

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOSEPH THE WORKER, NORTHOLT WEST END

England & Wales · Charity number 1143756

Details

Other names ST JOSEPH'S PCC

Status Registered

Legal form Previously excepted

Registered 2011-09-12

Register [View on the Charity Commission register](#)

Contact

Address St Joseph the Worker Parish Church
Beauvais Terrace
Yeading
UB5 6JT

Phone 0208 842 4766

Email saintjosephtheworkernortholt@gmail.com

Website www.josephtheworker.org

Activities

Objects: PROMOTING IN THE ECCLESIASTICAL PARISH THE WHOLE MISSION OF THE CHURCH.

Activities: Regular public worship open to all. Pastoral working, including visiting the sick and bereaved. Teaching of Christianity through sermons, courses and small groups. Taking religious assemblies in schools and enabling school visits to the church. Provision of some community events, for older people. Support to charities.

Classification

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

Geography

- Ealing
- Hillingdon

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£64,903	£55,131	-	-
2023-12-31	£74,383	£64,825	-	-
2022-12-31	£63,427	£52,284	-	-
2021-12-31	£84,553	£63,780	-	-
2020-12-31	£130,549	£131,743	-	-

Trustees

Name	Role	Appointed
Emmanuella Osejindu		2018-03-18
GARTH WILLIAMS		2020-01-01
Jessica Osejindu		2020-10-11
MUKOZOKE FERGUSON		2014-04-27
Patricia Hannington		2020-10-11
Patricia Nelson		2014-04-27
RONALD GEORGE MCCANN		2014-04-27
Randolph Reid		2014-04-27
Sarah Wendy Trueman		2014-04-27

Accounts

THE PARISH CHURCH OF SAINT JOSEPH THE WORKER, NORTHOLT

**REPORT AND FINANCIAL STATEMENTS
FOR YEAR TO 31 DECEMBER 2024**

Charity registration number 1143756

Independent Examiner's Report to the PCC of St. Joseph the Worker, Northolt.

I report on the accounts for the year ended 31st December 2024.

Respective responsibilities of the PCC and Independent Examiner

As members of the PCC you consider that an audit is not required for this year under section 145(1) of the Charities Act 2011 and that an independent examination is needed.

I am required to check that:

- an examination is required under section 145(1) of the Charities Act 2011
- section 144(1) (audit) of the Charities Act 2011 does not apply to the charity
- the current thresholds for audit are not exceeded. These thresholds are currently set out in section 144 of the Charities Act 2011 as amended by the Charities Act 2011 (Accounts and Audit) Order 2015
- where the charity is a small company charity, it is exempt from audit in accordance with section 477 of the Companies Act 2006
- where accounts are prepared on a receipts and payments basis under section 133 of the Charities Act 2011, that the charity trustees have elected to prepare accounts under this sub-section
- if the charity has subsidiaries, the group income is below the threshold for the preparation of group accounts (section 138 of the Charities Act 2011). The current threshold is specified in The Charities Act 2011 (Group Accounts) Regulations 2015

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 Commissioners section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of Independent Examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the management committee concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

Independent Examiner's Statement

In connection with my examination, no matters have come to my attention which give me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with s.130 of the 2011 Act
- or to prepare accounts which accord with these accounting records have not been met
- or to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Alan M Rix B.Sc. MIET
31 Norfolk Road
Uxbridge
Middx
UB8 1BL

Date: 3rd May 2025
Examiner's Report

Financial Statement for the year ending 31 December 2024

		Unrestricted	Designated	Restricted	Total	Var %		
	Notes	Funds	Funds	Funds	Total 2024	2023		
		£	£	£	£	£		
Receipts								
Giving	Planned (regular) giving	1	8,717		8,717	17,616	-51%	
	Unplanned giving	2	13,812	1,350	15,162	16,487	-8%	
	One Off Donation	3	621	0	621	5,679	-89%	
	Gift aid tax recovery	4	0		0	6,060	-100%	
			23,150	1,350	0	24,500	45,842	-47%
Other Receipts								
	Legacy Donation	5	57		57	2,750	-98%	
	Activities for generating funds	-	0		0	2,010	-100%	
	Rental Property	6	15,160	4,000	19,160	18,600	3%	
	Hall and premises Hire	7	17,786	0	1,500	19,286	5,168	273%
	Other		1,900		1,900	14		
	Total General Fund Income		58,053	5,350	1,500	64,903	74,383	-13%
Payments								
	Diocesan Common Fund	8	20,160		20,160	19,200	5%	
	Fees paid to the Dioceses				-	-		
	Church Running Costs	9	23,082	1,350	24,432	20,066	22%	
	Church Maintenance and renovations	10	5,406		5,406	19,521	-72%	
	Rental property maintenance	11	-		-	851	-100%	
	Nominated Tithes paid		-	-	-	-		
	Insurance	12	3,133		3,133	2,714	15%	
	Others		2,000	-	2,000	2,473	-19%	
	Total payments		53,781	1,350	-	55,131	64,825	-15%
	Excess of income over expenditure		4,272	4,000	1,500	9,772	9,558	2%
	Prior year accrual reversal		4,272	4,000	1,500	9,772	9,558	2%
	Bank current & deposit account 1 Jan 2024		3,008	54,394		57,402	47,844	0
	Bank current & deposit account 31 Dec 2024		7,280	58,394	1,500	67,174	57,402	17%

Balance Sheet 2024

GBP (£)	Total	General	Deposit
Balance 1st January 2024	57,402	4,642	52,760
Income to general fund account	64,903	24,707	40,196
Expenditure for general account fund	55,131	55,027	105
Transfers	0	26,400	-26,400
Balance 31 December 2024	67,174	722	66,452

Held as:	<u>Total</u>	<u>General</u>	<u>Deposit</u>
General fund account	722	722	
Deposit	66,452		66,452
Church of England deposit fund			
Total as bank statements	67,174	722	66,452
Less uncleared cheques	0		
Less uncleared online payments	0		
Plus uncleared credit/cash deposits	0		
Total holdings (GBP £)	67,174	722	66,452

Physical Assets (GBP £)

8 Wells Close	456,000
Piano	0

Assets and Liabilities Statement 2024

Assets

Monetary Assets (GBP £)

	<u>General use</u>	<u>Designated</u>	<u>Restricted</u>	<u>Total</u>
General bank account (allowing for uncleared items)	722			722
Church of England deposit fund				0
Deposit		63,054	3,398	66,452
Total monetary assets	722	63,054	3,398	67,174

Physical assets

8 Wells Close				456000
Piano				0
Total Assets				523,174

Restricted funds in General Accounts and Deposit A/c

	Amount (GBP £)
Youth work donation	1000
Soul survivor	165
Outreach program funding remains	733
Tenant Deposit	1500
Total	3398

Designated Funds

	Amount (GBP £)
Reserves	63,054

- 1 Planned giving – regular tithes from members of the congregation through direct debits and standing orders, most of this donation is eligible for Gift aid
- 2 Unplanning and loose collection – giving mainly through offertory plate and card machine. Many regular members give tithes in this way and are encouraged to set up direct debit with the Parish Just Giving Scheme.
- 3 One off donation received from church members, this included one amounts donated by member of the congregation for the outgoing priest.
- 4 Gift Aid tax recovery – No tax recovered for eligible donations
- 5 Legacy donations – Donation through estate through wills from former members.
- 6 Rental property – the church has a property that is use for Curate. This is let on short term let.
- 7 Hire of hall and premises – The Church Hall is regularly hired for worship, leisure activities and community events.
- 8 Other income - Car park rental - inposts.
- 9 Diocesan Common Fund – Annual pledge
- 9 Church running costs - mainly
- £550 - Bank Charges
 - £2,148 - Advertising
 - £423 - Worship licenses
 - £1,700 - Printing & Photocopying
 - £360 - Website
 - £70 - Flowers
 - £1,937 - Visiting priests
 - £1,550 - Priest Installation visit
 - £2,895 - Cleaning
 - £2,142 – Candles & pastoral care
 - £1,632 - Furniture replacement
 - £528 - Internet
 - £6,688 – Utilities
- 11
10. General church maintenance of church and renovations property – include new ramp of the bell and bell tower maintenance, gas and electrical compliance.
- 12
- 11 Maintenance of rental property
- 12 Building and content insurance

Financial Review

RECEIPTS

Receipts through planned giving, envelopes, and cash collections during services in 2024 was £24,500, a decrease of 47% compared to 2023. The decrease was largely due lower tax Gift aid tax rebate and lower planned giving. In addition, the church received the following amounts:

- £19,286 – income received from hiring the Dovetail centre for the activities.

- £19,160 – rental income from church property.
- £1,900 – income received from car park
- £57 – legacy donation

Overall total income received by the church in 2023 was £64,903 down -13% on prior year.

EXPENDITURE

Total expenditure in 2024 including routine maintenance of Church, renovation and Church Rental Property was £55,131 a decrease of 15% on prior year.

In addition to the running cost outlined in note 10 above, other costs are as follows:

- £20,160 - contribution to the Dioceses common fund. This amount was up 5% on prior year's contribution. The common fund is used to help pay the costs of keeping clergy in parishes, and to contribute towards the wider work of the Church of England. It covers wages, pension, housing, training, and other miscellaneous stipends
- £5,406 – routine maintenance and renovation of the church including building a ramp, maintain the church bell and bell tower as well as legislative compliance.
- £3,133 - insurances
- £2,000 – other miscellaneous items

Bank Balances and Reserves

The bank balance at 31st December 2024 was £67,174, an increase of 17% on the previous year. Of this £63,054 has been designated for major church maintenance projects and a further £3,398 is restricted for specific purposes.

Reserves Policy

It is PCC policy for the church not to hold excessive funds but to use donations and grants in furtherance of the church's current defined needs, charitable purposes, and outreach projects. However, it is sensible to hold in reserve reasonable sums to meet unforeseeable expenses, longer term anticipated expenses/projects and any reduction in income.

The following reserve policy was agreed by the PCC in 2023:

- A sum not exceeding three months' salary and any liability for redundancy payments may be held in respect of every employee.
- The equivalent of four months general running costs may be held in reserve.
- Every year the sum of £2,000 may be allocated to a designated fund for major building repairs. This fund must not exceed £15,000 without review.
- Every year the sum of £1,000 may be allocated to a designated fund for the renewal of equipment and furniture. This reserve must not exceed £15,000 without review.
- No more than 20% of unrestricted general fund receipts in any year may be allocated to reserves.
- The policy is to be review annually.

The above provision for reserve funds will be in addition to any restricted income donated for specific purposes.

