

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

England & Wales · Charity number 1180021

Details

Other names	PCC OF ST JOHN'S HAMPTON WICK
Status	Registered
Legal form	Other
Registered	2018-09-21
Register	View on the Charity Commission register

Contact

Address	St. Johns Hampton Wick Church Grove Kingston Upon Thames KT1 4AL
Phone	02089777733
Email	info@stjohnshamptonwick.org
Website	www.stjohnshamptonwick.org

Activities

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

Activities: St John's is an Anglican church serving the parish of Hampton Wick in the Church of England Diocese of London

Classification

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

Geography

- Richmond Upon Thames

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£845,622	£867,801	£382,857	13
2023-12-31	£881,132	£800,009	£405,037	13
2022-12-31	£682,518	£707,313	£323,914	13
2021-12-31	£707,772	£649,235	£348,709	13
2020-12-31	£642,730	£601,835	£290,172	14

Trustees

Name	Role	Appointed
Rev JEREMY MARK FIELD	Chair	2017-07-16
ANDREA TRACEY SISODIA		2018-04-26
Alice Chan		2023-03-16
Andrew Lea		2024-05-02
DANIEL ALAN BATES		2017-07-16
Emily Martin		2024-05-02
Gary Coxon		2023-05-18
Henrik Lannero		2022-01-27
Margaret Buckley		2023-11-23
Mark Warne		2023-05-18
Melissa Gallant		2023-05-18
Philippa Watterson		2025-05-18
RONALD ROBIN MCKAY BELL		2017-07-16
Rev Anna Rachel Evans		2019-07-23
Rupert Edwards		2024-05-02
Ruth Blizzard		2020-10-11
STEVEN DONALD BRYAN		2017-07-16
Susan Tucker		2022-05-19
Tom Simpson		2021-06-01
Vanessa Hamlett		2023-09-21

Accounts



st john's
hampton wick



Annual Report & Financial Statements

2024

020 8977 7733

hello@stjohnshamptonwick.org

www.stjohnshamptonwick.org

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST DECEMBER 2024

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ADMINISTRATIVE INFORMATION

Full name: The Parochial Church Council of the Ecclesiastical Parish of
St John the Baptist, Hampton Wick
Charity Registration Number: 1180021

Church of England Diocese: Diocese of London
Episcopal Area: Kensington Area
Archdeaconry: Middlesex Archdeaconry
Deanery: Hampton Deanery

Location: Church Grove, Hampton Wick, KT1 4AL
Website: www.stjohnshamptonwick.org
Church Office: 020 8977 7733 | hello@stjohnshamptonwick.org

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

Bankers: HSBC Bank plc

PAROCHIAL CHURCH COUNCIL'S ANNUAL REPORT

BACKGROUND

St John's was reopened in 2010 as a church plant from Holy Trinity Brompton and St Stephen's Twickenham by the Bishops of London and Kensington, in consultation with the then Parish Vicar, the Hampton Deanery and the Kensington Area Council. The legal and organisational umbrella for this ministry was the charity known as The Mission Community of St John's Kingston Bridge. On the 1st May 2017 a new Parish was established within the structures of the Church of England, by redividing the Parish between St Mark's Teddington and St John's Hampton Wick. The new Parish is called St John the Baptist, Hampton Wick and assets, certain liabilities and employees were transferred legally on 1st January 2019 to the new Parish from The Mission Community of St John's Kingston Bridge.

The church is managed by the Clergy and Parochial Church Council (PCC), under the authority of the Archdeacon of Middlesex and the Bishop of Kensington.

The PCC was registered with the Charity Commission on 21 September 2018 and operates under the Charities Act 2011. The governing documents for the PCC are the Parochial Church Councils (Powers) Measure 1956 (as amended) and the Church Representation Rules. The objects of the PCC, as set out in these governing documents, is to co-operate with the incumbent, in promoting in the ecclesiastical parish, the whole mission of the Church be it pastoral, evangelistic, social or ecumenical. The PCC is also responsible for maintaining certain church property situated within the parish, namely the church building at Church Grove, Hampton Wick.

St John's is a very welcoming and friendly church, with a community of all ages and stages of life, that has continued to steadily grow over the last 14 years. Apart from the two year closure from 2008-2010, St John's has been a place of Christian worship since it was opened in 1832, guided by the Holy Bible which, we believe, is inspired by the Spirit of God. We believe in Jesus Christ - risen, alive and at work in our lives and the world —bringing hope, healing, purpose and direction through the power of the Holy Spirit.

OUR VISION

Our Vision is to **LOVE JESUS, BUILD COMMUNITY, TRANSFORM LIVES**. Everything we do is centred on this vision.

This vision demands that St John's is an outward looking church, serving our community and the wider world with the good news about Jesus. This outward focus is sustained and empowered through the church congregation encountering God in worship, prayer and study of the Bible, both on Sundays and in Connect Groups, and our relationships with each other as we support and encourage one another.

As a staff team we particularly emphasise the values of humility, generosity, being faith filled, encouraging and having integrity.

We continue to be particularly focused on reaching the young, the unchurched, and people in pain and this helps direct where our resources and efforts flow.

In all that we do, we seek to both rely on and follow where the Holy Spirit is leading, remembering that it is 'not by might, nor by power, but by my Spirit, says the Lord Almighty' (Zechariah 4.6) and just as Jesus said, he can only do what he sees his Father doing (John 5.19). In summary we seek to follow, as Jesus taught, the two great commands to love the Lord with all of our heart and soul and mind and to love our neighbours as ourselves (Matthew 22.36-39).

