

PCC OF ALL HALLOWS BROMLEY BY BOW

England & Wales · Charity number 1153020

Details

Other names ALL HALLOWS BOW, Fern Street Family Centre

Status Registered

Legal form Other

Registered 2013-07-23

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

Contact

Address All Hallows Church
1 Blackthorn Street
London
E3 3PX

Phone 07974371418

Email cris@allhallowsbow.org.uk

Website <http://www.allhallowsbow.org.uk/>

Activities

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

Activities: All Hallows Bow is a Church who is living out the call to love, care and serve all people. This looks like kids clubs, family work, youth work, Esol Cafe, work with the elderly, community cohesion projects and meals, Cocaine Anonymous groups. Our agenda is to love those that need loving the most.

Classification

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

Geography

- Tower Hamlets

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£391,376	£430,500	-	-
2023-12-31	£389,988	£423,449	-	-
2022-12-31	£465,154	£435,405	-	-
2021-12-31	£407,115	£375,411	-	-
2020-12-31	£425,003	£417,885	-	-

Trustees

Name	Role	Appointed
REV CRIS ROGERS	Chair	2013-07-19
Daniel Davis		2025-04-27
David Garland		2025-04-27
Ellen Stornbrook		2025-04-27
Hayley Sarah Collett		2021-04-22
Ian Devlin		2016-04-19
Ina Markevica		2018-04-16
Isoboye Isoboye		2022-01-12
James Scrivener		2021-04-22
Kelly Paul		2025-04-27
Melissa Fenech		2023-04-30
Philip Ball		2025-04-27
Rev BEKI ROGERS		2013-07-19
Timothy Anyuru		2021-06-30
Tracy Alwedo		2017-04-14
amanda Clegg		2022-04-29

PCC OF ALL HALLOWS BROMLEY BY BOW

England & Wales - Charity number 1153020

Accounts



Parish of All Hallows Church Bromley by Bow

Trustees' Report & Accounts 2024

Registered at the Charity Commission, no. 1153020

Table of Contents

Table of Contents	2
ANNUAL REPORT 2024	3
Reference and Administrative Information.....	3
Responsibilities of the PCC	4
Church Attendance	4
Electoral Roll.....	4
Public Benefit.....	4
Our Vision	4
Rector's Report.....	5
Wardens' Report.....	7
Ahaba Café Report.....	7
Men's Ministry.....	8
Our Father's House Recovery Ministry.....	8
Women's Ministry	9
Small Hallows (small groups).....	11
Children's Church.....	11
Fern Street Family Centre.....	12
AHB Youth.....	16
Homeless Outreach	17
Safeguarding.....	18
Community Outreach Project.....	18
Racial Justice and Equality Group (RJEG)	19
Church Policies.....	20
Treasurer's Report.....	22
Independent Examiner's Report.....	24
Statement of Financial Activity.....	25
Balance Sheet.....	26
Notes to the Accounts.....	27
Detailed Statement of Financial Activity.....	40

ANNUAL REPORT 2024

(January – December 2024)

REFERENCE AND ADMINISTRATIVE INFORMATION

Members of the Parochial Church Council (PCC) are elected at the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules. The following served as members of the PCC during the year and up to the date of this report, unless otherwise indicated.

RECTOR: The Rev'd Cris Rogers

ASSOCIATE RECTOR: The Rev'd Beki Rogers

CURATES: The Rev'd Raff Chaves
The Rev'd Nicky Wong

CHURCH WARDENS: Charlie Thompson From 29/04/2022 to 27/04/2025
Isoboye Nonju From 12/01/2021
James Scrivener From 27/04/2025

DEPUTY WARDENS: James Scrivener From 29/04/2022 to 27/04/2025
Tracey Alwedo From 26/04/2019
Ellen Stornbrook From 27/04/2025

REPRESENTATIVES ON THE DEANERY SYNOD: David Banks From 19/04/2022 to 27/04/2025
Louise Chaves From 16/04/2017 to 27/04/2025
Hayley Collet From 27/04/2025

ELECTED MEMBERS: David Banks PCC Secretary from 19/4/2022 to 27/04/2025
Philip Ball Treasurer from 15/11/2024
Sheila Akao-Okeng From 30/04/2023 to 27/04/2025
Timothy Anyuru From 30/04/2021
Louise Vinhas Chaves From 16/04/2017
Hayley Collet From 29/04/2022
Ian Devlin From 16/04/2018
Mel Fenech From 29/04/2022
Steven King To 15th Jan 2024
Ina Markevica From 30/04/2023
Amanda Clegg From 29/04/2022
Daniel Davis From 27/04/2025

7 2025

ELECTED MEMBERS	David Garland	From 27/04/2025
(CONT.):	Kelly Paul	From 27/04/2025
	Ellen Stornbrook	From 27/04/2025

All Hallows Bow (AHB) is a charity registered in England and Wales (no. 1153020).

All Hallows Bow uses the banking services of the CAF Bank.

Stewardship was appointed to carry out the independent examination of the accounts for 2024.

The postal address of the church is: All Hallows Rectory, 248b Devons Rd, Bow, E3 3PN.

Responsibilities of the PCC

The PCC of All Hallows Bow, London E3 3PN, has the responsibility, together with the Rector, the Revd. Cris Rogers to promote, in the parish, the whole mission of the Church. This includes the pastoral, evangelistic, social, and ecumenical aspects. It is also responsible for the maintenance of the building of All Hallows Bow. As a Church of England Parish church, the PCC and Rector follow the requirements of Church of England Canon Law. The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 (which sets out the PCC's obligations to safeguard children and vulnerable adults).

CHURCH ATTENDANCE

In 2024, the average Sunday worshipping community at All Hallows Bow, was 123 people, consisting of 100 adults (16+) and 23 children and young people under 16.

ELECTORAL ROLL

This year's electoral roll (as of 20th April 2024) has 103 registered members.

PUBLIC BENEFIT

The PCC members confirm that they have complied with the duty in section 17 of the Charities Act 2011, to have regard to the Charity Commission's general guidance on public benefit. The church of All Hallows Bow benefits the community, by the activities described in the sections attached, particularly through family work, children's work, youth work, AHB food collection and distribution to local people in need, community engagement and working with other faith groups.

We also collaborate with the local Mosques in community work and engagement.

OUR VISION

All Hallows Bow is here to be an explosion of Joy, by making Jesus known in our local community, to see lives transformed.

Making Jesus Known

We are challenged to be a supportive, listening, and caring church.

We wish to behave like family towards each other.

We want to be strong in our welcome and extend deeper friendships.

We want to invite other people into this family.

We will do this by:

- Youth outreach – the development of work done by our AHB Youth team and increasing engagement with Clara Grant Primary School.
- Continuing to engage with Fern Street Family Centre.
- Focusing on children and young families.
- Communicating more with local people through community parties and local events.
- Equipping the congregation to understand and engage with other local groups.
- Celebrating our Christian festivals publicly and loudly.
- Celebrating life visibly.
- Having parties, eating together and socialising.
- Joining in weekly small groups and regular prayer gatherings.

Within the Local Community

We are here to stay and be a part of the local picture.
Our life outside of the building will be of joyful celebration.

We will do this by:

- Living locally, shopping locally and socialising locally.
- Having whole community celebrations.
- Celebrating the ‘good news’ outside.
- Developing contacts with the police, doctors, and civic life. Being intentionally present on ward panels.

To See Lives Transformed

We aim to have worship that is accessible for all people locally, young, and old from all cultures.
We want to be inventive and try new things out whilst increasing the depth of our worship.
We want to see lives transformed emotionally, physically, and spiritually.

We will do this by:

- Actively pursuing freedom in worship that allows people to meet with God.
- Feeding people spiritually, giving good discipleship and teaching.
- Developing children’s worship and teaching, particularly with the growing age groups.
- Committing to creating services for the visually challenged and for those who are poor at reading.
- Collecting for the food bank.
- Engaging with new parents, carers, and toddlers.
- Working with young people on the edge of school exclusion.
- Mentoring at-risk teenagers.

QUINQUENNIAL 2019

The last quinquennial inspection occurred in 2019 by Chris Daley of Twd Architects. The inspection revealed brickwork deterioration on the outer Victorian street walls. The essential work to be completed was to undertake external redecorations, repair and redecorate areas damaged by water penetration, repair damaged glazed leaded light details and repair cracks to brickwork on the organ room. These were completed at the time. The parish are awaiting the London Diocese to action the new Quinquennial inspection.

Rector’s Report

Overview

It is always fun to look back over the year to see what God has been doing here in Bow. In many ways it's been life as usual, but it's also had its wonderful highlights. All Hallows Bow was 150 years old in 2024, which meant we had a year of celebrations. There were many highlights, but the street

party in July felt like a brilliant moment, seeing the community come together. We also celebrated our Birthday party in October with Bishop Ric.

Mission

Our overall mission pattern has been the same as usual, using the festivals to gather for community-wide mission. We started the year with an Alpha course and then ended the year with Alpha. The team did a brilliant job in creating that safe place for people to explore the Christian faith. The final Alpha in the year was the Alpha with the highest retention for the whole 8 weeks with almost no dropouts. We spoke a lot in September 2024 about being people who make a lot of 'invitations'. We aimed to drop the idea of "inviting people to..." as a continuous theme. Mission is more than invitations, but it can be the start to getting people thinking more missionally.

Discipleship

We have a continued focus on discipleship at All Hallows Bow. It has influenced our Saturday Toolkit sessions, Sunday content, small groups materials and so on.

As part of our Sunday content, we have tried to have a focus on topics that are more head-based, heart through spiritual formation, and hands being really practical. So we have looked at books of the Bible like Ephesians, engaged our hearts through 'The Way of the Worshiper' series and sitting at the feet of Jesus, and then some practical topics like 'Kingdom Generosity' looking at generosity as wider than money.

Christmas 2024 was our best Christmas attendance in the last 15 years. 94 people came to midnight communion and 97 to Christmas day. This is wonderful to see, recognising that All Hallows Bow had very low Christmas attendance in 2010.

Baptisms – In 2024 we did 11 adult baptisms and 7 baptisms for under 18s.

Young People

A major highlight over the last year would be seeing our young people grow in faith. Evolve, which holds every Wednesday evening for our teenagers continues to be a really special place for them to grow in faith and also in friendship. We have a really special group of young people who love playing their part in church life. This means we have to mention the two family services they led in 2024. Both times it's been a real joy to see them up front, leading and preaching with such confidence.

Staff Changes

Within 2024 we saw several changes in our teams. David Glover moved on from being Ahaba Manager in the summer after 3 years in that role. Massive thank you to David for all his hard work in Ahaba. David has taken up the role of Kids worker at Holy Trinity, South Woodford. We are grateful to Isaac Rogers who held the cafe so beautifully in the Management gap before Elena returned as Ahaba Manager to our pleasant surprise. Aimée Vairavamoorthy left to take maternity leave in the summer term, and we greatly miss her. Jake Hodges, having been with us for two years, relocated to Bristol to take up the brilliant role of Student Pastor. All these amazing servants are greatly missed but we are super grateful for all they brought to us.

Acknowledgments

We must thank our wonderful volunteers for all the time they have given to welcoming, serving of hospitality, flipping burgers, helping in ESOL classes, loving our young people, teaching at children and youth church, etc. We are immensely blessed to have fantastic people who bring the church ministry alive. Without all these willing people, things would simply not happen.

We also need to thank our Staff teams who make Fern Street, Ahaba and general ministry happen. The team tend to work long days to fit everything in, of which we are grateful.

Wardens' Report

Welcome to the 2024 AHB Warden's Report. On behalf of Charlie and Soby the AHB churchwardens, alongside James and Tracey our deputy wardens, we want to thank God for another amazing year of loving Jesus and serving our community in 2024.

It was another year in which All Hallows carried out our vision of being an explosion of Joy, by making Jesus known in our local community, to see lives transformed.

The church is not just a building – it is a living, breathing body of people. This year we got to celebrate 150 years of All Hallows representing Jesus in this community. What a special moment! Naturally, it was raining on the day of our big street party, but we manfully and joyfully celebrated anyway. God's story in Bow has been alive and well for generations and will continue for generations to come.

With Sunday preaching, Alpha, Toolkits, Small groups, and so much more – this was a year of growth in discipleship at All Hallows. The best thing about it? Whoever you are, All Hallows has something for you. Whether it is Our Father's House for those in recovery, or the Men's or Women's groups; we are seeking to create safe spaces where people can come and meet with Jesus. We are so grateful for the dedication of our teams leading these amazing ministries.

One of our priorities as a leadership group this year was investing in the growth of our children and young people, and it has been amazing to see them thriving. The wardens want to thank our leaders who serve both the youth and young people as they meet on Sundays and midweek.

Fern Street Family Centre and Ahaba café had both had years of growth, challenge, and triumph. They are perfect examples of our mission as a church being played out day by day. Being a church who serves our community in a real, practical way is so important to us.

We want to thank David who handed over café management to Elena in the autumn, and we pray for him and his family in their new adventure in South Woodford. It's exciting to welcome Elena back after a 3-year hiatus to take up the reins managing Ahaba again.

Fern Street has seen changes too – we welcomed Abi as interim manager covering Aimee's maternity leave and we are praying for them both to have an amazing year. The crucial part the Fern St plays in the ministry of All Hallows cannot be underestimated – being Jesus' hands and feet to our local community. Thank you to the staff team there and all our amazing volunteers.

On the subject of thanks – we want to take a moment to say thank you to all of our brilliant staff team, as well as everyone who gives up their time to make All Hallows what it is. Our vision to be an explosion of joy in Bow does not happen automatically. It takes so much time, effort, and dedication – often unseen, quiet, and behind closed doors.

When Jesus challenged those who were making a show about their generosity in the synagogue, he called us to a better way. He calls us to be secret servers, givers, and prayers. Our quiet rebellion against the cultural pull towards public displays of brilliance. Here's to the rebels of All Hallows, making the ministry of the church happen in humility and service.

CHARLIE THOMPSON

Ahaba Café Report

This was a year of transition for Ahaba cafe as we said goodbye to David, the cafe manager of three years. We thank David for his amazing service to the cafe. In September we welcomed back our original manager Elena with fresh ideas and goals. Through the challenges of transition, the cafe was able to have

its best annual sales to date and see countless new faces as well as many regulars. We ended the last quarter of the year strong and helped the church host a meet and greet with Santa.

We continued to receive excellent Google reviews throughout the year and helped several people feel that the cafe was their safe place to come when life was challenging.

Many people received a free coffee from the Pray it Forward board and many prayers and warmth were shared over the counter. We're so thankful to Isaac who helped transition the cafe between David's goodbye and Elena's hello, and we look forward to exciting events in the coming years.

ELENA NELSON

Men's Ministry

The AHB Men's Ministry is dedicated to fostering fellowship, encouragement, and spiritual growth among the men in our church community. While the past year has been relatively quiet, we have continued to provide opportunities for connection and support.

Over the last year, we held two key gatherings. The first was a Saturday morning coffee chat and prayer, where we shared meaningful conversations and prayed together. More recently, just two weeks ago, we enjoyed a curry night, with six members attending, strengthening relationships over food and fellowship.

Looking ahead to the coming year, we aim to increase the frequency of these events to ensure that our men have more opportunities to connect, support one another, and grow spiritually. Strengthening these relationships will not only benefit individuals but also enrich the wider church community.

We look forward to seeing this ministry expand and welcoming more men into a supportive and faith-filled environment.

REV RAFF CHAVES

Our Father's House Recovery Ministry

Our Father's House (OFH) is our Recovery Service held on Tuesday nights in church, providing support and faith-based guidance for those struggling with addiction. Over the past year, we have expanded our reach and strengthened our efforts to help individuals on their recovery journey.

Support Initiatives

In 2024, OFH provided three essential types of support for those in recovery or still battling addiction:

- Food Bank: Over 80 individuals received food parcels.
- Transport Assistance: More than 15 people coming out of jail or treatment centres were provided with bus passes to help them attend recovery meetings.
- Recovery Literature & Bibles: We distributed over 30 Bibles to individuals seeking faith-based support.

Baptisms & Discipleship

This year, we had the privilege of baptizing 10 individuals, celebrating their transformation and commitment to faith. Our discipleship efforts included three rounds of the 12-Step Biblical teaching, helping individuals strengthen their recovery through scripture. Additionally, we studied the Book of Jonah, making its teachings accessible to those new to faith.

Looking ahead, we are launching a new 12-Step Bible Study Group starting March 6th, which will take place every Wednesday evening.

Mentorship & Community Growth

Mentorship remains a core aspect of OFH, with several members receiving one-on-one support for both their faith and recovery journey. To foster a stronger sense of community, we now serve food before every service, creating a warm and welcoming environment.

Attendance has been consistently strong, with over 25 people joining in person each week, while an additional 20 individuals participate via Zoom remotely.

Church Planting & Expansion

We successfully planted Our Father's House in Leeds, which has been running for 10 months and now welcomes an average of 30 recovering addicts each week. Additionally, we are in advanced discussions to establish a new location in Gosport in 2025, further expanding our mission to support individuals in recovery.

Plans for 2025

Our mission remains steadfast: to support individuals in addiction recovery through faith, guidance, and community. In the coming year, we aim to strengthen our leadership structure, ensuring that those leading by example uphold the core values of the ministry.

REV RAFF CHAVES

Women's Ministry

Since the last report Women's Ministry has continued to meet 6 times a year, with events split up according to the school term times/half term holidays.

Our vision is for the women of AHB to grow in intimacy in their relationship with God and with each other, so that we can form real community that both supports each other and puts Jesus first.

We've had brunches, walks, Christmas crafts, prayer events and worship nights and seek to connect whenever we meet regardless of the theme. We'd love to see all women of the church coming together and we have a WhatsApp group for additional communication/prayer requests between meetings.

At the beginning of 2024 Rodie started a Bible group discussion on WhatsApp where we read a chapter a day individually and then discuss our thoughts together! This has been an enriching and beautiful group where we've learned more about the Word from each other!

Please do get in touch with either Manda or I if you'd like to know more or get involved with any of the above!





LAURA THOMPSON

Small Hallows (small groups)

At All Hallows, we offer 5 small groups, alongside various mid-week gatherings and seasonal ministries like men's and women's groups. These small groups are essential to our discipleship journey, providing a space for us to come together and encourage one another as we grow more like Jesus. Our key goals for small groups are to expand both the number of groups and the attendance within them, while also developing leaders who are maturing as confident disciples themselves. Recently, we completed a series focused on sharing personal testimonies, where each member took 45 minutes to share their journey of faith past, present, and future while being prayed for. This was an invaluable experience, as it allowed us to build deeper connections within the group, something that's often hard to achieve in a typical gathering. Currently, we're diving into the topic of holiness.

REV NICKY WONG

Children's Church

This year, we have continued to encourage the young people at All Hallows' in the growth of their faith. There is a lot of enthusiasm on Sundays when the service leader says it is time for Children's Church with smiles and laughs from the moment they start walking to the cafe.

We have some regular members who constantly contribute to the sessions and ask thought-provoking questions.

We have continued to use scripture and craft activities to explore scripture and themes used in the main service.

The children present their activity at the end of the service, taking it in turns to explain what they have learned and what they have done. One or two children then pray. It has been a joy to experience the children's growth in their prayer life and the way they respond to the activities.

Going forward, it would be useful to have more volunteers to help with the sessions and this could be added to the church prayer schedule.

I continue to appreciate the prayers of our family for the work with children and feel blessed to be trusted with this valuable part of our mission. Our children are great and a valuable part of our church community.

Starting the new school making fruit kebabs - Galatians 5:22-23.



Building a firm faith - using cocktail sticks and marshmallows.



Jesus connects us to God

King David "danced in his pants". We thought about how we can rejoice without shame.



AMANDA CLEGG

Fern Street Family Centre

What an extraordinary year of growth and community impact we've experienced at Fern Street Family Centre! Despite transitions in leadership, including our centre manager's maternity leave and bringing a beautiful boy into the world, our dedicated team rose to embrace new opportunities and delivered exceptional support to families across our community. We're thrilled to report that we touched the lives of 467 family members through our direct services, with our impact rippling out to benefit countless others indirectly.

Our Early Years Programme reached 140 individuals through Bright Start, Little Explorers, and baby massage courses. Parents shared how they were better able to support their child's learning and development after attending our sessions. We also launched our first Triple P for Baby parenting course, supporting new parents through those precious early moments.

Our ESOL programme flourished under Viktoria and our new tutor Hayley, empowering 110 women to build confidence and forge lasting friendships. The success stories warm our hearts, including one student who joyfully shared: ***"I was able to take my son to the cinema to see Paddington in Peru and it was the first time I could follow the film with understanding. I have also just completed my tests and had my citizenship ceremony!"*** Others have commented that this is the first time they have been positively encouraged. One of the highlights was when the ladies posted letters to each other - there was so much joy and excitement when their mail arrived! Memorable excursions to Harrods, Covent Garden, and the National Portrait Gallery helped build language skills and confidence.

Through our food club, supported by City Harvest and The Felix Project, twenty-six families received fresh produce and essential items helping with food insecurity. One grateful member told us, ***"Fern Street Family Centre gave me a lot of support.... I really needed help.... I started food club. I feel fine, I am happy with my children."***

Our after-school clubs have been filled with excitement - telling epic tales in Helicopter Stories, building forts, baking, art and crafts, and even planting beautiful flowers in our garden. The children and staff have created amazing memories! Thanks to our volunteers who helped us spruce up our outdoor space!

Our Children and Families Outreach Lead has continued to provide vital one-to-one support to vulnerable families, helping overcome complex relational issues and build strong, healthy families. Our partnership with Tower Hamlets Family Hubs Network continues to strengthen, expanding our reach to support even more families in Northeast London.

Fern Street community activities brought families together through baking sessions, creative "Art in the Garden" workshops, and restorative Art and Soul sessions. Family outings created lasting memories for 41 adults and children, while our Active Woman exercise sessions have been full of exploration and giggles!

None of this would be possible without our amazing community partners and volunteers who have given their time and energy to create safe, welcoming spaces where local families can thrive.

As we look ahead, we're filled with optimism about the countless ways we'll continue to strengthen our community, one family at a time. Thank you to everyone who has been part of our journey in making 2024 truly remarkable.







Financial Summary

Income for the year for the Fern Street Centre was £77,293, a decrease of £7,766 from income of £85,059 in 2023. The income in 2023 was also a substantial reduction from the outcome for 2022 for 2022 of £191,88.

Expenditure for the year was £119,654, a reduction of £12,711 from £132,366 in 2023, largely due to a reduction of approximately £10,000 in staff costs.

As a result, after fund transfers of support from the General Fund, the Fern Street Centre had a deficit for the year of £38,001, reduced from a deficit of £47,307 in 2023. The total funds held in the restricted fund for the centre were reduced at the year end to £64,834 from £102,835 at the end of 2023 and, previously, £150,142 at the end of 2022.

Further details of the income and expenditure for Fern Street Centre can be found in note 19 to the accounts.

ABIGAIL CHAMBERS

AHB Youth

This year with youth has been really special, we have a small group of around 10 core young people who come each week on a Wednesday and also Sunday mornings. We are really excited as the group has grown this year and built on years of consistency. We have had trips out, lots of games, and explored different ways to connect with the Bible and to pray. At the moment we are doing the Freedom in Christ series, looking at truths that God says that will set us free. We also have a small art display near the altar in church showcasing canvasses we drew on during a session.

We're also grateful that the team for Wednesdays and Sundays has grown, and that has made a huge difference to the young people, although we are always open to more help! It's been wonderful to see members of the church investing in the next generation.

Our youth group has seen a lot of laughter but has spent time praying for difficult situations and grappling with big theological questions. We've also led a few of the All Age Services which has been a real privilege and joy- the young people have really grown in confidence and it's great to see how comfortable they are at church and leading different parts up front.

Watch this space for even more amazing things happening over the next year!

LOUISE CHAVES

Homeless Outreach

2024 has been a very successful and fulfilling year for the All Hallows Homeless Outreach project, with its volunteers continuing to shine the Lord's light on those who need it most.

A very generous donation from our partnership with the Co-Operative meant that we were able to purchase vital products such as water, food and toilettes. This donation provided enough stock for 5 outreach evenings.

We have blessed many of our homeless community with much needed produce in addition to our prayers and valuable conversations and have managed to build up trust and friendship with those who sometimes have nobody to talk to for days on end. Whilst sharing our love with those we meet, we are reminded of ***Proverbs 22:9 "The generous will themselves be blessed, for they share their food with the poor"***

This year, we have solidified our presence in the community, especially with the women's hostel, who welcome us every month with smiles and thankfulness. We are starting to see Gods presence in the people we meet, with many allowing us to pray for them and some have even said prayers for us in return.

The residents of the men's hostel have told us that they look forward to seeing us every month and that we make a real difference to their lives with our prayers and donations.

The Christmas outreach this year was one of the most successful that we have had. Thanks to donations, we were able to provide many people with a wonderful gift bag that included scarf/hat/gloves, Hoody/Jumper, Thermos flask, socks and many delicious food treats.

We hope to have an even more successful 2025 which does mean procuring more stock. We have seen so many people sleeping on the cold street with no blankets and would ultimately like to bless the community with sleeping bags and blankets.

We remain steadfast in our commitment to serve the Lord where he is needed most, on the streets of our local community.



MELISSA FENECH

Safeguarding

At All Hallows Bow we take the safeguarding of our church congregation and local community extremely seriously. This has never been more important than in the past year, as some of the Church of England's Safeguarding practices have been so widely discussed and highlighted by the media. We will continue to work alongside our excellent Diocesan Safeguarding Team, so that we may continue to provide a high level of training and are well equipped to offer ongoing support and knowledge in the future.

We aim to ensure that all staff and volunteers have access to appropriate training and are pleased to report that in recent months, members of our PCC have updated their Basic Awareness and Foundation Safeguarding certificates and undertaken training to help raise awareness of Domestic Abuse. The PCC have complied with their duties under section 5 of the Safeguarding and Clergy Discipline Measure 2016. Our Children and Youth teams have also attended online training sessions to ensure the safety and well-being of young people in our church.

Our aim is to continue to provide a safe space for all people to be able to engage and enjoy church services and additional activities at All Hallows Bow. We provide spaces where we hope individuals and families feel confident and heard when sharing sensitive safeguarding concerns. A place where victims can feel held and supported and everyone is able to look after each other with grace and love.

If you have any safeguarding concerns please speak to Hayley Collett, Beki Rogers or a member of the staff team.

Finally, a huge thank you to our church family and staff team who continue to safeguard well and look after each other.

HAYLEY COLLETT

Community Outreach Project

Our Tuesday afternoon 'Moodles' session has become 'Cake, Coffee and Chat'. A group that comes together to doodle, play board games, chat and laugh together. This group is a mixture of mums with babies, people that live alone, students and church family. It is often noisy and chaotic yet at other times quiet and calm. The members decide what they want to do each week, but at the centre of this is a group of incredibly welcoming people that have become family together, that drink smoothies and coffee, and enjoy the occasional slice of cake and support each other through life.

In January we introduced our ESOL Chill and Chat. A great link with Fern Street Family centre. Ladies from the local area that attend ESOL classes meet for coffee and conversation in Ahaba cafe on Friday mornings.

They are enjoying the cafe culture and tours around the church. This is an incredibly powerful way of building interfaith relationships with our wider community and brings us all a lot of love and laughter.

Although we closed our Connect club before Christmas, Friday afternoons have continued to be a drop in space at the Ahaba, showing that the cafe and our groups have become a safe and important part of life for many local people. So we will continue to be present, drink coffee, eat cake, talk, listen, share the gospel and pray for those who need it on Friday afternoons. What a blessing it is to see God moving and interrupting us, to show us what our neighbourhood really needs.

HAYLEY COLLETT

Racial Justice and Equality Group (RJEG)

Our activities in 2024 (just like in 2023) were guided by the five-point action plan agreed since 2021.

1. Education, vision, & theology - We supported our church to reflect racial justice in the teachings. We explored ways to educate our community in a way they will understand and receive the message of racial justice and equality.
2. Structures & governance - Ensured we had appropriate church policies that reflect racial equality (e.g., equal opportunities, grievances).
3. Participation - Encouraged and engaged the equal participation of people with disabilities, adults and young people of colour so as to ensure those who participate in church reflect our diverse community, and we are fully inclusive.
4. Language & terminology - We considered ways to express ourselves as a church in a way that is respectful, inclusive, and sensitive to all.
5. Visibility - We championed racial justice publicly via several outreach events among others. Pupils, teachers and head of one of the local schools (Clara Grant School) enjoyed the Christmas Assembly and our use of a non-white baby Jesus.

Meetings

- We had three formal meetings in March, June, and September. We also have a WhatsApp group where we discuss and plan.

Racial Justice Themed Prayer Meetings

- Our Church has regular prayer meetings centered on various topics which takes place Thursdays 7.30pm. We led racial justice themed prayer meetings in May, July and October.
- Prayers in June included focus on World Refugee Day (20 June) and Windrush Day (22 June)

Black History Month

We had a series of events to mark Black History Month with lots of positive feedback.

- Children's Church – teachings and activities to create awareness of Black History Month
- Youth – deep dive workshop with youth on the history of black people in Britain
- Book Club - This is Not America, a book by Tomiwa Owolade
- Family service theme was on the animation movie "Wish" which has a black lead female character
- Evening Service Interview panel mission in diverse settings with Dez Brown

Vision Month

- Racial Justice was incorporated into our church's Vision Month

Sunday Services & Teachings

- The ethnicity of characters in the Bible are correctly portrayed in teachings. Different people are involved in the order of service activities to reflect the diversity of our congregation.

Worship Songs

- Our worship team continues to include songs by Artists of diverse ethnicity.

Christmas

-
- The Christmas book used is more representative of Jesus' ethnicity as a person of colour.

RJEG Membership

- We continue to be open to welcoming new members.

SOBY NONJU

Church Policies

DATA PROTECTION

AHB has a data protection policy in compliance with GDPR (Regulation (EU) 2016/679) legislation. The entirety of this can be read at All Hallows GDPR (www.allhallowsbow.org.uk/gdpr)

GRANT MAKING

The task of deciding how to distribute grants for missions is done by the Rector and Associate Rector, with reference to the Treasurer. Grants are awarded to organisations and church members working in mission based on an evaluation of each case. All giving follows the mission policy of All Hallows Bow, which is the promotion of the Christian gospel in proclamation and social action throughout the world. There are no PCC related trusts.

INVESTMENTS

The church's endowment investments, both shares and cash, are entrusted to the Diocese of London. Our policy as regards money held for the general fund and under the control of the PCC is to place funds not needed in the near future on deposit.

RESERVES

The PCC have determined that the charity should aim to hold unrestricted net current assets of no less than about 9 months of unrestricted expenditure (2024: £111k / 2023: £105k) so that the charity could continue to operate should income and / or expenditure vary adversely. At the year end, the charity held unrestricted net current asset of £116k (2023: £116k) and the charity is complying with its reserves policy.

Where General funds are more than nine months' general expenditure (based on trailing three-year average), we expect to review our budgets and to consider designating the excess for a particular purpose. The restricted funds of AHB Youth and AHB @Fern Street are managed by the project leaders who aim to ensure their projects are viable for at least a year ahead and who are instrumental in raising additional funds as appropriate. Ahaba restricted fund includes balance sheet items which are not liquid and therefore should be excluded from our reserves position.

RISK ASSESSMENT AND MITIGATION

Risks associated with the operation of the church are reviewed regularly by the Rector and PCC. Policies and procedures are developed as appropriate to mitigate these risks. Areas assessed include risks associated with finance, information, buildings and contents, employed staff and volunteers, and members of the public. Good financial controls reduce the risks associated with handling money. Church

property is protected with security systems, and insurance is held to reduce the impact of any physical loss that may occur. Staff and volunteers are trained in keeping themselves and others safe. As a matter of policy, independent professional advice is taken where appropriate.

CHILD PROTECTION AND ADULT SAFEGUARDING

AHB takes its responsibility to protect and champion the well-being of children, young people and vulnerable adults very seriously. We will act promptly whenever a concern is raised about a child, young person or vulnerable adult or about the behaviour of an adult and will work with the appropriate statutory bodies when an investigation into abuse is necessary. We follow safer recruitment procedures and have clear procedures in place to identify, respond to and report concerns. Staff and volunteers receive annual safeguarding training, and our safeguarding policy and procedures are reviewed at least annually.

SUSTAINABILITY

AHB encourages the adoption of sustainable practices in all areas of church life and work. This is our contribution to reducing carbon emissions in response to the climate emergency. Measures taken include recycling, energy audits, encouraging the use of public transport, cycling and walking. In 2020 All Hallows achieved a Bronze Eco Church Award, reflecting the measures already in place. Using the resources and advice given, we aim to work towards Silver in the next few years.

The PCC is responsible for keeping proper accounting records, which disclose, with reasonable accuracy at any time, the financial position of the church, and to enable them to ensure that the financial statements comply with applicable Accounting Standards and Statements of Recommended Practice and the regulations made under the Charities Act 2011. They are also responsible for safeguarding the assets of the church and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approval

Approved by the PCC of All Hallows Bow and signed on its behalf by



Cris Rogers

The Rev'd Cris Rogers
Rector

Date: 30th June 2025

Treasurer's Report

This year has been the second year since we have resumed our activities in a post Covid-19 world. The economic conditions remain challenging with 'cost of living' and high energy costs persisting and impacting many of our residents. Regardless of these external pressures we have continued to serve our community, made possible by the generosity of your gifts and grants.

It has been increasingly difficult to secure grants during 2024, and we have engaged with an external fundraiser to support our efforts. Income at Fern Street reduced by almost £10k compared to the prior year and half of 2022 levels. We continue to work tirelessly to secure new grants and the financial position remains under review in line with our reserves policy.

The Ahaba café has seen an improved footfall in 2024 and beyond, which is noted in the increased café takings. This ministry is supported by generous gifts to ensure we continue to serve the local community - great coffee and connections.

Thank you to everyone; our congregation members, grant makers, close friends and all who have supported us financially in 2024. We are incredibly thankful for this and continue to trust that the Lord will supply our every need going forward; we're excited to see what God has in store for us next.

General fund: Total income was £153k in the year to 31 December 2024, £1,000 less than in 2023. We experienced a year of increased regular giving from individuals, which increased in-year to £105k (4.8% up from £100k in 2023 but 5.4% lower than £111k in 2022). One-off gifts dropped 7.7% and declining grants income was a significant challenge due to a constrained funding environment, however gift aid to be received supported overall income. Total General Fund expenditure, which is reflective of the continued activities of the church, increased for a consecutive year, increasing by £1.3k to £146.5k (£145.2k in 2023) as staff and energy costs have continued to factor due to inflation. Our Common Fund contribution remained flat at £65k vs 2023. Other expenditure was in line with expectations and prior year. The net effect of the above resulted in the General Fund recording a surplus for the year of £6k (2023: £1.6k), and after fund transfers, funds carried forward are £117.4k (2023: £117.4k).

Endowment Funds: The investments referred to as the 'Table Fund' decreased £900 following revaluation of the investments. Dividends and interest from the fund are restricted for general maintenance of the church buildings.

Restricted Funds: recorded total income and expenditure of £239k and £284k, respectively, in the year to 31 December 2024. Income was lower than 2023 (from £243k), with expenditure increasing to £284k (from £278k in 2023). In terms of the underlying movements, the main constituents were as follows:

1. Fern Street Family Centre: Income decreased from £85k to £77k because of lower grant funding. Expenditure decreased, from £132k to £120k resulting in an operational deficit of -£42k (vs a deficit of -£47k in 2023). After a transfer of £4.4k from the General Fund, the net deficit for 2024 was £38k. Further information can be found in note 19 to the accounts.
2. AHB Youth: Income decreased from £11k to £3k, whilst expenditure increased from £8k to £13k, leading to a deficit of -£10k (vs a surplus of £3k in 2023).
3. Ahaba Café: income from café takings increased from £46k to £53k but overall income reduced from £64k to £61k. Expenditure reduced to £66k following a reduced staffing model implemented in 2022. The deficit was reduced to £5k (from £11k in 2023).

The result of these movements, as well as other smaller balances (for which more detail can be found in notes of the accounts), is that the Restricted funds generated a deficit, before fund transfers, of £46k in the year (from £35k in 2023). There was sufficient cash flow to maintain the reserves policy.

Budget Forecast: The budget forecast for the General Fund, excluding restricted funds, includes a breakdown in expenditure, including salaries, utilities, rent and print and posting. This keeps income flat, with annual expenditure increasing by 3% in line with current UK inflation. In 2025 the General Fund surplus shrinks by over half, from £6k to £2k. Continuing cost increases without corresponding income growth erodes reserves. The General Fund is still in surplus in 2025, but this is under pressure. If this pattern persists, the General Fund surplus will continue to erode, eventually leading to deficits if expenditure continues to rise faster than income.

Plans for future periods

The short- and medium- term plan is to continue with supporting the same objectives and activities.

The PCC's responsibilities in relation to the financial statements.