Accounts

THE PARISH CHURCH OF SAINT JOSEPH THE WORKER, NORTHOLT

**REPORT AND FINANCIAL STATEMENTS
FOR YEAR TO 31 DECEMBER 2023**

Charity registration number 1143756



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Basis of Independent Examiner's Statement

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An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the management committee concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

Independent Examiner's Statement

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- to keep accounting records in accordance with s.130 of the 2011 Act
- or to prepare accounts which accord with these accounting records have not been met
- or to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Financial Statement for the year ending 31 December 2023

		Unrestricted Funds	Designated Funds	Restricted Funds	Total 2023 £	Total 2022 £	Var % 23-22	
Notes		£	£	£	£	£		
Receipts								
Giving	Planned (regular) giving	1	17,616		17,616	14,789	19%	
	Unplanned giving	2	16,487		16,487	12,399	33%	
	One Off Donation	3	4,000	1,679	5,679	4,242	34%	
	Gift aid tax recovery	4	6,060		6,060	0		
			44,163	1,679	0	45,842	31,431	46%
Other Receipts								
	Legacy Donation	5	2,750		2,750	0		
	Activities for generating funds	6	2,010		2,010	0		
	Rental Property	7	9,300	9,300	18,600	18,024	3%	
	Hall and Car park rental	8	3,592	1,576	5,168	9,570		
	Other		14		14	4,402	-100%	
	Total General Fund Income		61,828	12,555	0	74,383	63,427	17%
Payments								
	Diocesan Common Fund	9	19,200		19,200	18,000	7%	
	Fees paid to the Dioceses				-			
	Church Running Costs	10	20,066		20,066	22,069	-9%	
	Church Maintenance and renovations	11	19,521		19,521	7,928	146%	
	Rental property maintenance	12	-	851	851	774	10%	
	Nominated Tithes paid		-		-	500	-100%	
	Insurance	13	2,714		2,714	2,486	9%	
	Others		1,064	1,409	2,473	527	369%	
	Total payments		62,565	2,260	-	64,825	52,284	24%
	Excess of income over expenditure		(737)	10,295	000	9,558	11,143	-14%
	Prior year accrual reversal		(737)	10,295	000	9,558	11,143	-14%
	Bank current & deposit account 1 Jan 2023		3,745	44,099		47,844	36,700	0
	Bank current & deposit account 31 Dec 2023		3,008	54,394	000	57,402	47,843	20%

Balance Sheet as at 31 December 2023

GBP (£)	Total	General	Deposit
Balance 1st January 2023	47,843	3,745	44,098
Income to general fund account	74,375	50,607	23,768
Expenditure for general account fund	64,816	64,709	107
Transfers	0	15,000	-15,000
Balance 31 December 2023	57,402	4,642	52,760

Held as:	Total	General	Deposit
General fund account	4,642	4,642	
Deposit	52,760		52,760
Church of England deposit fund			
Total as bank statements	57,402	4,642	52,760
Less uncleared cheques	0		
Less uncleared online payments	0		
Plus, uncleared credit/cash deposits	0		
Total holdings (GBP £)	57,402	4,642	52,760

Physical Assets (GBP £)

8 Wells Close	456000
Piano	0

Assets and Liabilities Statement 2023

Assets

Monetary Assets (GBP £)	General use	Designated	Restricted	Total
General bank account (allowing for uncleared items)	2,744		1898	4,642
Church of England deposit fund				0
Deposit		52,760		52,760
Total monetary assets	2,744	52,760	1,898	57,402
Physical assets				
8 Wells Close				456000
Piano				0
Total Assets				513,402

Restricted funds in General Accounts and Deposit A/c

Amount (GBP £)

Youth work donation	1000
Soul survivor	165
Outreach programme funding remain	733
Total	1898

Designated Funds

Amount (GBP £)

Reserves	52,760
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Notes to the Account for the year ending 31 December 2023

- 1 Planned giving – regular tithes from members of the congregation through direct debits and standing orders, most of this donation is eligible for Gift aid
- 2 Unplanning and loose collection – giving mainly through offertory plate and card machine.
- 3 One off donation received from church members and grants.
- 4 Gift Aid tax recovery – Amount of tax recovered for eligible donations
- 5 Legacy donations – Donation through estate through wills from former members.
- 6 Activities for generating funds - Misc income from various church activities including petty sale and events such as Christmas fair.
- 7 Rental property – Church property
- 8 Hall and car park rental – Hall used worship, community activities and leisure and car park for inposts.
- 9 Diocesan Common Fund – Annual pledge
- 10 Church running costs - mainly
 - £7,327 for energy and water
 - £405 for worship and music and licences
 - £965 for telecommunication and website
 - £1,811 for candles, communion wine and pastoral care
 - £2,987 for photocopying and printing
 - £4,958 for Furniture and equipment
 - £375 for flowers hospitality
 - £557 for hospitality
 - £575 for misc. expenses
 - £105 for children art and craft activities
- 11 General church maintenance of church and renovations property – include restoration of the bell and bell tower, lighting upgrade, gas and electrical compliance.
- 12 Maintenance of rental property
- 13 Building and content insurance

Financial Review

RECEIPTS

Receipts through planned giving, envelopes, and cash collections during services in 2023 was £41,463, an increase of 46% compared to 2022. The increase was largely driven by the tax Gift aid tax rebate. In addition, the church received the following amounts:

- £5,168 – income received from hiring the Dovetail centre for the activities.
- £18,600 – rental income from church property .
- £2010 – income received from petty sales
- £2,750 – legacy donation

Overall total income received by the church in 2023 was £74,383 up -17% on prior year.

EXPENDITURE

Total expenditure in 2023 including routine maintenance of Church, renovation and Church Rental Property was £64,824 an increase of 24% on prior year.

In addition to the running cost outlined in note 10 above, other costs are as follows:

- £19,200 - contribution to the Dioceses common fund. This amount was up 3% on prior year's contribution. The common fund is used to help pay the costs of keeping clergy in parishes, and to contribute towards the wider work of the Church of England. It covers wages, pension, housing, training, and other miscellaneous stipends
- £19,521 – routine maintenance and renovation of the church including restoration of the church bell and bell tower as well as legislative compliance.
- £851 – maintenance of rental property
- £500 – giving to Nominated charities
- £2,714 - insurances
- £1,973 – other miscellaneous items

Bank Balances and Reserves

The bank balance at 31st December 2023 was £57,403, an increase of £9,559 on the previous year. Of this £52,760 has been designated for major church maintenance projects and a further £1,898 is restricted for specific purposes.

Reserves Policy

It is PCC policy for the church not to hold excessive funds but to use donations and grants in furtherance of the church's current defined needs, charitable purposes, and outreach projects. However, it is sensible to hold in reserve reasonable sums to meet unforeseeable expenses, longer term anticipated expenses/projects and any reduction in income.

The following reserve policy was agreed by the PCC in 2016:

- A sum not exceeding three months' salary and any liability for redundancy payments may be held in respect of every employee.

- The equivalent of four months general running costs may be held in reserve.
- Every year the sum of £2,000 may be allocated to a designated fund for major building repairs. This fund must not exceed £15,000 without review.
- Every year the sum of £1,000 may be allocated to a designated fund for the renewal of equipment and furniture. This reserve must not exceed £15,000 without review.
- No more than 20% of unrestricted general fund receipts in any year may be allocated to reserves.
- The policy is to be review annually.

The above provision for reserve funds will be in addition to any restricted income donated for specific purposes.

Accounts

10. Financial Review

RECEIPTS

Receipts through planned giving, envelopes, and cash collections during services in 2022 was £31,040 – down 33% on last year. In addition, the church received the following amounts:

- £9,570 – income received from hiring the Dovetail centre for the Covid vaccination programme
- £18,024 – rental income from church property .
- £634 – income received from petty sales
- £636 – parish fees from funerals and weddings payable to the Dioceses

Overall total income received by the church in 2022 was £63,427 down -33% on prior year mainly due to decline in donations.

EXPENDITURE

Total expenditure in 2022 including routine maintenance of Church and Church Rental Property was £52,284 down 22% on prior year.

Breakdown of expenditure is as follows:

- £18,000 - contribution to the Dioceses common fund. This amount was up 13% more than prior year's contribution but well below our target . The common fund is used to help pay the costs of keeping clergy in parishes, and to contribute towards the wider work of the Church of England. It covers wages, pension, housing, training, and other miscellaneous stipends
- £7,928 – routine maintenance of the Church
- £774 – maintenance of rental property
- £500 – giving to Nominated charities
- £2,486 - insurances
- £527 – other miscellaneous items

The rest covered the running costs of the Church and the Dovetail Centre.

Adding bank and deposit balances brought forward at the beginning of the year, the total balances carried forward on 31st December £47,843 of which £44,099 has been designated for major church maintenance projects and the acquisition of a printer and £1,898 is restricted for specific purposes.

11. Reserves Policy

It is PCC policy for the church not to hold excessive funds but to use donations and grants in furtherance of the church's current defined needs, charitable purposes, and outreach projects. However, it is sensible to hold in reserve reasonable sums to meet unforeseeable expenses, longer term anticipated expenses/projects and any reduction in income.

The following reserve policy was agreed by the PCC in 2016:

- A sum not exceeding three months' salary and any liability for redundancy payments may be held in respect of every employee.
- The equivalent of four months general running costs may be held in reserve.
- Every year the sum of £2,000 may be allocated to a designated fund for major building repairs. This fund must not exceed £15,000 without review.
- Every year the sum of £1,000 may be allocated to a designated fund for the renewal of equipment and furniture. This reserve must not exceed £15,000 without review.
- No more than 20% of unrestricted general fund receipts in any year may be allocated to reserves.
- The policy is to be reviewed annually.

The above provision for reserve funds will be in addition to any restricted income donated for specific purposes.

Financial Statement for the Year Ending 31 December 2022

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2022 £	Total 2021 £	Var % 22-21
Receipts							
Giving							
Planned (regular) giving	1	14,789	-	-	14,789	21,056	-42% ▼
Unplanned giving	2	12,399	-	-	12,399	11,121	10% ▲
One off donation	3	3,851	391	-	4,242	15,037	-254% ▼
Roof/Building project		-	-	-	-	2,850	
Gift aid tax recovery		-	-	-	-	8,374	
		31,040	391	-	31,431	58,438	-46% ▼
Other voluntary receipts							
Legacy donation		-	-	-	-	-	
Activities for generating funds		-	-	-	-	-	
Rental property	4	-	18,024	-	18,024	13,275	26% ▲
Hall and Car park Rental	5	8,270	1,300	-	9,570	9,650	-1% ▼
Insurance Claim settlement		-	-	-	-	-	
Transfer to Dovetail account		-	-	-	-	-	
Other misc income	6	4,401	1	-	4,402	3,191	28% ▲
Total General Fund Income		43,711	19,717	-	63,427	84,553	-25% ▼
PAYMENTS							
Diocesan Common Fund	7	18,000	-	-	18,000	15,750	13% ▼
Fees paid over to Dioceses		-	-	-	-	156	
Church Running Costs	8	22,069	-	-	22,069	15,921	28% ▼
Church Maintenance and renovations	9	4,306	3,622	-	7,928	25,193	-218% ▲
Rental property Maintenance	10	774	-	-	774	3,489	-351% ▲
Major building works		-	-	-	-	-	
Nominated Tithes paid		500	-	-	500	450	10% ▼
Costs of generating funds		-	-	-	-	-	
Loan repayment		-	-	-	-	-	
Insurance	11	2,486	-	-	2,486	2,374	5%
Other		423	104	-	527	446	15% ▼
Total payments		48,558	3,726	-	52,284	63,780	-18% ▲
Excess of receipts over payments		(4,847)	15,991	-	11,144	20,774	-86% ▲
Prior year accruals reversal		(4,847)	15,991	-	11,144	20,774	-86%
Bank account current and deposit 1 Jan		8,592	28,108	-	36,700	15,926	57% ▲
Bank account current and deposit 31 Dec		3,745	44,099	-	47,843	36,700	23% ▲

Notes

- 1 Planned giving - most of which is eligible for Gift aid
- 2 Unplanning and loose collection (offertory plate)
- 3 One off donations received from church members
- 4 Rental Income - Church property
- 5 Hall rental - COVID Vaccination centre
- 6 Misc income from various church activities including petty sale
- 7 Common fund pledge payment
- 8 Church running costs - mainly
 - £6,398 for energy and water
 - £393 for worship and music and licences
 - £965 for telecommunication and website
 - £4,804 for candles, communion wine and pastoral care
 - £3,177 for photocopying and printing

