chair)	Murray Foulds
	Paul Morrison	Peter Thompson
	John Cooper (until June 2021)	Andy Gorham (until June 2021)
Communications Committee:	David Smart (Chair)	Suman Shrestha
	Marvin Vogel	Kirsty Milam - Church Administrator (from Aug 2021)
Covid Committee:	Murray Foulds (Chair)	Suman Strestha
	Mary Unwin	Nigel Wickens

Team Leaders

Administration:	Vacant	
Children & Families:	Amy Vogel	
Youth:	Marvin Vogel	
Evangelism:	Revd Canon Andrew Marsden	(Caretaker)
Pastoral Life:	Russell Shipton and Angela Shipton	
Prayer:	Alexis Clarke (from July 2021) and Jill Gardener	
Small Groups:	Russell Shipton	(Caretaker)
Worship Services:	Eve Bull (from March 2021)	

Safeguarding

Safeguarding in the Diocese of Oxford:	Helen Thompson	Safeguarding Officer
	Nicola Brock	Deputy Safeguarding Officer
	Revd Canon Andrew Marsden	Children's Advocate
	Amy Vogel	Recruiter (Youth)
	Russell Shipton	Deputy Recruiter (working with vulnerable adults)
	Church Administrator	Verifier

Other PCC Appointments

Churches Together in Crowthorne:	David Hare, Janet Rogers
Health & Safety Officer:	Murray Foulds
Deputy Churchwardens:	Jane Addison, Nigel Birch, Paul Morrison
Church Hall Liaison:	Murray Foulds

SAFEGUARDING

The PCC consider Safeguarding one of its most important responsibilities. There has been much discussion amongst the PCC members at many of the regular PCC meetings. Safeguarding of course extends to all, young and adult alike.

The following policy was agreed at the Parochial Church Council (PCC) meeting held on 19th May 2021.

In accordance with the Church of England Safeguarding Policy our church is committed to:

- Promoting a safer environment and culture.
- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Responding to those that may pose a present risk to others.

The Parish will:

- Create a safe and caring place for all.
- Have a named Parish Safeguarding Officer (PSO) to work with the incumbent and the PCC to implement policy and procedures.
- Safely recruit, train and support all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse.
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish.
- Display in church premises and on the parish website the details of who to contact if there are safeguarding concerns or support needs.
- Listen to and take seriously all those who disclose abuse.
- Take steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops' guidance, including notifying the Diocesan Safeguarding Team and statutory agencies immediately.
- Offer support to victims/survivors of abuse regardless of the type of abuse, when or where it occurred.
- Care for and monitor any member of the church community who may pose a risk to children and adults whilst maintaining appropriate confidentiality and the safety of all parties.
- Ensure that health and safety policy, procedures and risk assessments are in place and that these are reviewed annually.
- Inform the Diocesan Safeguarding Team if we receive any DBS Disclosures that are not clear.
- Review the implementation of the Safeguarding Policy, Procedures and Practices at least annually.

Each person who works within this church community will agree to abide by this policy and the guidelines established by this church.

This church appoints Helen Thompson as the Parish Safeguarding Officer.

The policy was signed by Andrew as incumbent and Mary as Churchwarden on 9 June 2021

FABRIC GOODS AND ORNAMENTS OF THE CHURCH REPORT FOR 2021

Dear Church Congregation,

2021 was a strange year, with covid restrictions, which, impacted maintaining all our buildings in a timely manner. However, over the year we did the following work.

St Sebastian's Lodge

The outside windows and surrounding wood facias of the lodge was repainted, and the interior was recarpeted. We also painted some of the rooms. We also had someone in to check the chimney as some smoke/smell appeared in one of the bedrooms. We could not resolve this, and due to the cost of rebuilding a new chimney stack would be so expensive we have told the tenants the choice to use the fireplace would be their decision. The cost of all the work to St Sebastian's Lodge was over 10K.

Parish Centre

We had a company to trim the trees in the Parish centre, and the Church area which cost just over 2K.

Parish centre entrance carpet was replaced. The aim was to carpet the corridor, but this was put on hold, in part due to costs.

Church

The church heating has been a problem for years and in 2021 the heating packed up. After many visits and changing of parts the heating problems have been resolved. The cost for this amounted to just over 3.5K.

The Church corridor by the kitchen suffered a water leak due to the skylight cover being damaged when the wind blew it of the roof. Due to the leak the wooden flooring in the hallway lifted. Both areas were dealt with at no cost to the Church. However as most of the flooring original glue has dried out so we will need to revisit this later in 2022.

The work 'we' hope to complete in 2022 in the Church is as follows.

Repaint the kitchen and hallway. We will also repaint the toilet.

Repaint the Vestry.

Re-glue the flooring in the hallway.

Sand the wooded floorboards in the main Church and re-seal. This will be done but not seen as a priority for 2022.

Fabric Team

Nigel Wickens – Chair
Paul Morrison
Peter Thompson
Murray Foulds

PRIORITIES FOR 2021

Our Vision is *'To glorify God and to serve the local community, sharing the heart of Jesus'.*

The coronavirus pandemic has delayed the review of the PCC Strategy that was planned for 2020. The existing strategy, therefore, remained in place:

- To prioritise growth in discipleship.
- To adopt a staged approach to the development of the Church site.
- To seek to take the Church out into the community.

We had planned to review the vision statement and strategy in the course of the year, however due to Andrew's availability this did not happen.

SUMMARY OF CHURCH ACTIVITIES IN 2021

2021 was another difficult year at St Sebastian's, as the Covid-19 Pandemic continued to impact life for all. In addition, Andrew's health meant he was off work for a considerable time and only able to work part time for the remaining periods. This placed a strain on the leadership of the church and thanks must go out to all those who rallied round to continue the life of the church in particular the churchwardens, Mary Unwin and Nigel Wickens who took the church leadership role and Russell Shipton who took the lead on services. The Churchwardens and other Leaders were very well supported by Richard Lamey the Area Dean.

Andrew continued to suffer health problems and advised in the latter part of the year that he would be retiring due to health grounds.

Due to government restrictions, we were not able to hold services in church until Easter Day on the 4th of April 2021 and we have had services every Sunday since then apart from December. Concerns about the spread of the Omicron variant meant that several services in December did not take place in Church. The carol service was recorded and made available online, thanks and due to everyone involved, including Janice Ellwood who led the choir. There was a service in Church on Christmas morning.

St Sebastian's at Home' services took place online throughout the whole year. A wide number of church members were involved in the services, with people doing readings and prayers.

Russell Shipton acted as co-ordinator of all activities associated with services during periods of absence of Andrew. This work was invaluable in maintaining the on-line and in person services and thanks are due to Russell. The LLMs Russell Shipton, David Hare and Wendy Wickens continued to play a key role in leading and preaching at the services in Church as well as the online services. We are hugely indepted to several other local clergy, most notable Ian Seymour, without whom the service pattern and load would have been unsustainable. Our thanks go to all those involved including the technical team, working behind the scenes.

In Families, Children and Youth work 2021 was a rocky year with the ever changing covid rules. We managed to find ways to get the Base going as an outdoor service mainly throughout the summer which actually made it a great draw to new people.

In the youth area we said goodbye to the year 13s who made the majority number of our youth we had to radically think outside the box. We started Friday night live in September. This is a youth group that bridges outreach with youth bible study. Friday night live has been amazing so far with an average of 15 youth fortnightly.

When we couldn't meet, we thought outside the box. We used zoom and online social apps to run all our groups mentioned above. We produced recorded video to view online (Big thanks to David Smart for organising this). We then moved on to distributing craft packs, as well as Kids and Youth Magazine packs with treats in them.

We ran a highly successful light party last year. We had an attendance of 250+ people mainly from the schools. We have also occasionally run parents coffee mornings serving parents from St Sebastian's primary school after school drop off.

During the year homegroups continued with meetings held generally via Zoom and later in the year some started to meet in person again.

On the PCC, Celia Waters stood down as Treasurer in August 2021 and John Congram took on the role of Acting Treasurer. Matthew Goddard stood down as Planned Giving Officer at the end of 2021 and John Congram has replaced him. David Smart was appointed vice-chair of the PCC at the July meeting.

Early in 2021 Karen deFraine moved away from the area and Alexis Clarke was appointed as Team Leader for Prayer. Eve Bull was appointed as Team Leader for Worship and Services. Russell and Angela Shipton continued to work hard keeping in touch and helping those needing pastoral care.

After a long period without a Church Administrator Kirsty Milam was appointed on 6 August and has been a major asset since she arrived. Our thanks go to Pam Carter who monitored emails and covered urgent issues in the office from September 2020 to August 2021.

A THANK YOU FROM THE DEANERY

The last two years have been difficult for everyone, and for every church, but that has been particularly profoundly so for St Sebastian's because you have been going through the deep challenges of the pandemic with extra uncertainty around Andrew's health, around how much he could do in the parish, and what was going on, and when he would be able to come back properly, and what decisions could be made when and by whom in the meanwhile. The whole situation was tricky for everyone involved.

2022 is a new year, in which you are all being invited to listen together to what God is saying about the ministry and mission of St Sebastian's, and what new adventures you are called to, and what will happen as you let down your nets on the other side of the boat.

Part of the reason there should be such confidence around in 2022 is the way you as a parish and congregation have navigated the last two years. You supported Andrew and Ros prayerfully and graciously throughout long months of uncertainty. Andrew's illness and then early retirement put particular pressures on the congregation which could not easily have been mitigated, and you were always patient, always understanding, always supportive, always kind.