Charity law requires the Parochial Church Council (PCC) to prepare a statement of financial activities and statement of assets and liabilities for each financial year, which gives a true and fair view of the state of affairs of the church and of its financial activities for that year and adequately distinguishes any material special trust or other restricted fund of the church. In preparing those financial statements the PCC is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the policies adopted are in accordance with the appropriate Statements of Recommended Practice (SORPs) on Accounting by Charities and the Accounting Regulations and with applicable accounting standards, subject to any material departures disclosed and explained in the financial statements;
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the church will continue to operate.

The PCC is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the church, and to enable them to ensure that the financial statements comply with applicable Accounting Standards and Statements of Recommended Practice and the regulations made under the Charities Act 2011. They are also responsible for safeguarding the assets of the church and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the PCC of All Hallows Bow and signed on its behalf on

by:



Philip Ball
Treasurer

Date: 30 June 2025

INDEPENDENT EXAMINER'S REPORT
TO THE MEMBERS OF THE PAROCHIAL CHURCH COUNCIL OF
THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW
('the Charity')

I report to the members of the PCC (who are also the charity's trustees) on my examination of the accounts of the Charity for the year ended 31 December 2024 on pages 25 to 40 following, which have been prepared on the basis of the accounting policies set out on pages 27 to 29.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

Lisa Darby

Lisa Darby FCA
Institute of Chartered Accountants in England and Wales
Stewardship
1 Lamb's Passage
London
EC1Y 8AB

Date: 7th July 2025

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds 2024 £	Total Funds 2023 £
INCOME AND ENDOWMENTS FROM:						
Donations and legacies	3	148,221	178,869	-	327,090	318,907
Charitable activities	4	4,024	52,995	-	57,019	49,001
Investments	5	469	6,798	-	7,267	6,981
Other income	6	-	-	-	-	15,099
Total income and endowments		152,714	238,661	-	391,375	389,988
EXPENDITURE ON:						
Charitable activities	7	146,484	284,459	-	430,943	423,449
Raising funds	8	-	-	-	-	-
Total expenditure		146,484	284,459	-	430,943	423,449
Net gains/(losses) on investments		-	51	(862)	(811)	(5,421)
Net income/(expenditure)		6,230	(45,747)	(862)	(40,380)	(38,882)
Transfers between funds	16	(6,230)	6,230	-	-	-
Net movement in funds		0	(39,518)	(862)	(40,380)	(38,882)
Reconciliation of funds:						
Total funds brought forward		117,428	631,537	104,857	853,822	892,704
Total funds carried forward	16	117,428	592,019	103,995	813,442	853,822

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

All income and expenditure derive from continuing operations.

The notes on page 27-39 form part of these accounts.


THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds 2024 £	Total Funds 2023 £
FIXED ASSETS						
Tangible assets	9	1,071	431,681	-	432,752	437,173
		<u>1,071</u>	<u>431,681</u>	<u>-</u>	<u>432,752</u>	<u>437,173</u>
CURRENT ASSETS						
Stock	10	-	400	-	400	160
Debtors	11	42,736	19,009	-	61,745	38,033
Investments	12	-	2,266	103,995	106,261	107,072
Cash at bank and in hand	13	81,975	141,689	-	223,664	283,878
		<u>124,711</u>	<u>163,364</u>	<u>103,995</u>	<u>392,070</u>	<u>429,143</u>
CREDITORS: Amounts falling due within one year	14	(8,353)	(3,026)	-	(11,379)	(12,493)
		<u>116,358</u>	<u>160,338</u>	<u>103,995</u>	<u>380,691</u>	<u>416,650</u>
Net current assets / (liabilities)						
		<u>117,428</u>	<u>592,019</u>	<u>103,995</u>	<u>813,442</u>	<u>853,823</u>
TOTAL NET ASSETS						
		<u>117,428</u>	<u>592,019</u>	<u>103,995</u>	<u>813,442</u>	<u>853,823</u>
FUND BALANCES						
Unrestricted Funds	16					
General funds		117,428	-	-	117,428	117,429
Designated funds		-	-	-	-	-
		<u>117,428</u>	<u>-</u>	<u>-</u>	<u>117,428</u>	<u>117,429</u>
Restricted Funds		-	592,019	-	592,019	631,537
Endowment Funds		-	-	103,995	103,995	104,857
		<u>117,428</u>	<u>592,019</u>	<u>103,995</u>	<u>813,442</u>	<u>853,823</u>

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



 REV. CRIS ROGERS

Date: 30th June 25

Charity number: 1153020

The notes on page 27-39 form part of these accounts.

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Statutory Information

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

2 Accounting Policies

These financial statements are prepared on a going concern basis, under the historical cost convention as modified by the revaluation of certain assets, which are measured at fair value through the Statement of Financial Activities. The financial statements include all activities for which the PCC is legally responsible; the activities of informal gatherings of church members and groups that owe their main affiliation to another body and are excluded.

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

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

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

a) Going concern

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

b) Income

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

Income from donations and legacies includes:

- i) Recoverable gift aid. This is recognised when the related donation is received. Gift aid that has not been recovered by the balance sheet date is included as a debtor.
- ii) Donated facilities, services and goods. Goods donated for distribution to beneficiaries are recognised as income when receivable at fair value (being an estimate of the amount it would cost to purchase those items). Goods donated for resale are recognised as income at the point of sale (as the sale proceeds cannot be estimated reliably before the goods are sold). Facilities, services and goods donated for the charity's own use are recognised as income when receivable at their value to the charity.

The charity relies on volunteers to carry out many of its activities. However, in accordance with the SORP, the value of these services has not been included in these financial statements as they cannot be reliably measured.

When donated goods, services and facilities are distributed or consumed, an expense in respect of those items is included in the Statement of Financial Activities. At the year end any goods that have not been distributed or consumed are recognised as stock; donated fixed assets are capitalised.

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

2 Accounting Policies

- iii) **Legacies.** Income from legacies is recognised when a distribution is received from the estate or, if earlier, when the charity has been notified that a distribution will be made and the amount receivable can be measured reliably.

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

Investment income represents income generated by the charity's assets and includes income from endowment investments referred to as the Table Fund.

Other income includes gains arising from the disposal of tangible fixed assets and the proceeds of insurance claims.

c) Expenditure

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

Contributions in respect of the diocesan parish share are included in the Statement of Financial Activities for all amounts agreed to being payable for the financial year. Any contributions that have not been paid over by the year end are included as a creditor.

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

Expenditure on raising funds comprises the costs incurred on commercial trading activities, fundraising and managing investments.

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

d) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the PCC in furtherance of the general objectives of the charity. Designated funds comprise unrestricted funds that have been set aside by the PCC for particular purposes. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects. Endowment funds are donations that are retained as capital in accordance with the donor's wishes. The nature of the restriction determines whether the endowments represent permanent endowments or expendable endowments.

e) Tangible fixed assets

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

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

The church halls and certain clergy accommodation are held in trust by the Diocese on behalf of the PCC. These properties are essential for the mission of the church and have been in use for many years but they have not been included in these financial statements as there is insufficient cost information and their depreciated cost is unlikely to be material.

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

2 Accounting Policies

Items purchased or donated for the charity's own use are capitalised when the cost of purchased items, or the fair value of donated items, is more than £500 and the item is expected to benefit the charity over more than one accounting period. Depreciation is charged on a straight line basis so as to write down the value of each asset to its estimated residual value (if any) over its expected useful economic life. To achieve this objective the following rates of depreciation are charged:

Freehold land	Is not depreciated (because it is not consumed by use)
Freehold buildings	Over 50 years after taking account of the building's residual value
Leasehold improvements	Over the lease term or, if shorter, expected useful life
Equipment	Over 3 to 7 years

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

f) Investments

Fixed asset investments are held to generate income and / or for their investment potential. Current asset investments are investments that are held specifically for sale or are investments that the charity expects to sell by the next balance sheet date. Investments, other than social investments (see below), are valued as follows:

- i) Investment property and listed investments are valued at their market value (fair value) at the balance sheet date.
- ii) Unlisted investments are measured at cost less impairment where it becomes apparent that the amount that could be realised is less than cost.

Social investments are investments where the primary motive is to further the charity's objects, not to generate an investment return. Social investments comprise :

Mixed motive investments are investments that are held both to generate a financial return and to contribute to the furtherance of the charity's objects.

Impairment losses and losses arising on the disposal of social investments are included in the Statement of Financial Activities under the heading 'Expenditure on charitable activities'. Gains arising on the disposal of social investments are included in the Statement of Financial Activities under the heading 'Other income'. All other gains and losses on investment assets are included in the Statement of Financial Activities under the heading 'Net gains / (losses) on investments'.

g) Stocks

Stocks of goods purchased for re-sale are stated at the lower of cost and net realisable value. Stocks of donated items held for distribution to beneficiaries are measured at fair value; stocks of goods donated for the charity's own use are valued at an estimate of their value to the charity.

h) Pension scheme arrangements

The charity operates defined contribution pension schemes for its employees. Obligations for contributions to these schemes are recognised as an expense when the liability arises. The assets of these schemes are held separately from those of the charity in independently administered funds.

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

i) Taxation

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

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

2 Accounting Policies

j) Financial instruments

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

k) Exemption from preparing a cashflow statement

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

l) Critical accounting estimates and areas of judgement

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

3 Donations and legacies

	2024	2023
	£	£
Donations of cash and similar	161,167	162,324
Donations in kind (note 3a)	4,500	-
Other grants receivable	134,198	129,974
Income tax recoverable	27,225	26,608
	327,090	318,907

a Donations in kind comprise:

	2024	2023
	£	£
Diocesan grant for boiler repairs & associated costs	4,500	-
	4,500	-

4 Income from charitable activities

	2024	2023
	£	£
Church activities and events	2,525	2,280
Hall hire	1,499	474
AHABA Café Income	52,995	46,247
	57,019	49,001

5 Investment income

	2024	2023
	£	£
Dividends and interest	7,267	6,981
	7,267	6,981

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

6 Other income

	2024	2023
	£	£
Insurance claims	-	15,099
Other income	-	-
	-	15,099

7 Charitable expenditure

	2024	2023
	£	£
a Costs incurred directly on specific activities		
Ministry expenses:		
Common Fund	65,000	65,000
Staff employment costs	193,511	191,948
Clergy expenses	64,091	56,538
Other ministry expenses	13,470	10,198
Upkeep of services	7,994	6,325
	344,066	330,009
Property expenses:		
Operational costs for church & church hall	30,627	31,636
Major repairs to church & church hall	-	15,182
Donation in kind expensed for boiler repair & associated costs	4,500	-
Operational costs for other PCC property (AHABA Café)	17,627	15,407
	52,754	62,225
Grants payable (note 8c)	7,317	6,349
	404,137	398,583
b Costs incurred on support & administration		
Governance costs		
Independent examiner's fee	3,720	4,200
Other	-	600
	3,720	4,800
Printing, postage and stationery	2,235	2,039
Subscriptions and professional fees	1,110	695
Other administration costs	11,387	7,666
Bank fees and charges	341	320
Depreciation of tangible fixed assets	5,309	6,658
Insurance	2,705	2,688
	26,807	24,866
Total expenditure	430,943	423,449

The fee payable to the independent examiner for preparing and examining the accounts was £4,200 (2023: £3,720); in addition the charity paid £nil (2023: £600) to Stewardship for additional accountancy services.

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

7 Charitable expenditure (continued)

c Grants payable

	Institutions £	Individuals £	2024 £
Grants to support church members	-	7,317	7,317
	<u>-</u>	<u>7,317</u>	<u>7,317</u>

The comparatives for the previous year are as follows:

	Institutions £	Individuals £	2023 £
Grants to support church members	-	6,349	6,349
	<u>-</u>	<u>6,349</u>	<u>6,349</u>

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

The average monthly number of employees during the year was 13 (2023: 12). Most of the charity's activities are carried out by volunteers.

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

The charity's key management comprise the members of the PCC and the key staff named on the Charity Information page. Total employment benefits payable to key management for the year were as follows:

	Wages & salaries	Other employment benefits	Employer pension contributions	2024 £
Members of the PCC				
Louise Chaves	5,486	-	534	6,020
Hayley Collett	10,514	-	-	10,514
				<u>16,534</u>

The following amounts were payable in the previous year:

	Wages & salaries	Other employment benefits	Employer pension contributions	2023 £
Members of the PCC				
Louise Chaves	2,112	-	-	2,112
Hayley Collett	4,916	-	-	4,916
				<u>7,027</u>

Louise Chaves served in a teaching capacity and Hayley Collett served as an ordinand in training and received the above payments for serving in those capacities, not for serving as members of the PCC; these payments are permitted by the charity's governing document.

Rev Cris Rogers, Rev Beki Rogers, Rev Raff Chaves and Rev Nicky Wong (who are clergy members of the PCC) receive stipends from the Diocese and so they are not employees; some of the contributions to the Common Fund paid to the Diocese is used to help meet the cost of these stipends. Rev Cris Rogers, Rev Beki Rogers, Rev Raff Chaves and Rev Nicky Wong were provided with accommodation (which is customary for clergy) and the cost of this accommodation to the PCC is included in note 7 'Charitable Expenditure'. The charity also reimbursed expenses to Rev Cris Rogers and Rev Raff Chaves; again these costs are included in note 7 'Charitable Expenditure'.

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

9 Tangible fixed assets

	Freehold Property £	Fixtures, fittings and equipment £	Total 2024 £
Cost			
At 1 January 2024	428,445	41,892	470,337
Additions	-	888	888
At 31 December 2024	<u>428,445</u>	<u>42,780</u>	<u>471,225</u>
Accumulated depreciation			
At 1 January 2024	-	33,164	33,164
Charge for the year	-	5,309	5,309
At 31 December 2024	<u>-</u>	<u>38,473</u>	<u>38,473</u>
Net book value			
At 31 December 2024	<u>428,445</u>	<u>4,307</u>	<u>432,752</u>
At 31 December 2023	<u>428,445</u>	<u>8,728</u>	<u>437,173</u>

The Ahaba Cafe building has not been revalued, it's carrying value at historical cost of £428,445

10 Stock

	2024 £	2023 £
Purchased for re-sale, at cost	400	160
	<u>400</u>	<u>160</u>

11 Debtors

	2024 £	2023 £
Tax recoverable	54,425	27,200
Other debtors	7,321	10,833
	<u>61,745</u>	<u>38,033</u>

12 Current asset investments

	2024 £	2023 £
Table Fund, Investments	84,995	85,857
Development Fund, Investments	2,266	2,215
Table Fund, Cash equivalent deposits	19,000	19,000
	<u>106,261</u>	<u>107,072</u>

13 Cash at Bank and in Hand

	2024 £	2023 £
Cash at bank with immediate access	197,754	262,652
Notice deposits (with a term of three months or less)	25,709	20,976
Petty cash	200	250
	<u>223,664</u>	<u>283,878</u>

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

14 Creditors: liabilities falling due within one year

	2024	2023
	£	£
Trade creditors	4,241	6,423
Taxation and social security	1,965	-
Other creditors	972	1,070
Accruals	4,200	4,200
Deferred income	-	800
	11,379	12,493

15 Pension commitments

The Church Workers Pension Fund (CWPF)

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

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, which comprises a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

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

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme. The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and contributions are accounted for as if the Scheme were a defined contribution scheme. The pension contributions payable for the year, which have been charged to the Statement of Financial Activities, were £10,058 (2023: £11,341).

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

For the Pension Builder Classic section, the valuation revealed a surplus of £34.8m on the ongoing assumptions used. At the most recent annual review effective 1 January 2025, the Board chose to grant a discretionary bonus of 6.7% to both pensions not yet in payment and pensions in payment in respect of service prior to April 1997; and a bonus on pensions in payment in respect of post April 2006 service so that the pension increase was 2.7% (where usually it would be calculated based on inflation up to 2.5%). This followed improvements in the funding position over 2024. There is no requirement for deficit payments at the current time. The next valuation is due as at 31 December 2025.

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

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

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

15 Pension commitments (continued)

Summary of pension contributions payable for year:

The charity's pension contributions were as follows

	2024	2023
	£	£
Church Worker's Pension Fund (see above) contributions payable for year	10,058	11,341
Pension contributions to defined contribution schemes	191	97
	<u>10,249</u>	<u>11,438</u>

Summary of pension liabilities at the year end:

The charity's pension liabilities at the end of the year were as follows:

	2024	2023
	£	£
in respect of defined benefit pension arrangements:		
Church Workers' Pension Fund	972	1,070
in respect of defined contribution pension arrangements	-	-
	<u>972</u>	<u>1,070</u>

16 Funds

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

	Opening balance 2024 £	Incoming resources 2024 £	Outgoing resources 2024 £	Transfers in the year 2024 £	Gains and losses 2024 £	Closing balance 2024 £
<i>General Unrestricted Funds</i>	117,428	152,714	(146,484)	(6,230)	-	117,428
Total Unrestricted Funds	<u>117,428</u>	<u>152,714</u>	<u>(146,484)</u>	<u>(6,230)</u>	<u>-</u>	<u>117,428</u>

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

16 Funds (continued)

Restricted Funds

Fern Street Settlement	88,507	77,293	(105,326)	4,361	-	64,834
Fern Street: Nationwide	14,328	-	(14,328)	-	-	-
AHB Youth	24,381	2,674	(12,925)	-	-	14,130
AHABA Café	448,082	60,957	(66,266)	5,000	-	447,774
Friends of All Hallows	8,288	-	(1,788)	-	-	6,501
Grants for outreach	5,000	-	-	(5,000)	-	-
Little Cherubs	239	-	-	-	-	239
Our Fathers House	4,437	5,948	(6,261)	-	-	4,125
Development Fund	22,214	6,798	(2,071)	-	51	26,991
Grocers Trust	1,658	4,998	(2,366)	-	-	4,291
HTB church family events	3,115	488	(2,716)	-	-	887
Church Revitalisation Trust	(112)	61,991	(61,406)	-	-	473
Mustard Seed	11,398	-	(4,507)	-	-	6,892
Carpet Fund	-	13,015	-	-	-	13,015
Building Projects	-	-	-	1,869	-	1,869
Boiler Fund	-	4,500	(4,500)	-	-	-
	<u>631,537</u>	<u>238,661</u>	<u>(284,459)</u>	<u>6,230</u>	<u>51</u>	<u>592,019</u>

Endowment Funds

Permanent

Table Fund	85,857	-	-	-	(862)	84,995
------------	--------	---	---	---	-------	--------

Expendable

Table Fund	19,000	-	-	-	-	19,000
------------	--------	---	---	---	---	--------

	<u>104,857</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(862)</u>	<u>103,995</u>
--	----------------	----------	----------	----------	--------------	----------------

Aggregate of funds	<u>853,822</u>	<u>391,375</u>	<u>(430,943)</u>	<u>-</u>	<u>(811)</u>	<u>813,442</u>
--------------------	----------------	----------------	------------------	----------	--------------	----------------

Analysis of net assets by fund

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

	<u>Unrestricted Funds</u>				Endowment funds	2024
	General funds	Designated funds	Restricted funds	£		
	£	£	£	£	£	£
Tangible fixed assets	1,071	-	431,681	-	-	432,752
Stock	-	-	400	-	-	400
Debtors	42,736	-	19,009	-	-	61,745
Investments held as current assets	-	-	2,266	103,995	-	106,261
Cash at bank and in hand	81,975	-	141,689	-	-	223,664
Creditors falling due within one year	(8,353)	-	(3,026)	-	-	(11,379)
	<u>117,428</u>	<u>-</u>	<u>592,019</u>	<u>103,995</u>	<u>-</u>	<u>813,443</u>

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

16 Funds (continued)

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

	Opening balance 2023 £	Incoming resources 2023 £	Outgoing resources 2023 £	Transfers in the year 2023 £	Gains and losses 2023 £	Closing balance 2023 £
<i>General Unrestricted Funds</i>	115,824	146,840	(145,236)	-	-	117,428
Total Unrestricted Funds	115,824	146,840	(145,236)	-	-	117,428
<i>Restricted Funds</i>						
Fern Street Settlement	114,642	85,059	(111,194)	-	-	88,507
Fern Street: Nationwide	35,500	-	(21,172)	-	-	14,328
AHB Youth	21,178	11,070	(7,866)	-	-	24,381
AHABA Café	459,814	63,905	(75,637)	-	-	448,082
Friends of All Hallows	6,902	3,167	(1,780)	-	-	8,288
Grants for outreach	5,000	-	-	-	-	5,000
Little Cherubs	239	-	-	-	-	239
Our Fathers House	545	5,522	(1,630)	-	-	4,437
Development Fund	18,028	5,777	(1,782)	-	192	22,214
Grocers Trust	1,447	2,000	(1,788)	-	-	1,658
HTB church family events	3,115	-	-	-	-	3,115
Church Revitalisation Trust	-	53,813	(53,925)	-	-	(112)
Mustard Seed	-	12,836	(1,438)	-	-	11,398
	666,410	243,148	(278,213)	-	192	631,537
<i>Endowment Funds</i>						
<u>Permanent</u>						
Table Fund	91,470	-	-	-	(5,613)	85,857
<u>Expendable</u>						
Table Fund	19,000	-	-	-	-	19,000
	110,470	-	-	-	(5,613)	104,857
Aggregate of funds	892,704	389,988	(423,449)	-	(5,421)	853,822

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

16 Funds (continued)

Analysis of net assets by fund

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

	<u>Unrestricted Funds</u>				2023 £
	General funds £	Designated funds £	Restricted funds £	Endowment funds £	
Tangible fixed assets	1,869	-	435,304	-	437,173
Stock	-	-	160	-	160
Debtors	20,118	-	17,915	-	38,033
Investments held as current assets	-	-	2,215	104,857	107,072
Cash at bank and in hand	103,440	-	180,438	-	283,878
Creditors falling due within one year	(7,997)	-	(4,495)	-	(12,493)
	<u>117,429</u>	<u>-</u>	<u>631,537</u>	<u>104,857</u>	<u>853,823</u>

17 Operating lease commitments

The charity has operating leases for two residential flats used by clergy. The minimum amounts payable (until the next break clause and ignoring the potential effect of future rent reviews) in respect of these leases is as follows:

	2024 £	2023 £
Payments falling due:		
Within one year	38,033	58,800
Between one and five years	-	38,033
After five years	-	-
	<u>38,033</u>	<u>96,833</u>

During the year the charity was charged £58,800 (2023: £21,700) for its operating lease.

In the charity's financial statements for 2023, only one operating lease was reported; however, this has been restated above to include a second operating lease that has been in place since August 2023.

18 Transactions with related parties

During the year the charity:

- a) received donations totalling £6,790 (2023: £34,343) from related parties (which includes members of the PCC, any other members of key management and anyone closely connected to them).
- b) paid no expenses (2023: £nil) for or to non-clergy members of the PCC for carrying out duties associated with being PCC members; reimbursements for expenses incurred when acting as agent for the charity or incurred when undertaking employment duties not connected with serving as a PCC member are not included in this disclosure.

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

- a) paid £nil (2023: £1,340) to Devos Maintenance Limited for building services. Ian Devlin, who is a member of the PCC is a director of Devos Maintenance Limited.

Except as disclosed in note 8 'Analysis of staff costs', there have been no other transactions with related parties during the year.

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

19 Fern Street Family Centre

	2024	2023
	£	£
<u>Income and Endowments</u>		
Donations and legacies		
Donations and Gift Aid	14,526	22,627
Grant funding	61,809	61,331
	<u>76,335</u>	<u>83,958</u>
Income from charitable activities		
Participants contributions	772	855
	<u>772</u>	<u>855</u>
Investments		
Dividends and interest	186	246
	<u>186</u>	<u>246</u>
Total income and endowments	<u>77,293</u>	<u>85,059</u>
<u>Expenditure</u>		
Staff costs	105,568	115,443
Outreach and events	3,838	6,774
Maintenance and cleaning	8,738	8,582
Administration and other costs	1,510	1,567
	<u>119,654</u>	<u>132,366</u>
Total expenditure	<u>119,654</u>	<u>132,366</u>
Fund transfers	4,361	-
Surplus / (Deficit)	<u>(38,001)</u>	<u>(47,307)</u>

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW
DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES
FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	Unrestricted funds					Unrestricted funds				
		General	Designated	Restricted	Endowment	Total	General	Designated	Restricted	Endowment	Total
		2024	2024	2024	2024	2024	2023	2023	2023	2023	2023
		£	£	£	£	£	£	£	£	£	
INCOME AND ENDOWMENTS FROM:											
Donations and legacies	3	148,221	-	178,869	-	327,090	138,749	-	180,158	-	318,907
Charitable activities	4	4,024	-	52,995	-	57,019	1,899	-	47,102	-	49,001
Investments	6	469	-	6,798	-	7,267	816	-	6,164	-	6,981
Other income	7	-	-	-	-	-	5,376	-	9,723	-	15,099
Total income and endowments		152,714	-	238,661	-	391,375	146,840	-	243,148	-	389,988
EXPENDITURE ON:											
Charitable activities:	8	146,484	-	284,459	-	430,943	145,236	-	278,213	-	423,449
Raising funds	9	-	-	-	-	-	-	-	-	-	-
Total Expenditure		146,484	-	284,459	-	430,943	145,236	-	278,213	-	423,449
Net gains/(losses) on investments		-	-	51	(862)	(811)	-	-	192	(5,613)	(5,421)
Net income/(expenditure)		6,230	-	(45,747)	(862)	(40,380)	1,604	-	(34,873)	(5,613)	(38,882)
Transfers between funds	26	(6,230)	-	6,230	-	-	-	-	-	-	-
Net movement in funds		0	-	(39,518)	(862)	(40,380)	1,604	-	(34,873)	(5,613)	(38,882)
Reconciliation of funds:											
Total funds brought forward		117,428	-	631,537	104,857	853,822	115,824	-	666,410	110,470	892,704
Total funds carried forward	26	117,428	-	592,019	103,995	813,442	117,428	-	631,537	104,857	853,822

PCC OF ALL HALLOWS BROMLEY BY BOW

England & Wales - Charity number 1153020

Accounts



Parish of All Hallows Church

Bromley by Bow

Trustees' Report & Accounts 2023

Registered at the Charity Commission, no. 1153020

Table of Contents

Table of Contents	2
Annual Report 2023	3
Reference and Administrative Information	3
Responsibilities of the PCC	4
Church Attendance	4
Electoral Roll	4
Public Benefit	4
Our Vision	4
Rector's Report	5
Wardens' Report	6
Ahaba Café Report	8
Men's Ministry	8
Our Father's House Recovery Ministry	8
Women's Ministry	9
Small Hallows (small groups)	9
Children's Church	10
Fern Street Family Centre	11
AHB Youth	12
Homeless Outreach	12
Safeguarding	13
Community Outreach Project	13
Racial Justice and Equality Group (RJEG)	14
Church Policies	15
Approval	17
Treasurer's Report	18
Report of the Independent Examiner	20
Financial Statements	21
Notes to the Accounts	23
Detailed Statement of Financial Activities with Comparatives	35



ANNUAL REPORT 2023

(January – December 2023)

REFERENCE AND ADMINISTRATIVE INFORMATION

Members of the Parochial Church Council (PCC) are elected at the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules. The following served as members of the PCC during the year and up to the date of this report, unless otherwise indicated.

RECTOR: The Rev'd Cris Rogers

ASSOCIATE RECTOR: The Rev'd Beki Rogers

CURATES: The Rev'd Raff Chaves
The Rev'd Nicky Wong

CHURCH WARDENS: Charlie Thompson
Isoboye Nonju

DEPUTY WARDENS: James Scrivener
Tracey Alwedo

REPRESENTATIVES ON THE DEANERY SYNOD: David Banks PCC Secretary

ELECTED MEMBERS:	Sheila Akao-Okeng	From 30/04/2023
	Timothy Anyuru	From 30/04/2021
	Louise Vinhas Chaves	From 16/04/2017
	Amanda Clegg	From 29/04/2022
	Hayley Collet	From 29/04/2022
	Ian Devlin	From 16/04/2018
	Mel Fenech	From 29/04/2022
	Nicolas Folia	Until 21/9/2023
	Emma King	Treasurer Until 20/4/2023
	Steven King	Treasurer from 29/04/2022
	Ina Markevica	From 30/04/2023
	Jo Read	To 30/04/2023

All Hallows Bow (AHB) is a charity registered in England and Wales (no. 1153020).
All Hallows Bow uses the banking services of the CAF Bank.

Stewardship was appointed to carry out the independent examination of the accounts for 2023.
The postal address of the church is: All Hallows Rectory, 248b Devons Rd, Bow, E3 3PN.

Responsibilities of the PCC

The PCC of All Hallows Bow, London E3 3PN, has the responsibility, together with the Rector, the Revd. Cris Rogers to promote, in the parish, the whole mission of the Church. This includes the pastoral, evangelistic, social, and ecumenical aspects. It is also responsible for the maintenance of the building of All Hallows Bow. As a Church of England Parish church, the PCC and Rector follow the requirements of Church of England Canon Law. The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 (which sets out the PCC's obligations to safeguard children and vulnerable adults).

CHURCH ATTENDANCE

In 2023, the average Sunday worshipping community at All Hallows Bow, was 123 people, consisting of 100 adults (16+) and 23 children and young people.

ELECTORAL ROLL

This year's electoral roll (as of 20th April 2023) has 156 registered members.

PUBLIC BENEFIT

The PCC members confirm that they have complied with the duty in section 17 of the Charities Act 2011, to have regard to the Charity Commission's general guidance on public benefit. The church of All Hallows Bow benefits the community, by the activities described in the sections attached, particularly through family work, children's work, youth work, AHB food collection and distribution to local people in need, community engagement and working with other faith groups.

We also collaborate with the local Mosques in community work and engagement.

OUR VISION

All Hallows Bow is here to be an explosion of Joy, by making Jesus known in our local community, to see lives transformed.

Making Jesus Known

We are challenged to be a supportive, listening, and caring church.
We wish to behave like family towards each other.
We want to be strong in our welcome and extend deeper friendships.
We want to invite other people into this family.

We will do this by:

- Youth outreach – the development of work done by our AHB Youth team and increasing engagement with Clara Grant Primary School.
- Continuing to engage with Fern Street Family Centre.
- Focusing on children and young families.
- Communicating more with local people through community parties and local events.
- Equipping the congregation to understand and engage with other local groups.
- Celebrating our Christian festivals publicly and loudly.
- Celebrating life visibly.
- Having parties, eating together and socialising.
- Joining in weekly small groups and regular prayer gatherings.

Within the Local Community

We are here to stay and be a part of the local picture.
Our life outside of the building will be of joyful celebration.

We will do this by:

- Living locally, shopping locally and socialising locally.
- Having whole community celebrations.
- Celebrating the 'good news' outside.
- Developing contacts with the police, doctors, and civic life. Being intentionally present on ward panels.

To See Lives Transformed

We aim to have worship that is accessible for all people locally, young, and old from all cultures. We want to be inventive and try new things out whilst increasing the depth of our worship. We want to see lives transformed emotionally, physically, and spiritually.

We will do this by:

- Actively pursuing freedom in worship that allows people to meet with God.
- Feeding people spiritually, giving good discipleship and teaching.
- Developing children's worship and teaching, particularly with the growing age groups.
- Committing to creating services for the visually challenged and for those who are poor at reading.
- Collecting for the food bank.
- Engaging with new parents, carers, and toddlers.
- Working with young people on the edge of school exclusion.
- Mentoring at-risk teenagers.

QUINQUENNIAL 2019

The last quinquennial inspection occurred in 2019 by Chris Daley of Twd Architects. The inspection revealed brickwork deterioration on the outer Victorian street walls. The essential work to be completed was to undertake external redecorations, repair and redecorate areas damaged by water penetration, repair damaged glazed leaded light details and repair cracks to brickwork on the organ room. These were completed at the time.

Rector's Report

This APCM report represents the work done during 2023. This year felt like the year we finally made it out of the shadows of 2020 and COVID-19. Lots happened in 2023 with Nicky Wong joining us as curate, women's ministry relaunched, Hayley Collet joined the team to lead on starting some outreach groups and record number of weddings at the church in one year!

1. Making Jesus Known

This year, our church remained committed to sharing the love of God in practical ways throughout our neighbourhood community. Door-knocking initiatives enabled some great conversations and prayers with many families on their own doorsteps. Our Alpha course also provided an open space for people's questions and explorations of faith. One highlight event was our summer party, which drew over 450 people for food, games and relationship-building. Our well-attended Christmas services created space for many visitors to engage the nativity story and the message of Christ's hope and redemption. Additionally, our live-streamed worship continues opening doors for seekers – in the last year, multiple individuals have joined us on Sundays after watching online for several months prior, facilitated by the accessibility of technology. Across many creative outreaches, we consider it a privilege to compassionately make Jesus known both by meeting the needs and introducing people to the One who alone meets our deepest needs.

2. Discipleship

This year we implemented some new initiatives to foster deeper discipleship and spiritual growth in our congregation. Prayer walking events facilitated listening to God and interceding for various parts of our neighbourhood. We held quarterly "Tool kit" sessions to equip people with sessions on prayer ministry, prophecy, sharing our faith with Muslims and pastoral care. Reconfiguring our family service aimed at more intergenerational worship using family movies. This launch Fancy Dress Sunday seeing whole families coming dress up to engage with the worship. We launched Sunday morning discipleship groups for our 11-14-year-olds, shaping young hearts and minds alongside the usual Wednesday evenings. New small groups designed for moms with young children as well as a midweek group gathering at our Ahaba Café strengthened both community and biblical engagement during the week. Across ministries, our church strives to nurture spiritual development appropriate to wherever someone may be on their faith journey using our Head, Hearts, and Hands framework.

We measure success not by numbers but by the degree of increasing maturity, authentic transparency about struggles, acts of service, and qualities like patience, forgiveness, and love actively flowing from our communal life together. We do this using our Making Disciples assessment tool.

3. Staff Care

We have continued to make sure care for our staff is a priority. With retreat days, providing mentors and outside support alongside line management, we have been able to retain our staff and see them emotionally and spiritually well. Beki and I personally want to recognise the cost and dedication of our Staff and volunteer teams that have served and loved people this last year. We really love you and all you do for AHB.

Caring for the wellbeing of our staff remained a key priority this past year. Multiple concrete efforts were used to help leadership teams amidst heavy demands - retreats, mentoring partnerships, and counselling support, to name a few. We therefore want to sincerely recognise the tremendous dedication shown by all staff and key volunteers this past year. The sacrifices made to love and serve our church family do not go unnoticed. Each role carried out with grace contributes to our shared kingdom goals. As the body of Christ, we are strengthened when every part is functioning healthily. We are grateful!

4. All Hallows Moving Forwards

All Hallows Bow will be 150 years old in 2024. With this in mind, we are going to be using the year to celebrate the work of dedicated Christians in Bow as well as use it to reach our neighbourhood. Our partnership with Fern Street is also 10 years old in 2024. This means as we look forward, it's going to be a year of remembering what God has done in the neighbourhood.

Having built up our children's work and started to develop the church youth work, we want to move our focus to working in the neighbourhood with teenagers. In 2024, we will be taking time to see what might be possible to start up new work to engage young people of the Lincoln Est.

REV CRIS ROGERS

Wardens' Report

Introduction

A warm welcome to the Warden's Report 2023 from Charlie and Soby! 2023 was a year that was full to the brim with challenges, rewards, and opportunities for the church, as we sought to love our

community with our head, our hearts, and our hands. More than ever, All Hallows exists to be an explosion of joy, in our local community, by making Jesus known, to see lives transformed! Let's dive in.

Making Disciples!

2023 has been a year full of diving deeper into discipleship. We have been able to grow in lots of different areas - growing in our head knowledge, expanding the compassion and capacity of our hearts, and getting our hands dirty in service of others. We started the year with 'sticky theology', where we learned profound truths that you can write on a post-it. We were so blessed by those running our quarterly 'tool-kits', looking at areas of deeper enabling such as learning to pray for others, crafting a sermon, or engaging with people from different faith backgrounds. Towards the end of the year we began an epic journey of a deep dive through the book of Ephesians in our 'Made Alive in Christ' series, which will continue into 2024.

New beginnings.

We are grateful for the way God is continually in the business of renewal and creation. This year has been marked by some new seasons in several areas of the church. We welcomed Amiee Muir in January as our new Centre Manager at Fern St and we have been blown away by the way she has taken on the role and made it her own. In the summer we saw Nicky Wong finish his training and become ordained, remaining with us as a curate. We are so blessed by his ministry throughout church life. New chapters for Men's' and Women's' ministries have seen people come together in fellowship, prayer, and discipleship in fresh ways in 2023. And new initiatives such as our community outreach project - led by Hayley Collett - have been an exciting area of growth and outreach. God is always on the move, and this year has been a year of new beginnings, and renewed growth!

Thank you!

We have so much to say thank you to God for in 2023. We are so grateful for his continued work in the many and various ministries of the church. Whether it is the work of Fern Street in reaching some of the most vulnerable in our local community, or AHABA becoming more and more of a hub for the community to come and enjoy our famous hospitality.

Whether it is our small groups, or Men's'/ Women's' ministries - we have seen the way God works in bringing people into community with each other, and working through them to support, lift, and encourage one another deeper in faith. Our Father's House has had an amazing year, and we are so grateful for the way God is setting people free from addiction and drawing them closer to himself as they learn to walk with him through profound battles.