£4,684 for Furniture and equipment
 £546 for flowers hospitality
 £694 for hospitality
 £324 for misc expenses
 £84 for children art and craft activities

- 9 General church maintenance of church and rental property
- 10 Maintenance of rental property
- 11 Building and content insurance

Balance Sheet 2022

GBP (£)	Total	Church	Dovetail
Balance at 1st January 2022	36,700	8,592	28,108
Income to general fund account	63,427	43,711	19,717
Expenditure from general fund account	52,284	48,558	3,726
Transfer to Dovetail account	0		
Balance at 31st December 2022	47,843	3,745	44,099

0 0

Held as:	Total	Church	Dovetail
General Fund Account	3,745	3,745	0
Dovetail Account	44,099	0	44,099
Church of England Deposit Fund	0		0
Total as bank statements	47,843	3,745	44,099
Less uncleared cheques	0		0
Less uncleared online bank payments	0		0
Plus uncleared credits/Cash deposits	0		0
Total holdings (GBP £)	47,843	3,745	44,099

Physical Assets (GBP £)

8 Wells Close	456,000
Piano	0

Asset and Liabilities Statement 2022

Assets

Monetary Assets (GBP £)	General use	Designated	Restricted	Total
General Bank Account (allowing for uncleared items)	1,847		1,898	3,745
Church of England Deposit Account				0
Dovetail Bank Account		44,099		44,099
Total monetary assets	1,847	44,099	1,898	47,843
Physical Assets				
8 Wells Close				456,000
Piano				0
Total assets				503,843

Restricted Funds in General Accounts & Dovetail a/c	Amount (GBP £)
Youth work donation	1,000
Soul survivor	165
Outreach programme funding remaining	733
Total	1,898
Designated Funds	Amount (GBP £)
Reserves	44,099



Independent Examiner's Report to the PCC of St. Joseph the Worker, Northolt.

I report on the accounts for the year ended 31st December 2022.

Respective responsibilities of the PCC and Independent Examiner

As members of the PCC you consider that an audit is not required for this year under section 145(1) of the Charities Act 2011 and that an independent examination is needed.

I am required to check that:

- an examination is required under section 145(1) of the Charities Act 2011
- section 144(1) (audit) of the Charities Act 2011 does not apply to the charity
- the current thresholds for audit are not exceeded. These thresholds are currently set out in section 144 of the Charities Act 2011 as amended by the Charities Act 2011 (Accounts and Audit) Order 2015
- where the charity is a small company charity, it is exempt from audit in accordance with section 477 of the Companies Act 2006
- where accounts are prepared on a receipts and payments basis under section 133 of the Charities Act 2011, that the charity trustees have elected to prepare accounts under this sub-section
- if the charity has subsidiaries, the group income is below the threshold for the preparation of group accounts (section 138 of the Charities Act 2011). The current threshold is specified in The Charities Act 2011 (Group Accounts) Regulations 2015

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 Commissioners section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of Independent Examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commission.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the management committee concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

Independent Examiner's Statement

In connection with my examination, no matters have come to my attention which give me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with s.130 of the 2011 Act
- or to prepare accounts which accord with these accounting records have not been met
- or to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Accounts

10. Financial Review

RECEIPTS

Receipts through planned giving, envelopes, and cash collections during services in 2021 was £41,413 – up 31% on last year. In addition, the church received the following amounts:

- £8,374 - gift aid tax claims on giving and eligible donations collected in 2019
- £2,850 - donations towards special projects.
- £9,650 – income received from hiring the Dovetail centre for the Covid vaccination programme
- £13,275 – rental income from church property .
- £1,260 – income received from petty sales
- £905 – parish fees from funerals and weddings payable to the Dioceses

Overall total income received by the church in 2021 was £84,553 down -36% on prior year (prior year receipts included £65k – a one-off building insurance claim settlement claim)

EXPENDITURE

Total expenditure in 2021 including routine maintenance of Church and Church Rental Property was £63,780 down 52% on prior year (note that prior year included £89k of one off major building work). Breakdown of expenditure is as follows:

- £15,750 - contribution to the Dioceses common fund. This amount was 17% more than prior year's contribution but well below our target mainly due to the fall in regular donation following the closure of the Church during the Covid pandemic. The common fund is used to help pay the costs of keeping clergy in parishes, and to contribute towards the wider work of the Church of England. It covers wages, pension, housing, training, and other miscellaneous stipends
- £25,193 – routine maintenance of the Church
- £3,489 – maintenance of rental property
- £450 – giving to Nominated charities
- £2,374 - insurances
- £602 – other miscellaneous items

The rest covered the running costs of the Church and the Dovetail Centre.

Adding bank and deposit balances brought forward at the beginning of the year, the total balances carried forward on 31st December £36,700 of which £28,108 has been designated for church maintenance projects and the acquisition of a printer and £1,898 is restricted for specific purposes.

11. Reserves Policy

It is PCC policy for the church not to hold excessive funds but to use donations and grants in furtherance of the church's current defined needs, charitable purposes, and outreach projects. However, it is sensible to hold in reserve reasonable sums to meet unforeseeable expenses, longer term anticipated expenses/projects and any reduction in income.

The following reserve policy was agreed by the PCC in 2016:

- A sum not exceeding three months' salary and any liability for redundancy payments may be held in respect of every employee.
- The equivalent of four months general running costs may be held in reserve.
- Every year the sum of £2,000 may be allocated to a designated fund for major building repairs. This fund must not exceed £15,000 without review.
- Every year the sum of £1,000 may be allocated to a designated fund for the renewal of equipment and furniture. This reserve must not exceed £15,000 without review.
- No more than 20% of unrestricted general fund receipts in any year may be allocated to reserves.
- The policy is to be reviewed annually.

The above provision for reserve funds will be in addition to any restricted income donated for specific purposes.

Financial Statement for the Year Ending 31 December 2021

		Unrestricted	Designated	Restricted	Total 2021	Total 2020	Var %
	Notes	Funds	Funds	Funds	£	£	21-20
		£	£	£			
Receipts							
Giving							
Planned (regular) giving	1	21,056	-	-	21,056	22,242	-5% ▼
Unplanned giving	2	11,121	-	-	11,121	5,975	86% ▲
One off donation	3	9,237	5,800	-	15,037	3,456	335% ▲
Roof/Building project		2,850	-	-	2,850	26,989	-89% ▼
Gift aid tax recovery		8,374	-	-	8,374	-	0%
		52,637	5,800	-	58,438	58,662	0% ▼
Other voluntary receipts		-	-	-	-	-	0%
Legacy donation		-	-	-	-	-	0%
Activities for generating funds		-	-	-	-	-	0%
Rental property	4	-	13,275	-	13,275	-	0%
Hall Rental	5	4,400	5,250	-	9,650	160	5931% ▲
Insurance Claim settlement		-	-	-	-	65,195	-100% ▼
Transfer to Dovetail account		-	-	-	-	-	-
Other misc income	6	2,204	987	-	3,191	9,066	-65% ▼
Total General Fund Income		59,241	25,312	-	84,553	133,082	-36% ▼
PAYMENTS							
Diocesan Common Fund	7	15,750	-	-	15,750	13,455	17% ▼
Fees paid over to Dioceses		156	-	-	156	1,080	-86% ▲
Church Running Costs	8	15,921	-	-	15,921	9,821	62% ▼
Church Maintenance and renovations	9	15,153	10,040	-	25,193	13,124	92% ▼
Rental property Maintenance	10	3,489	-	-	3,489	-	0%
Major building works		-	-	-	-	89,112	-100% ▲
Nominated Tithes paid		450	-	-	450	-	0%
Costs of generating funds		-	-	-	-	125	-100% ▲
Loan repayment		-	-	-	-	2,500	-100% ▲
Insurance	11	2,374	-	-	2,374	2,302	3%
Other		342	104	-	446	313	43% ▼
Total payments		53,635	10,144	-	63,780	131,831	-52% ▲
Excess of receipts over payments		5,606	15,168	-	20,774	1,251	1561% ▼
Prior year accruals reversal		5,606	15,168	-	20,774	1,251	1561%
Bank account current and deposit 1 Jan		2,985	12,941	-	15,926	14,675	9% ▲
Bank account current and deposit 31 Dec		8,592	28,108	-	36,700	15,926	130% ▲

Notes

- 1 Planned giving - most of which is eligible for Gift aid
- 2 Unplanning and loose collection (offertory plate)
- 3 One off donation received from church members
- 4 Rental Income - Church property
- 5 Hall rental - COVID Vaccination Centre
- 6 Misc. incomes from various activities e.g. sale of misc. items, sale of 50th anniversary memorabilia & books
- 7 Common fund pledge payment

8 Church running costs – mainly

£2,970 for energy and water

£590 for worship and music and licenses

£1,475 for telecommunication and website

£2,140 for candles, communion wine and pastoral care

£4,840 for photocopying and printing

£490 for flowers hospitality

£775 for training and other

9 General church maintenance of church and rental property

10 Includes cleaning, safety inspections (gas, fire & electrics),
general Church maintenance, maintenance of rental property and restoration of Bell Tower

11 Building and content insurance

Balance Sheet 2021

GBP (£)	Total	Church	Dovetail
Balance at 1st January 2021	15,926	2,985	12,941
Income to general fund account	84,553	59,241	25,312
Expenditure from general fund account	63,780	53,635	10,144
Transfer to Dovetail account	0		
Balance at 31st December 2021	36,700	8,592	28,108
		0	0

Held as:	Total	Church	Dovetail
General Fund Account	8,592	8,592	0
Dovetail Account	28,108	0	28,108
Church of England Deposit Fund	0		0
Total as bank statements	36,700	8,592	28,108
Less uncleared cheques	0		0
Less uncleared online bank payments	0		0
Plus uncleared credits/Cash deposits	0		0
Total holdings (GBP £)	36,700	8,592	28,108

Physical Assets (GBP £)

8 Wells Close	456,000
Piano	500

Asset and Liabilities Statement 2021**Assets**

Monetary Assets (GBP £)	General use	Designated	Restricted	Total
General Bank Account (allowing for uncleared items)	6,592		2,000	8,592
Church of England Deposit Account				0
Dovetail Bank Account		28,108		28,108
Total monetary assets	6,592	28,108	2,000	36,700
Physical Assets				
8 Wells Close				456,000
Piano				500
Total assets				493,200

Restricted Funds in General Accounts & Dovetail a/c	Amount (GBP £)
Youth work donation	1,000
Soul survivor	165
Outreach programme funding remaining	733
Total	1,898
Designated Funds	Amount (GBP £)
Reserves	28,108

Independent Examiner's Report to the PCC of St. Joseph the Worker, Northolt.

I report on the accounts for the year ended 31st December 2021.

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Basis of Independent Examiner's Statement

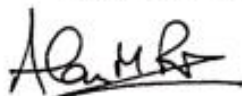
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Independent Examiner's Statement

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



Alan M Rix B.Sc. MIET
31 Norfolk Road
Uxbridge
Middx
UB8 1BL

Date: 5th February 2022

Accounts

YEAR BOOK

St Joseph the Worker Church

2020-21



Let Christ be the Light

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The Parish Church of
SAINT JOSEPH THE WORKER, NORTHOLT
Minutes of Annual Parochial Church
& Annual Vestry Meeting held on Sunday 11th October
2020 during Parish Mass.