So, thank you for the faithfulness, willingness and prayer you have shown throughout the last two years. Those are great attributes to build the future on, in terms of the character and identity of the parish under God.

The Rev Cannon Richard Lamey – Area Dean for Sonning

PRIORITIES FOR 2022

Our Vision is *'To glorify God and to serve the local community, sharing the heart of Jesus'.*

The coronavirus pandemic and Andrew's health have delayed the review of the PCC Strategy that was planned for 2021 The existing strategy, therefore, remains in place:

- To prioritise growth in discipleship.
- To adopt a staged approach to the development of the Church site.
- To seek to take the Church out into the community.
- Filling the Vacancy for a new incumbent.

ELECTORAL ROLL & CHURCH ATTENDANCE

Kirsty Milam: Electoral Roll Officer

Following the revision of the Church Electoral Roll for the APCM on 25 May 2022 there are 152 Parishioners on the roll as compared to 173 in 2021. 26 names were removed and 5 added.

The whole roll was renewed in 2019.

The Average Sunday attendance (at all services), counted during October 2021, was 64. No services took place in October 2020, in 2019 it was 139.

SONNING DEANERY REPORT

Much of 2021, inevitably, was overshadowed by Covid and the ongoing crisis we all lived under. We met as a Synod both in person and on Zoom and tried to make as many meetings as possible meetings which were open to anyone who was interested. Reading back through the minutes, I realise exactly how much we achieved in 2021 as a Deanery:

1. We agreed to end the system whereby parishes paid the Deanery a Quinquennial Levy each year and the Deanery then paid for the QI. We reimbursed everyone the money they had paid but not used, and from now on, every parish will pay for its own Inspections.

2. Lynne Paine (Woosehill) became Treasurer and has done an excellent job of working through past years of accounts and is now presenting the accounts to the Standing Committee and Synod on a regular basis with clarity and control.

3. John Sutton (St Paul's, Wokingham) was elected as Lay Chair of the Deanery in July 2021. He is a Primary School Teacher and has made a very bright start, bringing together his ability to listen and his ability to think.

4. Our meetings have dealt with some very big contemporary challenges facing the Church of England and our own churches- our response to the environmental crisis (which has led to the launch of a Deanery Grant for projects which seek to reduce the carbon footprint of a church), engaging with the LLF process (around issues in human sexuality) and also helping the Church to face up to its record on racial discrimination by discussing the powerful report From Lament to Action. We also had a session on how Churches work in Schools, looking at both a chaplaincy model and also things like assembles, being a Governor and offering practical support.

5. The Deanery Plan was meant to run from June 2021 to June 2022 but the extended nature of the pandemic means that we need to adjust our expectations as to what we will achieve. We are focusing in on the first two sections as a result of the consultation we had with parishes on what their priorities were- rebuilding relationships and then preparing for the next, longer Plan.

6. In terms of Parish Share, the Deanery paid the lowest percentage of Share in the Archdeaconry but not the lowest in the whole Diocese. We paid 87.5% of what we were asked for- £964,693 out of £1,102,617. Winnersh and Bearwood and Owlsmoor are trying to pay in full but not getting there. (Winnersh and Bearwood will not be replacing their last minister with a full-time appointment in part as a result of this). Hurst had a shortfall which was largely linked to issues with the property they own, and Arborfield and Barkham and Sonning choose not to pay in full because of long-running issues they have with the Diocese and/ or the Church of England. Thank you for everything that was paid- it really does help the Deanery and Diocese to emerge well from the pandemic- and let's look to overtake some of the other local Deaneries in 2022.

Parochial Church Council of
St Sebastian's Church
Nine Mile Ride
Wokingham Without

Diocese of Oxford

- Not Without Jesus -

Financial statements

Of the

Parochial Church Council

For the Year ended 31 December 2021

Charity Number: 1139933

Contents

Independent Examiner's Report
Statement of Financial Activities
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To the members of the Parochial Church Council of St Sebastian, Wokingham

I report on the accounts of the PCC for the year ended 31 December 2021, (which are set out on pages 6 to 14).

Respective responsibilities of the PCC and the examiner

As members of the PCC you are responsible for the preparation of the Financial Statements; you consider that the audit requirement of Regulation 3(3) and section 144 (2) of the 2011 Charities Act do not apply. It is my responsibility to:

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

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act and to be found in the PCC Accountability guidance, 5th edition, 2017 issued by the Finance Division of the Archbishops' Council. That examination includes a review of the accounting records kept by the PCC and a comparison of the accounts with those records. It also includes considering 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 I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the requirements of the 2011 Act and the Regulations have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Mr Jacob George
Accounting Partnership Ltd
74 Salisbury Close
Alton
GU34 2TP

Date:

The accounts for the year ended 31 December 2021 are presented on pages 6 to 14 and are in accordance with the PCC Accountability guidance, 5th edition, 2017 issued by the Finance Division of the Archbishops' Council.

Income

Total income was £144,836 (2020: £166,242). (Note 2 of the financial statements provides further details.)

Our main income source is "Voluntary income" or congregational giving (plus associated HMRC tax recovery) and we are grateful to the many faithful and generous givers (some over many years) who contribute, and without whom the Church would not be able to run its programme of activities. This year donations and legacy income has decreased to £127,193 from £143,735 in 2020 due to reduced planned giving.

Activities for generating funds, arising from the letting of the Church's premises, provided £14,900 (2020: £19,919). This is primarily income from the letting of St Sebastian's Lodge. The fall in the rental income in 2021 was due a period when a reduced rent was received followed by a void period. Church Hall rent recovered as activities restarted in 2021.

Expenditure

Total expenditure in the year was £177,038 (2020: £162,737). (Note 3 of the financial statements provides further details.)

The largest single item of expenditure remains the diocesan parish share of £83,127(2020: £84,866). The parish share is set by the Diocese and Deanery according to pre-determined formulae. We pay our parish share via a 12 monthly direct debit which provides us with a 1% discount. During 2020, we employed 4 different staff members, which accounted for our second largest expenditure of £32,955 (2020: £37,348). We were without a paid administrator until August which explains the reduced cost compared to 2020.

The Church is committed to give at least 10% of its unrestricted voluntary income to support the work of charities and reach out to those in need across the world and in the UK. This year the Church's mission and charitable giving allocation was £12,720 (2020: £14,310) As is detailed in note 12, £11,053 from this year's tithe was spent, and £10,560 from unspent tithing from previous years.

In 2021, total expenditure (that is from Unrestricted and Restricted Funds), increased from £162,257 in 2020 to £177,038. This was due largely to expenditure on the repair of the Church boiler (£4,248 in total) and the refurbishment of the Lodge, before it could be relet, (£10,730) and void costs (e.g., Council Tax etc £699)

In addition, cost management and budget control of our operational spend throughout the year continues to attempt to minimise the impact of inflation. We are also grateful for the many volunteers who generously provide their time and skills for the benefit of the Church and thus make a substantial saving on our running costs.

Net position

Total **Expenditure** in 2021 **exceeded** Total by **£31,537** against the budgeted Deficit of £17,427.
The value of our investments increased by £4,882 in the year reducing the net Deficit to £26,655

Funds

At the end of the year, the net current assets totalled £91,312 (2020 £117,967) made up of cash balances of £75,989, Debtors £345and Investments valued at £2, 2642 less Creditors of £7664.

Financial outlook

The PCC is expecting 2022 to be a very challenging year financially.

It is expected that our income will continue to fall as a result of:

- the disruption caused by the Pandemic reducing the activities of the church
- the fact that we are entering an interregnum following the unfortunate long-term absences of our vicar due to illness.
- the uncertain economic climate and expected high inflation meaning that some regular givers will have to reduce their monthly donations.

The inflationary pressures are also expected to cause an increase in our running costs particularly the cost of gas and electricity for our three buildings.

The PCC is looking to increase the rental income from the Church Hall and is reviewing all items of expenditure to see where cost savings can be made.

The PCC is budgeting for a Deficit of £28250 in 2022, but recognises the actual deficit for 2022 may be somewhat higher.

Looking beyond 2022, the PCC recognises that to meet the needs of the growing community in our parish, significant investment in our long-term vision will be required and as the PCC prayerfully develops practical proposals, we are actively investigating how the necessary funds may be raised.

Reserves policy

It has been PCC policy, where practicable, to maintain a minimum balance of free reserves (net current assets) equating to approximately two month's general fund payments or £29K. It is held to smooth out fluctuations in cash flow and to meet emergencies.

The balance of the General Fund at 31st December 2021 was £14,957. In view of the uncertain financial outlook described above, the PCC has decided it must move the Vision Fund totalling £30,600 to replenish the Major Maintenance Fund to £20,000 to cover unexpected building repairs and to redesignate the balance of £19,421 to the General Fund.

The PCC has designated five other funds:

- **"Major Maintenance Fund",** setup in January 2012 to cover large repair and maintenance items relating to the church and buildings.
- **"Vision Fund - Investments"** these funds are set aside to develop potential new areas for ministry.
- **"Jubilee Club Fund"**, relating to this church group.
- **"Legacy Fund"** – during 2019, the PCC received a legacy of £5,000 from the estate of Mike Page a much loved member of the congregation. The PCC has designated these funds whilst considering options to invest funds in a way that would honour Mike's memory. In 2021 the PCC received gifts in memory of the wonderful servant of the church Eric Fudge and these have been similarly designated.
- **"IT / Computer facilities"** – created in 2019 to support and enhance IT/Computer facilities for the Church. During 2021, the balance on this fund was spent on providing for live streaming of our services.