The Youth and Children's' work at AHB has been growing in depth and number throughout the year, and we are so grateful for the way these ministries are being re-birthed after the big 'reset' that the Covid pandemic enforced. We are aiming to focus more on these in 2024 as areas of special importance to us in this season.

We also want to say thank you to our people. We are also grateful to the many members of the church who have made everything we do at All Hallows possible. To every single member of the team - whether staff, volunteer, or congregation member - we are grateful for your contributions, and you are so precious to us. Thank you. Whether it is prepping food bundles for Homeless Outreach, cooking burgers at the Summer Party, or cleaning the toilets - it is through service of others that we minister to Jesus. We pray for you all to know the rich and deep blessing of God and be enriched by serving his church and the people of E3.

As we look ahead to an exciting 2024, we are reminded that God is eternal, his love is enduring, and he is far more excited about the year to come than we can imagine. Let's go!

CHARLIE THOMPSON

Ahaba Café Report

Some of our google reviews received from the public in 2023:

'Some of the best coffee I've had, and a very friendly, welcoming place. A top spot for takeaway or staying in.'

'Although I didn't have anything to eat, the food everyone else was eating looked totally yummy. I'm more interested in coffee, and you know when you find a magical place that sells great coffee, you can't help yourself. You have to keep going back. Friendly staff. Reasonably priced, too.'

'Love this place! Great coffee and prices and lovely friendly staff and atmosphere. Support local and go to this cute cafe 10/10'

This year was a year of consolidation for the café. The café manager and Nayem, supported wonderfully by volunteers Jake and Isaac greeted and served the people of Bow across the Ahaba counter 8836 times and served up over 15000 coffees, meals, and baked treats.

We are looking forward to another year of facilitating connections between our church and our community, displaying the goodness of God in Bow, and providing people with the opportunity to connect with Him.

DAVID GLOVER

Men's Ministry

We have gathered 3 times last year, to encourage community and deepen relationships between the men in our church.

In January 2024 we went out for dinner at Brick Lane and over 20 men attended, which was one of the best attended men's events so far.

In 2023 we met at Ahaba café for breakfast and games, and for a walk at the cemetery park finishing with praying for one another. Attendance for this wasn't as high for different reasons with many members not being available.

Plans for the new year

To continue meeting every 2 to 3 months, to fellowship, play and pray together, to ensure we are building relationships with one another and supporting one another in prayer and friendship.

REV RAFF CHAVES

Our Father's House Recovery Ministry

Our Father's House is our Recovery Service on Tuesday nights in church. It's a church service for those struggling with addiction.

Last year OFH have initiated 3 types of support for those in recovery or still addicted.

- Food bank.

-
- Transport support.
 - Free recovery literature.

Food bank. In the last year 23 individuals in recovery have accessed our food bank, including a family of refugees that are not in recovery.

Transport support. Five individuals were helped with access to public transport, to help them access recovery meetings.

Baptisms. On the 26th of March 2024, Our Father's house will have a baptism service where 4 people have decided to give their lives to Jesus.

Discipleship and teaching. Last year at Our Fathers house they studied the book of Jonah together, helping those new to faith to understand the book in a way that was relatable to them.

They also explored the 12 steps through the bible, from 1 to 12, showing those in recovery the roots from where the steps came from and introducing them to scripture in a pathway in which those in recovery are familiar with. We are starting a new Bible 12 steps study group on the 6th of march every Wednesday evening.

Mentorship. Several members have had one to one mentoring session to get support both on their recovery and faith journey.

Plans for 2024. To continue supporting addicts on their recovery and faith journey, every step of the way. To continue growing the ministry and its structures.

A leadership requirement document was created to ensure leaders are leading by example.

REV RAFF CHAVES

Women's Ministry

Since March 2023 we've launched Women's Ministry again at AHB and aim to have meetings together 6 times a year, being split up according to the school term times/half term holidays. Our vision is for the women of AHB to grow in intimacy in their relationship with God and with each other, so that we can form real community that both supports each other and puts Jesus first. We've had brunches, walks, and worship nights and seek to pray together whenever we meet. We'd love to see all women of the church coming together and we have a WhatsApp group for additional communication/prayer requests between meetings. Please do get in touch with either Manda or I if you'd like to know more or get involved!

LAURA THOMPSON

Small Hallows (small groups)

We currently run 5 small groups at All Hallows, in addition to other mid-week groups and termly ministries such as men's and women's ministries. Small groups play a vital role in discipleship, providing opportunities for us to gather and encourage one another in our journey to becoming more like Jesus. The main goals with small groups are: to increase the number, aiming for both more groups and more people attending from the church and to grow leaders who are growing into confident disciples to lead them.

REV NICKY WONG

Children's Church

Children's ministry continues to be a strong feature of All Hallows Bow. While previously we have looked at school holidays when planning our sessions, we now have Children's Church sessions on every Sunday except the final Sunday of the month when the family service is linked to children's animation films. The children come to All Hallows knowing they are welcome, loved and a valuable part of our church family.

The welcome which is an integral part of All Hallows Bow life and mission extends to visitors to our church. We welcome children visiting with their families.

While we continue to have a mainly craft focus in our sessions, occasionally, we form the sessions differently involving drama, role play or games.

We encourage our children to think about the wider world and our community. Two sessions in particular have focussed on this:

- The children prepared packages for homeless people which they took with them when leaving the service, planning to give them to others on their way home.
- The children decorated lolly sticks and planted these in their community on their way home.

We have a regular group of volunteers who support the sessions. Generally, these are led by me or Katrin. I was pleased when Yasmin led a session for the first time. Her enthusiasm for the children is an asset to the team.

During the PCC day, we prayed for the 11 - 14 group. Since December, we have had two sessions a month for this group of young people. Initially, I organised these sessions. We had four volunteers who worked in pairs to lead the sessions. This has allowed the young people to have deeper discussions relevant to their age and for them to be engaged in scripture and the teachings of Jesus.

Since Lou has returned from maternity leave, she has taken on the organisation of this group. Scripture Union resources were purchased by the church to use with the young people.

I was pleased when Carissa requested volunteering with children's church as part of her Duke of Edinburgh activities. She proved to be an asset to the groups, working with some of the youngest members and encouraging their participation.

The children have ownership of the outcomes of the sessions and now tell the church family what they have learnt and describe the activity. They also write a prayer to share with the church family.

We like to promote what we have done on the church's social media sites. With attention to safeguarding, any photos posted are of hands completing the craft activity. No children can be identified from the photos, Hayley manages the posts on our behalf.

I continue to appreciate the prayers of our family for the work with children and feel blessed to be trusted with this valuable part of our mission. Our children are great and a valuable part of our church community.

Matthew 19:14

AMANDA CLEGG

Fern Street Family Centre

In 2023 we welcomed a new Centre Manager and a new ESOL tutor as maternity cover, behind the scenes we also welcomed 2 new members to the steering group, so a lot of catching up had to be done. With much grace the team stepped up to the challenge and achieved some incredible outcomes for families and children in our community. At least 472 family members (217 children and 255 parents) were directly involved in our activities, with many more benefiting indirectly.



30 parents and babies attended our baby massage courses and through our early years programme including Little Explorers which successfully piloted this year, 107 babies and toddlers accessed our quality early learning and play activities, laying vital foundations for a positive future. We are pleased to report that 100% of surveyed families reported a significant improvement in parent-child relationship and better able to support their child's learning and development after attending our sessions. We also made an official partnership with Tower Hamlets Family Hubs Network: formally joining helps provide

joined up support for families with children in the Northeast of London. 28 families with 60 children accessed our food pantry, designed to enable local families with chronically low incomes to access fresh fruit and vegetables, dry goods, toiletries, and cleaning products. We took trips to the London Transport Museum and the Natural History Museum and thanks to funding from London Borough of Tower Hamlets and Action for Bow were able to hold a clue-solving Spy Kids holiday club for 39 local children from low-income families. We travelled to Westminster, around Bow and visited the Twist Museum in Oxford Street to find and stop the terrible Dr. Fern Slayer from taking over the world!



Our Children and Families Outreach Lead delivered 119 hours of one-on-one support and advice to a further 19 vulnerable families with 32 children being affected, helping to overcome complex relational issues and build strong healthy families.

Before going on maternity leave, our ESOL and Wellbeing Lead hosted 8 mums with their babies for

"This group has given me confidence in my postpartum body and helped me to enjoy exercise again."

a popular 6-week post-natal workout class "Mummy & Me" as well as running another "Active Woman" course helping introduce 14 local migrant women to a range of different sports including cycling, climbing and weightlifting. As well as improving physical health, 100% reported the course made a significant difference in their confidence and feeling more connected with the community.

88 migrant women participated in our ESOL programme this year. We delivered 4 classes for mixed abilities, and this proved highly popular as one of the only local providers of pre-entry level tutoring. In feedback surveys, a significant improvement was reported by respondents in their language skills (88%), feeling more integrated in society (94%) and feeling more connected and supported (88%).

We receive a huge amount of support from our community partners and volunteers which enables local families to engage with our support in a safe and fun environment. Thanks to Volunteer Centre Tower Hamlets, Queen Mary University, Neighbourly and the members of All Hallows Bow, this year we had over 30 community volunteers



I just wanted to say thank you, without volunteering here I wouldn't have got the job...volunteering has led to something better"

supporting our service delivery from gardening to acting.

AIMEE MUIR

AHB Youth

We had a great time studying the book of Exodus and learning more about the story of Moses. The young people are growing in understanding about not only the story but how it was relevant to us today through the fulfilment of Jesus. We also did a series over summer looking at how we can 'do the things of faith' as we explored Richard Foster's spiritual disciplines in creative ways.

There has been tremendous growth in the community of Evolve, beyond being part of a youth group they are a family of people doing sharing stories of life together. We've celebrated people with Krispy Kreme's, hung out at movie nights and other games and socials were had throughout.

Evolve also got stuck in with more practical elements such as helping to pack some gifts for disadvantaged families with Fern St. They also helped decorate church and cafe for Christmas too.

We have been super blessed to have the team grow with the addition of Aimee and Joanna serving weekly and even taking the lead sometimes.

LOUISE CHAVES

Homeless Outreach

The AHB Homeless Outreach continues to offer much needed help to those sleeping on the street and in hostels. We continue to meet every month; this year outreach has been the 2nd or 3rd week of the month rather than the end of the month as in previous years.

The core team now consists of 4-6 volunteers with another 3-4 volunteers joining us when possible. We continue to serve the Mile End to Brick Lane route as this is where we feel we are most needed, with many people looking forward to our monthly visits.

We have recently had some financial contributions which has allowed us to purchase vital supplies such as bottled water, pot noodles and snacks, as well as the hot drinks we provide every month.

The outreach was recently chosen for sponsorship by the Co-Operative which has been a much-welcomed development. Through the sponsorship we have received much needed donations however, we are still in need of a good stock of men & women's warm clothes and shoes (especially men's trainers).

The Christmas outreach was a great success again this year and we were delighted to hand out our Christmas care packages. The recipients were very grateful for the items and said we brought them a little Christmas spirit which was wonderful to hear.

Safeguarding

At All Hallows Bow the safeguarding of our church family and wider community is paramount. We benefit greatly from the advice and training provided from the Diocesan Safeguarding Team and we will continue to seek their ongoing support and knowledge in the future.

Ensuring that all staff and volunteers have access to appropriate training is essential and we aim to provide high quality training for all. Fern Street Family Centre attended a training session for 10 members of staff and volunteers in September, which helps them to continue their excellent work, responding quickly to safeguarding concerns and offering support to some of our vulnerable families within our community.

We have continued to use the Church of England's Parish Safeguarding Dashboard; this is a helpful tool which highlights areas that as a church, we need to strengthen. This Dashboard also collates information about our safeguarding practice that can then be presented at regular PCC meetings throughout the year.

We aim to provide a safe space for all people to be able to engage with and enjoy church services and activities at All Hallows Bow. A space where each person feels confident and heard when sharing sensitive safeguarding concerns, a space where we look after and safeguard each other, from a place of love rather than judgement.

With regard to the PCC's obligations to safeguard children and vulnerable adults, the members of the PCC confirm that they have complied with their duties under section 5 of the Safeguarding and Clergy Discipline Measure 2016.

If you have any safeguarding concerns please speak to Hayley Collett, Beki Rogers or a member of the staff team.

Finally, a huge thank you to our church family and staff team who strive daily to safeguard well and take care of each other.

HAYLEY COLLETT

Community Outreach Project

October 2023 saw the beginning of a new project in Community Outreach. Our aim is to bring people from the neighbourhood (particularly those struggling with mental health issues and loneliness) into the building to experience God's peace and love.

We currently run a mindful doodling class (Moodles) on a Tuesday afternoon and have seen it grow steadily since November, with a core group of members and a few people that dip in and out depending on work schedules, weather, and babies.

Wednesday mornings have seen two new small groups commence in the vestry and church. Creating a space for those who cannot make it to evening bible study groups, including an amazing group of new mums with their babies and a group that meet after the school drop off (child free).

Friday afternoons have been filled with fun, chatter, giggles, coffee, and board games as we meet in the café for ahaba Connect. A small group of people coming together, engaging, sharing, and supporting each other, bringing joy into otherwise ordinary and often lonely days.

February half-term was filled with messy painted hands and incredible creations as we opened our doors to the 'Little Lego Legends' for a fun filled afternoon of printing and building. Not only did we host

13 of our regular awesome children (along with their fabulous parents), but we also welcomed 7 new children (four families) to play and eat biscuits with us. This was such a fun-filled and inspiring afternoon. There will be more holiday fun to come.

It has been a great start to the project and a real blessing to see these groups grow and bond. Friendships have been forged and continue to blossom. Being based in the café provides a great opportunity to meet, drink coffee, give support, share the gospel, and pray for people, which has been a personal highlight. We aim to see more people joining and new clubs using the spaces available, including the Saber Guild who made great use of the church space and taught us some vital life-saving light-saber skills in January.

Finally, a huge thank to the café team who have welcomed, watered, and fed us so gracefully.

HAYLEY COLLETT

Racial Justice and Equality Group (RJEG)

Our activities in 2023 were guided by the five-point action plan agreed since 2021 as summarised below.

1. Education, vision, & theology
We supported our church to reflect racial justice in the teachings. We explored ways to educate our community in a way they will understand and receive the message of racial justice and equality.
2. Structures & governance
Ensured we had appropriate church policies that reflect racial equality (e.g., equal opportunities, grievances).
3. Participation
Encouraged and engaged the equal participation of people with disabilities, adults and young people of colour so as to ensure those who participate in church reflect our diverse community, and we are fully inclusive.
4. Language & terminology
We considered ways to express ourselves as a church in a way that is respectful, inclusive, and sensitive to all.
5. Visibility
We championed racial justice publicly via several outreach events among others. Pupils, teachers and head of one of the local schools (Clara Grant School) enjoyed the Christmas Assembly and our use of a non-white baby Jesus.

Unconscious Bias Training and other Trainings

Our Clergy and staff stayed up to date on their training on unconscious bias, equipping themselves to do God's work and serve the community without bias knowingly or unknowingly.

Our vicar attended a clergy training where the Diocese of London Racial Justice Priority Group *Ten-point Action for Churches* were discussed.

We also from time to time recommended to one another books or other useful resources we discover which help us promote racial justice and equality. For example, as we have a large community of Bengalis in our neighbourhood, a member in our group recommended a book by Shabna Begum titled, *From Sylhet to Spitalfields: Bengali Squatters in 1970 East London*.

Diocese of London Racial Justice Prayer Bulletin

We regularly received the Diocese of London Racial Justice Prayer Bulletin and pray along for various matters raised.

Dedicated Prayer Sessions for Racial Justice and Equality

The Diocese of London Racial Justice Prayer Network set aside the 22nd of every month as a day in the Diocese for prayer for racial justice and we managed to lead prayer in church to do so when possible.

We also dedicated some of our church's weekly prayer meetings to specifically pray for racial justice and equality.

Black History Month

We joined other churches in October at St Michael and All Angels Stoke Newington the event tagged Stepney at Prayer to pray for churches as part of activities to mark Black History Month.

Current Affairs

We caught up regularly on events happening around us and the world which impacted on racial justice and equality, and responded as best as we could from time to time, praying about them, as well as learnt from such events where applicable to our service to God.

Welcome Churches

We continued to engage with Welcome Churches to get involved in their work welcoming refugees e.g., refugees from Ukraine and Hong Kong.

RJEG Membership

We agreed to welcome new members to the group whenever we find people who would be interested in joining us and interested in promoting racial justice and equality.

SOBY NONJU

Church Policies

DATA PROTECTION

AHB has a data protection policy in compliance with GDPR (Regulation (EU) 2016/679) legislation. The entirety of this can be read at All Hallows GDPR (www.allhallowsbow.org.uk/gdpr)

GRANT MAKING

The task of deciding how to distribute grants for missions is done by the Rector and Associate Rector, with reference to the Treasurer. Grants are awarded to organisations and church members working in mission based on an evaluation of each case. All giving follows the mission policy of All Hallows Bow, which is the promotion of the Christian gospel in proclamation and social action throughout the world. There are no PCC related trusts.

INVESTMENTS

The church's endowment investments, both shares and cash, are entrusted to the Diocese of London. Our policy as regards money held for the general fund and under the control of the PCC is to place funds not needed in the near future on deposit.

RESERVES

The PCC have determined that the charity should aim to hold unrestricted net current assets of no less than 6 months of unrestricted expenditure (2023: £105k / 2022: £101k) so that the charity could continue to operate should income and / or expenditure vary adversely. At the year end, the charity held unrestricted net current assets funds of £116k (2022: £115k) and the charity is complying with its reserves policy.

Where General funds are more than nine months' general expenditure (based on trailing three-year average), we expect to review our budgets and to consider designating the excess for a particular purpose. The restricted funds of AHB Youth and AHB@Fern Street are managed by the project leaders who aim to ensure their projects are viable for at least a year ahead and who are instrumental in raising additional funds as appropriate. Ahaba restricted fund includes balance sheet items which are not liquid and therefore should be excluded from our reserves position.

RISK ASSESSMENT AND MITIGATION

Risks associated with the operation of the church are reviewed regularly by the Rector and PCC. Policies and procedures are developed as appropriate to mitigate these risks. Areas assessed include risks associated with finance, information, buildings, and contents, employed staff and volunteers, and members of the public. Good financial controls reduce the risks associated with handling money. Church property is protected with security systems, and insurance is held to reduce the impact of any physical loss that may occur. Staff and volunteers are trained in keeping themselves and others safe. As a matter of policy, independent professional advice is taken where appropriate.

CHILD PROTECTION AND ADULT SAFEGUARDING

AHB takes its responsibility to protect and champion the well-being of children, young people, and vulnerable adults very seriously. We will act promptly whenever a concern is raised about a child, young person, or vulnerable adult or about the behaviour of an adult and will work with the appropriate statutory bodies when an investigation into abuse is necessary. We follow safer recruitment procedures and have clear procedures in place to identify, respond to and report concerns. Staff and volunteers receive annual safeguarding training, and our safeguarding policy and procedures are reviewed at least annually.

SUSTAINABILITY

AHB encourages the adoption of sustainable practices in all areas of church life and work. This is our contribution to reducing carbon emissions in response to the climate emergency. Measures taken include recycling, energy audits, encouraging the use of public transport, cycling and walking. In 2020 All Hallows achieved a Bronze Eco Church Award, reflecting the measures already in place. Using the resources and advice given, we aim to work towards Silver in the next few years.

The PCC is responsible for keeping proper accounting records, which disclose, with reasonable accuracy at any time, the financial position of the church, and to enable them to ensure that the financial statements comply with applicable Accounting Standards and Statements of Recommended Practice and the regulations made under the Charities Act 2011. They are also responsible for safeguarding the assets of the church and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approval

Approved by the PCC of All Hallows Bow and signed on its behalf on by

A handwritten signature in black ink, appearing to be 'Cris Rogers', with a large initial 'C' and a long horizontal stroke extending to the right.

Cris Rogers

The Revd Cris Rogers

Rector

2024

Treasurer's Report

This year has been the first year where we have resumed our activities in a post Covid-19 world. The economic conditions remain challenging with 'cost of living' and high energy costs persisting and impacting many of our residents. Regardless of these external pressures we have continued to serve our community, made possible by the generosity of your gifts and grants.

It has been increasingly difficult to secure grants during 2023, and we have engaged with an external fundraiser to support our efforts. Funds at Fern Street have reduced by almost half compared to the prior year and the Fern Street Settlement charity have provided financial support during this financial year. We continue to work tirelessly to secure new grants and the financial position remains under review in line with our reserves policy.

The Ahaba café has seen an improved footfall in 2023 and beyond, which is noted in the increased café takings. This ministry is supported by generous gifts to ensure we continue to serve the local community - great coffee and connections.

Thank you to everyone; our congregation members, grant makers, close friends and all who have supported us financially in 2023. We are incredibly thankful for this and continue to trust that the Lord will supply our every need going forward; we're excited to see what God has in store for us next.

GENERAL FUND: Total income was £147k in the year to 31 December 2023, broadly equivalent to 2022. Regular giving from individuals decreased in year to £96k (2022 £107k), however an increase in one-off gifts and grants supported overall income. Total General Fund expenditure, which is reflective of the continued activities of the church, increased by £10k to £145k as staff and energy costs have continued to factor due to inflation. In anticipation, we reduced the Common Fund contribution by £5k vs 2022. Other expenditure was in line with expectations and prior year. The net effect of the above resulted in the General Fund recording a surplus for the year of £1.5k (2022: £6k), and funds carried forward are £117k (2022: £116k).

ENDOWMENT FUNDS: The investments referred to as the 'Table Fund' decreased £6k following revaluation of the investments. Dividends and interest from the fund are restricted for general maintenance of the church buildings.

RESTRICTED FUNDS: recorded total income and expenditure of £243k and £278k, respectively, in the year to 31 December 2023. Income was lower than 2022 (from £321k), with expenditure also reducing (from £300k in 2022). In terms of the underlying movements, the main constituents were as follows:

- 1) Fern Street Family Centre: Income decreased from £192k to £85k because of lower grant funding. Expenditure decreased, from £139k to £132k resulting in a deficit of -£46k (vs a surplus of £53k in 2022).
- 2) AHB Youth: Income increased from £6k to £11k, whilst expenditure reduced from £16k to £8k, leading to a surplus of £3k (vs a deficit of -£10k in 2022).
- 3) Ahaba Café: income from café takings increased from £45k to £46k, matching the increase in overall income from £63k to £64k. A reduction in donations to the café was offset by income from insurance claims.. Expenditure decreased from £92k to £76k following a reduced staffing model implemented in 2022. The deficit reduced to £11k (from -£29k in 2022).

The result of these movements, as well as other smaller balances (for which more detail can be found in notes of the accounts), is that the Restricted funds generated a deficit of £35k in the year. There was sufficient cashflow to maintain the reserves policy.

PLANS FOR FUTURE PERIODS

The short- and medium- term plan is to continue with supporting the same objectives and activities.

THE PCC'S RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

Charity law requires the Parochial Church Council (PCC) to prepare a statement of financial activities and statement of assets and liabilities for each financial year, which gives a true and fair view of the state of affairs of the church and of its financial activities for that year and adequately distinguishes any material special trust or other restricted fund of the church. In preparing those financial statements the PCC is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the policies adopted are in accordance with the appropriate Statements of Recommended Practice (SORPs) on Accounting by Charities and the Accounting Regulations and with applicable accounting standards, subject to any material departures disclosed and explained in the financial statements;
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the church will continue to operate.

The PCC is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the church, and to enable them to ensure that the financial statements comply with applicable Accounting Standards and Statements of Recommended Practice and the regulations made under the Charities Act 2011. They are also responsible for safeguarding the assets of the church and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the PCC of All Hallows Bow and signed on its behalf on 14th Oct 2024 by:

Emma King

Emma King

Treasurer

INDEPENDENT EXAMINER'S REPORT
TO THE MEMBERS OF THE PAROCHIAL CHURCH COUNCIL OF
THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW
('the Charity')

I report to the members of the PCC (who are also the charity's trustees) on my examination of the accounts of the Charity for the year ended 31 December 2023 on pages 21 to 35 following, which have been prepared on the basis of the accounting policies set out on pages 23 to 26.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

Lisa Darby FCA
Institute of Chartered Accountants in England and Wales
Stewardship
1 Lamb's Passage
London
EC1Y 8AB

Date: 14th Oct 2024

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2023

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds 2023	Total Funds 2022	
Note	£	£	£	£	£	
INCOME AND ENDOWMENTS FROM:						
Donations and legacies	3	138,749	180,158	-	318,907	404,779
Charitable activities	4	1,899	47,102	-	49,001	46,636
Investments	5	816	6,164	-	6,981	5,402
Other income	6	5,376	9,723	-	15,099	8,337
Total income and endowments		<u>146,840</u>	<u>243,148</u>	<u>-</u>	<u>389,988</u>	<u>465,154</u>
EXPENDITURE ON:						
Charitable activities	7	145,236	278,213	-	423,449	434,605
Raising funds	8	-	-	-	-	600
Total expenditure		<u>145,236</u>	<u>278,213</u>	<u>-</u>	<u>423,449</u>	<u>435,205</u>
Net gains/(losses) on investments		-	192	(5,613)	(5,421)	(12,428)
Net income/(expenditure)		<u>1,604</u>	<u>(34,873)</u>	<u>(5,613)</u>	<u>(38,882)</u>	<u>17,522</u>
Transfers between funds	17	-	-	-	-	-
Net movement in funds		<u>1,604</u>	<u>(34,873)</u>	<u>(5,613)</u>	<u>(38,882)</u>	<u>17,522</u>
Reconciliation of funds:						
Total funds brought forward		115,824	666,410	110,470	892,704	875,182
Total funds carried forward	17	<u>117,428</u>	<u>631,537</u>	<u>104,857</u>	<u>853,822</u>	<u>892,704</u>

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

All income and expenditure derive from continuing operations.

The notes on page 23-34 form part of these accounts.

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

BALANCE SHEET

AS AT 31 DECEMBER 2023

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds 2023 £	Total Funds 2022 £
FIXED ASSETS						
Tangible assets	10	1,869	435,304	-	437,173	443,032
		<u>1,869</u>	<u>435,304</u>	<u>-</u>	<u>437,173</u>	<u>443,032</u>
CURRENT ASSETS						
Stock	11	-	160	-	160	-
Debtors	12	20,118	17,915	-	38,033	117,217
Investments	13	-	2,215	104,857	107,072	112,493
Cash at bank and in hand	14	103,440	180,438	-	283,878	233,166
		<u>123,558</u>	<u>200,728</u>	<u>104,857</u>	<u>429,143</u>	<u>462,876</u>
CREDITORS: Amounts falling due within one year	15	(7,997)	(4,495)	-	(12,493)	(13,204)
Net current assets / (liabilities)		<u>115,561</u>	<u>196,233</u>	<u>104,857</u>	<u>416,650</u>	<u>449,672</u>
TOTAL NET ASSETS		<u>117,428</u>	<u>631,537</u>	<u>104,857</u>	<u>853,822</u>	<u>892,704</u>
FUND BALANCES						
Unrestricted Funds	17					
General funds		117,428	-	-	117,428	115,824
Designated funds		-	-	-	-	-
		<u>117,428</u>	<u>-</u>	<u>-</u>	<u>117,428</u>	<u>115,824</u>
Restricted Funds		-	631,537	-	631,537	666,410
Endowment Funds		-	-	104,857	104,857	110,470
		<u>117,428</u>	<u>631,537</u>	<u>104,857</u>	<u>853,822</u>	<u>892,704</u>

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



REV. CRIS ROGERS

Date: 14th Oct 2024

Charity number: 1153020

The notes on page 23-34 form part of these accounts.

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Statutory Information

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

2 Accounting Policies

These financial statements are prepared on a going concern basis, under the historical cost convention as modified by the revaluation of certain assets, which are measured at fair value through the Statement of Financial Activities. The financial statements include all activities for which the PCC is legally responsible; the activities of informal gatherings of church members and groups that owe their main affiliation to another body and are excluded.

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

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

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

a) Going concern

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

b) Income

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

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

2 Accounting Policies

Income from donations and legacies includes:

- i) Recoverable gift aid. This is recognised when the related donation is received. Gift aid that has not been recovered by the balance sheet date is included as a debtor.
- ii) Donated facilities, services and goods. Goods donated for distribution to beneficiaries are recognised as income when receivable at fair value (being an estimate of the amount it would cost to purchase those items). Goods donated for resale are recognised as income at the point of sale (as the sale proceeds cannot be estimated reliably before the goods are sold). Facilities, services and goods donated for the charity's own use are recognised as income when receivable at their value to the charity.

The charity relies on volunteers to carry out many of its activities. However, in accordance with the SORP, the value of these services has not been included in these financial statements as they cannot be reliably measured.

When donated goods, services and facilities are distributed or consumed, an expense in respect of those items is included in the Statement of Financial Activities. At the year end any goods that have not been distributed or consumed are recognised as stock; donated fixed assets are capitalised.

- iii) Legacies. Income from legacies is recognised when a distribution is received from the estate or, if earlier, when the charity has been notified that a distribution will be made and the amount receivable can be measured reliably.

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

Investment income represents income generated by the charity's assets and includes income from endowment investments referred to as the Table Fund.

Other income includes gains arising from the disposal of tangible fixed assets and the proceeds of insurance claims.

c) Expenditure

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

Contributions in respect of the diocesan parish share are included in the Statement of Financial Activities for all amounts agreed to being payable for the financial year. Any contributions that have not been paid over by the year end are included as a creditor.

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

Expenditure on raising funds comprises the costs incurred on commercial trading activities, fundraising and managing investments.

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

d) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the PCC in furtherance of the general objectives of the charity. Designated funds comprise unrestricted funds that have been set aside by the PCC for particular purposes. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects. Endowment funds are donations that are retained as capital in accordance with the donor's wishes. The nature of the restriction determines whether the endowments represent permanent endowments or expendable endowments.

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

2 Accounting Policies

e) Tangible fixed assets

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

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

The church halls and certain clergy accommodation are held in trust by the Diocese on behalf of the PCC. These properties are essential for the mission of the church and have been in use for many years but they have not been included in these financial statements as there is insufficient cost information and their depreciated cost is unlikely to be material.

Items purchased or donated for the charity's own use are capitalised when the cost of purchased items, or the fair value of donated items, is more than £500 and the item is expected to benefit the charity over more than one accounting period. Depreciation is charged on a straight line basis so as to write down the value of each asset to its estimated residual value (if any) over its expected useful economic life. To achieve this objective the following rates of depreciation are charged:

Freehold land	Is not depreciated (because it is not consumed by use)
Freehold buildings	Over 50 years after taking account of the building's residual value
Leasehold improvements	Over the lease term or, if shorter, expected useful life
Equipment	Over 3 to 7 years

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

f) Investments

Fixed asset investments are held to generate income and / or for their investment potential. Current asset investments are investments that are held specifically for sale or are investments that the charity expects to sell by the next balance sheet date. Investments, other than social investments (see below), are valued as follows:

- i) Investment property and listed investments are valued at their market value (fair value) at the balance sheet date.
- ii) Unlisted investments are measured at cost less impairment where it becomes apparent that the amount that could be realised is less than cost.

Social investments are investments where the primary motive is to further the charity's objects, not to generate an investment return. Social investments comprise :

Mixed motive investments are investments that are held both to generate a financial return and to contribute to the furtherance of the charity's objects.

Impairment losses and losses arising on the disposal of social investments are included in the Statement of Financial Activities under the heading 'Expenditure on charitable activities'. Gains arising on the disposal of social investments are included in the Statement of Financial Activities under the heading 'Other income'. All other gains and losses on investment assets are included in the Statement of Financial Activities under the heading 'Net gains / (losses) on investments'.

g) Stocks

Stocks of goods purchased for re-sale are stated at the lower of cost and net realisable value. Stocks of donated items held for distribution to beneficiaries are measured at fair value; stocks of goods donated for the charity's own use are valued at an estimate of their value to the charity.

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

2 Accounting Policies

h) Pension scheme arrangements

The charity operates defined contribution pension schemes for its employees. Obligations for contributions to these schemes are recognised as an expense when the liability arises. The assets of these schemes are held separately from those of the charity in independently administered funds.

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

i) Taxation

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

j) Financial instruments

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

k) Exemption from preparing a cashflow statement

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

l) Critical accounting estimates and areas of judgement

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

3 Donations and legacies

	2023	2022
	£	£
Donations of cash and similar	162,324	147,810
Government grants (note 3b)	-	7,766
Other grants receivable	129,974	226,906
Income tax recoverable	26,608	22,297
	<u>318,907</u>	<u>404,779</u>

b Government grants comprise:

	2023	2022
	£	£
Kick Start grants	-	7,766
	<u>-</u>	<u>7,766</u>

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

4 Income from charitable activities

	2023	2022
	£	£
Church activities and events	2,280	1,873
Hall hire	474	-
AHABA Café Income	<u>46,247</u>	<u>44,763</u>
	<u><u>49,001</u></u>	<u><u>46,636</u></u>

5 Investment income

	2023	2022
	£	£
Dividends and interest	<u>6,981</u>	<u>5,402</u>
	<u><u>6,981</u></u>	<u><u>5,402</u></u>

6 Other income

	2023	2022
	£	£
Insurance claims	<u>15,099</u>	<u>8,337</u>
	<u><u>15,099</u></u>	<u><u>8,337</u></u>

7 Charitable expenditure

	2023	2022
	£	£
a Costs incurred directly on specific activities		
Ministry expenses:		
Common Fund	65,000	70,000
Staff employment costs	191,948	215,553
Clergy expenses	56,538	29,888
Other ministry expenses	10,198	15,442
Upkeep of services	<u>6,325</u>	<u>5,062</u>
	330,009	335,945
Property expenses:		
Operational costs for church & church hall	31,636	20,472
Major repairs to church & church hall	15,182	22,700
Operational costs for other PCC property (AHABA Café)	<u>15,407</u>	<u>21,441</u>
	62,225	64,614
Grants payable (note 8c)	6,349	9,919
	<u><u>398,583</u></u>	<u><u>410,477</u></u>

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

7 Charitable expenditure (continued)

b Costs incurred on support & administration

Governance costs		
Independent examiner's fee	4,200	3,120
Other	600	-
	<u>4,800</u>	<u>3,120</u>
Printing, postage and stationery	2,039	3,154
Subscriptions and professional fees	695	715
Other administration costs	7,666	7,628
Bank fees and charges	320	456
Depreciation of tangible fixed assets	6,658	6,554
Insurance	2,688	2,501
	<u>24,866</u>	<u>24,128</u>
Total expenditure	<u>423,449</u>	<u>434,605</u>

The fee payable to the independent examiner for preparing and examining the accounts was £4,200 (2022: £3,120 for examination only); in addition the charity paid £600 (2022: £nil) to Stewardship for additional accountancy services.

c Grants payable

	Institutions	Individuals	2023
	£	£	£
Grants to support church members	-	6,349	6,349
	<u>-</u>	<u>6,349</u>	<u>6,349</u>

The comparatives for the previous year are as follows:

	Institutions	Individuals	2022
	£	£	£
Grants to support church members	-	9,919	9,919
	<u>-</u>	<u>9,919</u>	<u>9,919</u>

8 Cost of raising funds

	2023	2022
	£	£
Fundraising costs	-	600
	<u>-</u>	<u>600</u>

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

The average monthly number of employees during the year was 12 (2022: 11). Most of the charity's activities are carried out by volunteers.

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

The charity's key management comprise the members of the PCC and the key staff named on the Charity Information page. Total employment benefits payable to key management for the year were as follows:

Rev Cris Rogers, Rev Beki Rogers and Rev Raff Chaves (who are clergy members of the PCC) receive stipends from the Diocese and so they are not employees; some of the contributions to the Common Fund paid to the Diocese is used to help meet the cost of these stipends. Rev Cris Rogers, Rev Beki Rogers and Rev Raff Chaves were provided with accommodation (which is customary for clergy) and the cost of this accommodation to the PCC is included in note 6 'Charitable Expenditure'. The charity also reimbursed expenses to Rev Cris Rogers and Rev Raff Chaves; again these costs are included in note 7 'Charitable Expenditure'.