Fr Valmor Pimenta started the APCM meeting started after the gospel reading.

Presentation by Fr Valmor

Fr Valmor Pimenta addressed the congregation summarising that the mission of St Joseph the Worker, including reaching out to parishioners.

Electoral roll update

- 16 names have been removed:
- 2 members had died
- 4 members have left the church
- 2 members have moved away
- 8 members asked to be removed.
- 13 members have joined.

The electoral roll total is now 128.

Sue Church informed the congregation to request an electoral form if they had not yet received one.

Financial report

Audrey Fleischer began her presentation by giving thanks to God for his faithfulness and thanked the congregation for their generous donations. Thanks, were also given to the designated volunteers who count donations. £54,000 total received which is a 23% decrease from last year.

£11,000 was received from gift aid to donations. The congregation were encouraged to ask Audrey Fleischer for a gift aid form if applicable.

Of the £54,000, primary expenditure was the common fund. Audrey Fleischer highlighted that St Joseph the Worker was not able to pledge the full amount. Audrey added that the Diocese have recognised the financial difficulties church's faced by churches during the COVID-19 pandemic. St Joseph's will pledge £24,000 towards the Diocese Common Fund.

Other expenses included £6,000 on maintenance and £3,000 on nominated charities for church tithes. £7,300 on restoring the roof and repayment of the loan used for the roof project.

Audrey Fleischer highlighted that the reduction in income was due to the loss of regular donations. The congregation were encouraged to donate regularly (including standing orders) to facilitate forecasting and planning of church budgets.

Audrey Fleischer highlighted the introduction of a contactless payment device, as requested in the last APCM.

The treasurer also highlighted the work done by Fr Valmor Pimenta. The congregation were asked to raise question, no comments were made.

Fr Valmor provided an inventory of work that were completed during the lockdown including, a new boiler system, chapel carpet, security cameras, screens ramp to the bay doors. £30,000 was spent on work in an around the church building, however, this work was funded by donations. Garth Williams highlighted that a lot of effort had been carried out during the lockdown to create a beautiful atmosphere for us to worship in. The congregation clapped in thanksgiving for all the work carried out in St Joseph's.

Vote for churchwardens

Patricia Nelson and Garth Williams were presented as nominees for churchwardens. The congregation unanimously voted for Garth and Patricia as churchwardens.

Patricia Nelson and Garth Williams made their pledges to serve the congregation and St Joseph's parish.

Pat Hannington was approved as the deputy churchwarden by the congregation. Pat Hannington pledged to serve in the best way possible with the churchwardens.

Vote for the PCC

The following individuals were nominated for the PCC.

Deanery Synod members

- Randolph Reid
- Ron McCann

The other 10 candidates who stood for position on the PCC were:

- Rohanie Sewkumar
- Jessica Osejindu
- Emmanuella Osejindu
- Muke Ferguson
- Audrey Fleischer
- Lucy-Karen Wilkinson
- Patricia Hannington
- Edwin Washington-Ihieme
- Kathrine Brace
- Sarah Trueman

The PCC were approved by the congregation. Fr Valmor Pimenta encouraged the congregation to pray for the PCC.

Jessica Osejindu was voted as the safeguarding officer (children) and Rohanie Sewkumar safeguarding officer for vulnerable adults. The congregation were informed that they should report any allegations in confidence to Rohanie and Jessica Osejindu who will work together and advocate for children and adults.

100 club

Randolph Reid reported the end of the 100 club and how the group had invested in helping the church. Randolph Reid highlighted the success of the 100 club and thanked members for their support.

Deanery Synod

Randolph Reid highlighted the work of the Deanery Synod in the community and the role that he with Ron McCann have, as Deanery Synod representatives. Randolph Reid highlighted opportunities to apply for church funding and that St Joseph's music group had sung at a Deanery Synod event.

Church notices were given to the congregation. The congregation were also informed that one year book per family were issued.

Appointment of safeguarding officers

After Mass, Jessica Osejindu read St Joseph's safeguarding policy to the newly approved PCC. This safeguarding policy was unanimously approved by the PCC. **Jessica Osejindu** was elected as the safeguarding officer (Children), **Rohanie Sewkumar** (adults and vulnerable adults) and **Sarah Trueman** Children's Champion.

Details of the children's champion will be added to the safeguarding policy.

The first PCC meeting Mass will take place on Thursday 22nd October at 7.30 p.m.

Apologies were given by Jessica Osejindu, Sarah Trueman, Kate Brace and Ron McCann.

Vicar's report | *by Fr Valmor Pimenta*

This has been a very difficult year for churches everywhere due to Covid-19. When I first arrived at St Joseph's in December 2019 I only had a short time to get to know the congregation and engage with them before the first Lockdown in March 2020, so I was faced with very many different challenges. When the church was closed I had to find ways to keep connected with the people. The first thing I decided to do was to stream all services so as to reach out to as many people as possible, and this has proved to be very successful. Then we distributed leaflets around the parish so as to show that St Joseph's was still a presence for anyone in need. During the year WhatsApp groups were formed to keep the congregation in touch, and Zoom meetings were held so as to keep the work of the church on-going. A Lent Course was provided, which included reflections and Bible studies, and this was to help people to feel connected with each other as they studied together in their own homes.

As well as nurturing our spiritual life, work has been going on to repair and improve the church building. This has included the major project of replacing the roof with zinc

cladded panels. We have also installed a new glass door, a new fence around the church, up-graded security, and re-decorated and made many minor repairs around the building. These improvements have not only ensured that the building is well looked after but have helped to give us a more pleasant environment in which to meet and worship together.

During the year we have had visits from Bishop Pete and Archdeacon Catherine, and I made a visit to the House of Commons on behalf of St Joseph's to meet our local Member of Parliament, James Murray.

We are always looking for ways to serve our community, and recently we have offered our church hall to the NHS for use as a vaccination centre. This is in the process of being set up and will be a valuable asset to the local area.

I would like to thank the churchwardens and other church leaders for their help and support during these difficult times, and also the congregation for their contribution to the life of the church.

At all times it is my great desire and privilege to try to bring people closer to God and to build up their spiritual life. Together we can make St Joseph's a strong beacon of light for our community as we try to build God's Kingdom here in Northolt.

MAIN ENTRANCE

ROOF PROJECT

FLOOR POLISHING

OUTDOOR PAINTING

CHAPEL RENOVATION

DOVETAIL HALL RENOVATION

MULTIMEDIA UPDATE

St. Joseph the Worker | 2020 Snapshot



PLUMBING



NEW BOILER SYSTEM



SACRISTY RENOVATION + HOT WATER

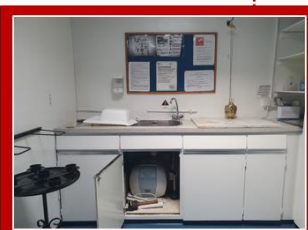


WOOD CEILING TREATMENT

OFFICE RENOVATION



GARDEN PROJECT + FENCE

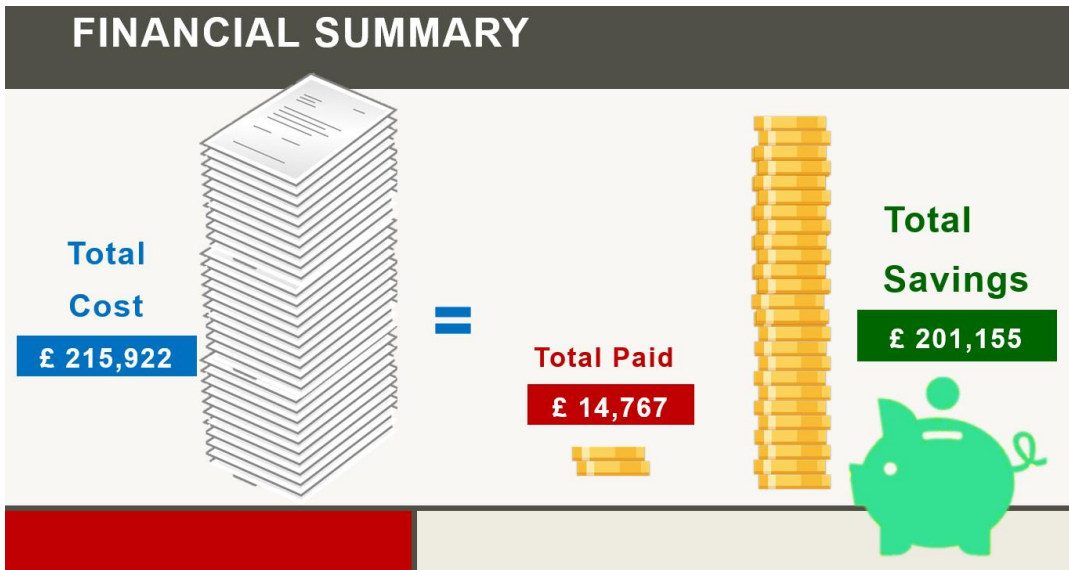


ALARM + CCTV OPERATION



St. Joseph the Worker | 2020 Snapshot





More financial details will be included in the church presentation during the APCM.

Items donated by members of St Joseph's the Worker



Including church banners, chasuble, bells, church doors and so much more. **Thank you**

Churchwardens Report | *by Patricia Nelson and Garth Williams*

Well 2020 has been like no other year, very challenging, with COVID 19 causing places of worship to close or operate with severe restrictions. With the church closed we had to develop new ways of communicating and addressing the needs of our church family. Some changes this year included the ashes for Ash Wednesday being sent to the congregation in the post and regular online services on Facebook and YouTube as we did not have access to the church. Special thanks to our technical team who make the online delivery of the services a seamless process. We could not have achieved these services without the contribution of members of the congregation who recorded readings and prayers for these services, so again thank for you for your contribution in this regard. Thanks to Edwin for co-ordinating all the readers and ensuring the newsletter is prepared and available for our services. While the church had to close its doors to the general public, a significant amount of work continued behind the scenes. We would like to thank everyone involved in making this happen. Father Valmor personally did a lot of the maintenance himself with help from friends he knew in various trades. St Joseph now looks like a brand new church; it's clean, bright and very welcoming now that we have the large glass doors at the back of the church. It will be up to all of us to maintain it moving forward. We had some personal donations for specific projects which we are extremely grateful for. We are still collecting funds to change our printer when we are able to do so. Without these generous gifts St Joseph would not be where it is now. We would like to thank all the various groups within the church for all their commitment and hard work: cleaners, flower team, servers, gardeners, brass cleaners and readers and all the members of the congregation that make St Joseph what it is today. We need dreams, vision, direction and a sense of purpose and to be bold enough to carry them out. We would also like to thank Father Valmor for coaching and enabling us to carry out our roles with efficiency and confidence. A role which we have thoroughly enjoyed although we have faced some challenges which we have overcome. A big thank you to Pat Hannington for stepping in for us when needed in her role as deputy churchwarden. This report we find ourselves writing is to thank everyone who has walked beside us in this last difficult year. All members of the PCC have taken on roles as and when required. Thank you to Katie and the youth team for all the services they have put together with their hard work. As you can see, we as church wardens are members of this great team and are very proud to serve you our church family. Once again thank you all Yours in Christ Patricia and Garth

Licensed Lay Minister Report | *by Sandy Reed*

2020, what a year it was, an emotional roller coaster and during Covid emotions seemed to magnify. I feel the year had 2 themes Season of Lament and change/adapt.