Financial administration

A Finance Committee appointed by the PCC has responsibility for oversight of routine financial administration, annual budgeting and preparation of financial reports. We would like to thank Christina Gorham for her work as Finance Officer. Unfortunately, in August 2021 due to work pressures Celia Waters had to step down as Treasurer and John Congram has taken on the role of temporarily. We thank Matt Goddard for his many years of faithful service as Planned Giving Officer, John Congram has agreed to take on this role from January 2022.

Provision of information to independent examiners

Each of the members of the PCC at the time when this report is approved has confirmed that:

- so far as he/she is aware, there is no relevant financial information of which the charity's independent Examiners are unaware, and

- that he/she has taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the independent examiners in connection with preparing his report and to establish that the independent examiner is aware of that information.

Independent examiner

A resolution proposing the re-appointment of Jacob George as independent examiner of the charity will be put to the Annual Parochial Church Meeting on 15th June 2022.

John Congram - Treasurer
Date: 17 January 2022

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2021

		General Fund	*Designated Funds*	**Total Unrestricted Funds**	**Total Restricted Funds**	**Capital Reserves**	**TOTAL FUNDS**	**TOTAL**
	£	**2021**	**2021**	**2021**	**2021**	**2021**	**2021**	**2020**
INCOME AND ENDOWMENTS	**Notes**		note 7		note 9			
Donations and Legacies	*2(a)*	124,490	2,703	127,193			**127,193**	**143,735**
Income from Charitable Activities	*2(b)*	464		464			**464**	**1,526**
Income from Investments	*2(c)*	371		371	1,048		**1,419**	**1,062**
Income from Trading Activities	*2(d)*	15,760		15,760			**15,760**	**19,919**
TOTAL INCOME		141,084	2,703	143,787	1,048		**144,836**	**166,242**
EXPENDITURE								
Parish Share and Fees	*3(a)*	82,575		82,575			**82,575**	**85,293**
Mission and Charitable Giving	*3(b), 12*	12,720		12,720			**12,720**	**14,310**
Staff Costs	*3(c), 4*	32,955		32,955			**32,955**	**37,348**
Ministry Costs	*3(d)*	4,877	997	5,874			**5,874**	**3,117**
Premises Costs	*3(e)*	23,486	12,523	36,010	1,998		**38,008**	**18,142**
Other Church Activities	*3(f)*	4,241		4,241			**4,241**	**4,524**
TOTAL EXPENDITURE		160,855	13,520	174,375	1,998		**176,373**	**162,734**
NET INCOMING RESOURCES BEFORE INVESTMENT GAINS (LOSSES)		(19,770)	(10,817)	(30,587)	(950)		**(31,537)**	**3,508**
Net (loss) gain on investments			4,882	4,882			**4,882**	**(3,991)**
Transfer of Vision Funds		19,421	(19,421)	0				
NET MOVEMENT IN FUNDS		**(349)**	**(25,356)**	**(25,705)**	**(950)**	**0**	**(26,655)**	**(484)**
OPENING BALANCES		34,727	74,845	109,572	10,145	296,495	**416,212**	416,696
NET MOVEMENT IN FUNDS		(349)	(25,356)	(25,705)	(950)	0	**(26,655)**	(484)
CLOSING BALANCES		**34,378**	**49,489**	**83,867**	**9,195**	**296,495**	**389,557**	**416,212**

BALANCE SHEET FOR THE YEAR ENDED 31 DECEMBER 2021

	£	2021	2020
ASSETS	*Note*		
Fixed Assets			
Investments Fixed Assets	*5a*	1,750	1,750
Tangible	*5b*	296,495	296,495
Total Fixed Assets		**298,245**	**298,245**
Current Assets			
Debtors and Prepayments	*6*	345	2,894
Current asset investments	*7a*	22,642	17,760
Cash at bank and in hand		75,989	109,915
Total Current Assets		**98,976**	**130,568**
Current Liabilities			
Creditors - falling due within one year	*8*	7,664	12,601
NET CURRENT ASSETS		91,312	117,967
TOTAL NET ASSETS		**389,557**	**416,212**
PARISH FUNDS			
Restricted Funds	*9*	9,195	10,145
Unrestricted Funds - Designated Funds	*7b*	49,489	74,845
Unrestricted Funds - General Fund		34,378	34,727
Church Capital Reserves		296,495	296,495
CLOSING BALANCES		**389,557**	**416,212**

Approved by the Parochial Church Council on 16th March 2022 and signed on its behalf by:

David Smart
PCC Vice Chair

John Congram
PCC Treasurer

The notes on **pages 20 to 26** form part of these financial statements.

Notes to the financial statements - Year ended 31 December 2021

1. Accounting policies

Basis of Preparation

The financial statements have been prepared in accordance with 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 the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (SORP (FRS 102)) and the Charities Act 2011.

The PCC is a public benefit entity within the meaning of FRS 102.

The financial statements have been prepared under the historical cost convention except for the valuation of investment assets and certain of the freehold properties which are at valuation as described in the notes.

The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body, nor those that are informal gatherings of church members.

Funds

Capital reserves (or permanent endowment funds) are funds, the capital of which must be maintained; only income arising from investment of the capital reserves may be used either as restricted or unrestricted funds depending on the purpose for which the capital reserve was established. The PCC has a single permanent endowment (capital reserves) established by trust in 1968 relating to the Upkeep of the Church and Churchyard.

Restricted funds represent income from trusts and endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and donations or grants received for a specific object or invited by the PCC for a specific object. These funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund.

Restricted funds include an upkeep of church and churchyard fund held under trust deed together with a number of other restricted funds.

Unrestricted funds are general funds that can be used to fund ongoing Church expenditure. These 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 trustees' report.

Designated unrestricted funds are monies set aside by the PCC from unrestricted funds for specific purposes. That purpose is not binding on the PCC, though the PCC must be mindful of the intent when considering using the funds for other purposes. It is the simplest and most flexible way to ring fence money for special needs.

"Major Maintenance Fund", setup in January 2012 to cover large repair and maintenance items relating to the church and buildings.
"Vision Fund - Investments" these funds are set aside to develop potential new areas for ministry.

"Jubilee Club Fund", setup in September 2017 representing funds and expenditure relating to this church group.

"Legacy Fund" (formally "Mike Page Legacy Fund") – during 2019, the PCC received a legacy of £5,000 from the estate of Mike Page a much-loved member of the congregation. The PCC has designated these funds whilst considering options to invest funds in a way that would honour Mike's memory. In 2021 the PCC received gifts in memory of the wonderful servant of the church Eric Fudge, and these have been similarly designated.

"IT / Computer facilities" – during 2019 we collected £1795 in donations from the congregation to support and enhance IT/Computer facilities for the Church.

Income

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resources to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Rental income from the letting of the PCC property is recognised when the rental is due. Investment income is included in the accounts when receivable. Investment gains and losses include any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year. All other income is accounted for gross.

Expenditure

Grants and donations are accounted for when paid over, or when awarded, if that reward creates a binding or constructive obligation of the PCC. The diocesan parish share is accounted for when due. Amounts received specifically for mission are dealt with as restricted funds. All other expenditure is generally recognised when it is incurred and is accounted for gross.

It is the policy of the PCC that at least 10% of our voluntary unrestricted giving (and related recoveries of income tax) should be used for missionary and charitable giving: at the year-end amounts are accrued to comply with this policy.

Fixed assets

As Consecrated and benefice property of any kind is excluded from the statutory definition of "charity" by Section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time). No valued is placed on these assets in the financial statements. No individual item has cost more than £1,000 so all such expenditure has been written off when incurred.

Freehold properties are either stated at cost when built by the Parish or stated at valuation when donated to the PCC. Fixed asset investments are stated at cost.

Other Tangible fixed assets are capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt. Depreciation is calculated to write off the capitalized cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows: *Land* - Nil / *Buildings** - Nil / *Fixtures & Fittings* - 20 years

*No depreciation is provided on buildings as the currently estimated residual value of the properties is not less than their carrying value.

Current assets

Current asset investments are held at market value.

2. Income and Endowments

	General Fund	*Designated Funds*	**Total Unrestricted Funds**	**Total Restricted Funds**	**TOTAL FUNDS**	Total
	2021	**2021**	**2021**	**2021**	**2021**	2020
INCOME						
2(a) Donations and Legacies						
Gift Aided Income						
Other Tax efficient giving	639	2,218	2,857		2,857	845
Planned Giving	102,082		102,082		102,082	116,838
Sub-Total Gift Aided Income	102,721	2,218	104,939		104,939	117,683
Tax recoverable	20,710	250.00	20,960		20,960	24,188
Collections at Services	249	235	484		484	461
Other Donations non gift aid	810		810		810	720
Nominated Gifts						182
Restricted Grant Received						
Legacies						500
Sub-Total Donations and Legacies	124,490	2,703	127,193		127,193	143,734
2(b) Income Charitable activities						
Charitable Activities - Fees	407		407		407	1,448
Charitable Activities - Other	57		57		57	78
Sub-Total Income Charitable activities	464		464		464	1,526
2(c) Income from Investments						
Sykes Legacy Divds & Interest	371		371		371	50
Dividends Restricted Funds				1,048	1,048	1,012
Sub-Total Income from Investments	371		371	1,048	1,419	1,062
2(d) Income from Trading Activities						
Church Hall Rental Income	860		860		860	587
St Sebs Lodge Rental Income	14,900		14,900		14,900	19,332
Sub-Total Income from Trading Activities	15,760		15,760		15,760	19,919
TOTAL INCOME	**141,085**	**2,703**	**143,788**	**1,048**	**144,836**	**166,241**