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

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

10 Tangible fixed assets

	Freehold Property £	Fixtures, fittings and equipment £	Total 2023 £
Cost			
At 1 January 2023	428,445	41,093	469,538
Additions		799	799
At 31 December 2023	<u>428,445</u>	<u>41,892</u>	<u>470,337</u>
Accumulated depreciation			
At 1 January 2023		26,506	26,506
Charge for the year		6,658	6,658
At 31 December 2023	<u>-</u>	<u>33,164</u>	<u>33,164</u>
Net book value			
At 31 December 2023	<u>428,445</u>	<u>8,728</u>	<u>437,173</u>
At 31 December 2022	<u>428,445</u>	<u>14,587</u>	<u>443,032</u>

The Ahaba Cafe building has not been revalued, it's carrying value at historical cost of £428,445

11 Stock

	2023 £	2022 £
Purchased for re-sale, at cost	160	-
	<u>160</u>	<u>-</u>

12 Debtors

	2023 £	2022 £
Tax recoverable	27,200	49,009
Other debtors	10,833	2,635
Prepayments and accrued income	-	65,573
	<u>38,033</u>	<u>117,217</u>

13 Current asset investments

	2023 £	2022 £
Table Fund, Investments	85,857	91,470
Development Fund, Investments	2,215	2,023
Table Fund, Cash equivalent deposits	19,000	19,000
	<u>107,072</u>	<u>112,493</u>

14 Cash at Bank and in Hand

	2023 £	2022 £
Cash at bank with immediate access	262,652	217,705
Notice deposits (with a term of three months or less)	20,976	15,261
Petty cash	250	200
	<u>283,878</u>	<u>233,166</u>

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

15 Creditors: liabilities falling due within one year

	2023	2022
	£	£
Trade creditors	6,423	5,863
Taxation and social security	-	3,147
Other creditors	1,070	1,074
Accruals	4,200	3,120
Deferred income	800	-
	12,493	13,204

16 Pension commitments

The Church Workers Pension Fund (CWPF)

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

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, which comprises a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

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

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme. The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and contributions are accounted for as if the Scheme were a defined contribution scheme. The pension contributions payable for the year, which have been charged to the Statement of Financial Activities, were £11,341 (2022: £11,088).

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

For the Pension Builder Classic section, the valuation revealed a surplus of £34.8m on the ongoing assumptions used. At the most recent annual review effective 1 January 2024, the Board chose to grant a discretionary bonus of 6.7% to both pensions not yet in payment and pensions in payment in respect of service prior to April 1997; and a bonus on pensions in payment in respect of post April 2006 service so that the pension increase was 5% (where usually it would be calculated based on inflation up to 2.5%). This followed improvements in the funding position over 2023. There is no requirement for deficit payments at the current time.

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

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

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

16 Pension commitments (continued)

Summary of pension contributions payable for year:

The charity's pension contributions were as follows

	2023	2022
	£	£
Church Worker's Pension Fund (see above) contributions payable for year	11,341	11,088
Pension contributions to defined contribution schemes	97	1,597
	<u>11,438</u>	<u>12,685</u>

Summary of pension liabilities at the year end:

The charity's pension liabilities at the end of the year were as follows:

	2023	2022
	£	£
in respect of defined benefit pension arrangements:		
Church Workers' Pension Fund	1,070	806
in respect of defined contribution pension arrangements	-	269
	<u>1,070</u>	<u>1,074</u>

17 Funds

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

	Opening balance 2023 £	Incoming resources 2023 £	Outgoing resources 2023 £	Transfers in the year 2023 £	Gains and losses 2023 £	Closing balance 2023 £
<i>General Unrestricted Funds</i>	115,824	146,840	(145,236)	-	-	117,428
Total Unrestricted Funds	<u>115,824</u>	<u>146,840</u>	<u>(145,236)</u>	<u>-</u>	<u>-</u>	<u>117,428</u>

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

17 Funds (continued)

Restricted Funds

Fern Street Settlement	114,642	85,059	(111,194)	-	-	88,507
Fern Street: Nationwide	35,500	-	(21,172)	-	-	14,328
AHB Youth	21,178	11,070	(7,866)	-	-	24,381
AHABA Café	459,814	63,905	(75,637)	-	-	448,082
Friends of All Hallows	6,902	3,167	(1,780)	-	-	8,288
Grants for outreach	5,000	-	-	-	-	5,000
Little Cherubs	239	-	-	-	-	239
Our Fathers House	545	5,522	(1,630)	-	-	4,437
Development Fund	18,028	5,777	(1,782)	-	192	22,214
Grocers Trust	1,447	2,000	(1,788)	-	-	1,658
HTB church family events	3,115	-	-	-	-	3,115
Church Revitalisation Trust	-	53,813	(53,925)	-	-	(112)
Mustard Seed	-	12,836	(1,438)	-	-	11,398
						-
	<u>666,410</u>	<u>243,148</u>	<u>(278,213)</u>	<u>-</u>	<u>192</u>	<u>631,537</u>

Endowment Funds

Permanent

Table Fund	91,470	-	-	-	(5,613)	85,857
------------	--------	---	---	---	---------	--------

Expendable

Table Fund	19,000	-	-	-	-	19,000
------------	--------	---	---	---	---	--------

	<u>110,470</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(5,613)</u>	<u>104,857</u>
--	----------------	----------	----------	----------	----------------	----------------

Aggregate of funds

	<u>892,704</u>	<u>389,988</u>	<u>(423,449)</u>	<u>-</u>	<u>(5,421)</u>	<u>853,822</u>
--	----------------	----------------	------------------	----------	----------------	----------------

Analysis of net assets by fund

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

	<u>Unrestricted Funds</u>		Restricted funds	Endowment funds	2023
	General funds	Designated funds			
	£	£	£	£	£
Tangible fixed assets	1,869	-	435,304	-	437,173
Stock	-	-	160	-	160
Debtors	20,118	-	17,915	-	38,033
Investments held as current assets	-	-	2,215	104,857	107,072
Cash at bank and in hand	103,440	-	180,438	-	283,878
Creditors falling due within one year	(7,997)	-	(4,495)	-	(12,493)
	<u>117,428</u>	<u>-</u>	<u>631,537</u>	<u>104,857</u>	<u>853,823</u>

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

17 Funds (continued)

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

	Opening balance 2022 £	Incoming resources 2022 £	Outgoing resources 2022 £	Transfers in the year 2022 £	Gains and losses 2022 £	Closing balance 2022 £
<i>General Unrestricted Funds</i>	109,685	144,245	(135,460)	(2,645)	-	115,824
Total Unrestricted Funds	109,685	144,245	(135,460)	(2,645)	-	115,824
<i>Restricted Funds</i>						
Fern Street Settlement	97,419	156,388	(139,165)	-	-	114,642
Fern Street: Nationwide	-	35,500	-	-	-	35,500
AHB Youth	25,936	6,286	(16,044)	5,000	-	21,178
AHABA Café	484,251	63,217	(92,654)	5,000	-	459,814
Friends of All Hallows	2,725	6,250	(2,073)	-	-	6,902
Grants for outreach	15,000	-	-	(10,000)	-	5,000
Little Cherubs	239	-	-	-	-	239
Our Fathers House	-	1,974	(1,429)	-	-	545
Development Fund	12,476	26,310	(22,781)	2,292	(269)	18,028
Grocers Trust	1,708	2,000	(2,261)	-	-	1,447
HTB church family events	3,115	-	-	-	-	3,115
Church Revitalisation Trust	-	21,369	(21,510)	141	-	-
Acts 435	-	1,615	(1,827)	212	-	-
	642,869	320,909	(299,745)	2,645	(269)	666,410
<i>Endowment Funds</i>						
<u>Permanent</u>						
Table Fund	103,629	-	-	-	(12,159)	91,470
<u>Expendable</u>						
Table Fund	19,000	-	-	-	-	19,000
	122,629	-	-	-	(12,159)	110,470
Aggregate of funds	875,183	465,154	(435,205)	-	(12,428)	892,704

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

17 Funds (continued)

Analysis of net assets by fund

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

	<u>Unrestricted Funds</u>				2022 £
	General funds £	Designated funds £	Restricted funds £	Endowment funds £	
Tangible fixed assets	573	-	442,459	-	443,032
Debtors	46,147	-	71,070	-	117,217
Investments held as current assets	-	-	2,023	110,470	112,493
Cash at bank and in hand	73,476	-	159,690	-	233,166
Creditors falling due within one year	(4,372)	-	(8,832)	-	(13,204)
	<u>115,824</u>	<u>-</u>	<u>666,410</u>	<u>110,470</u>	<u>892,704</u>

18 Operating lease commitments

The charity has an operating lease for a residential flat used by clergy. The minimum amount payable (until the next break clause and ignoring the potential effect of future rent reviews) in respect of this lease is as follows:

	2023 £	2022 £
Payments falling due:		
Within one year	33,600	-
Between one and five years	23,333	-
After five years	-	-
	<u>56,933</u>	<u>-</u>

During the year the charity was charged £11,200 (2022: £nil) for its operating lease.

19 Transactions with related parties

During the year the charity:

- a) received donations totalling £34,343 (2022: £25,095) from related parties (which includes members of the PCC, any other members of key management and anyone closely connected to them).
- b) paid no expenses (2022: £456) for or to non-clergy members of the PCC for carrying out duties associated with being PCC members; reimbursements for expenses incurred when acting as agent for the charity or incurred when undertaking employment duties not connected with serving as a PCC member are not included in this disclosure.

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

- a) paid £1,340 (2022: £20,940 to Devos Maintenance Limited for building services. Ian Devlin, who is a member of the PCC is a director of Devos Maintenance Limited.

Except as disclosed in note 9 'Analysis of staff costs', there have been no other transactions with related parties during the year.

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW
DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES
FOR THE YEAR ENDED 31 DECEMBER 2023

Note	Unrestricted funds					Unrestricted funds					
	General	Designated	Restricted	Endowment	Total	General	Designated	Restricted	Endowment	Total	
	2023	2023	2023	2023	2023	2022	2022	2022	2022	2022	
	£	£	£	£	£	£	£	£	£	£	
INCOME AND ENDOWMENTS FROM:											
Donations and legacies	3	138,749	-	180,158	-	318,907	143,227	-	261,552	-	404,779
Charitable activities	4	1,899	-	47,102	-	49,001	642	-	45,994	-	46,636
Investments	6	816	-	6,164	-	6,981	249	-	5,154	-	5,402
Other income	7	5,376	-	9,723	-	15,099	127	-	8,210	-	8,337
Total income and endowments		146,840	-	243,148	-	389,988	144,245	-	320,910	-	465,154
EXPENDITURE ON:											
Charitable activities:	8	145,236	-	278,213	-	423,449	135,460	-	299,145	-	434,605
Raising funds	9	-	-	-	-	-	-	-	600	-	600
Total Expenditure		145,236	-	278,213	-	423,449	135,460	-	299,745	-	435,205
Net gains/(losses) on investments		-	-	192	(5,613)	(5,421)	-	-	(269)	(12,159)	(12,428)
Net income/(expenditure)		1,604	-	(34,873)	(5,613)	(38,882)	8,785	-	20,896	(12,159)	17,522
Transfers between funds	26	-	-	-	-	-	(2,645)	-	2,645	-	-
Net movement in funds		1,604	-	(34,873)	(5,613)	(38,882)	6,139	-	23,541	(12,159)	17,522
Reconciliation of funds:											
Total funds brought forward		115,824	-	666,410	110,470	892,704	109,685	-	642,868	122,629	875,182
Total funds carried forward	26	117,428	-	631,537	104,857	853,822	115,824	-	666,410	110,470	892,704

PCC OF ALL HALLOWS BROMLEY BY BOW

England & Wales - Charity number 1153020

Accounts



Parish of All Hallows Church

Bromley by Bow

Trustees' Report & Accounts 2022

Registered at the Charity Commission, no. 1153020

Table of Contents

Reference and Administrative Information	4
Responsibilities of the PCC	4
Church Attendance	4
Electoral Roll	4
Public Benefit	4
Our Vision	4
Rector's Report	5
Wardens' Report	7
Ahaba Café Report	8
Our Father's House Recovery Ministry	9
Children's Church	10
Fern Street Family Centre	11
AHB Youth	12
Homeless Outreach	12
Safeguarding	13
Racial Justice and Equality Group (RJEG)	13
Church Policies	14
Treasurer's Report	16
Report of the Independent Examiner	18
Financial Statements	19
Notes to the Accounts	22

ANNUAL REPORT 2022

(January – December 2022)

REFERENCE AND ADMINISTRATIVE INFORMATION

Members of the Parochial Church Council (PCC) are elected at the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules. The following served as members of the PCC during the year and up to the date of this report, unless otherwise indicated.

RECTOR: The Rev’d Cris Rogers

ASSOCIATE RECTOR: The Rev’d Beki Rogers

CURATE: The Rev’d Raff Chaves

CHURCH WARDENS: Charlie Thompson
Isoboye Nonju

From 29/4/2022

DEPUTY WARDENS: James Scrivener
Tracey Alwedo

**REPRESENTATIVES ON
THE DEANERY SYNOD:** Louise Chaves

ELECTED MEMBERS: Dave Banks	PCC Secretary (from 29/4/2022)
Fiona Spinks	PCC Secretary (to 29/4/2022)
Emma King	Treasurer (from 29/4/2022)
Rob Montgomery	Treasurer (to 29/4/2022)
Ian Devlin	
Jo Read	(to 30/4/2023)
Ina Markevica	
Mel Fenech	From 30/4/2022
Timothy Anyuru	
Hayley Collet	
Steven King	
Nicolas Folia	(to 21 st Sept 23)
Sheila Akao-Okeng	From 30/4/2023

All Hallows Bow (AHB) is a charity registered in England and Wales (no. 1153020). All Hallows Bow uses the banking services of the CAF Bank.

Stewardship was appointed to carry out the independent examination of the accounts for 2022. The postal address of the church is: All Hallows Rectory, 248b Devons Rd, Bow, E3 3PN.

Responsibilities of the PCC

The PCC of All Hallows Bow, London E3 3PN, has the responsibility, together with the Rector, the Rev'd Cris Rogers to promote, in the parish, the whole mission of the Church. This includes the pastoral, evangelistic, social and ecumenical aspects. It is also responsible for the maintenance of the building of All Hallows Bow. As a Church of England Parish church, the PCC and Rector follow the requirements of Church of England Canon Law. The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 (which sets out the PCC's obligations to safeguard children and vulnerable adults).

CHURCH ATTENDANCE

In 2022, the average Sunday worshipping community at All Hallows Bow, was 103 people, consisting of 87 adults (16+) and 16 children and young people under 16.

ELECTORAL ROLL

This year's electoral roll (as of 20th April 2022) has 143 registered members.

PUBLIC BENEFIT

The PCC members confirm that they have complied with the duty in section 17 of the Charities Act 2011, to have regard to the Charity Commission's general guidance on public benefit. The church of All Hallows Bow benefits the community, by the activities described in the sections attached, particularly through: family work, children's work, youth work, AHB food collection and distribution to local people in need, community engagement and working with other faith groups. We also collaborate with the local Mosques in community work and engagement.

OUR VISION

All Hallows Bow is here to be an explosion of Joy, by making Jesus known in our local community, to see lives transformed.

Making Jesus Known

We are challenged to be a supportive, listening and caring church.

We wish to behave like family towards each other.

We want to be strong in our welcome and extend deeper friendships.

We want to invite other people into this family.

We will do this by:

- Youth outreach – the development of work done by our AHB Youth team and increasing engagement with Clara Grant Primary School.
- Continuing to engage with Fern Street Family Centre.
- Focusing on children and young families.
- Communicating more with local people through community parties and local events, and through service and outreach at the AHABA Cafe.
- Equipping the congregation to understand and engage with other local groups.
- Celebrating our Christian festivals publicly and loudly.
- Celebrating life visibly.
- Having parties, eating together and socialising.
- Joining in weekly small groups and regular prayer gatherings.

Within the Local Community

We are here to stay and be a part of the local picture.
Our life outside of the building will be of joyful celebration.

We will do this by:

- Living locally, shopping locally and socialising locally.
- Having whole community celebrations.
- Celebrating the 'good news' outside.
- Developing contacts with the police, doctors and civic life. Being intentionally present on ward panels.

To See Lives Transformed

We aim to have worship that is accessible for all people locally, young, and old from all cultures.
We want to be inventive and try new things out whilst increasing the depth of our worship.
We want to see lives transformed emotionally, physically, and spiritually.

We will do this by:

- Actively pursuing freedom in worship that allows people to meet with God.
- Feeding people spiritually, giving good discipleship and teaching.
- Developing children's worship and teaching, particularly with the growing age groups.
- Committing to creating services for the visually challenged and for those who are poor at reading.
- Collecting for the food bank.
- Engaging with new parents, carers and toddlers.
- Working with young people on the edge of school exclusion.
- Mentoring at-risk teenagers.

Rector's Report

This APCM report represents the work done during 2022. In many ways, the year was the year of finding our post Covid19 feet with the shifting sands of people leaving London and church in new forms. 2022 turned into such a wonderful year of mission serving the neighbourhood. We welcomed Raff Chaves as our curate in June and Nicky Wong as our ordinand in April. We are excited for their development as leaders.

Making Jesus known.

A group of us have continued going out once a month door knocking to meet the neighbourhood, hear people's needs and share Jesus in a gentle but direct way. We have found it to be really rewarding. Every time we head out, we always meet 2-3 people if not more who allow us to pray for them, share the good news and take something to read.

One of the big highlights of 2022 was Fleur Tucker who joined us in September and helped us organise some amazing mission events from our first-ever Pumpkin Party, a brilliant Light Parade and then finishing the year with our Santa Grotto. We must say thank you to Jamie and Jen who helped pull off a fantastic Santa Grotto.

We have also continued to make Jesus known through Ahaba Cafe, Our Father's House and Fern Street Family Centre. We have new stories each week of people we have spoken to or cared for who have appreciated us engaging with them and pointing them to Jesus. You will hear more from each of these areas in this report.

Discipleship

We have been focusing our attention this last year on discipleship teaching topics. Some of the teaching has focused on learning more about the Bible and what it says to our modern lives (the Daniel Series). We spent time in the spring looking at evidence for Christianity. We have looked at Exodus focusing us on the big gospel and how it shapes our hearts. We also covered the faith foundations seeing how our faith impacts how we live.

Small groups continue to be a significant part of our week as we intentionally love each other, love each other, and support each other in prayer. I can't more highly recommend joining one of our 6 small groups.

Worship and diversity

We are always working really hard to make our church worship as welcoming and diverse as possible. We want to make sure we are encouraging leadership growth of both young and old as well as representational of our community. We have also been working hard to speak into the powers of the Church of England on the topic of racial diversity, we long for the day when the Anglican church in the UK truly represents all people of our nation.

Staff care

We have continued to make sure care for our staff is a priority. With retreat days, providing mentors and outside support alongside line management we have been able to retain our staff and see them emotionally and spiritually well. Beki and I personally want to recognise the cost and dedication of our Staff and volunteer teams that have served and loved people this last year. We really love you and all you do for AHB.

It was very sad to see Alex Hall and Sara Brayford both move on last year after many years of being on the staff team. We are so joyful for all their time and dedication and look forward to seeing what the Lord does with them both next.

All Hallows Bow moving forwards.

As we move into 2023 we are excited that Nicky Wong will be joining us as a second curate. The big plan over the next three years will be to see Nicky and Raff both aim to church plant in some form in the Stepney area. We will be working with the Bishop on this going forwards. We would love to thank HTB and CRT for making this happen for us. We are also excited for Aimee Muir joining us as our Fern Street Family Centre Manager. Exciting times!

As you read through this report, you will get a sprinkling of some of the ministry happening throughout the year. I encourage you to read it and be praying for everyone involved.

REV CRIS ROGERS
RECTOR

Wardens' Report

The year of 2022 has been one in which we at AHB have really seen the church and community grow into a new season following the last few years affected so heavily by the Covid-19 pandemic. For many in our communities, the church has been a very present help in times of need, as living costs have seen many struggling to make ends meet. To see the church rising to the occasion has been a great privilege.

A Year of Re-Building

We started the year looking at the book of Exodus and learning more deeply about the God who saves us. We remember that God is faithful to us even when we are forgetful. This report is a way of us pausing to remember to be thankful to God who has been so good to us.

Hello's and Goodbye's

This year saw us say a very fond farewell to some special people who have tirelessly served the community and the church for many years. We would like to take a moment to honour them publicly.

Sara Brayford stepped down from her role as manager of Fern Street Family Centre at the end of 2022, bringing to a close many years of faithful work amongst our local community. Sara's prayerful and selfless service has seen Fern Street Family Centre establish itself and blossom into what it is today - a vital hub for local people and a lifeline for so many. You only have to read the Fern Street Family Centre report below to get a glimpse of the work she has been a massive part of. We are so thankful to God for Sara's service and send her out to her next adventure with Jesus with every blessing and grateful hearts.

Alex Hall has been part of All Hallows since the very beginning of the church-plant over a decade ago. She has led the youth ministries of AHB in whatever form they have taken for nearly all of this time, which involved leading an Eden team, and then transitioning to AHB Youth. Alex has shown time and time again the power of humility and service as she has given of herself for the benefit of the young people of the community. There is no way of quantifying the massive impact she has had on the church and the wider family, and we will sorely miss her, Phil, and their beautiful family. We pray for their next steps to be enriched and blessed by the presence of God.

We want to extend our thanks to friends and colleagues who have volunteered with AHB in any capacity in 2022 - we could not do the work of God without the humble service of servant hearted people. Particular mention to Nate who finished his internship with us this year, and Fleur who visited to serve the church from Australia. Thank you for your generous service of God at AHB.

Excitement - what God is doing

A quick skim through this report will reveal the many areas in which church and community life has been vibrant and full of joy in 2022. Just the way we like it! From Ahaba cafe serving thousands of cups of coffee with the love of Jesus in each one; to the homeless outreach team selflessly serving those in need in our area. From the work of Fern Street Family Centre, who have touched so many lives in our community; to Our Father's House ministry, who continue to provide a safe place for those working through addiction to meet Jesus and enjoy a community of support and grace.

God is doing so much in our midst, and we are grateful and privileged to take part in His plan for our area.

The Year to Come

We are so excited for the year to come. 2023 will be a year of new beginnings and new growth for the church, and we are so excited to see what God will do in our midst. We are thrilled to welcome Aimee Muir as the new manager at Fern Street Family Centre. We pray for God's rich blessing over her as she settles into her new role.

We are also super excited to welcome Nicky officially as our second curate! Nicky will complete his ordination this year and remain at AHB to start his ministry journey. We are so excited and full of joy to be part of what God is doing through Nicky.

If 2023 is anything like this year, we know it will be full of joys and sorrows. But we are ever more confident that God is holding our hopes, fears, dreams, and ambitions in the palm of his loving hands. We are simply joining in with what he is doing in our midst. We are excited to be part of God's bigger story for East London and Bow.

CHARLIE THOMPSON

Ahaba Café Report

Ahaba Café is three years old! We are entering our fourth year of operation, with 2022 being Ahaba's first full year free from lockdowns. During 2022 we connected with our community over the Ahaba counter nearly ten thousand times, serving over seventeen thousand drinks, treats and meals with love.

During 2022 the café saw a host of changes. Matthias who had been a massive support to the café for two years moved to Munich. We also said goodbye to Henry and Phil. Ahaba hosted two people from the local community for work experience, referred to us by Fern Street Family Centre, as well as taking on a Kickstart employee over the summer months as part of a government employability scheme, for which we received grant funding. In September we welcomed Jake to the All Hallows team who has been a massive blessing to Ahaba.

Over the course of 2022 the rhythms of life for our local community changed, with more and more of our customers who had been working from home heading back into the office. We wanted to reduce operating costs while maintaining the high quality of our customer interactions. We worked on a simpler menu and low-maintenance mode of operation to enable us to serve up a taste of the divine, while staying true to our vision of providing a space of connection between church and the local community. Further to this in June we amended our hours of operation to 8:30am-3pm Tuesday to Saturday.

Ahaba is looking forward to another year of making connections within our community, displaying the goodness of God in Bow, and providing people with the opportunity to connect with Him.

DAVID GLOVER

Our Father's House Recovery Ministry

Our Father's House is our Recovery Service on Tuesday nights in church. It's a church service for those struggling with addiction.

Last year Our Father's House initiated 3 types of support for those in recovery or still addicted.

- Foodbank.
- Transport support.
- Free recovery literature.

Foodbank

In the last year 23 individuals in recovery have accessed our foodbank, including a family of refugees that are not in recovery.

Transport support

Five individuals were helped with access to public transport to help them access recovery meetings.

Baptisms

On the 15th of November 2022, Our Father's house had a baptism service where 8 people decided to give their lives to Jesus, with over 100 people attending the service, and we had Bishop Joanne joined us that evening.

Discipleship and teaching

Last year at Our Father's House, they studied the book of Genesis together, helping those new to the faith to understand the book in a relatable way.

They also explored the 12 steps through the bible, from 1 to 12, showing those in recovery the roots from where the steps came from and introducing them to scripture in a pathway in which those in recovery are familiar with.

Mentorship

Several members have had one-to-one mentoring sessions to get support both on their recovery and faith journey.

Plans for 2023

For 2023 the aim is to have for the first time a worship leader, Raff is exploring funding opportunities that would make this possible.

Our Fathers House will continue teaching scripture and helping those in recovery to find a relationship with Christ and continue being the hands of Jesus by serving the recovery community through the support services mentioned above.

*RAFF CHAVES
CURATE OF AHB*

Children's Church

Since the last Church meeting and report, there has been progress organising and planning the Children's sessions. We continue to have a good number of regular children attending and they are becoming used to the session format: starting with teaching from scripture or a theme and then leading to a craft activity.

We have been encouraged by the number of volunteers, this has enabled us to provide differentiated activities for the older children where we can look at scripture in more detail and how it relates to their lives.

We have focused on two core themes this year:

- Our Identity: making and using name badges to support a sense of each child's identity in Children's Church.
- A Healthy Lifestyle: switching out biscuits and squash for fruit, vegetables, and water. The children eagerly tuck into the healthy snacks!

As much as possible, our weekly themes follow the Sunday service and we take the opportunity to focus on the teachings of Jesus and how these can be followed.

As well as craft activities, the children have also responded to the needs of the local community. After looking at the Parable of the Good Samaritan, the children made care packages that could be given to people in need. We continue to follow the ethos of All Hallows by caring for the community and considering joy in our faith.

We have also increased the number of monthly sessions and we only pause sessions one Sunday a month.

As a team, we look forward to continuing to minister to the valuable young members of our church community.

AMANDA CLEGG

Testimony 1

"I was stuck in that Covid mindset, and we weren't getting out of the house. You came to our house and invited us to the groups then followed up - I needed that push. Now my children are meeting other children, they are going to activities, and I can see how it's helping their confidence and with getting on with other children".

Testimony 2

"I feel like I'm swimming just trying to keep my head above water... We cut down on food, don't go out, don't do anything extra with the children, shop at Lidl where it's cheap, do everything so we can pay our bills. Food Club has helped a lot so that we can manage. It's a very good thing."

The joy of the past year has been relaunching a full program of in-person support after 2 long years of COVID restrictions. In 2022 at least 559 family members (285 children and 274 parents) benefited from direct involvement in our activities, with many more children and family members benefiting indirectly.

The team went above and beyond to reach vulnerable families in our community and enable participation and engagement, leading to some fantastic outcomes. In feedback surveys, families said our program made a **significant** difference for:

- 88%** Improved parent-child relationship
- 95%** Better able to support their child's learning and development
- 87%** Child improved social/communication skills
- 84%** Feel more positive about the future (family more resilient)
- 96%** Family less lonely and isolated / better support network

Through the cost-of-living crisis we adapted our support, expanding the food pantry to provide 24 families in crisis, or chronically low incomes, with access to fresh fruit and vegetables, dry goods, toiletries, and cleaning products.

We continued supporting children's mental health recovery by maximising opportunities for play through our Early Years programme, after-school clubs, and holiday clubs. 62 children on free school meals participated in this year's summer holiday club 'Pirate school' across 8 wonderful very silly and high-energy days. Trips to London Aquarium, riverboat to Greenwich. Guest appearances by Captain Blackbeard (or is he Captain Redbeard...?!) and treacherous but not very bright Sailor Stumpy. Thanks to funding from the London Borough of Tower Hamlets and an amazing support team of volunteers able to provide hot cooked meals every day of the club. Delicious and nutritious!

Piloting new projects, including Active Woman, Move It Kids and Move It! for women, encouraged children and families to be more physically active and support better physical and mental health for all.

Of course, one of the most notable events of this year was saying farewell and thank you to Sara after 9 years at Fern Street Family Centre. Families impacted by Fern Street's work both past and present, showed up to send her off with a wonderful goodbye party, complete with toilet roll/binbag farewell fashion show and lots more classic Fern Street silliness.

With a goodbye comes a hello, and the team have welcomed Aimée to take over the role of Centre Manager.

AHB Youth

Since September 2022, the youth work has been focussing on the discipleship group which happens weekly. We have had several new young people join and have enjoyed looking at various topics and having lots of fun together! The group is a mix of young people from the local area and those from our Sunday church congregation. The discipleship group is a safe space to explore faith, ask questions, get confused and share wisdom together. Watching those more mature in their faith lead and disciple those who are unsure, questioning, or eager to learn has been a real privilege.

Going forward, we are excited to see how the youth work can grow next year; we are exploring ways to partnership with Fern Street Family Centre and the opportunity to employ a full-time youth worker. Please pray for the steps in making that happen, for stability for the young people in a time of change, and for deepening relationships with God wherever they are on their faith journeys.

LOUISE CHAVES

Homeless Outreach

Over the last 12 months, the outreach has continued to meet monthly (normally on the last Friday of the month) to continue distributing food, toiletries, sleeping bags and clothes to the homeless. Our walks have been very successful, and we have helped many people.

We continue to concentrate on the Mile End to Brick Lane route, as this is an area with a large number of homeless people as well as several hostels.

The outreach group consists of a core team of around 6 people who attend every month, although we have up to 8-10 volunteers some months. Several new members have joined the core team, and their addition has been very welcomed. Our prayer is generally well accepted and many people that we help happily give thanks for our Outreach members.

We continue to spread the word at the local men's and women's hostels, and our presence is always welcomed. Many of the residents now know us personally and look forward to our visits. They enjoy our company as much as they do the clothes and hot drinks.

Early in 2022 we had been able to offer hot meals but sadly we have not had enough volunteers to continue this. We do try our best to have cup of soups or hot dogs available as well as biscuits and we would like to expand on this as our Ministry advances into next year. Thank you to the team for all your hard work over the last year.

MELISSA FENECH

Safeguarding

2022 involved a return to something that was more in the realm of normality. With that, we have seen an increased number of people within the church community. When we have had safeguarding concerns, we have engaged with the Diocesan Safeguarding Office for their advice, which has always been considerate, caring, supportive and wise.

Fern Street Family Centre has continued to respond to issues regarding poverty, emergency situations and domestic violence. There has again been an increase in people needing support around food poverty.

We take safeguarding seriously; it is an ongoing point on the PCC agenda and we ensure all our team and volunteers are appropriately DBS checked and have safeguarding training. We have been using the Church of England's Safeguarding Dashboard, which has been a helpful tool in ensuring that we are up to date. At present, we are working on completing level 3.

If you have any safeguarding concerns or issues on a safeguarding matter, then you can talk to the Safeguarding leads, Jo Read, Beki Rogers or any team member.

A big thank you to the whole community for continuing to ensure all our children and vulnerable groups are safe when they are engaged with All Hallows Bow and activities.

BEKI ROGERS

Racial Justice and Equality Group (RJEG)

Our activities in 2022 were guided by the five-point action plan agreed the year before and as summarised below.

1. Education, vision, & theology
We supported our church to reflect racial justice in the teachings. We explored ways to educate our community in a way they will understand and receive the message of racial justice and equality.
2. Structures & governance
Ensured we had appropriate church policies that reflect racial equality (e.g. equal opportunities, grievances).
3. Participation
Encouraged and engaged the equal participation of people with disabilities, adults and young people of colour so as to ensure those who participate in church reflect our diverse community, and we are fully inclusive.
4. Language & terminology
We considered ways to express ourselves as a church in a way that is respectful, inclusive, and sensitive to all.
5. Visibility
We championed racial justice publicly via several outreach events among others.

Unconscious Bias Training

Our Clergy and staff stayed up to date on their training on unconscious bias, equipping themselves to do God's work and serve the community without bias knowingly or unknowingly.

Book Club

We shared with the church some books to read such as: "Talking to Children about Race"; "Reading While Black"; "We Need to Talk About Race"; "Liberating Black Theology etc.

We hosted a standalone book club evening on one of the books ("Talking to Children about Race") and it was well attended with attendees finding it beneficial and enlightening.

Welcome Churches

We continued to engage with Welcome Churches to get involved in their work welcoming refugees, such as from Ukraine and Hong Kong.

Current Affairs

We caught up regularly on events happening around us and the world which impacted on racial justice and equality, and responded as best as we could from time to time, as well as learnt from such events where applicable to our service to God.

Membership

One of us moved from the area and is no longer part of this group and our church. The other members continue to meet regularly, and we are looking for new members to sign up to serve in this group.

ISOBOYE NONJU

Church Policies

DATA PROTECTION

AHB has a data protection policy in compliance with GDPR (Regulation (EU) 2016/679) legislation. The entirety of this can be read at All Hallows GDPR (www.allhallowsbow.org.uk/gdpr)

GRANT MAKING

The task of deciding how to distribute grants for missions is done by the Rector and Associate Rector, with reference to the Treasurer. Grants are awarded to organisations and church members working in mission based on an evaluation of each case. All giving follows the mission policy of All Hallows Bow, which is the promotion of the Christian gospel in proclamation and social action throughout the world. There are no PCC related trusts.

INVESTMENTS

The church's endowment investments, both shares and cash, are entrusted to the Diocese of London. Our policy as regards money held for the general fund and under the control of the PCC is to place funds not needed in the near future on deposit.

RESERVES

The PCC have determined that the charity should aim to hold unrestricted cash of no less about 9 months' of unrestricted expenditure (2022: £101k / 2021: £90k) so that the charity could continue to

operate should income and / or expenditure vary adversely. At the year end, the charity held unrestricted funds of £115,824 (2021: £110k) and the charity is complying with its reserves policy.

Where General funds are in excess of nine months' general expenditure (based on trailing three-year average), we expect to review our budgets and to consider designating the excess for a particular purpose. The restricted funds of AHB Youth and AHB@Fern Street are managed by the project leaders who aim to ensure their projects are viable for at least a year ahead and who are instrumental in raising additional funds as appropriate.

RISK ASSESSMENT AND MITIGATION

Risks associated with the operation of the church are reviewed regularly by the Rector and PCC. Policies and procedures are developed as appropriate to mitigate these risks. Areas assessed include risks associated with finance, information, buildings and contents, employed staff and volunteers, and members of the public. Good financial controls reduce the risks associated with handling money. Church property is protected with security systems, and insurance is held to reduce the impact of any physical loss that may occur. Staff and volunteers are trained in keeping themselves and others safe. As a matter of policy, independent professional advice is taken where appropriate.

CHILD PROTECTION AND ADULT SAFEGUARDING

AHB takes its responsibility to protect and champion the well-being of children, young people and vulnerable adults very seriously. We will act promptly whenever a concern is raised about a child, young person or vulnerable adult or about the behaviour of an adult and will work with the appropriate statutory bodies when an investigation into abuse is necessary. We follow safer recruitment procedures and have clear procedures in place to identify, respond to and report concerns. Staff and volunteers receive annual safeguarding training and our safeguarding policy and procedures are reviewed at least annually.

SUSTAINABILITY

AHB encourages the adoption of sustainable practices in all areas of church life and work. This is our contribution to reducing carbon emissions in response to the climate emergency. Measures taken include recycling, energy audits, encouraging the use of public transport, cycling and walking. In 2020 All Hallows achieved a Bronze Eco Church Award, reflecting the measures already in place. Using the resources and advice given, we aim to work towards Silver in the next few years.

The PCC is responsible for keeping proper accounting records, which disclose, with reasonable accuracy at any time, the financial position of the church, and to enable them to ensure that the financial statements comply with applicable Accounting Standards and Statements of Recommended Practice and the regulations made under the Charities Act 2011. They are also responsible for safeguarding the assets of the church and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the PCC of All Hallows Bow and signed on its behalf on 28th Oct 2023 by



Cris Rogers

The Rev'd Cris Rogers (Rector)

28th Oct 2023

Treasurer's Report

This year has been another unusual one as we adjust to a post-Covid-19 normal. In addition, we have all felt the impact of the 'cost of living' crisis and the on-going energy cost rises. Regardless of these external pressures on our local community, we have been blessed by the continued generosity of our congregation, community, and Grant schemes. Overall, our funds increased modestly by £18k following the revaluation of investments (-£12k) and net movement in general and restricted funds (+£30k), the latter largely due to a grant received at the end of the year. Thanks to all our supporters, All Hallows remains financially stable, enabling our Vision and Ministries. We are incredibly thankful for this and continue to trust that the Lord will supply our every need going forward; we're excited to see what God has in store for us in 2023.

GENERAL FUND: General Fund total income was £144k to 31 December 2022, remaining flat comparative to 2021. This income is reliant on donations from individuals, retaining consistency is encouraging given the pressures of the 'cost of living' crisis on our community. Total General Fund expenditure increased to £135k, reflecting the impact of increased energy costs. The net effect of the above has resulted in the General Fund recording a surplus for the year of £8k (2021: £15k), and funds carried forward of £116k (2021: £110k).

ENDOWMENT FUNDS: The investments referred to as the 'Table Fund' decreased £12k following revaluation of the investments. Dividends and interest from the fund are restricted for general maintenance of the church buildings.