At the beginning of the year I lost someone very dear to me and was not able to be with them in their last moments. Then not being able to give each other a hug or be hugged was awful. I had a taste of what many thousands went through, going through and will go through. Scripture was a comfort "For God said Fear not, for I am with you; be not dismayed, for I am your God; I will strengthen you, I will help you, I will uphold you with my righteous right hand. We will be given strength, perseverance, hope and trust in God. (Isaiah 41:10) There were many other losses in the year so the words were a comfort.

Death does not have the final say!!!! In the chaos of our time - something new is being born within!!!! Yes a little while later I had a further blessing – I had a baby Grandson 'Ralphy' (born 25.4.20) but couldn't touch, smell or hold him but did see him on face time. This was the first change/adapt.

As I am a Teaching Assistant (classed as a keyworker) I was very blessed in being able to continue work at a local school in both lockdowns. I was very aware of the children of Key Workers and vulnerable children and online learning. As I am writing this article we are back in school (with masks, social distancing and sanitization) more change/adapt.

The first Lockdown began on March 23 - so I had to be disciplined, new routines, structure, rhythms changed.

How do we cope with Change? Every day change, what's that passage from Isaiah 'For my thoughts are not your thoughts, neither are your ways my ways. Are we ever ready or prepared for change, even if God tells us? sometimes Change is forced upon us..... As it says in Jeremiah 8 Do not be afraid for I am with you'

It was great to see the church (being the congregation) really taking on board the pastoral ministry, how the congregation were contacting each other pastorally. It is everybody's ministry to care for one another. Pastoral ministry is close to my heart and it has been painful not seeing those in care or be cared for (especially them not receiving the Holy Sacrament). I couldn't take Home Communion to the housebound/in care but one of the adaptations was that consecrated hosts were put in individual plastic bags for their use. I must admit I struggled with seeing God covered in plastic but I learnt to succumb to this adaptation. God knows how I feel about non-recyclable plastic. 1 Corinthians 12:12-27 we are the body of Christ with many parts we all support/pastor each other. We walked along side others journeys - people living in fear, their pain, anguish and sometimes loss. It was with great sadness losing members of our congregation Winnie Alford and Chris Curson

– they always cared for others and we continue to hold them and their family in our prayers.

I love creation, during this COVID time, creation has been incredible, and the air has been purer and cleaner. The wild life (birds) have been in abundance, their antics have brought many a smile on my face. Our Parish is truly blessed with creation. So, I hope to get prayers walks back on track. One of the church's aims was to flier every home in the parish 'God Bless this house' which I and others have done and completed. God of Creation - we have had a taste of a creation with greatly reduced pollution, can we hold onto it, or will it be just memories. There was less traffic, less noise, to hear, see, and smell creation in its Glory - given freely.

Do you remember the times in a queue - talking to others - listening, sharing, by reaching out connecting with community - being community? For others having the opportunity of 'loving one another as!' Connecting more with my neighbours and community. God showed many opportunities to be 'community'

I can't help but wondering how it would have been if we had April showers in the queues.

I spent more time with the garden, canal and park and seeing God in all of it God has given us so much, in abundance. Sadly, it had been marred with rubbish e.g. plastic gloves, masks that are not environmentally friendly. In past years I have organised Litter picks and continued to do them but on my own. However, God had other plans. There were a couple of God incidences where I came across a voluntary organisation called 'Litter Action Group for Ealing Residents (LAGER can). I have joined them a few times litter picking locally. It's great doing something with likeminded people and I continue to do solo litter picks and people often stop to talk. St Anthony "My book is the nature of created things and as often as I have mind to read the words of God they are at my hand."

Thought from Thy Kingdom Come – “What ways can we leave our comfort zone and imitate Jesus by reaching out to them?”

One thing that does not change is God's love, you can't close or Lockdown God, wherever there is love there is God.

From Philippians 4:6-7 - Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving present your requests to God. And the peace of God which transcends all understanding will guard your hearts and minds in Christ Jesus. Amen

Prayer is very close to my heart, we do not have a prayer board but a prayer box for prayers, which does not need any maintenance and is confidential. I continue to uphold the church in Prayers and support the Prayer Chain.

Sadly, due to Covid – social distancing, we were unable to do Prayer Ministry in pairs. However, we can continue to pray for each other. In 2020 we started to pray for our Parish street by street in intercessions but again Covid interrupted this. We also started to pray for our Ministries but again there were many changes and this had to be

abandoned. However, we have started praying for our Church family, in name, on Sundays and Wednesdays in our intercessions.

On the 26.3.20 from Word for today I read 'God made me for his own purpose that might reflect a unique aspect of His Glory ... God made me exactly, precisely, intricately, wondrously and uniquely me" (this is for you as well). Is not this the body of Christ - all different but all as important as each other?

How true that statement is, I do not have the technology of others e.g. Zoom, Facebook, WhatsApp, Google meet. For me personally, my life is simplistic and do not have broadband at home (keep budget down). For others they value all this technology but I am aware of the pressures that they can become. I heard of one person who spent 10 and half hours on a computer. That is definitely not me. My laptop and I phone use is limited (being selective) because there is more in life and this is not how God has made me (then it packed up for 5 months and could not be repaired). We are all made different see 26.3.20 above and over Covid God has really enforced that - I am an outdoor person and a community person. Also, I have heard of the technology problems that go with it - no thanks. One day maybe but not now.

I wrote in my diary last year "My ministry is to see those on the fringe/on the outside, to walk with others on their journey. I notice things others don't". This was very evident on Wednesday nights from September to December during the time of Lola Foundation food project as they were handing out food. I was on the outskirts praying for all that I saw, prompted by the Spirit, what and when to say (so many God incidences).

How often when we talk to people that we meet and we listen to God at the same time.

During the time we did not have a newsletter I was sending and delivering bible readings from the Bible Reading Fellowship and prayers (approx. 30) and contacting others. Communication is really important and as said earlier pastorally is everybody's responsibility.

What else did I do? I forgot, I assisted briefly with the History of St. Joseph the Worker. As I do not have Broadband etc I am unable to record Sermons and some other ministries so this area has been reduced.

I have a work agreement with Fr. Valmor and I feel my ministry is led by the Holy Spirit. I have had to adapt and change in many areas but I trust in the name of the Lord, Father, Son and Holy Spirit. My thanks go to all for your part in St. Joseph the Worker the body of Christ. Amen.



Ealing Deanery Synod Report | *by Randolph Reid*

Ealing Deanery Synod brings together representatives from all 33 Church of England churches in the Borough; meetings four times a year across the Borough. As defined by the Bishops, the word Synod means “**walking together.**” Meetings are often open to any church member, attended mainly by Deanery Synod Representatives and on occasions by the clergy as well. Representatives report back to their PCC. Meetings often include talks by inspiring speakers, case studies of good practice from the deanery, and formal processes, such as voting on issues related to the wider Church of England. The Synod also allocate funds from the Mission Fund each year in support of approved **mission projects** presented by churches in the deanery. The Deanery Synod also approve by voting, the nomination and election of School Governors for the Five Church of England Schools in the deanery; and an Auditor year.

Synopsis of meetings 2020

All Saint’s Ealing Common

This was an open meeting; any church member could attend. Hospitality provided prior to meeting. Area Dean Revd Steve Newbold welcomed everyone and gave thanks for the hospitality which was excellent. The Vicar of All Saint’s Rachel Marszalek gave a brief introduction; that the church was built about 115 years ago to commemorate the life of Spencer Perceval, the only Prime Minister to have been assassinated, and that he worked with William Wilberforce to bring an end to slavery; to include current status of the church. She led a meeting of sung worship and prayer. Business was conducted during worship.

Deanery Synod and General Synod elections were referred to at outset by the Lay Chair Julian Duffus; that the Diocese should be notified promptly as to the outcome of Deanery Synod members elections given the time scale of the APCMs having been extended to the end of May; importance being that the newly elected Deanery Synod members are the electorate for the General Synod.

A suggestion by former Area Dean Revd Christopher Ramsey (**Mission Team**) that a Deanery Mission team should also visit, listening to the PCC and asking questions, when the Archdeacon Triennial Visitation to a Parish occurs.

A key focus of the meeting was the “ **Ealing Deanery Plan** developed to provide a framework for future mission and ministry in the Deanery. Parish Representatives were presented with a copy; a comprehensive document said to be put together co-

ordained by a number of priests. It Centred on the status of a number of respective Parishes with a view to agree ideas for change; for example, **“areas of ministry that we should stop,” taking into account key areas, actions and Timescale” as incorporated in the Plan and involving the Bishop and respective members of the Priesthood. Parish Representatives were asked to scrutinise the Plan in groups and provide feedback. Some key aspects included were for example; “to relocate St Peter’s Acton Green to the Kensington Area to which it most naturally relates, as stated; to actively explore streamlining Parish boundaries to create areas for transformation.”** Church closures, utilising church buildings and land in alternative ways serving the communities and raising finance were major propositions in the Deanery Plan. I put forth an argument for funding churches for repairs and maintenance to which a response was that finance was available for emergency work and new projects to include Grants from the Common Fund for Mission projects. Mapping, boundaries and Youth Work were also discussed. A copy of the Deanery Plan to be put on the Deanery website for PCC discussion. A number of feedbacks were accepted for passing on to aid final decisions.

It was an active and inspiring meeting with collective participation. Meeting ended with prayer.

St Mary’s Norwood Green

This was a Zoom worship meeting commenced with a welcome to everyone by the Area Dean Revd Steve Newbold. He highlighted this meeting as the last Synod triennium before the election of a new Synod. He thanked all those coming to the end of their three year term on Synod and welcomed those who recently elected to this role. He also stated that a new Synod in 2021 will need to elect the Standing Committee (Lay Chair, Secretary, Treasurer and lay/clergy members); followed by **School Governor Elections**. Only one application by Andrew Brickley whose term as Director at the Twyford CoE School Academy Trust was about to end. He was keen to continue so he was nominated; proposed and seconded; unanimously agreed.

Then we discussed the **“Eco Church-what we can do in a socially distanced world.”** Presentation with the aid of Slides by Revd. Dr Dave Bookless (Vicar of St Mary’s Norwood Green).

He spoke of some Eco churches receiving Awards, churches may hold regular Outdoor Service, hosting Climate Change talk and creating Messy Church. We are in a season of creation, he stressed; sharing his thoughts on how we could achieve our objectives by working together and

achieve zero carbon by 2030. Attendees were given the opportunity to participate in group discussions. Area Dean Revd Steve Newbold reiterated that the Deanery Plan agreed in February 2020 made a commitment to promoting Eco Church across the Deanery. He also said this ambition is being incorporated in the Area Plan and the Diocesan Plan 2030.

Meeting ended with prayer by Revd Dave Bookless.