3. Expenditure

	General Fund	*Designated Funds*	**Total Unrestricted Funds**	**Total Restricted Funds**	**TOTAL FUNDS**	**TOTAL**
	2021	*2021*	**2021**	**2021**	**2021**	2020
EXPENDITURE						
3(a) Parish Share and Fees						
Diocese and Deanery Fees	(552)		(552)		(552)	427
Parish Share	83,127		83,127		83,127	84,866
Sub-total 3(a) Parish Share and Fees	82,575		82,575		82,575	85,293
3(b) Mission and Charitable Giving	12,720.00		12,720		12,720	14,310
3(c) Staff Costs	32,955		32,955		32,955	37,348
3(d) Ministry Costs						
Church Services Costs	3,511	997	4,509		4,509	2,489
Education Evangelism & Pastoral						72
Family and Youth	1,365		1,365		1,365	557
Sub-total Ministry Costs	4,877	997	5,874		5,874	3,118
3(e) Premises Costs	23,486	12,523	36,010	1,998	38,008	18,144
3(f) Other Church Activities						
Communications	2,544		2,544		2,544	2,376
Independent Examiner's Fee	500		500		500	500
Other Administration Expenses	1,197		1,197		1,197	1,648
Sub-total Other Church Activities	4,241		4,241		4,241	4,524
TOTAL EXPENDITURE	**160,855**	**13,520**	**174,375**	**1,998**	**176,373**	**162,737**

Notes to the financial statements - Year ended 31 December 2021

4. Staff Costs

	2021	2020
Salaries	32,331	37,000
Social Security Costs	425	-306
Pension Contributions	199	654
Total Staff Costs	32,955	37,348

There were 3 employees in post until August and 4 employees in post for the rest of the year.

There were no employee benefits to key management personnel in this year or previous years.

5. Fixed assets

(a) Tangible fixed assets - freehold land and buildings – at 31 December 2021

	£
Actual/deemed cost	296,495
Accumulated Depreciation	0
Net Book Value	296,495

Freehold land and buildings comprise the church hall and the parish centre, both of which were built by the PCC and are stated at cost of £201,495, and St Sebastian's Lodge which is stated at a valuation made in the year of donation to the PCC of £95,000. It is not considered that the current value of the freehold properties is lower than their stated cost and accordingly no depreciation has been provided. The PCC do not see any benefit in obtaining a current valuation of these properties.

(b) Investments – at 31 December 2021

	£
CBF Investment fund - 1,764 shares	1,750
	1,750

The CBF Investment funds represents permanent endowment (capital reserves) relating to the Upkeep of the Church and Churchyard restricted fund.

6. Debtors

	31 Dec 21	31 Dec 20
Other Debtors - SSP SMP Recovery		2,849
Other Debtors - Gift Aid Recovery	270	
Accounts Receivable	75	45
Total Debtors and prepayments	345	2,894

7a. Current Asset Investments

The investments being Barclays Ordinary Shares are stated at the market value prevailing at 31 December 2021.

7b. Designated Funds

Given the fall in the level of our income the PCC is preparing to cover the expected deficit in 2022 from our Unrestricted Reserves, so has decided to consolidate the designated Vision Fund back into the General Fund. This leaves three designated funds: the Major Maintenance Fund, the Jubilee Club Fund and the Legacy Fund (represented gifts we have received in memory of Mike Page and Erik Fudge).

	Major Maintenance Fund	Legacy Fund	Jubilee Club Fund	IT / Computer Fund	Vision Fund	Visionl Fund - Invest	Total Designated Funds
Opening Balance (31.12.20)	19,095	5,000	1,393	997	30,599	17,760	74,844
Total Income	2,250	453					2,703
Total Expense	(12,523)			(997)			(13,520)
Net (loss) gain on investments						4,882	4,882
Transfers from Vision Funds	11,178				(30,599)		(19,421)
Closing Balance (31.12.21)	**20,000**	**5,453**	**1,393**	**0**	**0**	**22,642**	**49,488**

8. Creditors - amounts falling due within one year

	31 Dec 21	31 Dec 20
Rent in Advance - SSL		1,350
Accruals (General)	2,133	500
Accruals (Utilities)	798	69
Tithing Provision	3,227	10,559
Parochial Fees	739	
HMRC Payroll Creditor	639	
Pension B&CE Creditor	128	123
	7,664	**12,601**

9. Restricted Funds

	Church / CYard Fund	Other Restricted Funds	Total Restricted Funds
Opening Balance (31/12/20)	3,985	6,159	10,144
Total Income	1,049		1,049
Total Expense	1,998		1,998
Closing Balance (31.12.21)	**3,036**	**6,159**	**9,195**

Restricted funds include an upkeep of Church and churchyard fund together with a number of other funds, including grants awarded for specific purposes by Wokingham United Charities and Wokingham Without Parish Council (£5,500)

10. Disclosure of trustee and staff remuneration, related party and other transactions

PCC members Rev Canon Andrew Marsden and Mary Unwin are also Governors of St Sebastian's School. During the year, the PCC made grants of £1073 to the school to pay for bibles for the children and staff and pay the Core Supportcharge from the Diocese.

The Church Finance Administrator, employed by the PCC, is married to Andrew Gorham, a Trustee until June 2021 and her salary, employer national insurance and pension costs were £3072 (2020 - £2,971).

No other payments or expenses were paid to any other member of the PCC or person closely connected to them or related parties, other than the re-imbursement of expenses incurred by PCC members in respect of Church activities.

PCC indemnity insurance cover is provided for all PCC members as part of the Ecclesiastical Parish Plus Insurance policy entered into on annual basis. The annual premium for the combined church, parish centre and hall insurance, which also covers areas such as employer's liability, property damage, consequential loss and financial loss, is £3,925 for the year to 30 April 2021. The cost of the indemnity insurance cover is not separately identifiable.

11. Fees payable to the Independent Examiner

The independent examiner fee is £500.

12. Charitable grants and special collections

The Church is committed to give at least 10% of its unrestricted voluntary income to support the work of charities and reach out to those in need across the world and in the UK. In 2021, we granted a total of £20,053 (2020: £14310), funded by the 10% tithe (£12,720, 2020: £14,305) In addition, accumulated funds from previous year's unspent tithing allocations, are set out below and is shown as a creditor in Note 8 Creditors.

During the year, charitable grants were made to the following organisations:

Notes to the financial statements - Year ended 31 December 2021

Gifts in 2021 to Charities and Organisations from	£ From 2021 Tithe	£ Earlier years unspent Tithe
Mitiyana Charity	1,200	500.00
Open Doors	1,200	1,500.00
Univida	1,200	
Yeldall Christian Centre	1,200	
Just Around The Corner (JAC)	1,200	
Soulscape	1,200	
Elim International Missions (Bulembu Ministries / Dan Smart)	1,200	
St Sebastians C of E Primary School -Diocesan Core Support	919	
Bibles for Children	155	
Nepal Critical Care Foundation	1,225	1,025.00
Caravan Park Support	354	
The Mustard Tree Foundation (Reading) RAHAB		1,000.00
Childrens Society		500.00
Berkshire Clergy Charity		1,000.00
Tearfund		1,500.00
Frimley Park ICU Staff Well Being Charity		1,000.00
St Columba's Presbyterian Church - support Edson Choma		975.00
Total Spend	**11,053**	**9,000**
Balance of Tithes brought forward		**10,560.00**
Total 2021 Tithe	**12,720**	
Set aside for future giving	**1,667**	**1,560.00**
Total Balance carried forward		**3,227.00**

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST SEBASTIAN, WOKINGH

England & Wales - Charity number 1139933

Accounts

Parochial Church Council of St Sebastian's Church, Wokingham Without

ANNUAL REPORT 2020

- Not Without Jesus -

30 June 2021

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OUR AIMS AND PURPOSES AT ST SEBASTIAN'S

Parish Values

Based on Jesus' prayer for his disciples in John 17, we believe that as a Church God has called us to be:

Christ-centred	Not 'Jesus and…', but *Jesus alone* at the centre of our lives. *'…glory has come to me through them…' (v 10)*
Righteous	God-directed living, thinking, and speaking. *'Sanctify them by the truth; your word is truth* (John 17:17)
One	Not 'I've won!', but 'We are one'. *'…that they may be one as we are one…'* (John 17:22)
Sent	A serving Church rather than a consumer Church. *'As you sent me into the world, I have sent them…'* (John 17:18)
Spirit-filled	All God's people using God's gifts to the full. *'…so that they may have the full measure of my joy within them…'* (John 17:13)

Mission Statement

We believe God is calling us as a Church to be:

A beacon in the community:

- To lead people to Jesus Christ
- To help them grow in Him

'A city set on a hill cannot be hidden' (Matthew 5:14)

Vision Statement

Our Vision for 2015-2020:

To glorify God and to serve the local community, sharing the heart of Jesus.

The Parochial Church Council of St Sebastian's Wokingham Without has the responsibility of co-operating with the Incumbent in promoting the whole mission of the Church of England in the Ecclesiastical Parish of Wokingham in the Diocese of Oxford. It has responsibility for maintaining the Church on Nine Mile Ride and has the responsibility of acting as Managing Trustees of the Church Hall, Parish Centre, and St Sebastian's Lodge.

Public Benefit

The trustees of the Charity are aware of the Charity Commission's guidance on public benefit in *The Advancement of Religion for the Public Benefit* and have had regard to it in their administration of the Charity. The trustees believe that, by promoting the work of the Church of England in the Ecclesiastical Parish of St Sebastian, Wokingham it helps to promote the whole mission of the Church (pastoral, evangelistic, social and ecumenical) more effectively, within the Ecclesiastical Parish, and that in doing so it provides a benefit to the public by:

- Providing facilities for public worship, pastoral care and spiritual, moral and intellectual development, both for its members and for anyone who wishes to benefit from what the Church offers.