RESTRICTED FUNDS: Restricted funds recorded total income and expenditure of £321k and £300k, respectively, in the year to 31 December 2022. Income increased 23% and expenditure increased 22%, In terms of the underlying movements, the main constituents were as follows:

- 1) Fern Street Family Centre: Income from grants exceeded expenditure due to timing of ongoing activities, a surplus of £53k is recognised in closing funds;
- 2) AHB Youth: In addition to £6k income, £5k reserves have been utilised to support ongoing activities;
- 3) Ahaba Café: Income generated by the café itself was £40k and supported by a further £23k of other income such as donations and grant funding. Expenditure comprising £17k cost of sales and £76k operating expenses resulted in a £25k deficit in 2022. The PCC recognise the impact of the post Covid-19 return to the office and rising input costs, and supported wholesale changes to the Ahaba Café staffing model and funding strategy, to optimise performance and allow the ministry to continue into 2023.
- 4) The last quinquennial inspection of our building was held on 17 September 2019, subsequently the PCC agreed to undertake immediate works to secure and improve the guttering on the exterior of the building, this was completed at a cost of £21k, this was funded in full by Grants and Insurance Contribution.

PLANS FOR FUTURE PERIODS

The short- and medium- term plan is to continue with supporting the same objectives and activities.

THE PCC'S RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

Charity law requires the Parochial Church Council (PCC) to prepare a statement of financial activities and statement of assets and liabilities for each financial year, which gives a true and fair view of the state of affairs of the church and of its financial activities for that year and adequately distinguishes any material special trust or other restricted fund of the church. In preparing those financial statements the PCC is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the policies adopted are in accordance with the appropriate Statements of Recommended Practice (SORPs) on Accounting by Charities and the Accounting Regulations and with applicable accounting standards, subject to any material departures disclosed and explained in the financial statements;
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the church will continue to operate.

The PCC is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the church, and to enable them to ensure that the financial statements comply with applicable Accounting Standards and Statements of Recommended Practice and the regulations made under the Charities Act 2011. They are also responsible for safeguarding the assets of the church and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the PCC of All Hallows Bow and signed on its behalf on 28 October 2023 by:

Emma King

Treasurer

28th Oct 2023

Report of the Independent Examiner

INDEPENDENT EXAMINER'S REPORT
TO THE MEMBERS OF THE PAROCHIAL CHURCH COUNCIL OF
ALL HALLOWS BROMLEY BY BOW
('the Charity')

I report to the members of the PCC (who are also the charity's trustees) on my examination of the accounts of the Charity for the year ended 31 December 2022 on pages 19 to 33 following, which have been prepared on the basis of the accounting policies set out on pages 22 to 25.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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



Lisa Darby FCA
Institute of Chartered Accountants in England and Wales
Stewardship
1 Lamb's Passage
London
EC17 8AB

Date: 30th October 2023

Financial Statements

Statement of Financial Activities

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds 2022 £	Total Funds 2021 £
INCOME AND ENDOWMENTS FROM:						
Donations and legacies	3	143,227	261,552	-	404,779	354,474
Charitable activities	4	642	45,994	-	46,636	47,983
Investments	5	249	5,154	-	5,402	4,658
Other income		127	8,210	-	8,337	-
Total income and endowments		144,245	320,910	-	465,154	407,115
EXPENDITURE ON:						
Charitable activities	6	135,460	299,145	-	434,605	374,320
Raising funds	7	-	600	-	600	1,091
Total expenditure		135,460	299,745	-	435,205	375,411
Net gains/(losses) on investments		-	(269)	(12,159)	(12,428)	13,225
Net income/(expenditure)		8,784	20,896	(12,159)	17,522	44,929
Transfers between funds	15	(2,645)	2,645	-	-	-
		6,139	23,541	(12,159)	17,522	44,929
Other recognised gains/(losses):						
Gains/(losses) on revaluation of fixed assets		-	-	-	-	-
Actuarial gains/(losses) on defined benefit pension schemes		-	-	-	-	-
Other gains/(losses)		-	-	-	-	-
Net movement in funds		6,139	23,541	(12,159)	17,522	44,929
Reconciliation of funds:						
Total funds brought forward		109,685	642,869	122,629	875,183	830,253
Total funds carried forward	15	115,824	666,410	110,470	892,704	875,182

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

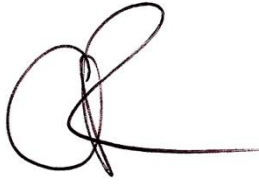
All income and expenditure derive from continuing operations.

The notes on page 22-33 form part of these accounts.

Balance Sheet

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds 2022 £	Total Funds 2021 £
FIXED ASSETS						
Tangible assets	9	573	442,459	-	443,032	436,186
		<u>573</u>	<u>442,459</u>	<u>-</u>	<u>443,032</u>	<u>436,186</u>
CURRENT ASSETS						
Debtors	10	46,147	71,070	-	117,217	30,926
Investments	11	-	2,023	110,470	112,493	124,921
Cash at bank and in hand	12	73,476	159,690	-	233,166	294,818
		119,623	232,783	110,470	462,876	450,665
CREDITORS: Amounts falling due within one year	13	(4,372)	(8,832)	-	(13,204)	(11,666)
Net current assets / (liabilities)		<u>115,251</u>	<u>223,951</u>	<u>110,470</u>	<u>449,672</u>	<u>438,999</u>
Total assets less current liabilities		115,824	666,410	110,470	892,704	875,185
CREDITORS: Amounts falling due after more than one year		-	-	-	-	-
Provisions for liabilities		-	-	-	-	-
Net assets / (liabilities) excluding pension asset / (liability)		115,824	666,410	110,470	892,704	875,185
Defined benefit scheme asset / (liability)		-	-	-	-	-
TOTAL NET ASSETS		<u>115,824</u>	<u>666,410</u>	<u>110,470</u>	<u>892,704</u>	<u>875,185</u>
FUND BALANCES						
Unrestricted Funds	15					
General funds		115,824	-	-	115,824	109,713
		115,824	-	-	115,824	109,713
Restricted Funds		-	666,410	-	666,410	642,843
Endowment Funds		-	-	110,470	110,470	122,629
		<u>115,824</u>	<u>666,410</u>	<u>110,470</u>	<u>892,704</u>	<u>875,185</u>

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



REV. CRIS ROGERS

28th October 2023

Charity number:

1153020

The notes on page 22-33 form
part of these accounts.

Notes to the Accounts

1 Statutory Information

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

2 Accounting Policies

These financial statements are prepared on a going concern basis, under the historical cost convention as modified by the revaluation of certain assets, which are measured at fair value through the Statement of Financial Activities. The financial statements include all activities for which the PCC is legally responsible; the activities of informal gatherings of church members and groups that owe their main affiliation to another body and are excluded.

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

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

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

a) Going concern

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

b) Income

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

Income from donations and legacies includes:

- i) Recoverable gift aid. This is recognised when the related donation is received. Gift aid that has not been recovered by the balance sheet date is included as a debtor.
- ii) Donated facilities, services and goods. Goods donated for distribution to beneficiaries are recognised as income when receivable at fair value (being an estimate of the amount it would cost to purchase those items). Goods donated for resale are recognised as income at the point of sale (as the sale proceeds cannot be estimated reliably before the goods are sold). Facilities, services and goods donated for the charity's own use are recognised as income when receivable at their value to the charity.

The charity relies on volunteers to carry out many of its activities. However, in accordance with the SORP, the value of these services has not been included in these financial statements as they cannot be reliably measured.

When donated goods, services and facilities are distributed or consumed, an expense in respect of those items is included in the Statement of Financial Activities. At the year-end any goods that have not been distributed or consumed are recognised as stock; donated fixed assets are capitalised.

- iii) Legacies. Income from legacies is recognised when a distribution is received from the estate or, if earlier, when the charity has been notified that a distribution will be made and the amount receivable can be measured reliably.

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

Income from other trading activities represents income receivable from activities undertaken to generate funds for the charity. It includes income from the Ahaba cafe.

Investment income represents income generated by the charity's assets and includes income from endowment investments referred to as the Table Fund.

Other income includes gains arising from the disposal of tangible fixed assets and the proceeds of insurance claims.

2 Accounting Policies (continued)

c) Expenditure

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

Contributions in respect of the diocesan parish share are included in the Statement of Financial Activities for all amounts agreed to being payable for the financial year. Any contributions that have not been paid over by the year end are included as a creditor.

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

Expenditure on raising funds comprises the costs incurred on commercial trading activities, fundraising and managing investments.

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

d) Fund accounting

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

f) Tangible fixed assets

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

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

The church building and certain clergy accommodation are held in trust by the Diocese and not included within these accounts.

Items purchased or donated for the charity's own use are capitalised when the cost of purchased items, or the fair value of donated items, is more than £500 and the item is expected to benefit the charity over more than one accounting period. Depreciation is charged on a straight line basis so as to write down the value of each asset to its estimated residual value (if any) over its expected useful economic life. To achieve this objective the following rates of depreciation are charged:

Freehold land	Is not depreciated (because it is not consumed by use)
Freehold buildings	Over 50 years after taking account of the building's residual value
Leasehold improvements	Over the lease term or, if shorter, expected useful life
Equipment	Over 3 to 7 years

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

2 Accounting Policies (continued)

g) Investments

Fixed asset investments are held to generate income and / or for their investment potential. Current asset investments are investments that are held specifically for sale or are investments that the charity expects to sell by the next balance sheet date. Investments, other than social investments (see below), are valued as follows:

- i) Investment property and listed investments are valued at their market value (fair value) at the balance sheet date.
- ii) Unlisted investments are measured at cost less impairment where it becomes apparent that the amount that could be realised is less than cost.

Mixed motive investments are investments that are held both to generate a financial return and to contribute to the furtherance of the charity's objects.

Impairment losses and losses arising on the disposal of social investments are included in the Statement of Financial Activities under the heading 'Expenditure on charitable activities'. Gains arising on the disposal of social investments are included in the Statement of Financial Activities under the heading 'Other income'. All other gains and losses on investment assets are included in the Statement of Financial Activities under the heading 'Net gains / (losses) on investments'.

h) Stocks

Stocks of goods purchased for re-sale are stated at the lower of cost and net realisable value if the value held at the balance sheet date is material.

i) Pension scheme arrangements

The charity operates defined contribution pension schemes for its employees. Obligations for contributions to these schemes are recognised as an expense when the liability arises. The assets of these schemes are held separately from those of the charity in independently administered funds.

The charity also contributes to the Church Workers Pension Fund, which is a multi-employer defined benefits pension scheme as described in Section 28 of FRS 102. The charity is not able to identify its share of the Scheme's assets and liabilities and, therefore, as permitted by FRS 102, the Scheme is accounted for as if it were a defined contribution pension scheme. Contributions to the Scheme are charged to the Statement of Financial Activities as they become payable. Further information about the Scheme is disclosed in note 14 'Pension Commitments'.

j) Taxation

Parochial Church Council of All Hallows, Bow
Notes to the Accounts for year ending December 2022

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

k) Financial instruments

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

l) Exemption from preparing a cashflow statement

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

m) Critical accounting estimates and areas of judgement

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

3 Donations and legacies

	2022	2021
	£	£
Donations of cash and similar	147,810	166,279
Government grants (note 3b)	7,766	-
Other grants receivable	226,906	159,695
Income tax recoverable	22,297	28,499
	<u>404,779</u>	<u>354,474</u>

b

	2022	2021
	£	£
Kick Start grants	7,766	-
	<u>7,766</u>	<u>-</u>

4 Income from charitable activities

	2022	2021
	£	£
Contribution for church activities and events	1,873	1,728
AHABA Café Income	44,763	46,255
	<u>46,636</u>	<u>47,983</u>

5 Investment income

	2022	2021
	£	£
Dividends and interest	5,402	4,658
	<u>5,402</u>	<u>4,658</u>

Parochial Church Council of All Hallows, Bow
Notes to the Accounts for year ending December 2022

6 Charitable expenditure

	2022	2021
	£	£
a Costs incurred directly on specific activities		
Ministry expenses:		
Common Fund	70,000	70,000
Staff employment costs	215,553	216,914
Other ministry expenses	10,157	10,648
Upkeep of services	5,426	5,886
	<u>301,136</u>	<u>303,448</u>
Property expenses:		
Operational costs for church & church hall	22,700	2,541
Operational costs for other PCC property (AHABA Café)	22,439	15,363
	<u>45,139</u>	<u>17,904</u>
Grants payable (note 8c)	9,919	5,786
	<u>356,194</u>	<u>327,138</u>
b Costs incurred on support & administration		
Governance costs		
Independent examiner's fee	3,120	3,090
	<u>3,120</u>	<u>3,090</u>
Other administration costs	68,737	40,442
Depreciation of tangible fixed assets	6,554	3,650
	<u>78,411</u>	<u>47,182</u>
Total expenditure	<u><u>434,605</u></u>	<u><u>374,320</u></u>

c Grants payable

	Individuals	2022
	£	£
Grants to support church members	9,919	9,919
	<u>9,919</u>	<u>9,919</u>

The comparatives for the previous year are as follows:

	Individuals	2021
	£	£
Grants to support church members	5,786	5,786
	<u>5,786</u>	<u>5,786</u>

7 Cost of raising funds

	2022	2021
	£	£
Fundraising costs	<u>600</u>	<u>1,091</u>
	<u>600</u>	<u>1,091</u>

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

The average monthly number of employees during the year was 11 (2021: 12). Most of the charity's activities are carried out by volunteers.

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

Rev Cris Rogers, Rev Beki Rogers and Rev Raff Chaves (who are clergy members of the PCC) receive stipends from the Diocese and so they are not employees; some of the contributions to the Common Fund paid to the Diocese is used to help meet the cost of these stipends. Rev Cris Rogers, Rev Beki Rogers and Rev Raff Chaves were provided with accommodation (which is customary for clergy) and the cost of this accommodation to the PCC is included in note 6 'Charitable Expenditure'. The charity also reimbursed expenses to Rev Cris Rogers and Rev Raff Chaves; again these costs are included in note 6 'Charitable Expenditure'.

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

9 Tangible fixed assets

	Freehold Property	Fixtures, fittings and equipment	Total 2022
	£	£	£
Cost			
At 1 January 2022	428,445	27,693	456,138
Additions	<u>-</u>	<u>13,400</u>	<u>13,400</u>
At 31 December 2022	<u>428,445</u>	<u>41,093</u>	<u>469,538</u>
Accumulated depreciation			
At 1 January 2022	-	19,952	19,952
Charge for the year	<u>-</u>	<u>6,554</u>	<u>6,554</u>
At 31 December 2022	<u>-</u>	<u>26,506</u>	<u>26,506</u>
Net book value			
At 31 December 2022	<u>428,445</u>	<u>14,587</u>	<u>443,032</u>
At 31 December 2021	<u>428,445</u>	<u>7,741</u>	<u>436,186</u>

The Ahaba Cafe building has not been revalued, it's carrying value at historical cost of £428,445

Parochial Church Council of All Hallows, Bow
Notes to the Accounts for year ending December 2022

10 Debtors

	2022	2021
	£	£
Falling due within one year:		
Trade debtors		
Tax recoverable	49,009	28,322
Other debtors	2,635	604
Prepayments and accrued income	65,573	2,000
Total debtors	<u>117,217</u>	<u>30,926</u>

11 Current asset investments

	2022	2021
	£	£
Table Fund, Investments	91,470	103,629
Development Fund, Investments	2,023	2,292
Table Fund, Cash equivalent deposits	19,000	19,000
	<u>112,493</u>	<u>124,921</u>

12 Cash at Bank and in Hand

	2022	2021
	£	£
Cash at bank with immediate access	217,705	282,324
Notice deposits (with a term of three months or less)	15,261	12,274
Petty cash	200	220
	<u>233,166</u>	<u>294,818</u>

13 Creditors: liabilities falling due within one year

	2022	2021
	£	£
Trade creditors	10,057	10,253
Taxation and social security	3,147	1,413
	<u>13,204</u>	<u>11,666</u>

14 Pension commitments

The Church Workers Pension Fund (CWPF)

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

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, which comprises a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

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

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

There is no sub-division of assets between employers in each section of the Pension Builder Scheme. The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and contributions are accounted for as if the Scheme were a defined contribution scheme. The pension contributions payable for the year, which have been charged to the Statement of Financial Activities, were £11,088 (2021: £10,102).

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

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

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

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

14 Pension commitments (continued)

Summary of pension contributions payable for year:

The charity's pension contributions were as follows

	2022	2021
	£	£
Church Worker's Pension Fund (see above)		
contributions payable for year	11,088	10,102
Pension contributions to defined contribution schemes	<u>1,597</u>	<u>1,550</u>
	<u><u>12,685</u></u>	<u><u>11,652</u></u>

Summary of pension liabilities at the year end:

The charity's pension liabilities at the end of the year were as follows:

	2022	2021
	£	£
in respect of defined benefit pension arrangements:		
Church Workers' Pension Fund	806	1,047
in respect of defined contribution pension arrangements	<u>269</u>	<u>258</u>
	<u><u>1,074</u></u>	<u><u>1,306</u></u>

15 Funds

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

	Opening balance 2022 £	Incoming resources 2022 £	Outgoing resources 2022 £	Transfers in the year 2022 £	Gains and losses 2022 £	Closing balance 2022 £
<i>General Unrestricted Funds</i>	109,685	144,245	(135,460)	(2,645)	-	115,824
Total Unrestricted Funds	<u><u>109,685</u></u>	<u><u>144,245</u></u>	<u><u>(135,460)</u></u>	<u><u>(2,645)</u></u>	<u><u>-</u></u>	<u><u>115,824</u></u>
<i>Restricted Funds</i>						
Fern Street Settlement	97,419	156,388	(139,165)	-	-	114,642
Fern Street: Nationwide	-	35,500	-	-	-	35,500
AHB Youth	25,936	6,286	(16,044)	5,000	-	21,178
AHABA Café	484,251	63,217	(92,654)	5,000	-	459,814
Friends of All Hallows	2,725	6,250	(2,073)	-	-	6,902
Grants for outreach	15,000	-	-	(10,000)	-	5,000
Little Cherubs	239	-	-	-	-	239
Our Fathers House	-	1,974	(1,429)	-	-	545
Development Fund	12,476	26,310	(22,781)	2,292	(269)	18,028
Grocers Trust	1,708	2,000	(2,261)	-	-	1,447
HTB church family events	3,115	-	-	-	-	3,115
Church Revitalisation Trust	-	21,369	(21,510)	141	-	-
Acts 435	-	1,615	(1,827)	212	-	-
	<u><u>642,869</u></u>	<u><u>320,909</u></u>	<u><u>(299,745)</u></u>	<u><u>2,645</u></u>	<u><u>(269)</u></u>	<u><u>666,410</u></u>

Parochial Church Council of All Hallows, Bow
Notes to the Accounts for year ending December 2022

15 Funds (continued)

Endowment Funds

<u>Permanent</u>						
Table Fund	103,629	-	-	-	(12,159)	91,470
<u>Expendable</u>						
Table Fund	19,000	-	-	-	-	19,000
	<u>122,629</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(12,159)</u>	<u>110,470</u>
Aggregate of funds	<u>875,183</u>	<u>465,154</u>	<u>(435,205)</u>	<u>-</u>	<u>(12,428)</u>	<u>892,703</u>

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

- The PCC agreed to distribute £10k from the outreach fund to AHB Youth and Ahaba Café.
- £2,292 was transferred from General Funds to the Development Fund as a prior year correction.
- The year-end deficits in the Church Revitalisation Trust and Acts 435 fund balances were cleared from the General Fund.

Analysis of net assets by fund

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

	Unrestricted funds £	Restricted funds £	Endowment funds £	2022 £
Tangible fixed assets	573	442,459	-	443,032
Debtors	46,147	71,070	-	117,217
Investments held as current assets	-	2,023	110,470	112,493
Cash at bank and in hand	73,476	159,690	-	233,166
Creditors falling due within one year	(4,372)	(8,832)	-	(13,204)
	<u>115,824</u>	<u>666,410</u>	<u>110,470</u>	<u>892,704</u>

Parochial Church Council of All Hallows, Bow
Notes to the Accounts for year ending December 2022

15 Funds (continued)

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

	Opening balance 2021 £	Incoming resources 2021 £	Outgoing resources 2021 £	Transfers in the year 2021 £	Gains and losses 2021 £	Closing balance 2021 £
<i>General Unrestricted Funds</i>	94,620	145,297	(130,520)	-	288	109,685
Total Unrestricted Funds	94,620	145,297	(130,520)	-	288	109,685
<i>Restricted Funds</i>						
Fern Street Settlement	86,037	144,980	(133,598)	-	-	97,419
AHB Youth	28,586	23,131	(25,781)	-	-	25,936
AHABA Café	476,893	86,478	(79,120)	-	-	484,251
Friends of All Hallows	4,577	682	(2,534)	-	-	2,725
Grants for outreach	15,000	-	-	-	-	15,000
Little Cherubs	239	-	-	-	-	239
Development Fund	10,170	4,544	(2,238)	-	-	12,476
Grocers Trust	1,125	2,000	(1,417)	-	-	1,708
HTB church family events	3,115	-	-	-	-	3,115
	625,742	261,815	(244,688)	-	-	642,869

15 Funds (continued)

Endowment Funds

<u>Permanent</u>						
Table Fund	90,672	-	-	-	12,937	103,629
<u>Expendable</u>						
Table Fund	19,000	-	-	-	-	19,000
	<u>109,672</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>12,937</u>	<u>122,629</u>
Aggregate of funds	<u>830,034</u>	<u>407,112</u>	<u>(375,208)</u>	<u>-</u>	<u>13,225</u>	<u>875,182</u>

Analysis of net assets by fund

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

	Unrestricted funds £	Restricted funds £	Endowment funds £	2021 £
Tangible fixed assets	3,392	432,794	-	436,186
Debtors	30,926	-	-	30,926
Investments held as current assets	(0)	2,292	122,629	124,921
Cash at bank and in hand	81,351	213,467	-	294,818
Creditors falling due within one year	(5,956)	(5,710)	-	(11,666)
	<u>109,713</u>	<u>642,843</u>	<u>122,629</u>	<u>875,185</u>

16 Transactions with related parties

During the year the charity:

- a) received donations totalling £25,095 (2021: £31,859) from related parties (which includes members of the PCC, any other members of key management and anyone closely connected to them).
- b) paid expenses totalling £456.00 (2021: not more than £8,000.00) for non-clergy members of the PCC for the purposes expenses whilst carrying out duties associated with being PCC members.

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

- a) paid £20,940 (2021: £0) to Devos Maintenance Limited for building services. Ian Devlin, who is a member of the PCC is a director of Devos Maintenance Limited.

Except as disclosed in note 8 'Analysis of staff costs', there have been no other transactions with related parties during the year.

17 Events since the year end

In early 2023, the church was broken into and significant damage was caused resulting in an insurance claim in excess of £13,000. A small shortfall in the amount received against the cost to put right the damage caused will be reflected in the 2023 financial statements.

PCC OF ALL HALLOWS BROMLEY BY BOW

England & Wales - Charity number 1153020

Accounts



Parish of All Hallows Church Bromley by Bow

Trustees' Report & Accounts 2021

Registered at the Charity Commission, no. 1153020

Table of Contents

Reference and Administrative Information	4
Responsibilities of the PCC	5
Church Attendance	5
Electoral Roll	5
Public Benefit	5
Our Vision	5
Rector's Report	7
Wardens' Report	8
Ahaba Café Report	9
Women's Ministry	9
Men's Ministry	10
Our Father's House Recovery Ministry	10
Little Cherubs	11
Fern Street Family Centre	12
AHB Youth	13
Homeless Outreach	13
Safeguarding	14
Racial Justice and Equality Group (RJEG)	15
Church Policies	16
Treasurer's Report	19
Report of the Independent Examiner	21
Financial Statements	22
Notes to the Accounts	25

ANNUAL REPORT 2021

(January – December 2021)

REFERENCE AND ADMINISTRATIVE INFORMATION

Members of the Parochial Church Council (PCC) are elected at the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules. The following served as members of the PCC during the year and up to the date of this report, unless otherwise indicated.

RECTOR: The Rev'd Cris Rogers

ASSOCIATE RECTOR: The Rev'd Beki Rogers

CHURCH WARDENS: Charlie Thompson
Esther Duncan To 29/04/2021
Sheila Akao-Okeng To 31/07/2021
Tom Blake To 29/04/2021
James Scrivener From 29/04/2021
Isoboye Nonju From 29/4/2022
Tracey Alwedo

REPRESENTATIVES ON Louise Churchus

THE DEANERY SYNOD:

ELECTED MEMBERS: Fiona Spinks PCC Secretary
Rob Montgomery Treasurer (to 29/04/2022)
Emma King Treasurer (from 29/04/2022)
Ian Devlin
Jo Read
Ina Markevica To 29/04/2021
Emily Speed
Mel Fenech
Raff Chaves
Timothy Anyuru
Hayley Collet From 29/4/2021
James Smith From 29/4/2021
Cheryl Gathercole To 29/04/2021
Steven King From 29/4/2021

All Hallows Bow (AHB) is a charity registered in England and Wales (no. 1153020).

All Hallows Bow uses the banking services of the CAF Bank.

Stewardship was appointed to carry out the independent examination of the accounts for 2021.

The postal address of the church is: All Hallows Rectory, 248b Devons Rd, Bow, E3 3PN.

Responsibilities of the PCC

The PCC of All Hallows Bow, London E3 3PN, has the responsibility, together with the Rector, the Rev'd Cris Rogers to promote, in the parish, the whole mission of the Church. This includes the pastoral, evangelistic, social and ecumenical aspects. It is also responsible for the maintenance of the building of All Hallows Bow. As a Church of England Parish church, the PCC and Rector follow the requirements of Church of England Canon Law. The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 (which sets out the PCC's obligations to safeguard children and vulnerable adults).

CHURCH ATTENDANCE

In 2021, the average Sunday worshipping community at All Hallows Bow, when open from January to March and September to December, was 103 people, consisting of 87 adults (16+) and 16 children and young people under 16. From April to August services were online only so attendance was not counted.

ELECTORAL ROLL

This year's electoral roll (as of 20th April 2021) has 132 registered members.

PUBLIC BENEFIT

The PCC members confirm that they have complied with the duty in section 17 of the Charities Act 2011, to have regard to the Charity Commission's general guidance on public benefit. The church of All Hallows Bow benefits the community, by the activities described in the sections attached, particularly through: family work, children's work, youth work, AHB food collection and distribution to local people in need, community engagement and working with other faith groups.

We also collaborate with the local Mosques in community work and engagement.

OUR VISION

All Hallows Bow is here to be an explosion of Joy, by making Jesus known in our local community, to see lives transformed.

Making Jesus Known

We are challenged to be a supportive, listening and caring church.

We wish to behave like family towards each other.

We want to be strong in our welcome and extend deeper friendships.

We want to invite other people into this family.

We will do this by:

- Youth outreach – the development of work done by our AHB Youth team and increasing engagement with Clara Grant Primary School.
- Continuing to engage with Fern Street Family Centre.
- Focusing on children and young families.
- Communicating more with local people through community parties and local events.
- Equipping the congregation to understand and engage with other local groups.
- Celebrating our Christian festivals publicly and loudly.
- Celebrating life visibly.
- Having parties, eating together and socialising.
- Joining in weekly small groups and regular prayer gatherings.

Within the Local Community

We are here to stay and be a part of the local picture.

Our life outside of the building will be of joyful celebration.

We will do this by:

- Living locally, shopping locally and socialising locally.
- Having whole community celebrations.
- Celebrating the 'good news' outside.
- Developing contacts with the police, doctors and civic life. Being intentionally present on ward panels.

To See Lives Transformed

We aim to have worship that is accessible for all people locally, young and old from all cultures.

We want to be inventive and try new things out whilst increasing the depth of our worship.

We want to see lives transformed emotionally, physically and spiritually.

We will do this by:

- Actively pursuing freedom in worship that allows people to meet with God.
- Feeding people spiritually, giving good discipleship and teaching.
- Developing children's worship and teaching, particularly with the growing age groups.
- Committing to creating services for the visually challenged and for those who are poor at reading.
- Collecting for the food bank.
- Engaging with new parents, carers and toddlers.
- Working with young people on the edge of school exclusion.
- Mentoring at-risk teenagers.

Rector's Report

This APCM report represents the work done during 2021. It was a year that started with covid lockdown and ended with Christmas services cancelled due to covid. It's been a costly year in terms of our emotional wellbeing but also wonderful year serving the kingdom of God in Bow.

Making Jesus known.

We have been trying new things this year with regard to our mission. A group of us have been going out once a month door knocking to meet the neighbourhood, hear people's needs and share Jesus in a gentle but direct way. We have found it to be really rewarding. Every time we head out we always meet 2-3 people, if not more, who allow us to pray for them, share the good news and take something to read.

Having had 2020 as a very quiet year with regard to no Egg hunts, summer parties or Christmas events, 2021 was the year we were able to start to rebuild our event ministry. Changing how we would usually do it, we were able to run a neighbourhood Easter trail finding colourful stations of the cross' around the streets. We planned a party for the Summer to celebrate being community again in person and then ended the year with an epic Christmas Market with Santa, craft stalls, food and lots of laughter.

Staff care

The staff team across all areas of ministry have been exceptional at continuing to press on in trying times. Very often the team have found themselves having to change plans very last minute, find new volunteers due to Covid or come up with a totally new plan. This has been exhausting for them but they have been committed and bold in their response. I highly commend their commitment, joy and love to you all.

Beki and I personally want to recognise the cost and dedication so many of our Staff and volunteer team have experienced and expressed in the last year. We really love you and all you do for AHB.

Church at home.

Having learnt how to live stream in 2020 we have been able to develop a way of live streaming our services each week as a regular thing. This has meant we have been able to support those needing to stay at home and given people the option to catch up in the week. We know church at home is nothing compared to being in the building together but it has turned into a great mission opportunity as we tell the local community that they can drop by the you tube to watch a service before they come on a Sunday.

Treasury

We need to say a massive thank you to Robbie Montgomery who is stepping down as treasurer after 5 years. He has done a fantastic job serving us as a church and we hope he knows how blessed we have been to have had him in this role. Thank you!

We also need to say a massive thank you to Anne Hudson and John who have engaged, supported and developed our financial systems as we have grown as a church. Anne and John are looking to move closer to their family so stepped down from this support of the financial systems. Thank you both for setting us up well.

All Hallows Bow moving forwards

As we move into 2022 we need to be asking ourselves what do we want to look like and behave as post the pandemic. What shape should our worship take on a Sunday and how do we now move into a new structure for our midweek ministry. Would you join us as we pray for the next few years, on how we structure ourselves, how we run ministry and how we might get better at equipping all the church for ministry.

As you read through this report you will get a sprinkling of some of the ministry happening throughout the year. I encourage you to read it and be praying for everyone involved.

REV CRIS ROGERS

Wardens' Report

Introduction

What a year it has been. They say that the night is darkest before the dawn, and 2021 started with a winter lockdown which took a major toll on many of our community. And yet from the dark of winter the light of dawn broke, and as Spring rolled into Summer, 2021 became a year in which we discovered and re-discovered so much richness and beauty: in God, in each other, and in this beautiful community we call church. Welcome to the 2021 All Hallows Church Wardens' Report!

Catching our breath

The year started with a third national lockdown, as the Covid-19 pandemic lashed out for the final time (we pray) and the city and the nation once again adapted to doing church and community online. We started the year with this message: "You Can't Catch Your Breath If You Keep On Running", which resonated for many of us who had kept on keeping on for the sake of others.

As we learned to take a moment to breathe, the challenge became to Rebuild. Studying the book of Nehemiah this year was full of powerful symbolism for us as a church as we dreamed with God on what it meant to build - and re-build - our community in his image.

We spent a powerful season of Lent learning to apprentice to Jesus, and we went into the Autumn leaning on the powerful truth that we all belong in God's family. The Autumn and the Winter were reminders of what we do best as a community – eat together, laugh together, and throw great parties for our community.

Hellos and Goodbyes

2021 was a year in which we said some fond farewells and excited hellos. A particular shout-out goes to Tim Niblett, our amazing intern, who graduated (left) in the summer to go and start his studies at Durham University. We want to extend a massive thank you to Tim, who showed so much adaptability, servant-heartedness, and joy in serving the church during this topsy-turvy season. Thanks pal!

We also want to take a moment to pay tribute to one of our dearest and most legendary members, Vic. He was in many ways the grandfather of All Hallows, and in July this year he went to be with the Lord. Vic had served in almost every capacity at AHB over the years and will be fondly remembered. We truly do stand on the shoulders of giants.

Teams

2021 saw so much life lived to the full that we cannot hope to do it justice! In the pages of this report are some glimpses of heaven: people choosing to give of themselves for the sake of others – whether time, money, clothing, or any other thing. We are so grateful for the many members of our community who demonstrate what it means to love Jesus and make him known in our local community. We salute the work of Sara and the team at Fern Street Family Centre for embodying the person of Jesus so faithfully in our community; Alex and Nate who have championed our young people; Mandy, who has resurrected our Children's Church from its lockdown slumber; Mel, who has led our homeless outreach month after month with such faithfulness; Raff and Katie, who have been leading Our Father's House Tuesday evening meetings through the year; David and the team doing such a brilliant job at AHABA; and all those running other ministries both official and unofficial, seen and unseen. We know that God sees everything we do and it is a joy to his heart. We are so grateful for all our teams – staff, volunteers, friends, and colleagues. From the bottom of our hearts – thank you for making AHB what it is today.

A final thought

As we journey into 2022 and beyond, why not dream with God about what he is doing with us, in us, and through us? We want this next year to be the year in which we allow God to smash and surpass our human expectations with his Kingdom purposes. “Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us”! His power is at work within us! Here’s to another year of having our minds blown and imaginations stretched by his goodness.

CHARLIE THOMPSON

Ahaba Café Report

Ahaba enters its third year of operation encouraged and full of hope after an exciting and uniquely challenging 2021.

This past year we have prayed for lots of people, made friends, shared the gospel, connected people with All Hallows, seen people healed of pain and sickness, shared encouraging and life-giving prophetic words, blessed people with free food and drink and provided a special space for peace, connection, joy and reflection in the community. One local family said they seriously think they would have moved away from the area if it wasn’t for Ahaba.

December 2020 we had sought to build and expanded the team, bringing Phil Elbourne and Rebekah Fitch onto team, alongside Henry and myself, and launching an ambitious new seasonally updated menu. January 2021 saw the brakes slammed on with a new lockdown and massive slowdown in the local and national hospitality economy. The café was able to navigate this period thanks to our loyal local customer base, who we had stuck with during previous lockdowns. In the first period of 2021 we were also helped by making use of the government’s furlough scheme, flexibly furloughing some staff and saving on operating costs.

In spring Rebekah was able to continue her work as a musician so left the café team, and in summer we said goodbye to our wonderful intern Tim as he went to university in Durham. We owe massive thanks to all the volunteers who helped us get through summer especially Timothy, Hayley and Isaac, as disruption from staff holidays was compounded by me (the café manager) isolating with covid. Matthias has been serving in a voluntary capacity as assistant manager this year, and has been an invaluable help – particularly in the summer when the café was at risk of closing due to staffing.

Part of Ahaba’s mission is to help vulnerable and struggling members of the community learn skills and find a route to supporting themselves and following their God given passions. This year the café provided short-term and long-term work experience opportunities to several people referred through Fern Street, XLP, Mind Tower Hamlets and the AHB community. We also signed up to host workers from the Kickstart scheme and have since employed Scott referred by the DWP.

In Autumn we received a grant which enabled us to take Nayem on full-time to help connect the café with the local Bengali community. He is well equipped to do this as a Christian from a Bengali Muslim background able to speak and write Sylheti.

This year we hope to build on promising signs of growth, both in our community impact and in our business. Thanks to a National Lottery funding holdover being unexpectedly released to us we now have world-class coffee making equipment that will enable us to stay well ahead of the growing competition in the area in terms of our coffee product.

DAVID GLOVER

Women’s Ministry

With more restrictions and waves of COVID than expected, 2021 didn’t see the gatherings that we had hoped for the women of All Hallows’!

It has been a very difficult two years for everyone, and we all need as much community, support, friendship and encouragement as we can get.

The fantastic AHB team have done an amazing job at keeping us going as a church family, whether in person at church or over Zoom meetings.

And now that restrictions have been lifted, we can't wait to come together again as women of AHB, to invest and reinvest in the relationships and community we need. Whether that's making new friendships or picking up where we left off in 2020, we're really excited to build up a ministry of prayer, encouragement, discipleship, good food, coffee, accountability, worship and more.

We're making a programme for the year ahead, including Women's breakfasts, walks and meals together, so please keep a look out for upcoming dates for your diary!

FLICK MONTGOMERY

Men's Ministry

"As iron sharpens iron, so one person sharpens another". We're called by God to encourage and sharpen one another, pointing our brothers and sisters in the church towards Christ.