Summary

Due to Covid-19 lockdown from March 2020 the Deanery was only able to hold February meeting, one out of four meetings scheduled for the year. Meetings scheduled for Wednesday 10th June, and Wednesday 8th July were postponed. October meeting re scheduled for Tuesday 13 October 2020, final meeting for year (Zoom Meeting). **Area Dean the Rvd Steve Newbold did his utmost to give us his usual excellent support throughout despite the Covid-19 lockdown since March 2020. He kept us informed and enabled appropriate responses as needed. He also spearheaded a visit by the Deanery Mission Team as suggested at our All Saint's Deanery Synod meeting in February 2020. That meeting was well attended by the PCC. It was a year of mutual satisfaction.**

Conclusion

As Deanery Representative for the Parish for a number of years I share the gratitude for the Area Dean's persistent support for our Parish, helping us to serve our community effectively. It is apparent that I am at the end of my 3-year term as Deanery Synod Representative and so the Parish should find a replacement. My counterpart Ron McCann informed me that he does not wish to continue as a Deanery Synod Representative and withdrew. Thus, it would mean two new such representatives are needed. However, if replacements are not forthcoming and recent rulings on 3-year term does not constitute a breach by me continuing, I would be willing to serve another term. I enjoyed serving as representative of the Parish in the Deanery and being able to participate in crucial decision making for the benefit of our Parish and our Christian faith on a whole. With every blessing **Deanery Synod Representatives**

Treasurer report | *by Audrey Fleischer-Djoletto*

First, on behalf of the PCC, may I take this opportunity to thank you all for your generosity towards the church. During the year, your monetary gifts to the church has made it possible to maintain the running costs of this church. We have also received many gift items all contributing towards the running of this church.

Before I carry on with my report, may I take this opportunity to express my sincere gratitude to **Helen Mangeere** for her dedication in her Stewardship role (recording all donations to claim gift aid from the tax man), **Garth Williams, Pat Nelson, Rohanie Sewkumar, Thais** and **Lucy Wilkinson** as cashiers and dealing with weekly banking.

The published independently examined accounts are on an income and expenditure basis and shows a breakdown of our income and expenditure type over the year. Also published is the church's balance sheet which shows reserves, assets and liabilities.

Once again, we are grateful to Alan Rix our independent examiner for reviewing and certifying our accounts.

The Detailed Income and Expenditure Account

This represents details of our financial activities reflected in the general fund account and our Dovetail account held with Barclays bank.

Receipts through planned giving, envelopes and cash collections during services in 2020 was £31,672. Receipts were down 32% - mainly due to the Church being closed due to Covid 19 pandemic. In addition, the church received the following amounts:

- £65,195 in settlement for an Insurance claim relating to theft of lead from the roof in 2018.
- £21,020 grant from the Dioceses to cover insurance excess for roof repair works carried out following the theft of lead from the roof.
- £7,004 raised by the congregation towards the insurance excess payable by the church for the repair work carried out on the roof.
- £4,920 grant from the Dioceses to cover the costs of replacing the old boiler in the Dovetail centre.

Overall total income received by the church in 2020 was £130,549.

Total expenditure in 2020 including capital expenditure on the roof repair work, replacement of the old boiler in the Dovetail centre, CCTV installation and miscellaneous maintenance works carried out was £131,831. Breakdown of expenditure is as follows:

- £13,455 - contribution to the Dioceses common fund. This amount was 46% lower than prior year's contribution. This was mainly due to the fall in regular donation following the closure of the Church due to Covid 19 pandemic. The common fund is used to help pay the costs of keeping clergy in parishes, and to contribute towards the wider work of the Church of England. It pays their wages, their pension, their housing, their training, and it even pays for the training of vicars.
- £2,500 – payment of Interest free loan taken by the PCC from the Dioceses to fund the shortfall in our 2018 major roof project funding. This loan was fully settled in August 2020.
- £89,112 – roof repair work covered by Insurance following the theft of lead from the roof in 2018.
- £13,124 – spent on CCTV installation, replacement of old boiler in the Dovetail centre and other miscellaneous repairs.

The rest covers the running costs of the Church and the Dovetail Centre.

Maintaining a healthy level of monetary donations to our church is crucial to ensure we can cover the day to day running cost of our church.

We continue to see donations coming through as loose donations rather than through our preferred planned standing order giving route. Planned giving helps the PCC budget effectively and plan for the future of our church.

Tax reclaimed from HRMC for gift aided donations continue to form a big part of our income receipts. Last year, we received £10,753 from the tax man.

Financial Statement for the Year Ending 31 December 2020

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2020 £	Total 2019 £	Var % 20-19
Receipts							
Giving							
Planned (regular) giving	1	22,242	-	-	22,242	29,014	-23% ▼
Loose plate collection		5,975	-	-	5,975	5,924	1% ▲
One off donation		3,456	-	-	3,456	718	381% ▲
Roof/Building project	2	24,462	2,527	-	26,989	836	3127% ▲
Gift aid tax recovery		0	-	-	0	10,753	-100% ▼
		<u>56,134</u>	<u>2,527</u>	<u>-</u>	<u>58,662</u>	<u>47,245</u>	<u>24% ▲</u>
Other voluntary receipts		0	-	-	0	0	0%
Legacy donation		0	-	-	0	1,900	-100% ▼
Activities for generating funds		0	-	-	0	890	-100% ▼
Rental property		0	-	-	-	0	0%
Hall Rental	3	160	-	-	160	1,564	-90% ▼
Insurance Claim settlement	4	65,195	-	-	65,195	907	7086% ▲
Other misc income	5	9,060	-	-	9,066	1,436	531% ▲
Total General Fund Income		130,549	2,533	-	133,082	53,942	147% ▲
PAYMENTS							
Diocesan Common Fund	6	13,455	-	-	13,455	24,840	-46% ▲
Fees paid over to Dioceses		1,080	-	-	1,080	0	0%
Church Running Costs	7	9,821	-	-	9,821	11,523	-15% ▲
Maintenance and renovations	8	13,124	-	-	13,124	5,599	134% ▼
Major building works		89,112	-	-	89,112	907	9723% ▼
Nominated Tithes paid		0	-	-	0	3,442	-100% ▲
Costs of generating funds	9	125	-	-	125	375	-67% ▲
Loan repayment	10	2,500	-	-	2,500	3,750	-33% ▲
Insurance	11	2,302	-	-	2,302	2,258	2%
Other		224	89	-	313	(45)	-792% ▲
Total payments		131,743	89	-	131,831	52,649	150% ▼
Excess of receipts over payments		(1,194)	2,444	-	1,251	1,293	-3% ▲
Prior year accruals reversal						(1,877)	
		(1,194)	2,444	-	1,251	(584)	-314%
Bank account current and deposit 1 Jan		4,179	10,496	-	14,675	15,260	-4% ▼
Bank account current and deposit 31 Dec		2,985	12,941	-	15,926	14,675	9% ▲

Notes

- 1 Most of which is eligible for Gift aid
- 2 Proceeds from a giving drive to fund church building project
- 3 Income generated from rental of Church hall
- 4 Insurance claim payout received following theft of lead on roof
- 5 Misc income from various activities eg cake sale, sale of 50th anniversary memorabilia
- 6 Common fund pledge payment
- 7 £2,600 for energy and water
£2,300 for insurance
£5,200 for maintenance and security
£450 for worship and music and licences
£1,400 for telecommunication and website
£1,900 for candles, communion wine and pastoral care
£3,700 for photocopying and printing
£800 for flowers hospitality
£180 for children activities, flowers, music licence etc
- 8 General church maintenance of church and rental property
- 9 Cost of repairing the church roof
- 10 2yr Interest free loan repayment - payment finished in Aug 2020
- 11 Building and content insurance

Balance Sheet 2020

GBP (£)	Total	Church	Dovetail
Balance at 1st January 2020	14,675	4,179	10,496
Income to general fund account	133,082	130,549	2,533
Expenditure from general fund account	131,831	131,743	89
Transfer to Dovetail account	0		
Balance at 31st December 2020	15,926	2,985	12,941

Held as:	Total	Church	Dovetail
General Fund Account	2,985	2,985	0
Dovetail Account	12,941	0	12,941
Church of England Deposit Fund	265	265	0
Total as bank statements	16,191	3,250	12,941
Less uncleared cheques	0		0
Less uncleared online bank payments	0		0
Plus uncleared credits/Cash deposits	0		0
Total holdings (GBP £)	16,191	3,250	12,941

Physical Assets (GBP £)

8 Wells Close	347,284
Piano	496

Asset and Liabilities Statement 2020

Assets

Monetary Assets (GBP £)	General use	Designated	Restricted	Total
General Bank Account (allowing for uncleared item)	-812		3,533	2,721
Church of England Deposit Account	265			265
Dovetail Bank Account		12,941		12,941
Total monetary assets	-547	12,941	3,533	15,926
Physical Assets				
8 Wells Close				347,284
Piano				496
Total assets				363,706

Restricted Funds in General Accounts & Dovetail a/c	Amount (GBP £)
Youth work donation	1,000
Soul survivor	165
50th Anniversary funding remaining	1,635
Outreach programme funding remaining	733
Total	3,533
Designated Funds	Amount (GBP £)
Church maintenance	12,941

STATEMENT OF ASSETS AND LIABILITIES	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
ASSETS					
Cash					
Current Account (allowing for uncleared items)	-812	12,941	3,533	15,661	14,411
CCLA - Church of England Deposit Account	265			265	265
	<hr/> -547	<hr/> 12,941	<hr/> 3,533	<hr/> 15,926	<hr/> 14,675
Fixed Assets					
Residential property	390,000			390,000	390,000
Piano	743			743	743
Total assets	<hr/> 390,196	<hr/> 12,941	<hr/> 3,533	<hr/> 406,670	<hr/> 404,391
LIABILITIES					
Diocesan Fees	-				
Interest Free Loan	0			0	2,500
Nominated tithe 2019	0			0	1,685
	<hr/> 0	<hr/> -	<hr/> -	<hr/> 0	<hr/> 4,185
Restricted Funds					
Youth work donation			1,000	1,000	1,000
Soul survivor			165	165	165
50th Anniversary funding			1,635	1,635	1,635
Outreach programme funding remaining			733	733	733
Vicars discretionary fund			-	-	0
	<hr/> -	<hr/> -	<hr/> 3,533	<hr/> 3,533	<hr/> 3,898

Independent Examiner's Report to the PCC of St. Joseph the Worker, Northolt.

I report on the accounts for the year ended 31st December 2020.

Respective responsibilities of the PCC and Independent Examiner

As members of the PCC you consider that an audit is not required for this year under section 145(1) of the Charities Act 2011 and that an independent examination is needed.

I am required to check that:

- an examination is required under section 145(1) of the Charities Act 2011
- section 144(1) (audit) of the Charities Act 2011 does not apply to the charity
- the current thresholds for audit are not exceeded. These thresholds are currently set out in section 144 of the Charities Act 2011 as amended by the Charities Act 2011 (Accounts and Audit) Order 2015
- where the charity is a small company charity, it is exempt from audit in accordance with section 477 of the Companies Act 2006
- where accounts are prepared on a receipts and payments basis under section 133 of the Charities Act 2011, that the charity trustees have elected to prepare accounts under this sub-section
- if the charity has subsidiaries, the group income is below the threshold for the preparation of group accounts (section 138 of the Charities Act 2011). The current threshold is specified in The Charities Act 2011 (Group Accounts) Regulations 2015

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 Commissioners section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of Independent Examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commission.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the management committee concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

Independent Examiner's Statement

In connection with my examination, no matters have come to my attention which give me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with s.130 of the 2011 Act
- or to prepare accounts which accord with these accounting records have not been met
- or to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Alan M Rix B.Sc. MIET
31 Norfolk Road
Uxbridge
Middx
UB8 1BL

Date: 23rd March 2021

Estimates and Budget for 2021

The provisional expenditure estimates are based on revision of previous year's expenditure and known variations anticipated.

