



Parish of All Hallows Church

Bromley by Bow

Trustees' Report & Accounts 2020

Registered at the Charity Commission, no. 1153020

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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 Louise Churchus

THE DEANERY SYNOD:

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:

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- 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.

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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 worshiping. 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

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- **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:	9		
Endowment		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

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 storybags 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.