- Promoting Christian values, and service by members of the Church in and to their communities, to the benefit of individuals and society as a whole.

Charity Registration Number

1139933 (registered on 19 January 2011)

ADMINISTRATIVE INFORMATION

St Sebastian's Church is situated in Nine Mile Ride, in the district of Wokingham Without. It is part of the Diocese of Oxford within the Church of England.

Clergy:	The Revd Canon Andrew Marsden	The Revd Erik Fudge (until Nov 2020)
Churchwardens:	Rory O'Connor (until March 2020) Nigel Wickens (from Oct 2020)	Mary Unwin
Deputy Churchwardens:	Jane Addison David Boulton (until March 2020) Nigel Wickens (from June until Oct 2020)	Nigel Birch Paul Brown (until March 2020)
Deanery Synod:	David Hare Richard Tudor (until Oct 2020) Nigel Birch (until Oct 2020)	John Congram Janet Rogers Peter Thompson (froml Oct 2020
PCC Members:	Clergy, Churchwardens, and Deanery Synod Reps (Ex-Officio)	
	Andy Gorham	Celia Waters
	Sue Thomas	David Smart
	Nigel Birch from Oct 20	Terry Dungate until Oct 20
	Rod Sturdy until Sept 20	Matthew Goddard
	Mike Jeremiah until Jul 20	Murray Foulds from Oct 20
	Paul Morrison from Oct 20	Suman Shrestha
	Nigel Wickens until Oct 20	Vacany

Address for correspondence

St Sebastian's Church
Parish Office
Nine Mile Ride
Wokingham
RG40 3AT

Banks

Barclays
Leicester
LE87 2BB

CAF Bank Ltd
25 King's Hill Avenue
King's Hill
Kent
ME19 4JQ

STRUCTURE, TRUSTEES AND MEMBERSHIP OF THE PCC

Legally the council is responsible for the financial affairs of the Church Parish and the maintenance of its assets, such as Churches and Church halls, and promoting the mission of the Church.
Members (Trustees) of the PCC are Ex-Officio or elected by the APCM in accordance with the Church Representation Rules.

The PCC meets as a whole body usually seven times a year in 2020 we did not meet in March due to lockdown. For six of these meetings the items of business will include approval of decisions made by the Finance, the Environment, the Mission or the Standing Committees; items brought forward by the clergy or Churchwardens that need discussion and decisions and information items from the Team Leaders, Deanery Synod representatives and the Churches Together representatives. Each year the PCC also review its Safeguarding policies, following Diocesan guidelines and policies, its Health and Safety policy and

Employment policies. The meeting in October is dedicated to discussions and decisions on the budget for the coming year.

The sub-committees during the year were:

Standing Committee – This is the only committee required by law. It has the power to transact business of the PCC between its meetings, subject to any directions given by the council.

Finance committee – Concerned with the stewardship of our financial resources. Makes recommendations to the PCC on Budget, approaches to voluntary giving (stewardship), scrutiny of major expenditure to ensure PCC secures best value for money on expenditure incurred.

Mission Committee– Liaises with and promotes the work of selected Christian missions and missionary work of the Church in the local area. Makes recommendations to the PCC regarding how the Church's giving should be distributed. It also researches and provides reports to the PCC on the work of the charities, missions and individuals benefiting from these gifts.

Environment committee – Attends to matters relating to the stewardship of our site including the Church, Hall, Parish Centre and St Sebastian's Lodge; the fixtures and fittings thereof and health and safety matters

Strategy Committee – Set up in May 2017 to consider matters relating to the PCC's future strategy.

Communications Committee – Set up in 2019 as the Communications Working Group and reconstituted in 2020 as the Communications Committee. Seeks to ensure the most effective and coordinated communication with both church members and our community through the use of existing and new channels such as social media and video. Has taken an active role in making all services and meetings available on-line.
Set up in

The PCC also appoints Team Leaders, who are responsible for the day-to-day running of their respective teams within the life of the Church. These teams include: Administration, Children and Youth, Evangelism, Pastoral Life, Prayer, Small Groups and Worship Services.

PCC Officers

Officers 2020:	The Revd Canon Andrew Marsden	Chair
	Matthew Goddard	Vice Chair
	Rod Sturdy (until 5 Sept 2020)	PCC Secretary
	Janet Rogers (until November 2020	Treasurer
	Celia Waters (from November 2020)	Treasurer
	Jacob George	Independent Examiner
	Church Administrator	Electoral Roll Officer
	Matthew Goddard	Planned Giving Officer

PCC Committees

Standing Committee:	The Revd Canon Andrew Marsden	Chair
	Rod Sturdy (until 5 Sept 2020)	PCC Secretary
	Rory O'Connor (until March 2020)	Churchwarden
	Celia Waters (from November 2020	Treasurer
	Janet Rogers (until November 2020)	Treasurer
	Mary Unwin	Churchwarden
	Nigel Wickens (from October 2020	Churchwarden
	Matthew Goddard	Vice Chair
Finance Committee:	Mary Unwin (Chair)	Rory O'Connor (until Mar 2020)
	Janet Rogers	Matthew Goddard
	Celia Waters	Sue Thomas
	Paul Brown (until October 2020)	John Congram
	Marshall Miller	
Mission Committee:	David Hare (Chair until Nov 20)	Suman Shrestha
	David Smart Chair (from Nov 2020)	Heather Marsh)
	Nigel Birch	
Environment Committee:	Terry Dungate (Chair) (until Oct 2020)	John Cooper
	Andy Gorham	Rory O'Connor (until Mar 20)
	Nigel Wickens (Chair from Oct 2020)	Murray Foulds (from Nov 20)
	Paul Morrison (from Nov 2020)	Peter Thompson (from Nov 20)
	David Boulton (until Sept 2020	
Strategy Committee:	The Revd Canon Andrew Marsden (Chair)	Andy Gorham
	Karen de Fraine (until Dec 2020)	Rory O'Connor (until Mar 20)
	Suman Shrestha	Richard Tudor (until Oct 20)
Communications Committee	David Smart (Chair)	Suman Shrestha
	Nigel Wickens	Marvin Vogel
	Church Administrator (vacant)	

Team Leaders

Administration	Nigel Wickens	
Children & Youth:	Amy Vogel (Maternity leave)	Marvin Vogel (Caretaker)
Evangelism:	Revd Canon Andrew Marsden	(Caretaker)
Pastoral Life:	Russell Shipton and Angela Shipton	
Prayer:	Jill Gardener and Karen de Fraine	
Small Groups:	Russell Shipton	(Caretaker)
Worship Services:	Jane Clark (until September 2020?)	

Safeguarding

Safeguarding in the Diocese of Oxford:	Helen Thompson	Safeguarding Officer
	Nicola Brock	Deputy Safeguarding Officer
	The Revd Canon Andrew Marsden	Children's Advocate
	Amy Vogel (Maternity Leave)	Recruiter (Youth)
	Russell Shipton	Deputy Recruiter (working with vulnerable adults)
	Church Administrator	Verifier

Other PCC Appointments

Churches Together in Crowthorne:	David Hare	Janet Rogers
Health & Safety Officer:	Terry Dungate (until October 2020)	Murray Foulds (from October 2020)
Deputy Churchwardens:	Nigel Birch, Paul Brown, David Boulton, Jane Addison	
Church Hall Liaison:	Terry Dungate until Nov 2020, Murray Foulds from Nov 2020	

SAFEGUARDING

The PCC consider Safeguarding one of its most important responsibilities. There has been much discussion amongst the PCC members at many of the regular PCC meetings. Safeguarding of course extends to all, young and adult alike, and at the PCC meeting of 15th May 2019 the following policy was agreed by all:

In accordance with the Church of England Safeguarding Policy our church is committed to:

- Promoting a safer environment and culture.
- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Responding to those that may pose a present risk to others.

The Parish will:

- Create a safe and caring place for all.
- Have a named Parish Safeguarding Officer (PSO) to work with the incumbent and the PCC to implement policy and procedures.
- Safely recruit, train and support all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse.
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish.
- Display in church premises and on the parish website the details of who to contact if there are safeguarding concerns or support needs.
- Listen to and take seriously all those who disclose abuse.
- Take steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops' guidance, including notifying the Diocesan Safeguarding Team and statutory agencies immediately.
- Offer support to victims/survivors of abuse regardless of the type of abuse, when or where it occurred.
- Care for and monitor any member of the church community who may pose a risk to children and adults whilst maintaining appropriate confidentiality and the safety of all parties.
- Ensure that health and safety policy, procedures and risk assessments are in place and that these are reviewed annually.
- Inform the Diocesan Safeguarding Team if we receive any DBS Disclosures that are not clear.
- Review the implementation of the Safeguarding Policy, Procedures and Practices at least annually.

Each person who works within this church community will agree to abide by this policy and the guidelines established by this church.

This church appoints Helen Thompson as the Parish Safeguarding Officer.

Incumbent Rev Canon Andrew Marsden

Churchwardens Rory O'Connor

Date 19 May 2019

PRIORITIES FOR 2020

To continue to implement the PCC Strategy for 2018-2020, the main points of which are as follows:

- To prioritise growth in discipleship.
- To adopt a staged approach to the development of the Church site.
- To seek to take the Church out into the community.