Income and Expenditure Annual Accounts - 31st December 2020

Main account

Income to General Fund	2020	2019	Var % 20-19	Budget		Comments
				2021	Var % Budg. to 2020	
Planned giving	22,242	29,014	(6,772) ▼	24,000	1,758	
Unplanned giving	5,975	5,924	51 ▲	6,500	525	
Gift aid tax recovery	0	10,753	(10,753) ▼	12,000	12,000	
One off donation	3,456	718	2,737 ▲	3,000	(456)	
Roof/Building project	35,212	0	35,212 ▲	2,000	(33,212)	Other projects eg new Printer
Church maintenance projects	0	836	(836) ▼	0	0	
Congregational giving income (including visitors)	66,884	47,245	19,639 ▲	47,500	(19,384)	
Giving for missionary work (pass through)	0	102	(102) ▼	0	0	
Social events	0	75	(75) ▼	0	0	
Other income (for specific purposes)	6,565	396	6,169 ▲	0	(6,565)	
Parish fees	76	74	2 ▲	0	(76)	
Candle box	16	85	(68) ▼	20	4	
Insurance Claim settlement	54,445	907	53,537 ▲	0	(54,445)	
Other Voluntary Income Sources	61,102	1,639	59,463 ▲	20	(61,082)	
Beverage and food sales	0	0	0	0	0	
Bookshop income	(63)	335	(398) ▼	200	263	
Hall hire and use of copier	160	1,564	(1,404) ▼	6,000	5,840	Vaccination centre
100 Club subscriptions	0	890	(890) ▼	0	0	
Fees received and held on behalf of Diocese	2,364	664	1,700 ▲	0	(2,364)	
Rental income - 8 Wells close	0	0	0	12,400	12,400	
Income from charitable & ancillary trading	2,461	3,453	(992) ▼	18,600	16,139	
Total income allocated to general fund	130,447	52,337	78,110 ▲	66,120	(64,327)	
Bank loyalty reward	102	(295)	397 ▲	100	(2)	
General Fund Income	130,549	52,042	78,507 ▲	66,220	(64,329)	

Expenditure from General Fund	2020	2019	Var % 20-19	Budget		Comments
				2021	Var % Budg. to 2020	
Diocesan Common Fund	13,455	24,840	(11,385) ▼	19,000	(5,545)	Common fund giving subject to review from Apr 2021
Interest free loan repayment	2,500	3,750	(1,250) ▼	0	2,500	
Bank charges	224	0	0	300	(76)	
Fuel and water	3,052	2,606	446 ▲	3,000	52	
Insurance	2,302	2,258	44 ▲	2,900	(598)	
Cleaning, maintenance and security	13,124	5,266	7,857 ▲	7,000	6,124	
Misc expenses	646	979	(334) ▼	0	646	
Fees paid over to Dioceses	1,080	0	0	0	1,080	
Worship and Music	282	456	(175) ▼	500	(218)	
Flowers	25	375	(350) ▼	500	(475)	
Events hospitality, presentations	(71)	422	(493) ▼	0	(71)	
Telephone, broadband and web site	1,199	1,392	(193) ▼	800	399	
Children's activity materials	0	181	(181) ▼	0	0	
Training: courses/conferences	0	0	0	0	0	
Pastoral care	1,150	1,389	(240) ▼	1,200	(50)	
Vicarage expenses	204	41	164 ▲	1,200	(996)	
8 Wells Close expenses and renovations	0	0	0	7,200	(7,200)	Includes Estate Agent's fees
Wells Close maintenance	111	332	(221) ▼	1,000	(889)	
Diocesan fees paid over	0	40	(40) ▼	0	0	
General expenses	39,282	44,327	(5,045) ▼	44,600	(5,318)	
Copying and Printing	3,154	3,643	(489) ▼	3,300	(146)	
Stationery and office equipment	0	0	0	0	0	
Postage	0	0	0	0	0	
Furniture / other equipment	70	0	0	0	70	
Major building works - Roof project & Decoration	89,112	907	88,204 ▲	0	89,112	
Church management and administration	92,335	4,550	87,785 ▲	3,300	89,035	
Missionary receipts paid	0	0	0	0	0	
Nominated Tithes paid	0	3,442	(3,442) ▼	1,000	(1,000)	
Grants made	0	3,442	(3,442) ▼	1,000	(1,000)	
Coffee shop costs	0	0	0	0	0	
100 Club prizes and fund raising costs	125	375	(250) ▼	0	125	
Expenses for social events	0	0	0	0	0	
Miscellaneous	125	375	(250) ▼	0	125	
Payments made from restricted income	0	-107	108 ▲	0	0	
General Fund Expenditure	131,743	52,587	79,156 ▲	48,900	82,843	
Excess of General Fund receipts over payments	-1,194	-545	(648) ▼	17,320	(147,172)	

PCC Secretary report | *by Emmanuella Osejindu*

The PCC appointed in October 2020 served for a shorter period. Collectively, the PCC served for 6 months, as opposed to the 1 year. Like many other events this change was due to COVID-19 and the extended service period of the previous PCC. All of the official PCC meetings were conducted virtually via Zoom. Meetings took place in December, February and March. Nonetheless, the PCC continued to discuss developments in the church building, strategies to support the parish and how best to re-opening the church, whilst adhering to government guidelines. Baptisms took place on the 4th January and confirmations on the 11th January 2021.

As a congregation, Advent and Lent became periods of reflection, as national restrictions prevented or limited meeting for worship. Nonetheless, Fr Valmor Pimenta (and Fr Stuart Melchor) conducted Mass through various social media platforms, giving many the opportunity to engage in worship.

We give God the glory for all the donations and funds that enabled major work to take place in from 2020-2021.

St Joseph's said goodbye to Fr Stuart Melchor and 8 Wells Close was prepared for new tenants. 8 Wells Close has been completely transformed and with the PCC's approval was renamed as Carpenters End.

New glass doors were installed in the church as a donation from a congregation members (see last page for all congregation donations). New fences installed around the church hall will also enable the church to become a blessing to the local community. The mission team continued to identify new charities for the church to support (see the mission report below) and St Joseph's will be collaborating with the charity Foodbank. More recently, St Joseph has become a Covid-19 vaccination centre.

I have been inspired by the continued resilience of St Joseph the Worker and the continued fellowship of the congregation, albeit through alternative ways. I also acknowledge the strong leadership of Fr Valmor Pimenta and churchwardens throughout 2020-21.

My prayer is that God's grace and wisdom will continue to guide the new PCC secretary appointed this year.

Altar Servers Report | *by Pat Hannington-Head Server*

Firstly, I'd like to say a big thank you to all servers for their commitment over the past and a very difficult year.

It is a privilege and honour to serve at God's Altar.

Servers play a very important part in the smooth running of the Sunday Eucharist. There have been a few changes as to how we do things at the Altar, partly because of the Pandemic, but also to experience the structure of Liturgy correctly.

Over the past year we've not needed a rota to follow, but as things are beginning to open up and we have some sort of normality, I will be producing a rota on a monthly basis.

I have now set up a servers WhatsApp Group, so if you wish to continue serving at God's table, please come and speak to me or message me on (07710 229802), and I will take the necessary details to include you on the WhatsApp Group, younger children with parent's consent.

If you feel God is calling you to serve in this ministry, then please come and have a word with me or text me on the above number.

Sacristan Report | *by Pat Hannington*

The role of Sacristan primarily involves in making sure all the necessary preparation are in place before Mass on a Sunday morning and through the week.

I ensure that we are always well stocked up with the Sacraments and appropriate candles for the different seasons and various service, also ordering supplies when required. I also take responsibility for ensuring the servers Alb's are washed on a weekly bases, so no two server were the same Alb without being washed in between.



Safeguarding statement | *by Jessica Osejindu*

We remain committed to the safeguarding of our children, young people and vulnerable adults who worship at St Joseph the Worker.

We have recently updated our safeguarding policy. All PCC members and members involved in activities for children, young people and vulnerable adults have completed safeguarding training. This has been crucial in establishing the necessary care and commitment needed within the appropriate roles. In addition, there is a requirement to hold a valid DBS before starting any of these roles. It is paramount that in our beautiful place of worship, is the need for all to be welcomed and feel safe. The church is a safe space for many and we must ensure this remains the case, especially within this blessed community. The management of any risk must be handled with great care. In addition, where any allegations of abuse arises, this must be supported and dealt with promptly.

We all play a role in contributing to a safer church and diocese. You will see the names and pictures of the safeguarding team in the dovetail centre. Please continue to be vigilant and alert us of any safeguarding concerns you may have.

Children's Ministry Statement | *by Jessica Osejindu*

The enthusiasm of the children and young people has always been a great strength in our church. Their ability to understand and desire to express their faith has been admirable and inspirational. Lighthouse is made up of three groups - Stars, Comets and Lasers. Within each group are two leaders, one responsible for planning the session and one for supporting the group and delivery of the session. The planning of these sessions involves the collation of available resources and together the two leaders deliver the content to the children and young people.

Last year was a challenging time for lighthouse as the pandemic significantly hindered the ability to hold our groups. However, we thank God for the availability of the online services, which presented the opportunity for our children to engage in church via live stream. It has been comforting to see how the young people have accepted their gifts and continued to share them with the younger children, their peers and congregation in the best way possible.

It is important to understand that as our church continues to evolve then lighthouse must do the same. We are blessed to have so many children and young people in our church who have a passion for Christ and acceptance of taking up their cross. They too need the guidance and support from the entire church and it is our responsibility to assist in their walk of faith through example. Lighthouse has continued to benefit from the commitment of church members to lead sessions. However, there is a need for new recruits to join in the planning and delivery of sessions. In the first instance, it may seem overwhelming to lead a group of children and young people but in St Joseph the Worker, our children and young people are responsible and accepting. When sessions are permitted to run we recommend observing the sessions and consider how you would be

an asset to the team, which would be organised. During the lighthouse sessions you will use the Bible and relevant scripture to inform and educate.

Our aim is to provide Lighthouse with opportunities to share their faith, with varied ages inside and outside church.

If joining the children ministry is for you, we require a DBS check to be undertaken, in line with the diocese and wider safeguarding policy. This is to confirm those working with children are safe.

Please continue to pray for our children and young people who face increasing challenges in their everyday life. We urge you to review how we support the future generations.

The children's ministry crucial. Please consider whether God is calling you to this rewarding work.

It is important for us, as Christians, to be part of the growth and development of the future generations, whereby we impart wisdom through understanding.

Flower Team Report | *by Jill Lines and Jessica Basterfield*

he year has been much quieter than previous years largely due to the Corona Virus restrictions and the subsequent lockdowns.

As the church was closed through part of the year during the lockdowns, sadly we were not able to decorate the church with flowers to mark some of the significant occasions in the Christian calendar, such as Easter and Pentecost.

Once the restrictions relaxed later on in the year and the church reopened for services, we were able to gradually start displaying flower arrangements in church again. This included various flower tributes and dedicated displays to remember loved ones and/or anniversary requests.

In between restrictions and the lockdowns, we were also blessed to be able to come together in smaller teams to decorate the church for the following occasions:

- Harvest Festival – Comprised of display of fresh produce and long-life packaged foods.
- Advent – This year we had a new stand to display the advent wreath on.
- Christmas – As Linda reminded me at the time, that it was going to be a ‘different kind of Christmas’ for so many of us, so it felt fitting to depart from the traditional Christmas colours and go with pink flowers instead (this was also due to the colours available in the market).
- Palm Sunday – The church was decorated with palm leaves, on the pews, posts, and around the alter area.