This has clearly been another unusual year, with church life taking new forms in amongst the various government restrictions due to Covid-19. The men's ministry was no different and has equally been affected by the various lockdowns and rules around in-person gatherings throughout the year.

Because of this, we weren't able to do the normal volume of events in 2021. We did however get to run a couple of events – including meeting up for coffee in local parks, as well as walks in the local area. Looking ahead, 2022 will hopefully facilitate more events, but regardless of the situation – we will continue to build relationships, encourage one another, and seek fellowship amongst the men of the church. Looking forward to what God has in store for us!

ROBBIE MONTGOMERY

Our Father's House Recovery Ministry

Over a year ago, what was called Believers in Recovery was renamed Our Fathers House Recovery Ministry. It has been running for 5 years. Raff Chaves, Ordinand at All Hallows Bow now leads the ministry with Katie Darnell.

At present Our Fathers House is meeting in person and on zoom every Tuesday evening, from 7pm until 8:30.

We have 13 people serving actively as part of the team, and over 45 attending on a weekly basis, between face to face and zoom. Over the past 5 years we have baptised over 15 people. We have had many Priests and Pastors coming to teach us the word, we have delivered Bible studies, 12 step studies through the Bible and encouraged many of our members to find a home church of their preference. We are now in a season of running Bible teaching every other week, utilising material made available by the Bible Project. Raff Chaves is facilitating the study.

We have also started to run Homeless Outreach which happens once a month, as well as a Food Bank for those in recovery from addiction. We have made partnership with people who have and still are donating food and hygiene products to us, so we can be supporting those in recovery struggling financially.

Our vision is to help recovering addicts and those still suffering with addiction to encounter the love of Jesus and to support them in their recovery process.

If you have questions, please do not hesitate contacting us.

RAFF CHAVES

Children's Church

Matthew 19:14 Jesus said, "Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these."

This is the main ethos and mission behind Children's Church at All Hallows Bow. As Cris says, "Children's Church is not held so that the children are out of the service and there is peace. It is held to give the children a chance to learn about God and to experience his love and teaching together."

Since March 2020, COVID 19 restrictions meant that Children's Church had been put on hold.

As we came out of lockdown and restrictions were being lifted, there were plans to restart Children's Church. After praying and talking to Cris and Hayley, I offered to take on the organisation of this important aspect of our life at All Hallows.

Currently, Children's Church happens on alternate Sundays. It is held in AHABA which is an open, bright and welcoming space for the children.

The first session I led was on Sunday 14th November which was Remembrance Sunday. The children thought about why we need to Remember. They made poppies to make a wreath and the older children wrote prayers. The wreath was presented to the church family after Communion and the prayers read.

We then moved into Advent:

- ▶ November 28th - the children made mini Advent Wreaths and we talked about the meaning of the candles.
- ▶ December 12th - we talked about the shepherds being the first to hear the good news even though they were the lowest people. The children learnt more about God's love for all of us, whoever we are. They made sheep as their craft activity.

We now have five adults leading and helping with the sessions, for which we are grateful. Thanks to Amanda, Katrin, Alice, Joanna and John. Daisy also comes to help at times. With thanks to Joanna who has agreed to take on the task of organising the rota, sending out dates and themes and asking who is available.

I am pleased with how Children's Church is going. I believe the activities we organise help the children understand more about God and enable them to contribute to the life of All Hallows.

AMANDA CLEGG

Little Cherubs

Little Cherubs has not been able to open since 2020 due to the pandemic. The ministry has centred around personal one-on-one support. Especially during the first half of 2021 we were greatly troubled

by the number of telephone calls from stressed and anxious mums needing support and care. Unfortunately, it has been impossible for the group to start meeting again because of Covid space restrictions. It is our hope to see Cherubs reopen in 2022.

SANDRA FENECH

Fern Street Family Centre

The pandemic has had a huge impact on the lives of children and families in our community. During 2021, our work had both a crisis and recovery focus: supporting families to meet immediate needs for food, advice and safety, whilst also helping children and families begin the process of recovery from nearly 2 years of uncertainty, fear and loss.

In practice this included:

- *Supporting children's mental health recovery through maximising opportunities for play*

114 children aged 2-11 received weekly lockdown activity packs to support learning and play at home during the Jan – March lockdown.

69 children aged 4 -11 took part in in-person out-of-school activities during the holidays and after school including our lockdown kids club for vulnerable children, Epic Explorers summer holiday club, and a boosted after-school play offer following the end of lockdown.

59 children aged 0-4 and their parents/carers accessed in-person or distanced early learning and play groups and advice and support for children's early development.

- *Supporting parents' mental health recovery through connecting isolated parents into community, improving our wellbeing offer for parents and carers and integrating wellbeing strands into our existing work*

57 migrant parents engaged in our community ESOL programme.

45 parents accessed our parent wellbeing activities including Mums' exercise group, Active Family sessions, Art & Soul support group and ESOL for Wellbeing course.

- *Ensuring that families on the lowest incomes had access to food support and help to maximise their incomes, and support to tackle root causes of financial struggles such as domestic abuse, poor mental health etc*

24 families with 51 children accessed our new weekly food pantry, Food Club.

37 families with 88 children were supported through over **350 hours** of telephone, door-step and in-person support, advice and casework from our family support team.

4 mothers and their children were supported to exit situations of domestic abuse.

Staying hopeful and faithful through a second year of Covid-19 has tested everyone's resilience and we are incredibly grateful for the time, money, advice and prayer that has enabled Fern Street's work to keep going through the highs and lows of this year.

We pray that Fern Street would continue to be a place that shines God's light, love, and hope into the lives of children and families in Bow into 2022 and far beyond.

We are blessed by your support! Thank you.

SARA BRAYFORD

AHB Youth

The AHB Youth this year was a challenge and different from other years since Alex Hall who led the group is off on maternity leave. I (Nate) took over the youth leadership position this year.

At the beginning of the first term, I felt the most pressure because I was quite new to youth leadership and Alex Hall had done a great job for the past 11 years being a youth leader and working with Eden Bow.

Also, in September we re-launched Evolve (discipleship group) and we had regular attendees from last year and a few old faces that had not been part of us since pre-2020. Our current number of kids for our discipleship group is 9. However, I'm hoping we can increase it in the coming months.

When doing Evolve I started to do a different method than what Alex Hall used to do by doing more games and hangouts as well as physical activities that relate to the message from the Bible. Since doing this I have gotten many good feedbacks on Evolve from many young kids and parents saying the kids enjoyed physical activity and explaining the Bible in a different light.

When Alex left to go on maternity leave she didn't have any scheduled volunteer at Evolve who was consistent in coming to Evolve every week so I put out a notice during one of the Sunday services asking for volunteers who are willing to help serve the youth.

We managed to get a few people who were willing to commit to help once a month, however, most of the time I find it difficult to find people who can commit due to the fact it was on a weekday and timing was inconvenient since we started at 17:30. However, we are considering changing the time and day to fit the volunteers' needs and keep Evolve running every week.

Towards the end of the winter term, Fern Street was doing a 24-hour playathon challenge and the purpose of the Challenge was to raise money for the Eat Play and Grow scheme which helps a local family in need during the Christmas holiday. We dressed up in funny costumes and ran around the area to help raise money.

At the end of the year we re-launched the youth café and XLP football club and are slowly spreading the word out by handing out leaflets and announcing it to local schools and youth clubs. My aim for this youth club is to create a young local community and make a safe place for young kids to come around and build relationships as well as do future trips and mentoring.

Financially we have received a grant for our youths' club. I have not spent that much yet due to the fact I am waiting for more kids to come to join our clubs as well as waiting for restrictions for covid to die down completely. However, during Easter and summer terms I'm planning to do trips and activities assuming we have a handful of kids in our open youth club then.

My hope for 2022 is to be able to keep discipling the epic group of young people at AHB and see them following their God-given callings and passions.

NATE MUBENGA

Homeless Outreach

For the past 12 months, the Outreach have been meeting every month (normally on the last Friday of the month but have recently changed to the first Friday each month) to distribute food, toiletries, sleeping bags, clothes and blankets to the homeless. We have had great success with the amount of people we have managed to help.

We have concentrated on the Mile End to Brick Lane route, as we have found that the Bethnal Green route has other charities/groups offering food whereas the Mile End route seems to be lacking the same popularity.

The Outreach group is made of a small group of core team members who attend every month (around 6 people) but there have been months where we have had up to 14 people. Although we welcome any help offered, we have come to the realisation that keeping the group to a smaller number has allowed us to avoid being intimidating to those on the street that often suffer with anxiety issues and has therefore allowed us to have more homeless people approach us and accept our help. Our prayer seems to be well accepted and we have even had a few people pray and give thanks for our Outreach members.

As well as making good connections with people as we walk to Brick Lane, we have also been making regular trips to both a Men's and Women's hostel and have built up a relationship with many of the residents who welcome our friendly conversation as much as they do the food and clothing.

Christmas outreach 2021 was a fantastic night. We had managed to make very sizable and well received parcels that included socks, chocolates, scarf/hat/gloves, toiletries, and mince pies.

For the last few months, our source of hot meals has unfortunately come to an end as the guys could not continue to commit to the monthly requirements. We have since tried a few different things, like hot dogs, soups and pot noodles which seem to go down well with most people.

Going forward it would be great to find a new monthly hot food source and get a re-stock of sleeping bags and blankets. We have started to run low on clothing (after a very successful appeal for donations that saw us with an influx of clothing) so will be appealing for more donations using social media sites.

MELISSA FENECH

Safeguarding

2021 was a strange time not being able to meet in person for a large part of the first half of the year. Because of this safeguarding had taken a different twist. While in Church the team have worked hard to respond to pastoral issues, we know that we have seen a period of time where people have needed more support around mental wellness.

With face to face support continuing at Fern St we have seen a rise in issues around domestic violence, and needed to respond to emergency situations. As well as an increase in people needing support around food poverty. The team has worked hard so hold them in your prayers!

You can find out more about the policies and procedures by visiting:

www.london.anglican.org/support/safeguarding/ or www.allhallowsbow.org.uk/safeguarding

If you have any safeguarding concerns or issues on a safeguarding matter, then you can talk to me (Jo Read) as Safeguarding Officer or Sandra Fenech our Children's Champion.

A big thank you to the whole church community for continuing to ensure all our children and vulnerable groups are safe when they are engaged with All Hallows Bow events and activities.

JO READ

Racial Justice and Equality Group (RJEG)

RJEG was formed to help steer us as a church from not just being non-racist but to being anti-racist, especially as our Lord Jesus Christ is firmly for a Kingdom that is diverse, inclusive, and against racism. Several events of 2020 (such as the murder of George Floyd) raised long-standing issues of racism (including systemic racism in society as well as in the Church) and reinforced the fact that things need to be done to address these issues. Thus, off the back of a book club (*We Need to Talk About Race* by Ben Lindsay) RJEG was confirmed by the PCC as a body to champion issues of racial equality inside and outside the church. RJEG is a sub-committee of the PCC aimed at being an effective group that impacts on the vision and practice of the church, and not just to be a discussion group. RJEG is empowered to be able to set racial justice and equality destinations for the future of the church, and to hold the PCC to account for those destinations. The group is currently made up of Charlie Thompson (Chair), Laura Thompson, Cris Rogers, Ben Whittle, Isoboye Nonju (Soby), Alice Cooper, Timothy Anyuru, and Savannah Eaves-Kohlbrener.

Meetings and Discussions

RJEG had several meetings in 2021 and some of our discussions were to address current events at the time which impact racial justice and equality such as:

1. **Hong Kong ready churches initiative** - The UK Government is expecting many Hong Kong nationals to arrive in the UK in the next few years. There is an initiative to prepare churches for this so they can be welcoming (<https://welcomechurches.org/updates/hong-kong-ready-churches>). We got interested and have had representatives attend meetings on this initiative so we can get involved as a church;
2. **UK Government Report on systemic/ institutional racism** (<https://www.gov.uk/government/publications/the-report-of-the-commission-on-race-and-ethnic-disparities>) – A few RJEG members attended Krish Kandiah events looking at the report and fed back to the group their learnings, some of which we discussed further on how to implement;
3. **BBC Panorama: Is the Church Racist?** – A few RJEG members watched the programme and found it painful to see what is going on in the church based on the experiences of some clergies of colour who shared their stories on experiencing racism within the church. RJEG noted the need to be prayerful in asking God for his responses to these things and the need to take more action to correct wrongs and prevent more wrongs happening rather than writing more reports. RJEG also noted lots of elements to the stories presented on TV including the possibility the full story may not have been fully or correctly portrayed within the limited time the programme aired for (<https://www.bbc.co.uk/iplayer/episode/m000vc34/panorama-is-the-church-racist>);
4. **Euros football final** – We discussed the racism experienced by the black English football players who lost their penalty kicks at the football finals (<https://www.bbc.co.uk/news/uk-58466849>). We agreed it was unacceptable and we were glad at the many voices in the country who spoke out against racism towards the affected players and explored ideas on what we can do as a church to speak against racism;
5. **Safety of Women** (death of Sarah Everard who was abducted and murdered by a serving policeman in London <https://www.bbc.co.uk/news/uk-58746108>) – Being a church in London that holds evening services, we discussed the safety of our female church members and how we can help to keep them safe including offering lifts, etc.

How we plan to grow in the next 12 months

- a. Move from thinking/planning to taking more actions that promote racial justice and equality in our church and community.
- b. Foster a broader conversation in the congregation about this calling and what it can/will look like at All Hallows.
- c. Participate in an outside evaluation about the current status of racial justice and equality at our church, resulting in recommendations for actions/next steps for implementation.
- d. Set clear areas to focus on as a group which will help us achieve our mission as a group.

Five areas identified to help us achieve our mission as a group are:

1. Educating ourselves and casting vision, underpinning racial justice in theology
2. Structure and governance of the church
3. Participation – encouraging a wide, diverse range of people from our community to participate
4. Language and terminology – how we express ourselves as a church
5. Visibility – how we, as a church, publicly and visibly show our support for racial justice

Some more actions taken so far

- i. Our church vicars have both successfully completed the diocese-led unconscious bias training which training the church staff will also benefit from.
- ii. To continue to diversify our church staff, Nayeem was employed to work in the church café and Nate employed as a church intern. Both strategic employments are of highly skilled people in their respective fields, and both of them are of diverse racial backgrounds.

ISOBOYE NOJU

Church Policies

DATA PROTECTION

AHB has a data protection policy in compliance with GDPR (Regulation (EU) 2016/679) legislation. The entirety of this can be read at All Hallows GDPR (www.allhallowsbow.org.uk/gdpr)

GRANT MAKING

The task of deciding how to distribute grants for missions is done by the Rector and Associate Rector, with reference to the Treasurer. Grants are awarded to organisations and church members working in mission based on an evaluation of each case. All giving follows the mission policy of All Hallows Bow, which is the promotion of the Christian gospel in proclamation and social action throughout the world. There are no PCC related trusts.

INVESTMENTS

The church's endowment investments, both shares and cash, are entrusted to the Diocese of London. Our policy as regards money held for the general fund and under the control of the PCC is to place funds not needed in the near future on deposit.

RESERVES

Where General funds are in excess of nine months' general expenditure (based on trailing three-year average), we expect to review our budgets and to consider designating the excess for a particular purpose. As at 31 December 2021 this benchmark figure stands at £90k, with General fund reserves of £110k (2020: £94k). The restricted funds of AHB Youth and AHB@Fern Street are managed by the project leaders who aim to ensure their projects are viable for at least a year ahead and who are instrumental in raising additional funds as appropriate.

RISK ASSESSMENT AND MITIGATION

Risks associated with the operation of the church are reviewed regularly by the Rector and PCC. Policies and procedures are developed as appropriate to mitigate these risks. Areas assessed include risks associated with finance, information, buildings and contents, employed staff and volunteers, and members of the public. Good financial controls reduce the risks associated with handling money. Church property is protected with security systems, and insurance is held to reduce the impact of any physical loss that may occur. Staff and volunteers are trained in keeping themselves and others safe. As a matter of policy, independent professional advice is taken where appropriate.

CHILD PROTECTION AND ADULT SAFEGUARDING

AHB takes its responsibility to protect and champion the well-being of children, young people and vulnerable adults very seriously. We will act promptly whenever a concern is raised about a child, young person or vulnerable adult or about the behaviour of an adult and will work with the appropriate statutory bodies when an investigation into abuse is necessary. We follow safer recruitment procedures and have clear procedures in place to identify, respond to and report concerns. Staff and volunteers

receive annual safeguarding training and our safeguarding policy and procedures are reviewed at least annually.

SUSTAINABILITY

AHB encourages the adoption of sustainable practices in all areas of church life and work. This is our contribution to reducing carbon emissions in response to the climate emergency. Measures taken include recycling, energy audits, encouraging the use of public transport, cycling and walking. In 2020 All Hallows achieved a Bronze Eco Church Award, reflecting the measures already in place. Using the resources and advice given, we aim to work towards Silver in the next few years.

The PCC is responsible for keeping proper accounting records, which disclose, with reasonable accuracy at any time, the financial position of the church, and to enable them to ensure that the financial statements comply with applicable Accounting Standards and Statements of Recommended Practice and the regulations made under the Charities Act 2011. They are also responsible for safeguarding the assets of the church and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the PCC of All Hallows Bow and signed on its behalf on 18 June 2022 by

Cris Rogers

The Rev'd Cris Rogers

Rector

18 June 2022

Treasurer's Report

This year has been another unusual one due to Covid-19, but regardless of the difficult situation, All Hallows has been enormously blessed and ends the year remaining in a financially secure position. This has allowed the work of the church to not only continue – but grow in its ability to serve the local community, during a time where it has been particularly needed. We are incredibly thankful for this, and continue to trust that the Lord will supply our every need going forward – we're excited to see what God has in store for us next year!

GENERAL FUND: General Fund total income was £145k in the year to 31 December 2021, representing a 15% increase on 2020. Within this figure, it is encouraging to see an increase in regular giving by individuals of 16% from £100k in 2020 to £116k in 2021. When considering the fact that the pandemic caused: i) attendance at in-person services to reduce or stop at various points through the year (and therefore cash offerings not able to take place); ii) continued uncertain employment circumstances for many (particularly in the early part of 2021); and iii) potentially reduced incomes because of furlough or job losses – it is clear we really have been blessed this year.

Total General Fund expenditure remained in line with 2020, at £131k. This was largely reflective of the continued activities of the church, and a similar amount of spending in 2021 to offset the disruption caused by the pandemic as in 2020. Within this there were some small increases in staff costs, but these were also offset by some larger one-off expenses in 2020 (for example initial equipment to allow church services to run, or indeed some outreach activities) not occurring to the same extent in 2021.

The net effect of the above has resulted in the General Fund recording a surplus for the year of £15k (2020: £5k), and funds carried forward of £110k (2020: £95k).

RESTRICTED FUNDS: Restricted funds recorded total income and expenditure of £262k and £245k, respectively, in the year to 31 December 2021. Income was down 12% on 2020 (from £300k), with expenditure also reducing, by 15% (from £287k in 2020). In terms of the underlying movements, the main constituents were as follows:

- 1) Fern Street Family Centre: Income of £145k (an increase of 1% from 2020) and expenditure of £134k (a decrease of 1% from £135k in 2020);
- 2) AHB Youth: Income of £23k (a reduction of 28% from £32k in 2020) and expenditure of £26k (a decrease of 13% from £30k in 2020); and
- 3) Ahaba Café: Income of £86k (of which £46k was revenue generated by the café itself, and £40k of other income such as donations, grant funding, and government furlough payments) and expenditure of £79k (comprising £13k cost of sales, operating expenses of £65k, and other expenses of £1k).

The result of these movements, as well as other smaller balances (for which more detail can be found in note 9b of the accounts), is that the Restricted funds generated a surplus of £17k in the year.

Finally, the last quinquennial inspection of our building was held on 17 September 2019 and no immediate works were required.

PLANS FOR FUTURE PERIODS

The short- and medium- term plan is to continue with supporting the same objectives and activities.

THE PCC'S RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

Charity law requires the Parochial Church Council (PCC) to prepare a statement of financial activities and statement of assets and liabilities for each financial year, which gives a true and fair view of the state of affairs of the church and of its financial activities for that year and adequately distinguishes any material special trust or other restricted fund of the church. In preparing those financial statements the PCC is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the policies adopted are in accordance with the appropriate Statements of Recommended Practice (SORPs) on Accounting by Charities and the Accounting Regulations and with applicable accounting standards, subject to any material departures disclosed and explained in the financial statements;
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the church will continue to operate.

The PCC is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the church, and to enable them to ensure that the financial statements comply with applicable Accounting Standards and Statements of Recommended Practice and the regulations made under the Charities Act 2011. They are also responsible for safeguarding the assets of the church and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the PCC of All Hallows Bow and signed on its behalf on 18 June 2022 by:

Cris Rogers

The Rev'd Cris Rogers

Rector

18 June 2022

Report of the Independent Examiner

INDEPENDENT EXAMINER'S REPORT
TO THE MEMBERS OF THE PAROCHIAL CHURCH COUNCIL OF
ALL HALLOWS BROMLEY BY BOW
('the Charity')

I report to the members of the PCC (who are also the charity's trustees) on my examination of the accounts of the Charity for the year ended 31 December 2021 on pages 22 to 40 following, which have been prepared on the basis of the accounting policies set out on pages 25 to 28.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

We would draw attention to the differences between the General and Restricted Funds of £26 and £28 which appear in the Balance Sheet and Statement of Financial Activities and result in a difference between the reports of £2. The trustees are aware of this difference, but due to its size do not consider an adjustment to be necessary.

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

Lisa Darby ACA

Institute of Chartered Accountants in England and Wales

Stewardship

1 Lamb's Passage

London

EC17 8AB

Date: 20 June 2022

Financial Statements

Statement of Financial Activities

2021

		General	Designated	Restricted	Endowment	Total
		2021	2021	2021	2021	2021
	Note	£	£	£	£	£
<i>Income and endowments from:</i>						
Donations and legacies	2(a)	144,473	-	210,001	-	354,474
Charitable activities	2(b)	718	-	47,266	-	47,984
Investments	2(c)	106	-	4,551	-	4,658
Total income		145,297	-	261,818	-	407,115
<i>Expenditure on:</i>						
Raising funds	3(a)	-	-	1,091	-	1,091
Charitable activities	3(b)	127,430	-	243,800	-	371,230
Other	3(c)	3,090	-	-	-	3,090
Total expenditure		130,520	-	244,891	-	375,411
Net income		14,777	-	16,927	-	31,704
Transfers between funds	9 (e)	-	-	-	-	-
<i>Other recognised gains / losses</i>						
Gains / losses on investment assets	5 (b)	288	-	-	12,937	13,225
Net movement in funds		15,066	-	16,927	12,937	44,929
<i>Reconciliation of funds:</i>						
Total funds brought forward		94,620	-	625,941	109,692	830,253
Total funds carried forward		109,685	-	642,869	122,628	875,182

N.B. Numbers may not add up precisely due to rounding.

2020

		General	Designated	Restricted	Endowment	Total
		2020	2020	2020	2020	2020
	Note	£	£	£	£	£
<i>Income and endowments from:</i>						
Donations and legacies	2(a)	126,391	-	235,125	-	361,516
Charitable activities	2(b)	200	-	58,402	-	58,601
Investments	2(c)	119	-	4,767	-	4,886
Total income		126,710	-	298,294	-	425,003
<i>Expenditure on:</i>						
Raising funds	3(a)	-	-	1,423	-	1,423
Charitable activities	3(b)	117,518	9,924	285,192	-	412,634
Other	3(c)	3,829	-	-	-	3,829
Total expenditure		121,347	9,924	286,614	-	417,885
Net income		5,363	(9,924)	11,679	-	7,118
Transfers between funds	9 (e)	-	(19,846)	19,846	-	-
<i>Other recognised gains / losses</i>						
Gains / losses on investment assets	5 (b)	125	-	-	(4,744)	(4,619)
Net movement in funds		5,488	(29,770)	31,525	(4,744)	2,499
<i>Reconciliation of funds:</i>						
Total funds brought forward		89,132	29,770	594,415	114,436	827,753
Total funds carried forward		94,620	-	625,941	109,692	830,253

N.B. Numbers may not add up precisely due to rounding.

Balance Sheet

		As at 31/12/2021	As at 31/12/2020
	Note	£	£
Fixed assets			
Tangible fixed assets	5(a)	436,186	427,697
Investments	5(b)	124,921	111,696
		561,107	539,393
Current assets			
Debtors	6	30,926	49,854
Cash at bank and in hand	7	294,818	255,792
		325,744	305,646
Liabilities			
Creditors: Amounts falling due within one year	8	11,666	14,783
		11,666	14,783
Total net assets		875,185	830,256
The funds of the charity:			
	9		
Endowment		122,629	109,692
Restricted		642,843	625,916
Designated		-	-
General		109,713	94,648
Total charity funds		875,185	830,256

N.B. Numbers may not add up precisely due to rounding.

The financial statements were approved by the members of the Parochial Church Council on 18 June 2022 and were signed on its behalf by:

Cris Rogers

The Rev'd Cris Rogers
Rector

18 June 2022

The notes on pages 25-40 form part of the accounts.

Notes to the Accounts

1 Accounting policies

1(a) Accounting policies

These financial statements are prepared on a going concern basis, under the historical cost convention as modified by the revaluation of certain assets, which are measured at fair value through the Statement of Financial Activities. The financial statements include all activities for which the PCC is legally responsible; the activities of informal gatherings of church members and groups that owe their main affiliation to another body are excluded.

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

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

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

GOING CONCERN

The PCC has assessed whether the use of the going concern basis is appropriate and has considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The PCC has made this assessment for a period of at least one year from the date of approval of the financial statements. In particular, the PCC has considered the charity's forecasts and projections and the possible implications should projected income and / or expenditure vary unexpectedly. The PCC has concluded that there is a reasonable expectation that the charity has adequate resources to continue to operate for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements. In making this assessment the trustees have considered the impact of Covid-19 and have concluded that its impact on net income will not be material.

1(b) Income

The charity has taken the view that it has only one charitable activity, namely the advancement of the Christian faith, and all income from donations, legacies and charitable activities is in respect of this one activity.

VOLUNTARY INCOME AND CAPITAL SOURCES

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

Grants and legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the PCC is probable.

OTHER INCOME

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

INVESTMENT INCOME

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

GAINS AND LOSSES ON INVESTMENTS

Realised gains or losses are recognised when investments are sold.

Unrealised gains or losses are accounted for on revaluation of investments at 31 December.

INCOME FROM AHABA CAFÉ

The Ahaba Café's income is recognised on receipt and is included as part of charitable activities.

1(c) Expenditure

The Charities SORP requires charities with income over £500,000 to allocate costs to the various activities undertaken by the charity. The nature of the work of the charity is considered to be so integrated that the core charitable activity costs are considered to be for the one activity.

CHURCH ACTIVITIES

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

Expenditure, including any irrecoverable VAT, incurred in the operation of the church (or the Ahaba Café) is classed as charitable activities.

GOVERNANCE COSTS

Governance costs are all costs attributable to the management of the charity's assets, organisation, administration and compliance with constitutional and statutory requirements.

1(d) Fixed assets

FIXED ASSETS USED BY THE PCC

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

LONG-TERM INVESTMENTS

Long-term investments comprise shares, which are revalued annually as at 31 December, and cash deposits that are held as part of endowment funds.

LAND & BUILDINGS

Land is not depreciated (because it is not consumed by use). Buildings (including the Ahaba Café) are depreciated over 50 years after taking account of the building's residual value.

CONSECRATED PROPERTY AND MOVEABLE CHURCH FURNISHINGS

Consecrated and beneficed property of any kind is excluded from the accounts by s.10 of the Charities Act 2011, while being insured at its recommended value.

Moveable church furnishings held by the Rector and Churchwardens on special trust for the PCC, and which require a faculty for disposal, are accounted for as inalienable property unless consecrated. They are listed in the church's Inventory which can be inspected (at any reasonable time). For inalienable property acquired prior to 1 January 2011 there is insufficient cost information available and therefore such assets are not valued in the accounts. Items acquired since that date have been depreciated at appropriate rates.

All expenditure incurred in the year on consecrated or beneficed buildings or on the repair of movable church furnishings acquired before 1 January 2011 is written off.

OTHER FIXTURES AND FITTINGS

Only items of value greater than £500 are capitalised. Church moveable assets comprise equipment for worship, camping and catering equipment, furniture and office items. Oak and other hardwood furniture is depreciated over ten years from date of first use. All other capitalised assets are depreciated over their estimated useful lives of four years, from date of first use.

INVESTMENTS

Investments are stated at market value at 31 December.

CURRENT ASSETS

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

GRANT AND GIFT AID EXPENDITURE

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

CASH FLOW STATEMENT

The charity has taken advantage of the exemption provided by the FRS 102 SORP and has not prepared a Cash Flow Statement for the year.

PRIOR YEAR RESTATEMENT

Please note that in some areas of the accounts there may be small discrepancies between the figures as at 31 December in the Prior Year report and the figures as at 01 January in the Current Year report. These have been determined to be immaterial in nature.

1(e) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the PCC in furtherance of the general objectives of the charity. Designated funds comprise unrestricted funds that have been set aside by the PCC for particular purposes. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects. Endowment funds are donations that are retained as capital in accordance with the donor's wishes. The nature of the restriction determines whether the endowments represent permanent endowments or expendable endowments.

1(f) Pension scheme arrangements

The charity contributes to the Church Workers Pension Fund, which is a multi-employer defined benefits pension scheme as described in Section 28 of FRS 102. The charity is not able to identify its share of the Scheme's assets and liabilities and, therefore, as permitted by FRS 102, the Scheme is accounted for as if it were a defined contribution pension scheme. Contributions to the Scheme are charged to the Statement of Financial Activities as they become payable. Further information about the Scheme is disclosed in note 4b 'Pension Commitments'.

2 Income

2021	Unrestricted Funds £	Restricted Funds £	Total funds £	Prior year total funds £
2 (a) - Donations and legacies				
Regular donations by individuals	115,627	27,767	143,394	117,887
Income tax recoverable	23,801	4,698	28,499	26,360
Collections (open plate) at all services	1,435	-	1,435	1,540
Grants	2,250	157,445	159,695	214,717
One off gifts	1,359	20,090	21,450	1,012
	144,473	210,001	354,474	361,516
2(b) - Charitable activities				
Contributions for activities and social events	-	270	270	10,307
Fees for weddings and funerals	688	-	688	45
Church hall lettings	30	-	30	300
Café income	-	46,255	46,255	47,785
Other	-	740	740	165
	718	47,266	47,984	58,601
2(c) - Investment Income				
Dividends and interest	106	4,551	4,658	4,886
Total income	145,297	261,818	407,115	425,003
2020	Unrestricted Funds £	Restricted Funds £	Total funds £	Prior year total funds £
2 (a) - Donations and legacies				
Regular donations by individuals	99,804	18,083	117,887	119,454
Income tax recoverable	24,397	1,963	26,360	17,775
Collections (open plate) at all services	1,540	-	1,540	6,091
Grants	-	214,717	214,717	653,470
One off gifts	650	362	1,012	365
	126,391	235,125	361,516	797,155
2(b) - Charitable activities				
Contributions for activities and social events	-	10,307	10,307	2,397
Fees for weddings and funerals	45	-	45	176
Church hall lettings	155	145	300	510
	-	47,785	47,785	-
Other	-	165	165	1,852
	200	58,402	58,601	4,935
2(c) - Investment Income				
Dividends and interest including any reclaimable tax	119	4,767	4,886	5,607
Total income	126,710	298,294	425,003	807,697

3 Expenditure

2021	Unrestricted Funds	Restricted Funds	Endowment Funds	Total funds	Prior year total funds
	£	£	£	£	£
3(a) - Raising funds					
Paid to fund-raiser for help in obtaining grants	-	1,091	-	1,091	1,423
3(b) - Charitable activities:					
Common Fund contribution	70,000	-	-	70,000	69,924
Staff costs - Note 4(a)	27,741	189,172	-	216,914	225,372
Sunday services	5,868	18	-	5,886	13,013
Youth and wider community	2,535	8,113	-	10,648	11,618
Church maintenance / repairs	209	2,332	-	2,541	6,679
Giving to other charities	-	-	-	-	-
Depreciation of assets	1,870	1,780	-	3,650	3,015
Support for church members	2,466	3,320	-	5,786	9,243
Ahaba Café	28	15,336	-	15,363	26,032
Other administrative expenses	16,713	23,730	-	40,442	47,737
	127,430	243,800	-	371,230	412,634
3(c) - Governance:					
Accountancy/Independent examination fee	3,090	-	-	3,090	3,829
	3,090	-	-	3,090	3,829
Total expenditure	130,520	244,891	-	375,411	417,885

Parochial Church Council of All Hallows, Bow

Notes to the Accounts for year ending December 2021

2020	Unrestricted Funds	Restricted Funds	Endowment Funds	Total funds	Prior year total funds
	£	£	£	£	£
3(a) - Raising funds					
Paid to fund-raiser for help in obtaining grants	-	1,423	-	1,423	21,527
3(b) - Charitable activities:					
Common Fund contribution	69,924	-	-	69,924	58,000
Staff costs - Note 4(a)	26,582	198,791	-	225,372	160,448
Sunday services	12,977	36	-	13,013	7,186
Youth and wider community	3,437	8,181	-	11,618	9,639
Church maintenance / repairs	-	6,679	-	6,679	4,060
Giving to other charities	-	-	-	-	-
Depreciation of assets	1,621	1,394	-	3,015	1,329
Support for church members	1,002	8,241	-	9,243	14,198
Ahaba Café	-	26,032	-	26,032	84
Other administrative expenses	11,898	35,839	-	47,737	41,081
	127,442	285,192	-	412,634	296,024
3(c) - Governance:					
Accountancy/Independent examination fee	3,829	-	-	3,829	7,442
	3,829	-	-	3,829	7,442
Total expenditure	131,271	286,614	-	417,885	324,993

4(a) Staff costs

During the year, on average the PCC employed twelve people (2020: 11) equivalent to 9 FTE. These included a full-time project manager at the Fern Street Family Centre, part-time project manager for AHB Youth, part-time worship leader, part-time church administrator, part-time finance assistant, full-time Children & Families Outreach Worker, part-time Children's worker, full-time ESOL and outreach teacher, full-time café manager and three café assistants. No employee earned in excess of £60,000 in the year. There is no key management employed by the church. Clergy are employed by the Diocese of Stepney.

	2021	2020
	£	£
Wages and salaries (incl. PAYE)	189,543	188,236
Pension contributions	11,652	7,847
Social security costs	8,546	9,043
	<u>209,740</u>	<u>205,126</u>

4(b) Pension Scheme

All Hallows PCC (Bromley by Bow) participates in the Pension Builder Scheme section of CWPF for lay staff. CWPF is administered by the Church of England Pensions Board, which holds the CWPF assets separately from those of the Employer and other participating employers.

CWPF has two sections:

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

Pension Builder Scheme

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

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

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

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

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable (2021: £11,652, 2020: £7,847).

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

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

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

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

5(a) Fixed assets

<i>Tangible fixed assets</i>		Unrestricted Fund	Restricted Fund	Total
		£	£	£
Cost	01 January 2021	17,871	426,129	443,999
	Additions during year	1,050	11,089	12,139
	31 December 2021	18,921	437,217	456,138
Depreciation	01 January 2021	13,658	2,644	16,302
	Charge for the year	1,870	1,780	3,650
	31 December 2021	15,528	4,424	19,952
Net book value	01 January 2021	4,213	423,485	427,697
	31 December 2021	3,392	432,794	436,186

5(b) Investments

	2021	2020
	£	£
Shares at market value - 1 January	92,696	97,315
Unrealised gain (loss) on investments	13,225	(4,619)
Shares at market value - 31 December	105,921	92,696
Long-term cash deposit	19,000	19,000
Market value - 31 December	124,921	111,696

6 Debtors

	2021	2020
	£	£
Income tax recoverable	28,322	49,021
Accrued income	2,000	-
Other debtors	604	833
	30,926	49,854

7 Cash at bank and in hand

	2021	2020
	£	£
Current accounts	282,324	245,305
Deposit accounts	12,274	10,287
Cash in hand	220	200
	294,818	255,792

8 Creditors

	2021	2020
	£	£
Creditors for goods and services	10,253	9,999
HMRC creditor	1,413	4,933
	11,666	14,931

9 Analysis of net assets by fund

N.B. Numbers may not add up precisely due to rounding.

2021	Unrestricted Funds	Restricted Funds	Endowment Funds	Total funds
	£	£	£	£
Tangible fixed assets	3,392	432,794	-	436,186
Investment fixed assets	2,292	-	122,629	124,921
Current Assets	109,985	215,759	-	325,744
Total Liabilities	5,956	5,710	-	11,666
Fund Balance	109,713	642,843	122,629	875,185

2020	Unrestricted Funds	Restricted Funds	Endowment Funds	Total funds
	£	£	£	£
Tangible fixed assets	4,213	423,485	-	427,697
Investment fixed assets	2,004	-	109,692	111,696
Current Assets	91,775	214,019	-	305,794
Total Liabilities	3,343	11,588	-	14,931
Fund Balance	94,648	625,916	109,692	830,256

9(a) Endowment funds

Endowment funds comprise the two components of The Table Fund:

- i. A permanent endowment held on trust for All Hallows by the London Diocesan Board of Finance and invested in CBF Church of England Property Fund Income Shares (cost: £87,013); and
- ii. An expendable endowment of £19,000 held as a long-term cash deposit in the CBF Church of England Deposit Fund.