This is in line with our revised 2020 vision statement:

'To glorify God and to serve the local community, sharing the heart of Jesus'

SUMMARY OF CHURCH ACTIVITIES IN 2020

2020 was an extraordinary year in the life of St Sebastian's, as it was all over the world. It began normally but the coronavirus pandemic stopped almost all face-to-face church activities and forced us to go online for meetings and services. It also affected the health of key leaders in the church, most notably the Vicar, Andrew, who was off work for a considerable period.

The church ran a normal pattern of services until public worship was suspended on 17th March. Initially recorded sermons were made available on YouTube but on Easter Day (12th April) we held our first online recorded service. Every Sunday thereafter 'St Sebastian's at Home' services took place online and attracted large numbers of watchers, particularly at Christmas. A wide number of church members were involved in the services, with people doing readings and prayers who had not previously done so in church. The LLMs – Russell Shipton, David Hare and Wendy Wickens - played a key role in leading and preaching at the online services, particularly when Andrew was off sick. As Pastoral Team Leaders, Russell and Angela Shipton also worked very hard to keep in touch with the elderly and more vulnerable members of our congregation during the pandemic.

Marvin Vogel produced some exciting and innovative video material for the All-Age services and prepared 'Kids TV' videos for the children. He also produced live online services for 'The Base' congregation on Facebook. These were widely appreciated, and Marvin's online skills were a great asset to the church during this period. Whilst many people got involved with the technical side of 'St Sebastian's at Home', we are particularly grateful to David Smart for having the vision for it and leading the production of the online services. As part of the Mission Committee, he also produced some helpful video feedback about the organisations we support with our giving.

Andrew's ill health meant that the return to services in church was delayed until Sunday 1st November, when a trial service was held. Unfortunately, another lockdown prevented any further live services in 2020. Although some services had been planned in church for Christmas, these were cancelled owing to the rapid escalation of the virus at that time. Instead, some innovative online services were held, including a Carol Service with an online choir. We are grateful to Chris Bull for his technical expertise and to Janice Ellwood for leading the choir.

The PCC met in person in January but the March meeting was cancelled owing to the pandemic. Other meetings during the year were held by Zoom. The APCM, due to take place on 28th April, was cancelled and

was eventually held on 14th October. Rory O'Connor stepped down as churchwarden from 28th April, so Mary Unwin was sole churchwarden until Nigel Wickens was elected to join her in October. Mary worked very hard during what was a difficult period in the life of the church, supported by the Team Leaders, PCC members and the Area Dean when Andrew was off sick. Our thanks also go to Janet Rogers, who intended to step down as Treasurer in April but continued until October owing to the pandemic. She has been replaced as Treasurer by Celia Waters.

There were various staff changes during 2020. Amy Vogel was on maternity leave for the whole year and her duties were covered by Marvin. Rachel Jeremiah, our Children and Family Worker, was approved for ordination training and she and her family left us in August to move to Oxford. We will miss her many gifts and are grateful for all that she contributed to the life of the church. Ros Marsden, our Church Administrator, caught Covid-19 early in the pandemic and suffered from long-Covid for many weeks. For a variety of reasons, she decided to resign, leaving the post in September. Ros worked very hard for the church, often in difficult circumstances, and we want to thank her for her commitment and dedication to the role. We are also grateful to Pam Carter, who agreed to cover the office on a volunteer basis until a new Church Administrator is appointed. Our thanks also go to Jane Clark, who stepped down as Team Leader for Worship Services in September. We will miss her musical gifts and commitment to worship.

A number of church members suffered from Covid-19 over the course of the year. Most sad for all of us was the death of Rev Dr Erik Fudge on 14th November after testing positive for coronavirus. Erik had served as a non-stipendiary minister at the church for many years and was a gifted teacher. He was greatly loved by the whole congregation and will be sorely missed. Our support and prayers are with his wife, Heather, and the rest of the family in their loss.

2020 was a difficult year in the life of the church but it was marked by a desire on the part of the congregation to keep the life of the church going despite not being able to meet for worship and in the face of the illness which had so grievously affected key leaders. Many new online contacts were made, and church members found themselves doing things they would not have done before. Every week our online prayer meeting attracted good numbers and there was a determination to keep Jesus at the centre of our life. Above all we are grateful to God for his faithfulness and love during such a challenging year.

PRIORITIES FOR 2021

Our Vision is *'To glorify God and to serve the local community, sharing the heart of Jesus'.*

The coronavirus pandemic has delayed the review of the PCC Strategy that was planned for 2020. The existing strategy, therefore, remains in place:

- To prioritise growth in discipleship.
- To adopt a staged approach to the development of the Church site.
- To seek to take the Church out into the community.

However, we will be reviewing this vision statement and strategy in the course of the year, out of which new priorities may emerge.

Electoral Roll & Church Attendance

Pam Carter: Electoral Roll Officer

Following the revision of the Church Electoral Roll for the APCM on 30 June 2021 there are 173 Parishioners on the roll as compared to 177 in 2020. 4 names were removed and 0 added.

The whole roll was renewed in 2019.

The usual Sunday attendance (at all services), was not counted during October 2020 as no services took place. In 2019 it was 112.

Parochial Church Council of
St Sebastian's Church
Nine Mile Ride
Wokingham Without

Diocese of Oxford

- Not Without Jesus -

Financial statements

Of the

Parochial Church Council

For the Year ended 31 December 2020

Charity Number: 1139933

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For the year ending 31 December 2020

To the members of the Parochial Church Council of St Sebastian, Wokingham

I report on the accounts of the PCC for the year ended 31 December 2020, (which are set out on pages 6 to 14).

Respective responsibilities of the PCC and the examiner

As members of the PCC you are responsible for the preparation of the Financial Statements; you consider that the audit requirement of Regulation 3(3) and section 144 (2) of the 2011 Charities Act do not apply. It is my responsibility to:

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

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act and to be found in the PCC Accountability guidance, 5th edition, 2017 issued by the Finance Division of the Archbishops' Council. That examination includes a review of the accounting records kept by the PCC and a comparison of the accounts with those records. It also includes considering 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 I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the requirements of the 2011 Act and the Regulations have not been met; or

1. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Mr Jacob George
Accounting Partnership Ltd
74 Salisbury Close
Alton
GU34 2TP

Date: 8 Apr 2021

Parochial Church Council of St Sebastian, Wokingham

Financial statements
For the year ending 31 December 2020

The accounts for the year ended 31 December 2020 are presented on pages 6 to 14 and are in accordance with the PCC Accountability guidance, 5th edition, 2017 issued by the Finance Division of the Archbishops' Council.

Income

Total income was £166,242 (2019: £184,541). (Note 2 of the financial statements provides further details.)

Our main income source is "Voluntary income" or congregational giving (plus associated HMRC tax recovery) and we are grateful to the many faithful and generous givers (some over many years) who contribute, and without whom the Church would not run such a full programme of activities. This year donations and legacy income has decreased to £143,734 from £158,747 in 2019 due to reduced planned giving.

Activities for generating funds, arising from the letting of the Church's premises, provided £19,919 (2019: £20,858). This is primarily income from the letting of St Sebastian's Lodge, with most activities in the Church Hall suspended during 2020.

Gifts given for specific purposes as restricted funds were received during the year of £182 (2019: £613). These gifts have been used, or set aside, for the specific purposes they were given. Note 9 sets out further details of movements in restricted funds.

Expenditure

Total expenditure in the year was £162,737 (2019: £181,737). (Note 3 of the financial statements provides further details.)

The largest single item of expenditure remains the diocesan parish share of £84,866 (2019: £86,412). The parish share is set by the Diocese and Deanery according to pre-determined formulae. We pay our parish share via a 12 monthly direct debit which provides us with a 1% discount. During 2020, we employed 5 different staff members, which accounted for our second largest expenditure of £37,348 (2019: £43,790).

The Church is committed to give at least 10% of its unrestricted voluntary income to support the work of charities and reach out to those in need across the world and in the UK. This year the Church's mission and charitable giving was £14,310 (2019: £16,625) as detailed in note 12.

In 2020, unrestricted expenditure (that is general and designated funds), decreased to £162,278 from £178,541 in 2019 primarily due to staff posts remaining unfilled and a reduction in activities due to the pandemic.

In addition, rigorous cost management and budget control of our operational spend throughout the year continues and ensures we minimise the impact of inflation. We are also grateful for the many volunteers who generously provide their time and skills for the benefit of the Church and thus make a substantial saving on our running costs.

Net position

The general fund representing our everyday income and expenditure activity was in surplus by £2,727 a result close to our budgeted position. The overall result for the year was a small deficit of income over expenditure of £484 (2019: surplus of £6,274).

Funds

At the end of the year, the cash balances increased slightly to £109,915 from £109,107 in 2019, together with current asset investments of £17,760 (2019: £21,751).

Financial statements
For the year ending 31 December 2020

Reserves policy

It is PCC policy, where practicable, to maintain a minimum balance of free reserves (net current assets) equating to approximately two month's general fund payments or £29K. It is held to smooth out fluctuations in cash flow and to meet emergencies. The balance of the free reserves at 31st December 2020 was £34,727 which is slightly above this target. In November 2019, the PCC reviewed the reserves policy and agreed to maintain the target level of two month's unrestricted payments. In addition, the PCC has designated £19,095 of unrestricted funds to the "major maintenance fund" to pay for large capital maintenance items expected in the near future, on our buildings.

The development of our long-term Vision, remains a key priority for the PCC and funds to enable this have been combined into a single "Vision" fund, from two previous funds (Family & Youth work and Buildings & Facilities development). Progress during 2020 has halted work to develop more detailed plans, but we now have the opportunity to include potential new areas for ministry that have emerged as a result of the pandemic, such as online worship.