We would like to take this opportunity to say a massive thank you to the flower team Jill, Linda, Lisa, Valarie, for your commitment and help throughout the year, also for your friendship and fellowship. Thank you for helping not only with the creative fun stuff, but

for also not shying away from getting stuck in with the more mundane jobs such as: the early mornings going to the flower market, conditioning flowers, maintaining arrangements, dismantling and clearing away arrangements.

Also thank you to Pat, Patricia, and Harmonie for your help and support. It has been greatly appreciated.

Thank you also to all those who have generously given donations towards the flowers throughout the year, whether it has been to remember a loved one or for special occasions in the church calendar. Thank you for your kind gifts.

Again, it has been encouraging to have so many people commenting on the flowers and showing interest in either helping occasionally or joining the team.

If anyone is interested in joining our flower team, please do speak with us; as we would love to have you on board.

Love and blessings,

Jill and Jessica



Mission Team Report | *by Muke Ferguson*

Mission Team of the Parochial Church Council Report 2020

The Mission Team of the Parochial Church Council (PCC) scans the charitable sector and recommends to the PCC charitable organisations and trusts to benefit from our monthly tithe and special collections; for example, at Harvest and Christmas, and to ensure that all such organisations are registered with the Charity Commission in the UK. The Mission Team also ensures that a broad level of contact is maintained across the church with Mission Partners adopted by the parish.

During 2020 the Church family at St. Joseph the Worker Northolt supported a number of charities; as outlined in the 2019 report. While our giving was impacted by closure due to the Covid-19 pandemic the church nevertheless met its mission obligations.

During 2020, the Mission Team had occasion to review its approach to mission work. St Joseph the Worker Northolt was an early starter to drive online worship; our online services now have a global reach via social media (Facebook and YouTube). Supporting our online activities is now an integral part of mission work. After reflecting the PCC decided that going forward St. Joseph the Worker Northolt should have a much narrower focussed approach to mission giving. It was agreed to support three charitable organisations in three broad categories; local, national (UK-wide) and international.

The Mission Team, Church Wardens and the Parish Priest presented the mission activities and proposal for charitable giving for 2021 to the PCC meeting held in 16 March 2021, at which meeting the PCC agreed to support the following charitable organisations for 2021;

- Local charitable organisation: Hillingdon Autistic Care & Support (HASC): Dudley Place, Off Pinkwell Lane, Hayes UB3 1PB, <http://www.hacs.org.uk/> 020 8606 6780 Registered Charity No. 269425
- National charitable organisation: United Society Partners in the Gospel (USPG) (Anglican) 5 Trinity Street, London SE1 1DB <https://www.uspg.org.uk> 020 7921 2200 Registered Charity No. 234518
- International charitable organisation: Angola London Mozambique Association (ALMA) (Diocese of London work with Anglican Churches in Portuguese speaking countries): 36 Causton Street, London SW1P 4AU <https://www.almalink.org/> 020 7932 1231 Registered Charity No. 241083

It was further agreed that each of the above charitable organisation will, at the end of the year, be offered a donation of £250.

At the same meeting, it was also agreed that St. Joseph the Worker Northolt will also participate in/organise/support the following fundraising activities as part of its mission work;

- The 2021 Diocese of London **Lent Appeal**, which this year focuses on Youth Violence
- October 2021 will be fundraising for the **Christian Aid**

Mission Team Members	Audrey Fleischer-Djoleto , Maureen McCann (volunteered Young persons' advocate), Muke Ferguson, Shirley Dash (volunteered co-opted member), Rohanie Sewkumar
With the support of	Fr Valmor Pimenta (Parish vicar), Patricia Nelson (Church Warden), Garth Williams (Church Warden)

First Aid Co-ordinator | *by Sandy Reed*

There are two First Aid kits (green bum bag and a black bag), and an Accident book in the cupboard in the kitchen marked with a Green Cross. The black First Aid kit is the one to be used in church, the green bum bag can be taken off site. During 2020 and the church being closed they were not used. Any use of these kits must have an entry in the Accident book. A Body Fluid Disposal kit is kept in the toilet cupboard.

The aims of first aid are to: preserve life, prevent illness or injury from becoming worse, and relieve pain, if possible. Sadly, we are down to 2 their names are on the inside of the First Aid cupboard. If you have a current 'first aid at work certificate' please let us know and we will add it to the list.

10. Financial Review

Total receipts in 2020 was £133,082 up 147% on prior year. Receipts included donations via planned & unplanned giving, one-off donations, funds raised through funding raising activities, insurance settlement claim and Church Hall rental income.

Church running cost this year was £29,265 (8.8% higher than 2019) despite the church being closed due to Covid. Running costs includes £13,124 spent on much needed maintenance work around the Church.

Contribution to the Diocesan Common Fund this year was £13,455 - 46% reduction compared to 2019 - due to decline weekly donations following the closure of the church due to the Covid pandemic.

Major roof repairs resulting from the theft of lead from the roof in 2018 cost £89,112. 75% of this amount was covered by insurance claims. Remaining costs was covered by church members and the Dioceses.

Adding bank and deposit balances brought forward at the beginning of the year, the total balances carried forward on 31st December was just £15,926 of which £12,941 has been designated for church maintenance projects, acquisition of a printer and £3,533 is restricted for specific purposes.

11. Reserves Policy

It is PCC policy for the church not to hold excessive funds but to use donations and grants in furtherance of the church's current defined needs, charitable purposes, and outreach projects. However, it is sensible to hold in reserve reasonable sums to meet unforeseeable expenses, longer term anticipated expenses/projects and any reduction in income.

The following reserve policy was agreed by the PCC in 2016:

- A sum not exceeding three months' salary and any liability for redundancy payments may be held in respect of every employee.
- The equivalent of four months general running costs may be held in reserve.
- Every year the sum of £2,000 may be allocated to a designated fund for major building repairs. This fund must not exceed £15,000 without review.
- Every year the sum of £1,000 may be allocated to a designated fund for the renewal of equipment and furniture. This reserve must not exceed £15,000 without review.
- No more than 20% of unrestricted general fund receipts in any year may be allocated to reserves.
- The policy is to be review annually.

The above provision for reserve funds will be in addition to any restricted income donated for specific purposes. Due to low levels of donations, loss of rental income and funding required for building project, all reserves have been earmarked for the project. The Church currently has no reserves to cover any emergency situations.

Financial Statement for the Year Ending 31 December 2020

		Unrestricted	Designated	Restricted	Total 2020	Total 2019	Var %
	Notes	Funds	Funds	Funds	£	£	20-19
		£	£	£			
Receipts							
Giving							
Planned (regular) giving	1	22,242	-	-	22,242	29,014	-23% ▼
Loose plate collection		5,975	-	-	5,975	5,924	1% ▲
One off donation		3,456	-	-	3,456	718	381% ▲
Roof/Building project	2	24,462	2,527	-	26,989	836	3127% ▲
Gift aid tax recovery		0	-	-	0	10,753	-100% ▼
		56,134	2,527	-	58,662	47,245	24% ▲
Other voluntary receipts		0	-	-	0	0	0%
Legacy donation		0	-	-	0	1,900	-100% ▼
Activities for generating funds		0	-	-	0	890	-100% ▼
Rental property		0	-	-	-	0	0%
Hall Rental	3	160	-	-	160	1,564	-90% ▼
Insurance Claim settlement	4	65,195	-	-	65,195	907	7086% ▲
Other misc income	5	9,060	-	-	9,066	1,436	531% ▲
Total General Fund Income		130,549	2,533	-	133,082	53,942	147% ▲
PAYMENTS							
Diocesan Common Fund	6	13,455	-	-	13,455	24,840	-46% ▲
Fees paid over to Dioceses		1,080	-	-	1,080	0	0%
Church Running Costs	7	9,821	-	-	9,821	11,523	-15% ▲
Maintenance and renovations	8	13,124	-	-	13,124	5,599	134% ▼
Major building works		89,112	-	-	89,112	907	9723% ▼
Nominated Tithes paid		0	-	-	0	3,442	-100% ▲
Costs of generating funds	9	125	-	-	125	375	-67% ▲
Loan repayment	10	2,500	-	-	2,500	3,750	-33% ▲
Insurance	11	2,302	-	-	2,302	2,258	2%
Other		224	89	-	313	(45)	-792% ▲
Total payments		131,743	89	-	131,831	52,649	150% ▼
Excess of receipts over payments		(1,194)	2,444	-	1,251	1,293	-3% ▲
Prior year accruals reversal						(1,877)	
		(1,194)	2,444	-	1,251	(584)	-314%
Bank account current and deposit 1 Jan		4,179	10,496	-	14,675	15,260	-4% ▼
Bank account current and deposit 31 Dec		2,985	12,941	-	15,926	14,675	9% ▲

STATEMENT OF ASSETS AND LIABILITIES	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
ASSETS					
Cash					
Current Account (allowing for uncleared items)	-812	12,941	3,533	15,661	14,411
CCLA - Church of England Deposit Account	265			265	265
	-547	12,941	3,533	15,926	14,675
Fixed Assets					
Residential property	390,000			390,000	390,000
Piano	743			743	743
Total assets	390,196	12,941	3,533	406,670	404,391
LIABILITIES					
Diocesan Fees	-				
Interest Free Loan	0			0	2,500
Nominated tithe 2019	0			0	1,685
	0	-	-	0	4,185
Restricted Funds					
Youth work donation			1,000	1,000	1,000
Soul survivor			165	165	165
50th Anniversary funding			1,635	1,635	1,635
Outreach programme funding remaining			733	733	733
Vicars discretionary fund			-	-	0
	-	-	3,533	3,533	3,898

Notes

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- 2 Proceeds from a giving drive to fund church building project
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Independent Examiner's Report to the PCC of St. Joseph the Worker, Northolt.

I report on the accounts for the year ended 31st December 2020.

Respective responsibilities of the PCC and Independent Examiner

As members of the PCC you consider that an audit is not required for this year under section 145(1) of the Charities Act 2011 and that an independent examination is needed.

I am required to check that:

- an examination is required under section 145(1) of the Charities Act 2011
- section 144(1) (audit) of the Charities Act 2011 does not apply to the charity
- the current thresholds for audit are not exceeded. These thresholds are currently set out in section 144 of the Charities Act 2011 as amended by the Charities Act 2011 (Accounts and Audit) Order 2015
- where the charity is a small company charity, it is exempt from audit in accordance with section 477 of the Companies Act 2006
- where accounts are prepared on a receipts and payments basis under section 133 of the Charities Act 2011, that the charity trustees have elected to prepare accounts under this sub-section
- if the charity has subsidiaries, the group income is below the threshold for the preparation of group accounts (section 138 of the Charities Act 2011). The current threshold is specified in The Charities Act 2011 (Group Accounts) Regulations 2015

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 Commissioners section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of Independent Examiner's Statement


My examination was carried out in accordance with the General Directions given by the Charity Commission.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the management committee concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

Independent Examiner's Statement

In connection with my examination, no matters have come to my attention which give me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with s.130 of the 2011 Act
- or to prepare accounts which accord with these accounting records have not been met
- or to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Alan M Rix B.Sc. MIET
31 Norfolk Road
Uxbridge
Middx
UB8 1BL

Date: 23rd March 2021

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

Basis of Independent Examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commission.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the management committee concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

Independent Examiner's Statement

In connection with my examination, no matters have come to my attention which give me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with s.130 of the 2011 Act
- or to prepare accounts which accord with these accounting records have not been met
- or to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Alan M Rix B.Sc. MIET
 31 Norfolk Road
 Uxbridge
 Middx
 UB8 1BL

Date: 23rd March 2021