Both endowments were created following the sale by the church of an antique table. Use of income from the endowments as well as the endowments themselves is restricted to the development and maintenance of the church building and its fabric and fittings.

9(b) Restricted funds

<i>Restricted Funds 2021</i>	Opening Balance £	Income £	Expenditure £	Fund transfers in/ (out) £	Gains and Losses £	Closing Balance £
OUTREACH PROJECTS						
Fern Street Family Centre						
Children in Need	-	39,985	(39,985)	-	-	-
City Bridge Trust: ESOL	-	26,350	(21,958)	-	-	4,392
Toy Trust	-	199	-	(199)	-	-
National Lottery (Sport England)	-	5,000	(2,427)	-	-	2,573
Church Revitalisation Trust	310	-	(310)	-	-	-
Tesco Bags of Help	-	1,000	(1,000)	-	-	-
The London Community Foundation	-	9,100	(9,100)	-	-	-
The Charity of Sir Richard Whittington	14,036	22,640	(24,539)	-	-	12,137
Other funds restricted to the Family Centre	71,691	40,905	(34,279)	-	-	78,317
Totals for the Family Centre	86,236	144,980	(133,797)	-	-	97,419
AHB Youth						
Spark	1,247	-	(161)	-	-	1,086
The Message Trust	978	-	(978)	-	-	-
National Grid	565	-	(565)	-	-	-
National Lottery: Awards for All	3,767	9,200	(3,767)	-	-	9,200
Other funds restricted to AHB Youth	22,029	13,931	(20,310)	-	-	15,650
Totals for AHB Youth	28,586	23,131	(25,781)	-	-	25,936
Ahaba Café	476,893	86,478	(79,120)	-	-	484,251
Friends of All Hallows	4,577	682	(2,534)	-	-	2,725
Further grant received for outreach projects	15,000	-	-	-	-	15,000
Little Cherubs	239	-	-	-	-	239
OUTREACH PROJECTS TOTALS	611,531	255,271	(241,232)	-	-	625,570
Other restricted funds						
Development Fund	10,170	4,544	(2,238)	-	-	12,476
Grocers Trust	1,125	2,000	(1,417)	-	-	1,708
HTB church family events	3,115	-	-	-	-	3,115
ALL RESTRICTED FUNDS	625,941	261,815	(244,887)	-	-	642,869
Endowment						
Table (Permanent)	90,692	-	-	-	12,936	103,628
Development (Expendable)	19,000	-	-	-	-	19,000
Total Endowment Funds	109,692	-	-	-	12,936	122,628
Designated fund (Excess Reserves Fund)	-	-	-	-	-	-
General fund	94,620	145,297	(130,520)	-	288	109,685
Total unrestricted funds	94,620	145,297	(130,520)	-	288	109,685
ALL FUNDS	830,253	407,112	(375,407)	-	13,224	875,182

9(b) Restricted funds (continued)

- Fern Street Family Centre is AHB's families' and children's community project, funded by grants from trusts including
- Fern Street Settlement Trust, Epoch Trading Limited, Waitrose, Sainsbury's, Cooper's Charity, a Government Furlough grant of £447, as well as individual donations, and grants as listed below.
 - The Children in Need grant is a BBC Children in Need grant for children's activities under their Early Learning Matters Project.
 - The City Bridge Trust grant is for Community ESOL.
 - Toy Trust income is for storybooks and toys for children.
 - The National Lottery 'Sport England' grant is for increasing physical activity for women and girls.
 - The Church Revitalisation Trust grant is for the provision of Christmas hampers and food packs.
 - The Tesco Bags of Help grant is for a Wellbeing for Women project.
 - The London Community Foundation grant is for Covid response work, including play packs, food pantry and advice and support.
 - The Charity of Sir Richard Whittington grant is towards the core costs of the family centre.
- AHB Youth is a youth project financed exclusively by restricted grants and individual donations, including those listed below.
 - The Spark grant is for a Bible Project.
 - The Message Trust grant is to support a cooking project and a youth discipleship group.
 - The National Grid grant was for a local mural project, which was completed in 2021.
 - The National Lottery award is to support an after-school project and youth leader training, as well as Covid response work.
- Ahaba Café is a church community service, which opened in 2020. Income in 2021 included the final £17,995 of the National Lottery grant awarded for establishing ahaba, Government furlough grants of £6,963, individual donations and associated gift aid as well as café sales amounting to £46,225.
- The Friends of All Hallows fund is to support needs of people within the parish beyond church members.
- The outreach project grant is from the Church Revitalisation Trust. £5,000 has been transferred to Youth outreach in early 2022.
- Little Cherubs funds are to be used for pre-school groups run at the Church.
- The Development Fund was set up following the sale of an antique table. It receives all income relating to assets held in the Table Fund. Use of the fund money is restricted to the maintenance and development of the church fabric and fittings.
- Grocers Trust money is granted annually to support the incumbent's expenses.
- The Events Fund is to support church leaders and members in attending HTB organised events.
- Designated funds are amounts allocated out of General funds to specific projects beyond the general church activities. (See note 9(c)).
- General funds are unrestricted funds available to support general church activities.

9(b) Restricted funds (continued)

<i>Restricted Funds 2020</i>	Opening Balance £	Income £	Expenditure £	Fund transfers in/ (out) £	Gains and Losses £	Closing Balance £
OUTREACH PROJECTS						
Fern Street Family Centre						
Children in Need	8,182	27,421	(35,603)	-	-	-
City Bridge Trust: ESOL	11,491	26,600	(38,091)	-	-	-
City Bridge Trust: Covid response fund	-	3,600	(3,600)	-	-	-
Toy Trust	-	1,500	(1,301)	-	-	199
National Lottery	9,659	-	(9,659)	-	-	-
Church Revitalisation Trust	-	1,500	(1,190)	-	-	310
Other funds restricted to the Family Centre	38,334	83,506	(46,036)	9,923	-	85,727
Totals for the Family Centre	67,666	144,127	(135,480)	9,923	-	86,236
AHB Youth						
Fern St Settlement Trust	3,000	-	(3,000)	-	-	-
Spark	1,490	-	(243)	-	-	1,247
The Message Trust	-	3,000	(2,022)	-	-	978
National Grid	-	4,572	(4,007)	-	-	565
National Lottery: Awards for All	-	10,000	(6,233)	-	-	3,767
Other funds restricted to AHB Youth	11,605	14,690	(14,189)	9,923	-	22,029
Totals for AHB Youth	16,095	32,262	(29,694)	9,923	-	28,586
Ahaba Café	463,548	109,869	(96,524)	-	-	476,893
Friends of All Hallows	2,652	5,277	(3,352)	-	-	4,577
Further grant received for outreach projects	15,000	-	-	-	-	15,000
Little Cherubs	239	-	-	-	-	239
OUTREACH PROJECTS TOTALS	565,200	291,535	(265,050)	19,846	-	611,531
Other restricted funds						
Development Fund	9,926	4,756	(4,512)	-	-	10,170
Ordinand training	14,705	-	(14,705)	-	-	-
Grocers Trust	1,469	2,000	(2,344)	-	-	1,125
HTB church family events	3,115	-	-	-	-	3,115
ALL RESTRICTED FUNDS	594,415	298,291	(286,611)	19,846	-	625,941
Endowment						
Table (Permanent)	95,436	-	-	-	(4,744)	90,692
Development (Expendable)	19,000	-	-	-	-	19,000
Total Endowment Funds	114,436	-	-	-	(4,744)	109,692
Designated fund (Excess Reserves Fund)	29,770	-	(9,924)	(19,846)	-	-
General fund	89,132	126,709	(121,346)	-	125	94,620
Total unrestricted funds	118,902	126,709	(131,270)	(19,846)	125	94,620
ALL FUNDS	827,753	425,000	(417,881)	-	(4,619)	830,253

9(c) Designated funds

There were no designated fund balances at the year end.

9(d) Unrestricted funds

Unrestricted funds of £109,685 represents money available to support general church activities.

9(e) Fund transfers

The amounts shown in the transfers column represent money transferred between different funds during the year.

10 Trustee expenses & related party transactions

10(a) Remuneration and benefits received by members of the PCC or Clergy

	Total 2021	Total 2020
	£	£
Rafael Chaves (receive a regular grant of £2,033 pcm for his first year of training as an ordinand at All Hallows Church) *	-	16,264

Rev Cris Rogers is paid by the Diocese of Stepney for his full-time work in All Hallows Church and the surrounding parish.

* External grants were received by the church to cover the majority of these expenses, as shown in the restricted funds summary.

10(b) Expenses reimbursed or paid to third parties

Expenses were reimbursed to three members of the PCC (2020 three members) in respect of travel, telephone, refreshments and sundry other items. These were incurred in the normal course of their volunteering and paid duties on behalf of the church and amounted to not more than £8,000 (2020 £3,000).

10(c)

Donations paid to the church by Trustees and related parties were £31,859 (2020: £33,175). These were all received without conditions.

10(d)

Other than those included at note 10(a), 10(b) and 10(c) above, there were no further trustee or related party transactions (2020: None).

11 Fee paid to independent examiner

Fee for independent examination of the accounts was £3,000 (2020: £3,000). The PCC has engaged the independent examiner to undertake the examination of the charity's accounts. No other payments were made to the examiner for work carried out in another capacity.

PCC OF ALL HALLOWS BROMLEY BY BOW

England & Wales - Charity number 1153020

Accounts



Parish of All Hallows Church Bromley by Bow

Trustees' Report & Accounts 2020

Registered at the Charity Commission, no. 1153020

Table of Contents

Reference and Administrative Information	4
Responsibilities of the PCC	5
Church Attendance	5
Electoral Roll	5
Public Benefit	5
Our Vision	5
Rector's Report	6
Wardens' Report	8
Ahaba Café Report	10
Women's Ministry	10
Men's Ministry	10
Our Father's House Recovery Ministry	11
Small Hallows	11
Little Cherubs	12
Fern Street Family Centre	12
AHB Youth	13
Homeless Outreach	14
Safeguarding	16
Anti-Racism	16
Church Policies	17
Treasurer's Report	20
Report of the Independent Examiner	22
Financial Statements	23
Notes to the Accounts	26



ANNUAL REPORT 2020

(January – December 2020)

REFERENCE AND ADMINISTRATIVE INFORMATION

Members of the Parochial Church Council (PCC) are elected at the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules. The following served as members of the PCC during the year and up to the date of this report, unless otherwise indicated.

RECTOR: The Rev'd Cris Rogers

ASSOCIATE RECTOR: The Rev'd Beki Rogers

CHURCH WARDENS: Charlie Thompson
Esther Duncan To 29/04/2021
Sheila Akao-Okeng From 20/10/2020
Tom Blake To 29/04/2021
James Scrivener From 29/04/2021
Tracey Alwedo

**REPRESENTATIVES ON
THE DEANERY SYNOD:** Louise Churchus

ELECTED MEMBERS: Fiona Spinks PCC Secretary
Rob Montgomery Treasurer
Ian Devlin
Jo Read
Tom Blake
Rhys Williams To 10/03/2020
Sandra Fenech To 20/10/2020
Ina Markevica
Emily Speed To 29/04/2021
Cheryl Gathercole
Mel Fenech From 20/10/2020
Raff Chaves
Timothy Anyuru Youth representative

All Hallows Bow (AHB) is a charity registered in England and Wales (no. 1153020).

All Hallows Bow uses the banking services of the CAF Bank.

Stewardship was appointed to carry out the independent examination of the accounts for 2020.

The postal address of the church is: All Hallows Rectory, 248b Devons Rd, Bow, E3 3PN.

Responsibilities of the PCC

The PCC of All Hallows Bow, London E3 3PN, has the responsibility, together with the Rector, the Rev'd Cris Rogers to promote, in the parish, the whole mission of the Church. This includes the pastoral, evangelistic, social and ecumenical aspects. It is also responsible for the maintenance of the building of All Hallows Bow. As a Church of England Parish church, the PCC and Rector follow the requirements of Church of England Canon Law. The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 (which sets out the PCC's obligations to safeguard children and vulnerable adults).

CHURCH ATTENDANCE

In 2020, the average Sunday worshipping community at All Hallows Bow, when open from January to March and September to December, was 103 people, consisting of 87 adults (16+) and 16 children and young people under 16. From April to August services were online only so attendance was not counted.

ELECTORAL ROLL

This year's electoral roll (as of 20th April 2020) has 124 registered members.

PUBLIC BENEFIT

The PCC members confirm that they have complied with the duty in section 17 of the Charities Act 2011, to have regard to the Charity Commission's general guidance on public benefit. The church of All Hallows Bow benefits the community, by the activities described in the sections attached, particularly through: family work, children's work, youth work, AHB food collection and distribution to local people in need, community engagement and working with other faith groups.

We also collaborate with the local Mosques in community work and engagement.

OUR VISION

All Hallows Bow is here to be an explosion of Joy, by making Jesus known in our local community, to see lives transformed.

Making Jesus Known

We are challenged to be a supportive, listening and caring church.

We wish to behave like family towards each other.

We want to be strong in our welcome and extend deeper friendships.

We want to invite other people into this family.

We will do this by:

- Youth outreach – the development of work done by our AHB Youth team and increasing engagement with Clara Grant Primary School.
- Continuing to engage with Fern Street Family Centre.
- Focusing on children and young families.
- Communicating more with local people through community parties and local events.
- Equipping the congregation to understand and engage with other local groups.
- Celebrating our Christian festivals publicly and loudly.
- Celebrating life visibly.
- Having parties, eating together and socialising.
- Joining in weekly small groups and regular prayer gatherings.

Within the Local Community

We are here to stay and be a part of the local picture.

Our life outside of the building will be of joyful celebration.

We will do this by:

-
- Living locally, shopping locally and socialising locally.
 - Having whole community celebrations.
 - Celebrating the 'good news' outside.
 - Developing contacts with the police, doctors and civic life. Being intentionally present on ward panels.

To See Lives Transformed

We aim to have worship that is accessible for all people locally, young and old from all cultures.

We want to be inventive and try new things out whilst increasing the depth of our worship.

We want to see lives transformed emotionally, physically and spiritually.

We will do this by:

- Actively pursuing freedom in worship that allows people to meet with God.
- Feeding people spiritually, giving good discipleship and teaching.
- Developing children's worship and teaching, particularly with the growing age groups.
- Committing to creating services for the visually challenged and for those who are poor at reading.
- Collecting for the food bank.
- Engaging with new parents, carers and toddlers.
- Working with young people on the edge of school exclusion.
- Mentoring at-risk teenagers.

The PCC of All Hallows Bow, London E3 3PN, has the responsibility, together with the Rector, the Rev'd Cris Rogers to promote, in the parish, the whole mission of the Church. This includes the pastoral, evangelistic, social and ecumenical aspects. It is also responsible for the maintenance of the building of All Hallows Bow. As a Church of England Parish church, the PCC and Rector follow the requirements of Church of England Canon Law.

Rector's Report

This APCM report represents a year of total change, radical rethinking and lots of opportunities. You will read about the amazing work done by Fern Street Family Centre, our youth team, the new AHABA cafe and the Recovery Ministry. The obvious changes for us have been around having to respond to the COVID 19 pandemic and the impact this had on Sunday worship, but there have also been some new developments in our reflection on Racial Diversity.

As we look at the last year there are some key highlights.

ISRAEL

We never got to celebrate or share with the church about our trip to the Holy Land as we returned and very quickly entered the first lockdown.

16 of us travelled to Israel to visit many of the holy sites. It was a powerful time reading the Bible in location and being able to worship at the Garden tomb. This trip was so beautiful and it's a shame that we never had a Sunday to share with the church what we learnt.

CHURCH ONLINE

We had never dreamt about doing church online, it would have been alien to our way of worshipping. The team however learnt about the necessary technology and stepped up to this challenge.

We have to say a massive thank you to Ben Whittle, Raff Chaves and Franzi Wieser for being so creative and willing to work out how we might live stream church.

We recognise that online doesn't work for everyone but it certainly was and is better than nothing.

CHURCH REOPEN

We were able to reopen as a Church in September with all the social distancing guidelines. The highlight for us was being able to welcome children back into the space. So many churches that have reopened have done so without children attending. This was not for us and we worked out a way with play mats to welcome the whole family back.

RACIAL DIVERSITY

With the great shock of the murder of George Floyd last summer, we started a conversation around racism in July. We did this by reading a fantastic book called "We Need to Talk about Race" by Ben Lindsay. This has led us to start a group to think and reflect on how racial diversity and justice might manifest within our own church, and also more widely within the Church of England.

AHABA CAFÉ

What a year to try to open a cafe. We always knew it was going to be a tough first year but doing so within a pandemic was a killer for all the team.

For most of the year, the cafe was takeaway only - meaning the work of using it to engage with the neighbourhood has been very hard. Once the pandemic is over we hope to see the cafe becoming a place to get people back into work and a place for the local community to hang out together - first contacts becoming friendships.

We have to say a massive thank you to Elena Nelson and Hannah Miles for all their hard work in year 1 getting the cafe up and running.

We are also pleased that David Glover has now taken over the running of the cafe and we are excited for his appointment.

FRIENDS OF AHB FUND

We were able to raise around £5,000 in our Friends Fund to help and support people in need in the area. We have been able to bless people with washer dryers, cookers, shoes, coats and warm bedding. We have also been able to buy a standing washing machine for a disabled lady, pay a month's rent for a family in arrears and provide a rucksack and school supplies for a refugee.

This fund is an exciting one that we love to use to be generous to those in need within the neighbourhood.

We have also had challenges around how we engage with our neighbourhood as mission events and community events had to hit pause. This has meant that human connection as a church group decreased last year, although it was wonderful to see our Family Centre find new ways to support individuals and families around us.

2020 was a year to never forget for most probably all the wrong reasons. As you will see in the report there were some challenges for us as a community - BUT let us also celebrate each craft bag handed out, each family cared for and each person delivered some cake, bread or milk. Let's remember each phone call made to someone lonely or isolated, school breakfast handed out, bag of food delivered and each ESOL lesson given on line. It truly was the year that the church left the building.

More than ever thank you to Alex, Sara, Amy, Joanna, Sally, Dipinty, Raff, Ben, Beki, Franzi, Tim and Matthias for all the hours given out so generously to care for and love our community. You as the staff team of this church have been spectacular!!! So proud of you all.

REV CRIS ROGERS

Wardens' Report

Dear friends, hello from your friendly neighbourhood churchwardens, Sheila & Charlie. Welcome to our 2020 Wardens' Report. With the year throwing up unexpected and profound surprises and challenges for all of us, it is easy to forget the moments of grace, hope, and goodness in amongst it all. Above all else, we want to remember that as followers of Jesus we have hope that goes beyond the chaos of the world around us. A hope that the writer to the Hebrews calls "the anchor for the soul" (Heb 6:19). This is a chance to pause, reflect, remember, and give thanks to God.

PANDEMIC

It would be difficult to ignore the fact that 2020 was a year defined by the Covid-19 pandemic for so many of us. For some members of the church it meant dealing with the challenge of ill health in their own lives or those of their loved ones. It has been a year in which we have faced changes to our daily lives that we never could have imagined. On 23rd March 2020 the UK entered its first lockdown, and the doors of our churches were, for the first time in decades, closed on a Sunday.

We have had to re-learn what it means to have community and communion with each other. Church has been on YouTube, on Zoom, on the green, and in the building this year. But it has always been church because it has always been the people of God coming to worship him together. We want to thank everyone who has worked hard to keep All Hallows Bow going, whether virtually or physically, in 2020. It is a year we will never forget. Through it all we want to be people who remember the goodness of God to us.

HELLOS & GOODBYES

In 2020 we said some fond farewells and some exciting hellos! In the summer we said goodbye to Franzi

who finished her time at All Hallows and moved back to Germany. She was a greatly valued and loved member of the team and will be sorely missed.

In November we said goodbye to AHABA manager Elena Nelson and her family as they returned to the US. We are so grateful to Elena for the hard work and passion she poured into establishing AHABA and getting it up and running. She and the family were a gift to us. We pray God's rich blessing on all those to whom we have said goodbye this year.

We said hello to two new interns in September: Tim and Matthias. And in November we appointed our new AHABA manager - David Glover, who arrived along with his wife Becky. We are excited for what God will do in and through you all in 2021. We continue to be blessed by the humble service of our staff team and their ministry to us. Thank you!

LIFE TO THE FULL

The year has taught us to lean on Jesus as our firm foundation more than ever before. We have not been able to do 'church' as we would normally. But we have been blessed with the technology to meet online. Whether it has been 80's workouts, Zoom quizzes, silent discos on the green, or socially distant Sunday worship - connection with each other and with God has stretched our creativity more than ever this year.

We want to celebrate all the many ways the full life of God has been brought forth this year in many different ways. Our recovery ministry - Our Father's House - has been continuing throughout the pandemic, and whether online or in-person is going from strength to strength under the leadership of Raff and Katie.

Whether it's the food bank, the homeless outreach, or the Friends of AHB Fund, we want to encourage and celebrate those who have given their time and resources to serve the people of our community to be Jesus' hands and feet in real and practical ways.

And speaking of this - we as a warden team want to thank Sara Brayford and her team at Fern Street Family Centre and Alex Hall leading AHB Youth. You can read more about what they have been up to below. But suffice to say, we are absolutely in awe of these guys' love for our community and we are so grateful for your humble and sustained service in what has been an incredibly difficult year for everyone. You guys are amazing.

EQUALITY

We want to take the opportunity to acknowledge that this year has been a painful reminder for many that racial inequity and injustice remain shamefully prevalent, both globally and here in the UK. We as churchwardens want to explicitly state that it is our intent as a church community to actively work to 'loose the chains of injustice' (Is 58:6) by being an anti-racist body, and seeking to root out and work against all of forms of racial injustice, whether systemic, overt, covert, or otherwise. See below for some more words on this.

LOOKING AHEAD!

There are always so many people who deserve thanks and we want to give a shout out to everyone who contributed to making 2020 the best year it could be for AHB and our wider community. For everyone who gave of themselves, in large or small ways, seen and unseen. We want to honour you. And as we look into 2021, we know that we serve a God who is able to do immeasurably more than we can think or imagine. We don't just want to get back to 'normal' - whatever that word means. We firmly believe that God has amazing plans for outworking his Kingdom in our midst. Let's join in!

CHARLIE THOMPSON & SHEILA AKAO-OKENG

Ahaba Café Report

At the start of 2020, Ahaba café opened and began serving and sharing life with the community. It was a bumpy ride for Bow but the café remained a constant through it all, a safe space for connection and prayer and community. In the ups and downs of Covid-19 restrictions, and the disruption caused by the crane collapse, our door has been open and our team has been there for the displaced, the despondent and the disaster-stricken. Having launched the café and overseen the creation of a beautiful space and menu, Elena returned to the US with her family in November and David Glover was hired to take over as café manager.

Looking ahead our aim is to grow in excellence and creativity in all things, and to partner with God in evangelism, connecting with people in appropriately supernatural ways. We also want to make space in the team for training and equipping workers, investing in people who want to up-skill or are on a journey back to employment.

Moving forward, the café now has a wide customer base of regulars who live and work in the area, and has a marvellous opportunity to grow as we move into 2021 filled with hope.

DAVID GLOVER

Women's Ministry

After a great year of curry nights, worship events and breakfast mornings in 2019, this last year didn't exactly turn out as we had expected or planned! Between national lockdowns and Tier restrictions in London, we just about managed a Women's Walk and coffee morning as a small group of six in September.

Gathering together as women of the church – praying and worshipping together, eating together and getting to know one another, encouraging and learning from one another – is something we have greatly missed. We can't wait to be able to restart this ministry as soon as we are safely able to do so, and know that the time we spend together will be even more special after so long apart. Keep your eyes peeled in the church notices and Facebook pages for information about gatherings for the coming year when restrictions allow us to meet again.

FLICK MONTGOMERY

Men's Ministry

"As iron sharpens iron, so one person sharpens another". We're called by God to encourage and sharpen one another, pointing our brothers and sisters in the church towards Christ.

This has clearly been a year like no other, with normal church life looking quite different. The men's ministry has been no different, and has equally been affected by the various lockdowns and restrictions to in-person gatherings throughout the year.

Because of this, we weren't able to do the normal volume of events in 2020, and decided not to hold regular online sessions due to the amount of other online events taking place. We did however get to run a couple of events – and in July when the government guidelines allowed groups of six people to

meet outdoors, we organised a socially distant walk where we met up and then in groups of no more than six, walked along the canal to the Olympic park. We also managed to hold a similar event in October, but sadly this was the last of the year.

Looking ahead, 2021 will hopefully facilitate a few more events, but regardless of the situation – we will continue to build relationships, encourage one another, and seek fellowship amongst the men of the church – even if it has to be virtual for the time being. Looking forward to what God has in store for us!

ROBBIE MONTGOMERY

Our Father's House Recovery Ministry

This year, All Hallows Bow had to part ways with the Believers in Recovery movement and have launched Our Fathers House Recovery Ministry.

Raff, ordinand at All Hallows Church, leads the recovery ministry with his co-leader Katie Darnell.

The recovery ministry has been on Zoom since March 2020 when the pandemic began, with over 12 people serving the ministry, and over 50 attending on a weekly basis, people in the UK and abroad.

We are running bible studies, 12 step studies, monthly homeless outreach as well as a monthly recovery food bank, which is basically a food bank to support members of the recovery community.

RAFF CHAVES

Small Hallows

Whilst Small Hallows groups have always played a key part in our church family life, as of March 2020 they took on a whole new level of significance. For many of us they became a vital source of connection, encouragement and fellowship during unsettling and difficult times. Having a small group of people to journey with, who know what we're facing in our daily life and are able to pray specific prayers for us, is such a significant (and often special) part of our discipleship walk.

We continue to have six Small Hallows groups meeting midweek. Whilst groups previously met in each other's homes, during 2020 the groups primarily met via Zoom for prayer, Bible study and sharing life together. In attempting to stay connected, we saw groups getting creative with online games, finding new practical ways to support each other, reading the Bible and praying together (the joys of the breakout room!). We acknowledge that this change has not been easy and nothing will ever compare to meeting together in person, but we have been so encouraged by everyone's willingness to continue to prioritise being together. During the year we spent time looking at the book of Acts and also how we can worship God more fully with our whole lives.

Throughout the year (when Zoom fatigue has set in), I have often come back to these verses in Hebrews 10:23-25 "Let us hold unswervingly to the hope we profess, for he who promised is faithful. And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together..."

I would like to take this moment to thank all the leaders for all the faithfulness, creativity and love they have shown during a very challenging year. Please continue to thank, encourage and pray for them – they're amazing!

ESTHER DUNCAN

Children's Church

2020/2021 has been different to say the least. Whilst the pandemic has changed how we have been able to engage and disciple our children we have had great fun in finding new ways to engage with them and helping them engage with God.

From making shakers in the service to remind us of Joshua to spending time at home over Advent making a Jesse Tree we have been able to learn about so many characters from the Bible. During the Pandemic we were able to deliver regular creative packs to help with Sunday worship at home to just over 40 young people. This also became a mission opportunity for families who started watching the Sunday morning service during the online services.

One of the things I have been reflecting on is that whilst it has been sad to not run a children's church session in over a year it has been exciting to see that our children are still engaging and learning about God and how much he loves them.

HARRIET CARTER

Little Cherubs

Little Cherubs has not been able to open for 1 year due to the pandemic. During the first lockdown, we were greatly troubled by the number of telephone calls from stressed and anxious mums pleading with us to open Cherubs for some place to go. Unfortunately, as that was not possible we telephoned many parents on a weekly basis for a chat and to offer some advice on games to play at home with under 2's.

We live with the hope that Little Cherubs Will be up and running again this September 2021.

SANRA FENECH & MELISSA FENECH

Fern Street Family Centre

The pandemic has brought a reminder of our roots and the projects developed by Clara Grant at Fern Street Settlement in the early twentieth century. Back have come regular food distribution, queues for simple play-packs for children and sadly a significant increase in families reaching out for help to meet their basic needs for food, healthcare, play and safety.

It's no understatement to say that 2020 has been extremely challenging. Responding to increased need whilst adapting to the restrictions put in place to stop the spread of the Covid-19 virus, has asked a lot of the team and everyone involved at Fern Street in terms of flexibility, creativity, courage and resilience. Looking back on the year behind us however, we feel the satisfaction of knowing that we have done our best to reflect the faithful care and presence of God to children and families in our community in a time of fear, insecurity and loss.

In 2020:

- **171 children** aged 0-11 received weekly or one-off lockdown activity packs to support learning and play at home

-
- **124 children on free school meals and their families** accessed a weekly lockdown grab-and-go breakfast club
 - **145 deliveries of food or medication** were made to those self-isolating or in crisis
 - **1 Corona helpline set up** to provide signposting and support to those shielding or self-isolating
 - **100 parents and individuals** were supported through **385 hours** of telephone, door-step and in-person support, advice and casework from our family support team
 - **48 children aged 5-11** took part in Covid-safe summer play bubbles and our 'Space Academy' holiday club and socially distanced Christmas activities and events
 - **58 children aged 0-5** and their parents/carers accessed in-person or virtual early learning and play groups and advice and support for children's early development
 - **7 parents** took part in a wonderful Nurturing Programme parenting group following lockdown, investing in their own and their children's emotional health and in strengthening their positive parenting skills
 - **52 migrant parents** engaged in ESOL learning both virtually and in-person throughout the year, with additional elements to support learners to look after their own health and wellbeing during this tough time and understand vital public health messages
 - **35 brilliant volunteers** were mobilised to support with our Covid-19 response

We also count our blessings: The willingness and community spirit in the first lockdown was remarkable and the volunteers who stepped forward enabled us to do far more than would otherwise have been possible. The depth and breadth of the connections we have built in our local community over the years meant we felt well-placed to reach families who were most in need of support. We benefited from some wonderful partnership working with organisations including Clara Grant Primary school, Tower Hamlets Parental Engagement team, City Harvest, Magic Breakfast, East London Business Alliance and Love Your Neighbour to access new resources and identify families in need of support. We experienced wonderful generosity from funders, individuals and companies that covered the extra costs of our Covid response work and sustained us financially through the year. The team was stretched but stayed largely healthy physically, emotionally and spiritually. We are thankful!

Although planning in 2020 has sometime felt like an exercise in making ourselves laugh, in 2021 we plan to focus on:

- Supporting children's mental health recovery through creating opportunities for play
- Supporting parents' mental health recovery by reconnecting isolated parents and families into support and community
- Ensuring that families on the lowest incomes have access to food support and help to maximise their incomes

We trust that whatever 2021 brings we can face it together and with God. Thank you everyone who has supported us practically and in prayer over the last year. We couldn't have done it without you!

SARA BRAYFORD

AHB Youth

2020 was always going to bring a lot of change for the youth work at AHB, although we couldn't have predicted quite how much!

As an Eden team we made the decision to transition from the traditional 'Eden Team' set up and move to having a team of people who were committed to the youth work within All Hallows. Eden and AHB

share the same heart for local, long term missions so the hard separation sometimes felt strange, but this move felt more in line with the church family.

We made the move just weeks before covid meaning we didn't have time to really gather and build the new team but there were enough people, old and new volunteers, to still end up with a full year of youth work.

Early lockdown saw us contacting young people and families to check in on how they were doing and signpost them to the excellent support work happening through Fern Street. We wrote letters and dropped off activity packs to let young people know they were not forgotten. Eventually we joined the world of Zoom and started a weekly session for those connected to AHB which turned out to be great fun! We broke records, built London landmarks from junk and tore around our flats in games of 'bring me a...'.

As restrictions lifted, we gathered a few girls in the Fern Street garden each week and went for walks with a few of the boys. Face to face youth work had never felt so good! These meet ups created some important space to discuss how we were feeling and some of the big issues of the day such as BLM. The summer saw youth groups able to gather groups of 15 young people and thanks to brilliant volunteers we ran a really fun summer programme full of science experiments, treasure hunting and more. We also finally got out with Patrick who taught some of us to fish!

September saw the start of both Evolve (our discipleship group) and a cooking project. Evolve worked through the youth alpha series and as we munched on pizza, we had some great discussions about faith. Tim and Kiran were young leaders which was so exciting after working with them for so many years and we loved all that they gave to the sessions. Our 'Holy Spirit Day' was so much fun and I'm very thankful that we were allowed to do it.

The cooking project saw us deliver 100 recipe packs to the 18 young people who took part. This equates to 400 meals plus over 200 portions of rocky road! The feedback from the project was positive and we hope to be able to build on this in 2021.

Mentoring and one to one support of young people has always been key, so it was wonderful to train up mentors during lockdown and set some young people up in the autumn term with a mentor. Big thank you to them all being willing to meet young people outside in the cold all these months!

Financially, we received some money for Evolve and the cooking project from the Message Trust which enabled those projects to happen. We've not been spending as much with so much youth work online or in small groups so despite not being very successful with applications we are in an ok place. We are working with a fundraiser who has been helping us run some fascinating consultations with the young people and prepare more applications for the new year.

My hope for 2021 is to be able to keep discipling the epic group of young people at AHB and see them following their God given callings and passions. I'm also hopeful that we will finally be able to start some new afterschool youth work (we've been planning it for over a year!) and connect with a new group of young people, especially those aged 11-14.

ALEX HALL

Homeless Outreach

The homeless outreach has been a huge success, and the team has done an incredible job over the last year to help keep it going, even in the face of the pandemic.

We go out on the last Friday of each month and cover two main routes, which have been identified as the most in need over the past few years.

The first is from Bethnal Green underground station, along and down Brick Lane, ending at Liverpool Street station. The second area covers Mile End Station down Mile End road around Whitechapel and finishes outside Aldgate station.

By repeating these routes, we have been able to develop relationships with several homeless individuals and have also been able to identify those who are newly homeless.

Through this ministry, the team is able to help those most in need by providing them with necessities, as well as spending time to find out how they're doing.

We will usually take out urns of hot drinks, snacks, warm clothes, blankets, and dog food with many of these items being donated each month by the All Hallows congregation. The team and the individuals we meet when out on the streets are so thankful for them.

As well as practical needs, street homeless people are usually very isolated so appreciate an opportunity to chat and be listened to and as a team, we love the conversations we have with our homeless neighbours, which help to build a rapport.

When we feel that it is right, we will also ask if individuals would like prayer, and often, they say yes. Over the past year, the team has prayed with people for many things, including healing from illnesses, reconnection with loved ones, forgiveness, support with finances, peace, room to grieve for those they've lost, and safety and protection while out on the streets at night.

It's been more important than ever to keep this outreach going over the past year as many homeless people have been left with little to no human interaction or donations. The team have spoken to many individuals who have found it extremely hard, with little to no people walking by and those that do, avoiding them because of fears that they might contract the virus.

Due to lockdown guidelines, the team were restricted to only going out in their households and this meant that we took a lot less with us.

However, we've still been able to take the bare necessities and spend time connecting with those on the streets.

Before lockdown, we had a core team of around seven individuals. Going forward, it would be great to be able to grow this core team. This would mean we would be able to add more routes, take more items out with us and reach more people.

The team has also been blessed in the past with donations of new clothes. Although donating used clothes is still a huge help, we have found that donating brand new items like packaged underwear, gloves, hats, and jumpers helped those they were donated to feel valued and respected.

It's important to remember that just because individuals are living on the streets, it doesn't mean that they are happy with just anything. Many of the individuals we meet are very proud of their appearance – which in many cases is because it's one of the only things they feel they have left that they have control over.

With this in mind, we have recently set up an Amazon wish list, for people to buy donations to support the homeless outreach ministry going forward. You can access it here:

https://www.amazon.co.uk/hz/wishlist/ls/BHPHALS0I6X?ref=wl_share

Finally, we want to thank all of the volunteers and congregation for their time, prayers and donations, we couldn't do it with you.

NICK AND BECKA WOODFORD + MEL FENECH

Safeguarding

It has been a strange time not being able to meet, so safeguarding has taken a different twist. While in Church the team have worked hard to respond to pastoral issues we know that we have seen a period of time where people have needed more support around mental wellness.

With face to face support continuing at Fern St we have seen a rise in issues around domestic violence, and needed to respond to emergency situations. As well as an increase in people needing support around food poverty. The team has worked hard so hold them in your prayers!

You can find out more about the policies and procedures by visiting:

www.london.anglican.org/support/safeguarding/ or www.allhallowsbow.org.uk/safeguarding

If you have any safeguarding concerns or issues on a safeguarding matter, then you can talk to me (Jo Read) as Safeguarding Officer or Sandra Fenech our Children's Champion.

A big thank you to the whole church community for continuing to ensure all our children and vulnerable groups are safe when they are engaged with All Hallows Bow events and activities.