In addition, the PCC designates three further funds:

- **"Jubilee Club Fund"**, relating to this church group.
- **"Mike Page Legacy"** – during 2019, the PCC received a legacy of £5,000 from the estate of Mike Page a much loved member of the congregation. The PCC has designated these funds whilst considering options to invest funds in a way that would honour Mike's memory.
- **"IT / Computer facilities"** – created in 2019 to support and enhance IT/Computer facilities for the Church. During 2020, we used this fund to purchase a new projector in church and resolve a number of IT issues to enable staff to work from home.

Financial outlook

The challenging and uncertain economic climate means that income from regular giving continues to be under pressure. This, together with the inflationary pressures on costs, continues to mean that budgetary control and on-going cost management remain a priority. The PCC and its committees are continuing to review all of our expenditure with a view to ensuring the Church secures best value for money for expenditure incurred and during 2020 we worked hard to secure temporary reductions on our cleaning etc. contracts where the service was no longer required during periods of lockdown.

The PCC also looks closely at how we might increase our income. Following a successful pilot of the 'Parish Giving Scheme', (which encourages regular giving by Direct Debit), this was offered more widely to members of the congregation during 2020.

In addition, we recognise that to meet the needs of the growing community in our parish, significant investment in our long-term vision will be required and as the PCC prayerfully develops practical proposals we are in parallel considering how this activity might be funded, initially by use of a fund designated for this purpose (the "Vision" fund).

Financial administration

A Finance Committee appointed by the PCC has responsibility for oversight of routine financial administration, annual budgeting and preparation of financial reports. During 2020, we accelerated our move to online payments which has significantly reduced workload in cheque preparation, although introduced new internal control requirements. In particular, our thanks are due to Christina Gorham, the Church finance administrator who has battled through the new changes, working from home. Janet Rogers stepped down as treasurer at the November PCC and we are delighted that Celia Waters was appointed as the new treasurer.

Parochial Church Council of St Sebastian, Wokingham

Financial statements
For the year ending 31 December 2020

Provision of information to independent examiners

Each of the members of the PCC at the time when this report is approved has confirmed that:

- so far as he/she is aware, there is no relevant financial information of which the charity's independent Examiners are unaware, and

- that he/she has taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the independent examiners in connection with preparing his report and to establish that the independent examiner is aware of that information.

Independent examiner

A resolution proposing the re-appointment of Jacob George as independent examiner of the charity will be put to the Annual Parochial Church Meeting on June 30, 2021.

Janet Rogers, PCC Treasurer (to November 2020)
Celia Waters, PCC Treasurer (November 2020-)



Date: 5 Apr 2021

Parochial Church Council of St Sebastian, Wokingham

Financial Statements
For the year ending 31 December 2020

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2020

		General Fund	*Designated Funds*	**Total Unrestricted Funds**	**Total Restricted Funds**	**Capital Reserves**	**TOTAL FUNDS**	**TOTAL**
	£	**2020**	**2020**	**2020**	**2020**	**2020**	**2020**	**2019**
INCOME AND ENDOWMENTS	**Notes**		note 7		note 9			
Donations and Legacies	*2(a)*	143,047	500	143,547	187		**143,735**	158,747
Income from Charitable Activities	*2(b)*	1,450	76	1,526			**1,526**	2,985
Income from Investments	*2(c)*		50		1,012		**1,062**	1,951
Income from Trading Activities	*2(d)*	19,919					**19,919**	20,858
TOTAL INCOME		164,416	626	165,042	1,200		**166,242**	184,542
EXPENDITURE								
Parish Share and Fees	*3(a)*	85,293					**85,293**	87,012
Mission and Charitable Giving	*3(b), 12*	14,305			5		**14,310**	16,625
Staff Costs	*3(c), 4*	37,348					**37,348**	43,790
Ministry Costs	*3(d)*	3,014	18	3,032	85		**3,117**	7,840
Premises Costs	*3(e)*	17,871			272		**18,142**	19,804
Other Church Activities	*3(f)*	3,858	568	4,427	97		**4,524**	6,664
TOTAL EXPENDITURE		161,689	586	162,275	459		**162,734**	181,736
NET INCOMING RESOURCES BEFORE INVESTMENT GAINS (LOSSES)		2,727	40	2,767	741		**3,508**	2,806
Other Income/Expenditure								
Net (loss) gain on investments			-3,991				**-3,991**	3,468
Net Other Income			-3,991				**-2,682**	4,885
NET MOVEMENT IN FUNDS		**2,727**	**-3,952**	**-1,224**	**741**		**-484**	**6,274**
OPENING BALANCES		32,000	78,796	110,796	9,404	296,495	**416,696**	410,422
NET MOVEMENT IN FUNDS		2,727	-3,952	-1,224	741	0	**-484**	6,274
CLOSING BALANCES		**34,727**	**74,845**	**109,572**	**10,145**	**296,495**	**416,212**	**416,696**

BALANCE SHEET FOR THE YEAR ENDED 31 DECEMBER 2020

	£	2020	2019
ASSETS	*Note*		
Fixed Assets			
Investments Fixed Assets	*5a*	1,750	1,750
Tangible	*5b*	296,495	296,495
Total Fixed Assets		**298,245**	**298,245**
Current Assets			
Debtors and Prepayments	*6*	2,849	
Current asset investments	*7*	17,760	21,751
Accounts Receivable		45	
Cash at bank and in hand		109,915	109,107
Total Current Assets		**130,568**	**130,858**
Current Liabilities			
Creditors - falling due within one year	*8*	12,601	12,408
NET CURRENT ASSETS		117,967	118,451
TOTAL NET ASSETS		**416,212**	**416,696**
PARISH FUNDS			
Restricted Funds	*9*	10,145	9,404
Unrestricted Funds - Designated Funds	*7*	74,845	78,796
Unrestricted Funds - General Fund		34,727	32,000
Church Capital Reserves		296,495	296,495
CLOSING BALANCES		**416,212**	**416,696**

Approved by the Parochial Church Council on May 19, 2021 and signed on its behalf by:

The Rev Canon Andrew Marsden
Vicar, PCC Chairman

Celia Waters
PCC Treasurer

The notes on **pages 8 to 14** form part of these financial statements.

1. Accounting policies

Basis of Preparation
The financial statements have been prepared in accordance with 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 the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (SORP (FRS 102)) and the Charities Act 2011.

The PCC is a public benefit entity within the meaning of FRS 102.

The financial statements have been prepared under the historical cost convention except for the valuation of investment assets and certain of the freehold properties which are at valuation as described in the notes.

The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body, nor those that are informal gatherings of church members.

Funds

Capital reserves (or permanent endowment funds) are funds, the capital of which must be maintained; only income arising from investment of the capital reserves may be used either as restricted or unrestricted funds depending on the purpose for which the capital reserve was established. The PCC has a single permanent endowment (capital reserves) established by trust in 1968 relating to the Upkeep of the Church and Churchyard.

Restricted funds represent income from trusts and endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and donations or grants received for a specific object or invited by the PCC for a specific object. These funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund.

Restricted funds include an upkeep of church and churchyard fund held under trust deed together with a number of other restricted funds, including one for the purchase of an Automated External Defibrillator.

Unrestricted funds are general funds that can be used to fund ongoing Church expenditure. These 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 trustees' report.

Designated unrestricted funds are monies set aside by the PCC from unrestricted funds for specific purposes. That purpose is not binding on the PCC, though the PCC must be mindful of the intent when considering using the funds for other purposes. It is the simplest and most flexible way to ring fence money for special needs.

"Major Maintenance Fund", setup in January 2012 to cover large repair and maintenance items relating to the church and buildings.

"Vision Fund", established in January 2020 to grow and develop our life and ministry, particularly in the light of the expanding community in our parish and our work with families and young people, the PCC has identified the need for a fund to invest to make the vision a reality. This fund combines two previous designated funds: Family and Youth Work Fund and the Buildings and facilities development fund that were both closed in December 2019.

Notes to the financial statements
Year ended 31 December 2020

"Jubilee Club Fund", setup in September 2017 representing funds and expenditure relating to this church group.
"Mike Page Legacy" – during 2019, the PCC received a legacy of £5,000 from the estate of Mike Page a much loved member of the congregation. The PCC has designated these funds whilst considering options to invest funds in a way that would honour Mike's memory.
"IT / Computer facilities" – during 2019 we collected £1795 in donations from the congregation to support and enhance IT/Computer facilities for the Church.

Income

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resources to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Rental income from the letting of the PCC property is recognised when the rental is due. Investment income is included in the accounts when receivable. Investment gains and losses include any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year. All other income is accounted for gross.

Expenditure

Grants and donations are accounted for when paid over, or when awarded, if that reward creates a binding or constructive obligation of the PCC. The diocesan parish share is accounted for when due. Amounts received specifically for mission are dealt with as restricted funds. All other expenditure is generally recognised when it is incurred and is accounted for gross.

It is the policy of the PCC that at least 10% of our voluntary unrestricted giving (and related recoveries of income tax) should be used for missionary and charitable giving: at the year-end amounts are accrued to comply with this policy.

Fixed assets
As Consecrated and benefice property of any kind is excluded from the statutory definition of "charity" by Section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time). No valued is placed on these assets in the financial statements. No individual item has cost more than £1,000 so all such expenditure has been written off when incurred.

Freehold properties are either stated at cost when built by the Parish or stated at valuation when donated to the PCC. Fixed asset investments are stated at cost.

Other Tangible fixed assets are capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt. Depreciation is calculated to write off the capitalized cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows: *Land* - Nil / *Buildings** - Nil / *Fixtures & Fittings* - 20 years

*No depreciation is provided on buildings as the currently estimated residual value of the properties is not less than their carrying value.

Current assets
Current asset investments are held at market value.

Parochial Church Council of St Sebastian, Wokingham

Notes to the financial statements
Year ended 31 December 2020

2. Income and Endowments

	General Fund	*Designated Funds*	Total Unrestricted Funds	Total Restricted Funds	TOTAL FUNDS	Total
	2020	**2020**	**2020**	**2020**	**2020**	2019
INCOME						
2(a) Donations and Legacies						
Gift Aided Income						
Other Tax efficient giving	845		845		845	2,508
Planned Giving	116,838		116,838		116,838	118,673
Sub-Total Gift Aided Income	117,683		117,683		117,683	121,181
Tax recoverable	24,188		24,188		24,188	23,529
Collections at Services	456		456	5	461	4,618
Other Donations non gift aid	720		720		720	6,245
Nominated Gifts				182	182	2,624
Restricted Grant Received						550
Legacies		500	500		500	
Sub-Total Donations and Legacies	143,047	500	143,547	187	143,734	158,747
2(b) Income Charitable activities						
Charitable Activities - Fees	1,448		1,448		1,448	2,390
Charitable Activities - Other	2	76	78		78	595
Sub-Total Income Charitable activities	1,450	76	1,526		1,526	2,985
2(c) Income from Investments						
Sykes Legacy Divds & Interest		50	50		50	968
Dividends Restricted Funds				1,012	1,012	983
Sub-Total Income from Investments		50	50	1,012	1,062	1,951
2(d) Income from Trading Activities						
Church Hall Rental Income	587		587		587	1,774
St Sebs Lodge Rental Income	19,332		19,332		19,332	19,084
Sub-Total Income from Trading Activities	19,919		19,919		19,919	20,858
TOTAL INCOME	**164,416**	**626**	**165,042**	**1,199**	**166,241**	**184,541**

Notes to the financial statements
Year ended 31 December 2020

3. Expenditure

	General Fund	*Designated Funds*	Total Unrestricted Funds	Total Restricted Funds	TOTAL FUNDS	TOTAL
	2020	*2020*	**2020**	**2020**	**2020**	2019
EXPENDITURE						
3(a) Parish Share and Fees						
Diocese and Deanery Fees	427		427		427	600
Parish Share	84,866		84,866		84,866	86,412
Sub-total 3(a) Parish Share and Fees	85,293		85,293		85,293	87,012
3(b) Mission and Charitable Giving	14,305		14,305	5	14,310	16,625
3(c) Staff Costs	37,348		37,348		37,348	43,790
3(d) Ministry Costs						
Church Services Costs	2,438		2,438	51	2,489	2,563
Education Evangelism & Pastoral	20	18	38	34	72	1,253
Family and Youth	557		557		557	4,025
Sub-total Ministry Costs	3,015	18	3,033	85	3,118	7,841
3(e) Premises Costs	17,872		17,872	272	18,144	19,805
3(f) Other Church Activities						
Communications	2,376		2,376		2,376	3,617
Independent Examiner's Fee	500	0	500		500	500
Other Administration Expenses	983	568	1,551	97	1,648	2,547
Sub-total Other Church Activities	3,859	568	4,427	97	4,524	6,664
TOTAL EXPENDITURE	**161,692**	**586**	**162,278**	**459**	**162,737**	**181,737**

Notes to the financial statements
Year ended 31 December 2020

4. Staff Costs

	2020	2019
Pension Contributions	654	414
Salaries	37,000	43,370
Social Security Costs	-306	5
Total Staff Costs	37,348	43,789

There were 5 different employees in post throughout the year 2020 and 3 employees in post at 31.12.20.
There were no employee benefits to key management personnel in this year or previous years.

5. Fixed assets

(a) Tangible fixed assets - freehold land and buildings – at 31 December 2020

	£
Actual/deemed cost	296,495
Accumulated Depreciation	0
Net Book Value	296,495

Freehold land and buildings comprise the church hall and the parish centre, both of which were built by the PCC and are stated at cost of £201,495, and St Sebastian's Lodge which is stated at a valuation made in the year of donation to the PCC of £95,000. It is not considered that the current value of the freehold properties is lower than their stated cost and accordingly no depreciation has been provided. The PCC do not see any benefit in obtaining a current valuation of these properties.

(b) Investments – at 31 December 2020

	£
CBF Investment fund - 1,764 shares	1,750
	1,750

The CBF Investment funds represents permanent endowment (capital reserves) relating to the Upkeep of the Church and Churchyard restricted fund.

6. Debtors

	31 Dec 20	31 Dec 19
Other Debtors - HMRC Recovery	2,849	
Accounts Receivable	45	
Total Debtors and prepayments	2,894	0

7. Designated Funds

The PCC has designated funds for four purposes: Vision Fund (combining the former Buildings and Facilities Development and Family and Youth Work funds), the Major Maintenance fund, activities relating to the 'Jubilee Club' and a fund relating to church IT/computer facilities. During 2020, the PCC received a legacy of £500 from a former member of the Jubilee Club. The PCC has designated these funds to the Jubilee Club fund whilst considering options to best invest these funds to support the Jubilee Club.

Notes to the financial statements
Year ended 31 December 2020

The investments are stated at the market value prevailing at 31 December 2020.

	Vision Fund	Jubilee Club Fund	IT / Computer Fund	Major Maintenance Fund	Page Legacy	Vision Fund - Invest	Total Designated Funds
Opening Balance (31.12.19)	30,550	835	1,566	19,095	5,000	21,751	78,797
Total Income	50	576					626
Total Expense		-18	-568				-586
Net (loss) gain on investments						-3,991	-3,991
Closing Balance (31.12.20)	30,599	1,393	998	19,095	5,000	17,760	74,845

8. Creditors - amounts falling due within one year

	31 Dec 20	31 Dec 19
Rent in Advance - SSL	1,350	1,611
Accruals (General)	500	645
Accruals (Utilities)	69	60
Tithing Provision	10,559	9,910
HMRC Payroll Creditor/Debtor		94
Pension B&CE Creditor	123	88
	12,601	12,408

9. Restricted Funds

	Specific Collections-Charity	Church / CYard Fund	Other Restricted Funds	Total Restricted Funds
Opening Balance (31.12.2019)		2,973	6,431	9,404
Total Income	5	1,012	182	1,200
Total Expense	-5		-454	-459
Closing Balance (31.12.20)		3,985	6,159	10,145

Restricted funds include an upkeep of Church and churchyard fund together with a number of other funds, including grants awarded for specific purposes by Wokingham United Charities and Wokingham Without Parish Council (£5,500)

10. Disclosure of trustee and staff remuneration, related party and other transactions

PCC members Rev Canon Andrew Marsden and Mary Unwin are also Governors of St Sebastian's School. During the year, the PCC made grants of £986 to the school to pay for bibles for the children and staff.

PCC member Richard Tudor is also a Trustee of the Mityana Charity. During the year, the PCC made a grant of £1,200 to the Mityana Charity.

During the year, the PCC made a grant of £420 to support Chris Thomas through his Discipleship Training School in York. He is the son of PCC member Sue Thomas.

The Church Administrator, employed by the PCC (to September 2020) is married to one of the Trustees (Rev Canon Andrew Marsden) and their salary, employer national insurance and pension contributions were £8,964 (2019 - £7,146).

The Church Finance Administrator, employed by the PCC, is married to one of the Trustees (Andrew Gorham) and their salary, employer national insurance and pension costs were £2,971 (2019 - £1,780). The Children's Worker employed by the PCC (to March 2020), is married to one of the Trustees (Mike Jeremiah) and their salary, employer national insurance and pension costs were £1,862 (2019 - £6,888).

The Rev Canon Andrew Marsden, chair of the PCC, received reimbursement of £243 (2019 £735) for general travel expenses. No other payments or expenses were paid to any other member of the PCC or person closely connected to them or related parties, other than the re-imbursement of expenses incurred by PCC members in respect of Church activities.

PCC indemnity insurance cover is provided for all PCC members as part of the Ecclesiastical Parish Plus Insurance policy entered into on annual basis. The annual premium for the combined church, parish centre and hall insurance, which also covers areas such as employer's liability, property damage, consequential loss and financial loss, is £3,999 for the year to 30 April 2021. The cost of the indemnity insurance cover is not separately identifiable.

11. Fees payable to the Independent Examiner

The independent examiner fee is £500.

12. Charitable grants and special collections

The Church is committed to give at least 10% of its unrestricted voluntary income to support the work of charities and reach out to those in need across the world and in the UK. In 2020, we granted a total of £14,310 (2019: £16,667), funded by the 10% tithe (£14,305, 2019: £14,800) and specific collections for named charities. In addition, accumulated funds from previous year's unspent tithing allocations, are shown as a creditor in Note 8 Creditors.

During the year, charitable grants were made to the following organisations:

Charity / Organisation	£
Mitiyana Charity	1,700
Open Doors	1,700
Univida	1,700
Yeldall Christian Centre	1,700
Just Around The Corner (JAC)	1,200
Soulscape	1,200
Berkshire Clergy Charity	1,000
Elim International Missions (Bulembu Ministries / Dan Smart)	1,000
St Sebastians C of E Primary School	986
Thomas Chris (Discipleship Training School)	420
Bible Reading Fellowship	400
Hardship Fund	300
Krasif Aid	155
Oasis International	200
Set aside for future giving	649
Grand Total	**14,310**