JO READ

Anti-Racism

"There is an imbalance of privilege in our world. This calls for action, not apathy. It is our job to make sure we live like this now and not just dream of it for the eternal future... It's not enough to be 'non-racist', we need to be anti-racist."

In June All Hallows Bow released a statement outlining a response from Cris, Beki, and the wardens to the events of the year up to that point, including but not limited to the killing of George Floyd by the police in Minneapolis and the events that followed in the USA and the UK.

The year of 2020 saw events unfold both locally and globally that acutely exposed the painful reality of systemic racism and structural inequality. We recognise that for *many* this was merely shining a light on the reality of overt and covert imbalance and oppression that has existed for lifetimes and beyond. For others, 2020 was an invitation to join in with a conversation and a calling that we should have been a part of for a long time.

As a church we stand together united against all forms of inequality and injustice because we believe that Jesus did so, and calls us to the same. That means acknowledging and calling out racial inequality in all its forms.

We want our response to be one that is sustained and meaningful. Out of this conversation came the formation of a book club from mid to late 2020 looking at Ben Lindsay's "We Need to Talk About Race", which continues the conversation around racial inequalities within the UK church. It was a challenging and absorbing season which was greatly rewarding for those involved.

There was a recognition that a more sustained and structural response would be better served with the

formation of a permanent group within the church leadership structure with the remit of helping the church - both within leadership and the wider community - to reflect the Kingdom of God in the area of racial justice and equality. The Racial Justice and Equality Group will start meeting in early 2021.

We believe that the image of the church in the book of Revelation - a multitude of vibrant diversity, every tribe, and tongue, and people - reflects both a dream for the future, and a prophetic standard for today. We firmly believe that following Jesus means being as passionate about justice as he was. Let's make 2021 the year in which the church sets the standard for racial justice and equality.

CHARLIE THOMPSON

Church Policies

DATA PROTECTION

AHB has a data protection policy in compliance with GDPR (Regulation (EU) 2016/679) legislation. The entirety of this can be read at All Hallows GDPR (www.allhallowsbow.org.uk/gdpr)

GRANT MAKING

The task of deciding how to distribute grants for missions is done by the Rector and Associate Rector, with reference to the Treasurer. Grants are awarded to organisations and church members working in mission based on an evaluation of each case. All giving follows the mission policy of All Hallows Bow, which is the promotion of the Christian gospel in proclamation and social action throughout the world. There are no PCC related trusts.

INVESTMENTS

The church's endowment investments, both shares and cash, are entrusted to the diocese of London. Our policy as regards money held for the general fund and under the control of the PCC is to place funds not needed in the near future on deposit.

RESERVES

Where General funds are in excess of nine months' general expenditure (based on trailing three-year average), we expect to review our budgets and to consider designating the excess for a particular purpose. As at 31 December 2020 this benchmark figure stands at £86k, with General fund reserves of £95k (2019: £89k). The restricted funds of AHB Youth and AHB@Fern Street are managed by the project leaders who aim to ensure their projects are viable for at least a year ahead and who are instrumental in raising additional funds as appropriate.

RISK ASSESSMENT AND MITIGATION

Risks associated with the operation of the church are reviewed regularly by the Rector and PCC. Policies and procedures are developed as appropriate to mitigate these risks. Areas assessed include risks associated with finance, information, buildings and contents, employed staff and volunteers, and members of the public. Good financial controls reduce the risks associated with handling money. Church property is protected with security systems, and insurance is held to reduce the impact of any physical loss that may occur. Staff and volunteers are trained in keeping themselves and others safe. As a matter of policy, independent professional advice is taken where appropriate.

CHILD PROTECTION AND ADULT SAFEGUARDING

AHB takes its responsibility to protect and champion the well-being of children, young people and vulnerable adults very seriously. We will act promptly whenever a concern is raised about a child, young person or vulnerable adult or about the behaviour of an adult and will work with the appropriate statutory bodies when an investigation into abuse is necessary. We follow safer recruitment procedures and have clear procedures in place to identify, respond to and report concerns. Staff and volunteers

receive annual safeguarding training and our safeguarding policy and procedures are reviewed at least annually.

SUSTAINABILITY

AHB encourages the adoption of sustainable practices in all areas of church life and work. This is our contribution to reducing carbon emissions in response to the climate emergency. Measures taken include recycling, energy audits, encouraging the use of public transport, cycling and walking. In 2020 All Hallows achieved a Bronze Eco Church Award, reflecting the measures already in place. Using the resources and advice given, we aim to work towards Silver in the next few years.

The PCC is responsible for keeping proper accounting records, which disclose, with reasonable accuracy at any time, the financial position of the church, and to enable them to ensure that the financial statements comply with applicable Accounting Standards and Statements of Recommended Practice and the regulations made under the Charities Act 2011. They are also responsible for safeguarding the assets of the church and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the PCC of All Hallows Bow and signed on its behalf on 2 July 2021 by

Cris Rogers

The Rev'd Cris Rogers

Rector

Treasurer's Report

This year has been one like no other, and it's in this context that we are especially thankful for God's gracious financial provision. This has allowed the work of the church to continue – and crucially – bless and serve the local community in a season where it has been particularly needed.

Aside from the disruption that COVID-19 has caused, 2020 also saw the hiring of Arthur Baguley as our Bookkeeper and Finance assistant on a part time basis. Starting a new job amid a global pandemic is not an easy task so a special thanks to him for his great work throughout the year, despite its challenges. A big thanks also goes to Anne Hudson, Sally Ho and Iris Moore for their continued help and support this year.

We continue to trust the Lord to supply our every need and with our finances in the years to come.

GENERAL FUND: General Fund total income was £127k in the year to 31 December 2020, representing only a 1% decrease on 2019. When considering the fact that the pandemic caused in-person services to stop for most of the year (and therefore cash offerings not able to take place), as well as uncertain employment circumstances for many, and potentially reduced incomes from furlough or job losses – this is an enormous testament to the faithfulness of Jesus Christ, and the generosity of our congregation.

Total expenditure increased by 22% in the year to £121k. This increase was not attributable to any single thing, but the result of increased costs in a number of areas. Staff costs increased by taking on new members (as well as a marginal change in categorisation) – but this specific increase was also slightly exaggerated because staff costs were lower than 'normal' in 2019. There was also a general increase in spending in response to the various changes the pandemic brought (for example purchasing additional video equipment to allow live streaming of church services).

The net effect of the above has resulted in the General fund recording a surplus for the year of £5k (2019: £28k), and funds carried forward of £95k (2018: £89k).

RESTRICTED FUNDS: Comparing the restricted funds' income and expenditure in 2020 to that of 2019 is potentially a bit misleading due to the effect of the funding which was received in 2019 in respect of building the Ahaba Café (there was some funding received in 2020, but the majority of it was in 2019). In terms of the underlying movements in Restricted funds, the main constituents were as follows:

- 1) Fern Street Family Centre: Income of £144k (a decrease of 8% from £156k in 2019) and expenditure of £135k (a decrease of 7% from £145k in 2019);
- 2) AHB Youth: Income of £32k (an increase of 62% from £20k in 2019) and expenditure of £30k (a decrease of 9% from £33k in 2019); and
- 3) Ahaba Café: Income of £110k (of which £62k represents funding received, including £8k of Government furlough grants, and £48k was revenue generated by the café itself) and expenditure of £97k (comprising costs of food and drinks sold £17k, non-capitalised café fittings of £5k and general operating expenses of £75k).

The result of these movements, as well as other smaller balances (for which more detail can be found in note 9b of the accounts), is that the Restricted funds generated a surplus of £12k in the year, as well as receiving £20k from the designated Excess Reserves Fund (as described in the 2019 annual report).

Finally, the last quinquennial inspection was held on 17 September 2019 and no immediate works were required.

PLANS FOR FUTURE PERIODS

The short- and medium- term plan is to continue with supporting the same objectives and activities.

THE PCC'S RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

Charity law requires the Parochial Church Council (PCC) to prepare a statement of financial activities and statement of assets and liabilities for each financial year, which gives a true and fair view of the state of affairs of the church and of its financial activities for that year and adequately distinguishes any material special trust or other restricted fund of the church. In preparing those financial statements the PCC is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the policies adopted are in accordance with the appropriate Statements of Recommended Practice (SORPs) on Accounting by Charities and the Accounting Regulations and with applicable accounting standards, subject to any material departures disclosed and explained in the financial statements;
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the church will continue to operate.
- The PCC is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the church, and to enable them to ensure that the financial statements comply with applicable Accounting Standards and Statements of Recommended Practice and the regulations made under the Charities Act 2011. They are also responsible for safeguarding the assets of the church and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the PCC of All Hallows Bow and signed on its behalf on 2 July 2021 by:

Cris Rogers

The Rev'd Cris Rogers

Rector

2 July 2021

Report of the Independent Examiner

INDEPENDENT EXAMINER'S REPORT

TO THE MEMBERS OF THE PAROCHIAL CHURCH COUNCIL OF

ALL HALLOWS BROMLEY BY BOW

('the Charity')

I report to the members of the PCC (who are also the charity's trustees) on my examination of the accounts of the Charity for the year ended 31 December 2020 on pages 23 to 41 following, which have been prepared on the basis of the accounting policies set out on pages 26 to 29.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

Lisa Darby ACA

Institute of Chartered Accountants in England and Wales

Stewardship

1 Lamb's Passage

London

EC17 8AB

Date: 14 July 2021

Financial Statements

Statement of Financial Activities

2020

		General	Designated	Restricted	Endowment	Total
		2020	2020	2020	2020	2020
	Note	£	£	£	£	£
<i>Income and endowments from:</i>						
Donations and legacies	2(a)	126,391	-	235,125	-	361,516
Charitable activities	2(b)	200	-	58,402	-	58,601
Investments	2(c)	119	-	4,767	-	4,886
Total income		126,710	-	298,294	-	425,003
<i>Expenditure on:</i>						
Raising funds	3(a)	-	-	1,423	-	1,423
Charitable activities	3(b)	117,518	9,924	285,192	-	412,634
Other	3(c)	3,829	-	-	-	3,829
Total expenditure		121,347	9,924	286,614	-	417,885
Net income		5,363	(9,924)	11,679	-	7,118
Transfers between funds	9 (e)	-	(19,846)	19,846	-	-
<i>Other recognised gains / losses</i>						
Gains / losses on investment assets	5 (b)	125	-	-	(4,744)	(4,619)
Net movement in funds		5,488	(29,770)	31,525	(4,744)	2,499
<i>Reconciliation of funds:</i>						
Total funds brought forward		89,132	29,770	594,415	114,436	827,753
Total funds carried forward		94,620	-	625,941	109,692	830,253

N.B. Numbers may not add up precisely due to rounding.

2019

		General	Designated	Restricted	Endowment	Total
		2019	2019	2019	2019	2019
	Note	£	£	£	£	£
<i>Income and endowments from:</i>						
Donations and legacies	2(a)	127,056	-	670,099	-	797,155
Charitable activities	2(b)	376	-	4,559	-	4,935
Investments	2(c)	99	-	5,508	-	5,607
Total income		127,531	-	680,167	-	807,697
<i>Expenditure on:</i>						
Raising funds	3(a)	-	-	21,527	-	21,527
Charitable activities	3(b)	94,725	-	201,299	-	296,024
Other	3(c)	5,132	-	2,310	-	7,442
Total expenditure		99,857	-	225,136	-	324,993
Net income		27,674	-	455,031	-	482,704
Transfers between funds	9 (e)	(29,770)	29,770			-
<i>Other recognised gains / losses</i>						
Gains / losses on investment assets	5 (b)	241	-	-	(1,052)	(811)
Net movement in funds		(1,855)	29,770	455,031	(1,052)	481,893
<i>Reconciliation of funds:</i>						
Total funds brought forward		90,987	-	139,386	115,487	345,860
Total funds carried forward		89,132	29,770	594,415	114,435	827,752

N.B. Numbers may not add up precisely due to rounding.

Balance Sheet

		As at 31/12/2020	As at 31/12/2019
	Note	£	£
Fixed assets			
Tangible fixed assets	5(a)	427,697	304,666
Investments	5(b)	111,696	116,315
		539,393	420,981
Current assets			
Debtors	6	49,854	148,592
Cash at bank and in hand	7	255,792	395,447
		305,646	544,039
Liabilities			
Creditors: Amounts falling due within one year	8	14,783	137,263
		14,783	137,263
Total net assets		830,256	827,757
The funds of the charity:			
Endowment	9	109,692	114,436
Restricted		625,916	594,419
Designated		-	-
General		94,648	118,902
Total charity funds		830,256	827,757

N.B. Numbers may not add up precisely due to rounding.

The financial statements were approved by the members of the Parochial Church Council on 2 July 2021 and were signed on its behalf by:

Cris Rogers

The Rev'd Cris Rogers
Rector

The notes on pages 26-41 form part of the accounts.

Notes to the Accounts

1 Accounting policies

1(a) Accounting policies

These financial statements are prepared on a going concern basis, under the historical cost convention as modified by the revaluation of certain assets, which are measured at fair value through the Statement of Financial Activities. The financial statements include all activities for which the PCC is legally responsible; the activities of informal gatherings of church members and groups that owe their main affiliation to another body and are excluded.

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

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

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

GOING CONCERN

The PCC have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The PCC have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular, the PCC have considered the charity's forecasts and projections and the possible implications should projected income and / or expenditure vary unexpectedly. The PCC have concluded that there is a reasonable expectation that the charity has adequate resources to continue to operate for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements. In making this assessment the trustees have considered the impact of Covid-19 and have concluded that its impact on net income will not be material.

1(b) Income

The charity has taken the view that it has only one charitable activity, namely the advancement of the Christian faith, and all income from donations, legacies and charitable activities is in respect of this one activity.

VOLUNTARY INCOME AND CAPITAL SOURCES

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

Grants and legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the PCC is probable.

OTHER INCOME

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

INVESTMENT INCOME

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

GAINS AND LOSSES ON INVESTMENTS

Realised gains or losses are recognised when investments are sold.

Unrealised gains or losses are accounted for on revaluation of investments at 31 December.

INCOME FROM AHABA CAFÉ

The Ahaba Café's income is recognised on receipt and is included as part of charitable activities.

1(c) Expenditure

The Charities SORP requires charities with income over £500,000 to allocate costs to the various activities undertaken by the charity. The nature of the work of the charity is considered to be so integrated that the core charitable activity costs are considered to be for the one activity.

CHURCH ACTIVITIES

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

Expenditure, including any irrecoverable VAT, incurred in the operation of the church (or the Ahaba Café) is classed as charitable activities.

GOVERNANCE COSTS

Governance costs are all costs attributable to the management of the charity's assets, organisation, administration and compliance with constitutional and statutory requirements.

1(d) Fixed assets

FIXED ASSETS USED BY THE PCC

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

LONG-TERM INVESTMENTS

Long-term investments comprise shares, which are revalued annually as at 31 December, and cash deposits that are held as part of endowment funds.

LAND & BUILDINGS

Land is not depreciated (because it is not consumed by use). Buildings (including the Ahaba Café) are depreciated over 50 years after taking account of the building's residual value.

CONSECRATED PROPERTY AND MOVEABLE CHURCH FURNISHINGS

Consecrated and beneficed property of any kind is excluded from the accounts by s.10 of the Charities Act 2011, while being insured at its recommended value.

Moveable church furnishings held by the Rector and Churchwardens on special trust for the PCC, and which require a faculty for disposal, are accounted for as inalienable property unless consecrated. They are listed in the church's Inventory which can be inspected (at any reasonable time). For inalienable property acquired prior to 1 January 2011 there is insufficient cost information available and therefore such assets are not valued in the accounts. Items acquired since that date have been depreciated at appropriate rates.

All expenditure incurred in the year on consecrated or beneficed buildings or on the repair of movable church furnishings acquired before 1 January 2011 is written off.

OTHER FIXTURES AND FITTINGS

Only items of value greater than £500 are capitalised. Church moveable assets comprise equipment for worship, camping and catering equipment, furniture and office items. Oak and other hardwood furniture is depreciated over ten years from date of first use. All other capitalised assets are depreciated over their estimated useful lives of four years, from date of first use.

INVESTMENTS

Investments are stated at market value at 31 December.

CURRENT ASSETS

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

GRANT AND GIFT AID EXPENDITURE

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

CASH FLOW STATEMENT

The charity has taken advantage of the exemption provided by the FRS 102 SORP and has not prepared a Cash Flow Statement for the year.

PRIOR YEAR RESTATEMENT

Please note that in some areas of the accounts there may be small discrepancies between the figures as at 31 December in the Prior Year report and the figures as at 01 January in the Current Year report. These have been determined to be immaterial in nature.

1(e) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the PCC in furtherance of the general objectives of the charity. Designated funds comprise unrestricted funds that have been set aside by the PCC for particular purposes. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects. Endowment funds are donations that are retained as capital in accordance with the donor's wishes. The nature of the restriction determines whether the endowments represent permanent endowments or expendable endowments.

1(f) Pension scheme arrangements

The charity contributes to the Church Workers Pension Fund, which is a multi-employer defined benefits pension scheme as described in Section 28 of FRS 102. The charity is not able to identify its share of the Scheme's assets and liabilities and, therefore, as permitted by FRS 102, the Scheme is accounted for as if it were a defined contribution pension scheme. Contributions to the Scheme are charged to the Statement of Financial Activities as they become payable. Further information about the Scheme is disclosed in note 4b 'Pension Commitments'.

2 Income

2020	Unrestricted Funds £	Restricted Funds £	Total funds £	Prior year total funds £
2 (a) - Donations and legacies				
Regular donations by individuals	99,804	18,083	117,887	119,454
Income tax recoverable	24,397	1,963	26,360	17,775
Collections (open plate) at all services	1,540	-	1,540	6,091
Grants	-	214,717	214,717	653,470
One off gifts	650	362	1,012	365
	126,391	235,125	361,516	797,155
2(b) - Charitable activities				
Contributions for activities and social events	-	10,307	10,307	2,397
Fees for weddings and funerals	45	-	45	176
Church hall lettings	155	145	300	510
Café income	-	47,785	47,785	-
Other	-	165	165	1,852
	200	58,402	58,601	4,935
2(c) - Investment Income				
Dividends and interest including any reclaimable tax	119	4,767	4,886	5,607
Total income	126,710	298,294	425,003	807,697
2019	Unrestricted Funds £	Restricted Funds £	Total funds £	Prior year total funds £
2 (a) - Donations and legacies				
Regular donations by individuals	102,188	17,266	119,454	99,789
Income tax recoverable	16,328	1,447	17,775	25,417
Collections (open plate) at all services	6,091	-	6,091	3,406
Grants	2,084	651,386	653,470	224,032
One off gifts	365	-	365	12,159
	127,056	670,099	797,155	364,804
2(b) - Charitable activities				
Contributions for activities and social events	-	2,397	2,397	1,357
Fees for weddings and funerals	176	-	176	186
Church hall lettings	200	310	510	745
Other	-	1,852	1,852	526
	376	4,559	4,935	2,815
2(c) - Investment Income				
Dividends and interest including any reclaimable tax	99	5,508	5,607	5,345
Total income	127,531	680,167	807,697	372,963

3 Expenditure

2020	Unrestricted Funds	Restricted Funds	Endowment Funds	Total funds	Prior year total funds
	£	£	£	£	£
3(a) - Raising funds					
Paid to fund-raiser for help in obtaining grants	-	1,423	-	1,423	21,527
3(b) - Charitable activities:					
Common Fund contribution	69,924	-	-	69,924	58,000
Staff costs - Note 4(a)	26,582	198,791	-	225,372	160,448
Sunday services	12,977	36	-	13,013	7,186
Youth and wider community	3,437	8,181	-	11,618	9,639
Church maintenance / repairs	-	6,679	-	6,679	4,060
Giving to other charities	-	-	-	-	-
Depreciation of assets	1,621	1,394	-	3,015	1,329
Support for church members	1,002	8,241	-	9,243	14,198
Ahaba Café	-	26,032	-	26,032	84
Other administrative expenses	11,898	35,839	-	47,737	41,081
	127,442	285,192	-	412,634	296,024
3(c) - Governance:					
Accountancy/Independent examination fee	3,829	-	-	3,829	7,442
	3,829	-	-	3,829	7,442
Total expenditure	131,271	286,614	-	417,885	324,993

Parochial Church Council of All Hallows, Bow

Notes to the Accounts for year ending December 2020

2019	Unrestricted Funds	Restricted Funds	Endowment Funds	Total funds	Prior year total funds
	£	£	£	£	£
3(a) - Raising funds					
Paid to fund-raiser for help in obtaining grants	-	21,527	-	21,527	10,003
3(b) - Charitable activities:					
Common Fund contribution	58,000	-	-	58,000	55,000
Staff costs - Note 4(a)	12,444	148,004	-	160,448	145,530
Sunday services	7,084	102	-	7,186	3,091
Youth and wider community	2,460	7,179	-	9,639	19,880
Church maintenance / repairs	929	3,131	-	4,060	6,862
Giving to other charities	-	-	-	-	3,346
Depreciation of assets	1,173	156	-	1,329	1,696
Support for church members	3,980	10,218	-	14,198	14,042
Ahaba Café	-	84	-	84	20,783
Other administrative expenses	8,655	32,426	-	41,081	28,332
	94,725	201,299	-	296,024	298,562
3(c) - Governance:					
Accountancy/Independent examination fee	5,132	2,310	-	7,442	4,205
	5,132	2,310	-	7,442	4,205
Total expenditure	99,857	225,136	-	324,993	312,770

4(a) Staff costs

During the year, on average the PCC employed eleven people (2019: 8) equivalent to 8 FTE. These included a full-time project manager at the Fern Street Family Centre, part-time project manager for AHB Youth, part-time worship leader, part-time church administrator, part-time finance assistant, full-time Children & Families Outreach Worker, part-time Children's worker, full-time ESOL and outreach teacher, full-time café manager and two café assistants. . No employee earned in excess of £60,000 in the year. There is no key management employed by the church. Clergy are employed by the Diocese of Stepney.

	2020	2019
	£	£
Wages and salaries (incl. PAYE)	188,236	130,749
Pension contributions	7,847	7,483
Social security costs	9,043	2,232
	205,126	140,464

4(b) Pension Scheme

All Hallows PCC (Bromley by Bow) participates in the Pension Builder Scheme 2014 section (PB 2014) of The Church Workers Pension Fund (CWPF) for lay staff. CWPF is administered by the Church of England Pensions Board (the Board), which holds the assets of CWPF separately from those of the Employer, All Hallows PCC (Bromley by Bow), and the other participating employers.

CWPF is a single trust and there is no legal separation of the assets between its three sections. It has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014, the section in which All Hallows PCC (Bromley by Bow) participates. The Board has adopted a flexible apportionment arrangement, which is a mechanism that prevents cross-subsidy of pension liabilities between the aforementioned sections of CWPF.

CWPF is a registered pension scheme under the Finance Act 2004, is regulated by The UK Pensions Regulator and is approved by HM Revenue & Customs. Under the Pensions Act 2008, every employer in the UK is required to have an approved pension scheme and put certain staff into it. This is called 'automatic enrolment'. Participation in PB 2014 enables All Hallows PCC (Bromley by Bow) to fulfil its employer obligations to provide a qualifying workplace pension scheme for all its eligible employees.

PENSION BUILDER SCHEME 2014 ("PB 2014")

PB 2014 is a mix between a defined contribution and a defined benefit pension scheme. This makes it a 'hybrid' pension scheme. Employees know the contributions paid in - this is the defined

contribution part. As CWPF guarantee those contributions will not go down in value - this is the defined benefit bit.

PB2014 is a cash balance scheme that provides a lump sum that employee members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in PB 2014. PB 2014 is a multi-employer scheme as described in Section 28 of FRS 102 as it is not possible to attribute the PB 2014's assets and liabilities to specific employers. The legal structure of PB 2014 is such that if another employer fails, All Hallows PCC (Bromley by Bow) could become responsible for paying a share of that employer's pension liabilities.

The pensions costs of All Hallows PCC (Bromley by Bow) are charged to the SoFA. Contributions payable in the year are 2020: £7,847 (2019: £7,483). This mainly covers contributions to PB 2014, but also includes payments to a personal pension scheme operated on behalf of an employee who has opted out of PB 2014.

A valuation of PB 2014 is carried out once every three years. The most recent published valuation was carried out as at 31 December 2016, thus a new valuation is expected. For the Pension Builder 2014 section, the valuation as at 31 December 2016 revealed a surplus of £1.8m on the ongoing assumptions used. At the date of publishing these accounts, CWPF had not completed its valuation as at 31 December 2019, but there is no expectation that this will require All Hallows PCC (Bromley by Bow) to fund a deficit.

5(a) Fixed assets

<i>Tangible fixed assets</i>		Unrestricted Fund	Restricted Fund	Total
		£	£	£
Cost	01 January 2020	14,187	303,766	317,953
	Additions during year	3,684	122,363	126,046
	31 December 2020	17,871	426,129	443,999
Depreciation	01 January 2020	12,037	1,250	13,287
	Charge for the year	1,621	1,394	3,015
	31 December 2020	13,658	2,644	16,302
Net book value	01 January 2020	2,150	302,516	304,666
	31 December 2020	4,213	423,485	427,697

5(b) Investments

	2020	2019
	£	£
Shares at market value - 1 January	97,315	98,126
Unrealised gain (loss) on investments	(4,619)	(811)
Shares at market value - 31 December	92,696	97,315
Long-term cash deposit	19,000	19,000
Market value - 31 December	111,696	116,315

6 Debtors

	2020	2019
	£	£
Income tax recoverable	49,021	22,531
Other debtors	833	126,061
	49,854	148,592

7 Cash at bank and in hand

	2020	2019
	£	£
Current accounts	245,305	384,160
Deposit accounts	10,287	10,587
Cash in hand	200	700
	255,792	395,447

8 Creditors

	2020	2019
	£	£
Creditors for goods and services	14,931	7,974
Ahaba Café build	-	129,163
	14,931	137,136

9 Analysis of net assets by fund

N.B. Numbers may not add up precisely due to rounding.

2020	Unrestricted Funds	Restricted Funds	Endowment Funds	Total funds
	£	£	£	£
Tangible fixed assets	4,213	423,485	-	427,697
Investment fixed assets	2,004	-	109,692	111,696
Current Assets	91,775	214,019	-	305,794
Total Liabilities	3,343	11,588	-	14,931
Fund Balance	94,648	625,916	109,692	830,256

2019	Unrestricted Funds	Restricted Funds	Endowment Funds	Total funds
	£	£	£	£
Tangible fixed assets	2,150	302,516	-	304,666
Investment fixed assets	1,879	-	114,436	116,315
Current Assets	121,701	422,338	-	544,039
Total Liabilities	6,828	130,435	-	137,263
Fund Balance	118,902	594,419	114,436	827,757

9(a) Endowment funds

Endowment funds comprise the two components of The Table Fund:

- i. A permanent endowment held on trust for All Hallows by the London Diocesan Board of Finance and invested in CBF Church of England Property Fund Income Shares (cost: £87,013); and
- ii. An expendable endowment of £19,000 held as a long-term cash deposit in the CBF Church of England Deposit Fund.

Both endowments were created following the sale by the church of an antique table. Use of income from the endowments as well as the endowments themselves is restricted to the development and maintenance of the church building and its fabric and fittings.

9(b) Restricted funds

<i>Restricted Funds 2020</i>	Opening Balance £	Income £	Expenditure £	Fund transfers in/ (out) £	Gains and Losses £	Closing Balance £
OUTREACH PROJECTS						
Fern Street Family Centre						
Children in Need	8,182	27,421	(35,603)	-	-	-
City Bridge Trust: ESOL	11,491	26,600	(38,091)	-	-	-
City Bridge Trust: Covid response fund	-	3,600	(3,600)	-	-	-
Toy Trust	-	1,500	(1,301)	-	-	199
National Lottery	9,659	-	(9,659)	-	-	-
Church Revitalisation Trust	-	1,500	(1,190)	-	-	310
Other funds restricted to the Family Centre	38,334	83,506	(46,036)	9,923	-	85,727
Totals for the Family Centre	67,666	144,127	(135,480)	9,923	-	86,236
AHB Youth						
Fern St Settlement Trust	3,000	-	(3,000)	-	-	-
Spark	1,490	-	(243)	-	-	1,247
The Message Trust	-	3,000	(2,022)	-	-	978
National Grid	-	4,572	(4,007)	-	-	565
National Lottery: Awards for All	-	10,000	(6,233)	-	-	3,767
Other funds restricted to AHB Youth	11,605	14,690	(14,189)	9,923	-	22,029
Totals for AHB Youth	16,095	32,262	(29,694)	9,923	-	28,586
Ahaba Café	463,548	109,869	(96,524)	-	-	476,893
Friends of All Hallows	2,652	5,277	(3,352)	-	-	4,577
Further grant received for outreach projects	15,000	-	-	-	-	15,000
Little Cherubs	239	-	-	-	-	239
OUTREACH PROJECTS TOTALS	565,200	291,535	(265,050)	19,846	-	611,531
Other restricted funds						
Development Fund	9,926	4,756	(4,512)	-	-	10,170
Ordinand training	14,705	-	(14,705)	-	-	-
Grocers Trust	1,469	2,000	(2,344)	-	-	1,125
HTB church family events	3,115	-	-	-	-	3,115
ALL RESTRICTED FUNDS	594,415	298,291	(286,611)	19,846	-	625,941
Endowment						
Table (Permanent)	95,436	-	-	-	(4,744)	90,692
Development (Expendable)	19,000	-	-	-	-	19,000
Total Endowment Funds	114,436	-	-	-	(4,744)	109,692
Designated fund (Excess Reserves Fund)	29,770	-	(9,924)	(19,846)	-	-
General fund	89,132	126,709	(121,346)	-	125	94,620
Total unrestricted funds	118,902	126,709	(131,270)	(19,846)	125	94,620
ALL FUNDS	827,753	425,000	(417,881)	-	(4,619)	830,253

9(b) Restricted funds (continued)

- Fern Street Family Centre is AHB's families' and children's community project, funded by grants from trusts including
 - City Bridge Trust (£13,300), The Charity of Sir Richard Whittington (£22,000), Fern Street Settlement Trust, London Catalyst, Charles Hayward Foundation, Worshipful Company of Basketmakers, Vintners Company, Epoch Trading Limited, BDB Pitmans Charitable Trust, as well as individual donations, and grants as listed below.
 - The Children in Need grant is a BBC Children in Need grant for children's activities under their Early Learning Matters Project.
 - The City Bridge Trust grant of £26,600 is the final part of a three year award (total £146,000) towards the salary costs of the Project Manager/ Tutor, an additional ESOL teacher and business support.
 - The City Bridge Trust grant of £3,600 is from their Covid 19 Response Fund to supply food parcels and playpacks to local families.
 - Toy Trust income is for storybooks and toys for children.
 - The National Lottery grant is towards the work of Fern Street in building 'Stronger Families, Stronger Communities'.
 - The Church Revitalisation Trust grant is for the provision of Christmas hampers and food packs.
- AHB Youth is a youth project financed exclusively by restricted grants and individual donations, including those listed below.
 - Fern Street Settlement Trust's grant is for the general work of the youth team.
 - The Spark grant is for a Bible Project.
 - The Message Trust grant is to support a cooking project and a youth discipleship group.
 - The National Grid grant is for a local mural project.
 - The National Lottery award is to support an after school project and youth leader training, as well as Covid response work.
- Ahaba café is a new church project. The café build was completed in early 2020, thanks to generous donations from individuals and grantmaking bodies including The National Lottery Fund, Clothmakers Guild, Garfield Weston, Porters, Bernard Sunley, All Churches Trust, Beatrice Laing Trust, the Methodist Church, GC Gibson and St John's Hoxton. Grants have also been received from Lake Point Baptist Church in Tennessee and the Mustard Seed Foundation towards cafe staff salaries.
- The Friends of All Hallows fund is to support needs of people within the parish beyond church members.
- The outreach project grant is from the Church Revitalisation Trust
- Little Cherubs funds are used for the Little Cherubs parents and toddler group.
- The Development Fund was set up following the sale of an antique table. It receives all income relating to assets held in the Table Fund. Use of the fund money is restricted to the maintenance and development of the church fabric and fittings.
- Ordinand training fund: Money received from the Church Revitalisation Trust towards ordinand training.
- Grocers Trust money is granted annually to support the incumbent's expenses.
- The Events Fund is to support church leaders and members in attending HTB organised events.
- Designated funds are amounts allocated out of General funds to specific projects beyond the general church activities. (See note 9(c)).
- General funds are unrestricted funds available to support general church activities.

9(b) Restricted funds (continued)

<i>Restricted Funds 2019</i>	Opening Balance £	Income £	Expenditure £	Fund transfers in/ (out) £	Gains and Losses £	Closing Balance £
OUTREACH PROJECTS						
Fern Street Family Centre						
Children in Need	6,087	23,607	(21,512)	-	-	8,182
City Bridge Trust	12,398	52,400	(53,307)	-	-	11,491
Toy Trust	952	-	(952)	-	-	-
National Lottery	3,308	61,680	(55,329)	-	-	9,659
Other funds restricted to the Family Centre	33,782	18,467	(13,915)	-	-	38,334
Totals for the Family Centre	56,527	156,154	(145,015)	-	-	67,666
AHB Youth						
Fern St Settlement Trust	-	3,000	-	-	-	3,000
Spark	-	1,490	-	-	-	1,490
Other funds restricted to AHB Youth	28,882	15,462	(32,739)	-	-	11,605
Totals for AHB Youth	28,882	19,952	(32,739)	-	-	16,095
Ahaba Café	41,356	450,789	(28,596)	-	-	463,548
Friends of All Hallows	2,330	322	-	-	-	2,652
Further grant received for outreach projects	-	15,000	-	-	-	15,000
Little Cherubs	214	25	-	-	-	239
OUTREACH PROJECTS TOTALS	129,309	642,242	(206,350)	-	-	565,200
Other restricted funds						
Development Fund	7,835	5,502	(3,411)	-	-	9,926
Ordinand training	-	25,000	(10,295)	-	-	14,705
Grocers Trust	1,667	2,000	(2,198)	-	-	1,469
HTB church family events	575	5,420	(2,880)	-	-	3,115
ALL RESTRICTED FUNDS	139,386	680,164	(225,134)	-	-	594,415
Endowment						
Table (Permanent)	96,487	-	-	-	(1,052)	95,435
Development (Expendable)	19,000	-	-	-	-	19,000
Total Endowment Funds	115,487	-	-	-	(1,052)	114,435
Designated fund (Excess Reserves Fund)	-	-	-	29,770	-	29,770
General fund	90,987	127,531	(99,857)	(29,770)	241	89,132
Total unrestricted funds	90,987	127,531	(99,857)	-	241	118,902
ALL FUNDS	345,860	807,695	(324,991)	-	(811)	827,752

9(c) Designated funds

There were no designated fund balances at the year end.

9(d) Unrestricted funds

Unrestricted funds of £94,620 represents money available to support general church activities.

9(e) Fund transfers

The amounts shown in the transfers column represent money transferred between different funds during the year. In 2020, a transfer of £9,923 was made from General Fund to each of Fern Street Family Centre and AHB Youth, as designated at the end of 2019 and explained in the annual report.

10 Trustee expenses & related party transactions

10(a) Remuneration and benefits received by members of the PCC or Clergy

	Total 2020	Total 2019
	£	£
S Fenech (Church cleaner)	0	720
Louise Churchus (indirectly, via payments to Charity XLP for her secondment to All Hallows providing part-time maternity cover for the AHB Youth team leader)	0	2,057
Dan Scott (receives a regular £500 pcm grant while an ordinand at All Hallows Church)	0	3,000
Rafael Chaves (receive a regular grant of £2,033 pcm for his first year of training as an ordinand at All Hallows Church) **	16,264	10,295
Payments towards attendance at the 2019 Focus training event of staff team members on the PCC (Cris and Beki Rogers, Dan Scott and Rafael Chaves) with their children. **	0	2,880

Rev Cris Rogers is paid by the Diocese of Stepney for his full-time work in All Hallows Church and the surrounding parish.

** External grants were received by the church to cover the majority of these expenses, as shown in the restricted funds summary.

10(b) Expenses reimbursed or paid to third parties

Expenses were reimbursed to two members of the PCC (2019 three members) in respect of travel, telephone, refreshments and sundry other items. These were incurred in the normal course of their volunteering and paid duties on behalf of the church and amounted to not more than £3,000 (2019 £3,000).

10(c)

Donations paid to the church by Trustees and related parties were £33,175 (2019: £35,536). These were all received without conditions.

10(d)

Other than those included at note 10(a), 10(b) and 10(c) above, there were no further trustee or related party transactions (2019: None).

11 Fee paid to independent examiner

Fee for independent examination of the accounts was £2,960 (2019: £2,960). The PCC has engaged the independent examiner to undertake the examination of the charity's accounts. No other payments were made to the examiner for work carried out in another capacity.

12 Post Balance Sheet events

The effects of COVID-19 have caused the church to operate differently throughout 2020. However, in early 2021 as government restrictions begin to ease, the church family has begun to meet again in greater numbers, while we continue to livestream services for those who need them.