REVIEW OF ACTIVITIES

A variety of family life, employment and Christian basics courses are regularly run throughout the year with attendance from both church members and also the wider community. There are thriving Children, Youth and Student Ministries.

Due to the pandemic and the cost of living crisis, the Hardship Fund that was formed to help both congregation and community who experience need, continues to grow.

Over the course of the year, St John's maintained its connection with other local organisations, including Hampton Deanery, Kingston Churches Together, Churches Together in Teddington, Kingston and St Mary's Universities, Twickenham Sea Cadets, The Hampton Wick Association, HMP (Feltham Young Offenders), HMP Bronzefield, St John the Baptist Junior School and Hampton Wick Infant and Nursery School and Street Pastors. In addition St John's are now regularly part of helping with the pastoral care of those in Teddington School.

Many of the PCC's activities are undertaken by volunteers and the PCC could not operate effectively without their efforts. In particular volunteers help to support Children, Youth, Men's and Women's ministries, run courses (including the Alpha Course), lead Worship and help with Church administration.

In planning the activities, the Trustees have had regard to the guidance on public benefit issued by the Charity Commission.

The Youth cafe continued to run on a Monday and Youth Alpha was also run directly after the cafe. Youth continues to meet every Friday night.

Wednesdays has become a day focused on intercessory prayer, with prayer at 8am on Instagram Live, 12noon and 8pm in the church.

In February we launched a monthly Healing Room to pray in person for healing for members of the community.

We have an increasing focus on evangelism and mission and in June we ran a Love Local week doing various projects among the community.

In June we began a partnership with the Riverbank Trust, who have employed a Community Outreach worker to be based in our office and work particularly with single mothers in our local community.

At the end of July we took many of the church to Focus, the HTB Network's annual church holiday.

Over August we ran a full programme for Young Adults. We also ran a Mission Trip to Uganda with one of our Mission Partners (HHA) and a mission trip to Switzerland around Easter.

In the Autumn we ran Alpha in the church (about 40 people) and in HMP Feltham Young Offenders and HMP Bronzefield.

We ran a conference for the women called Flourish which had around 100 people come.

Over Christmas we had very well attended services, particularly for Traditional Candlelight Carols, Contemporary Carol Service and our Crib service on Christmas Eve.

We have had a significant number of people joining the church who have recently moved to the area from Hong Kong and have held international services to celebrate our diversity and encourage their full inclusion into the life of the church.

FUTURE PLANS

Our future plans continue to be in the short and long-term to promote our vision which is to Love Jesus, Build Community and Transform Lives. We plan to do this through continuing to run Christian basics courses; encouraging, equipping and resourcing church leadership and the congregation to help run Christian basics and other courses in the local area; development of church facilities to provide a space for running courses, training and for the benefit of the local community.

Regarding worship within the community, it will continue with three services on a Sunday, weekly prayer meetings, a monthly midweek Holy Communion Service, regular meetings of men's and women's groups, and an annual week away.

We plan to secure the long term future of the warehouse and car park which are critical to the ministry of St John's. Currently they are on a lease until 2031 and we would like to either gain ownership or secure a much longer lease. We intend to upgrade the church building, particularly the side office room in 2025. The funds we have built up over the past few years will be put towards this work.

ST MARK'S TEDDINGTON

In 2024 we were invited by the Bishop of Kensington to help support the parish of St Mark's Teddington. A partnership agreement was put in place between the two churches, with an overall aim of having a shared vision uniquely expressed in two locations. The Rev'd Tom Simpson was licensed as the Minister in Charge in April 2024 (but also remains on the PCC of St John's), and Revd Jerry Field was licensed as the Vicar, holding both parishes in plurality. St John's has shared resources and staff time with St Mark's to enable a new 11am service to begin, and to launch some new ministries (Mum's Connect and Youth Cafe) at this location.

PAROCHIAL CHURCH COUNCIL & TRUSTEES

Parochial Church Council (PCC):

Henrik Lannero (Churchwarden)
Andi Sisodia (Churchwarden)
Daniel Bates (Treasurer)
Robin Bell
Ruth Blizzard
Steve Bryan
Susan Catcheside
Alice Chan
Gary Coxon
Melissa Gallant
Andy Lea (appointed 02/05/2024)
Emily Martin (appointed 02/05/2024)
Rupert Edwards (appointed 02/05/2024)
James Norman (resigned 02/05/2024)
Rachel Pim (resigned 02/05/2024)
Sue Tucker
Mark Warne

CLERGY & ORDINANDS

Rev Jerry Field (Vicar)
Rev Anna Evans (Associate Vicar)
Tom Simpson (Curate St John's Hampton Wick/Minister in Charge St Mark's Teddington)
Vanessa Hamlett (Curate)
Margaret Buckley (Assistant Curate)
Kamila Stefanik (Ordinand from Sept 2023)

Apart from Kamil Stefanik, these individuals are also members of the PCC.

ADMINISTRATION & STAFF

We employ a paid staff team to work alongside the clergy in developing the ministries of the church in accordance with our vision, As well as providing leadership or support to the various activities and areas of ministry offered by the church, an important role of the team is to encourage and guide congregational members in the development of their own gifts. As a result, a large proportion of the congregation is actively involved in ministries within and outside St John's. It is the generosity and commitment of our church members through giving of their time and financial contributions that enables us to fulfil our vision of serving our local community. We would like to thank all the volunteers who work so hard to make our church the lively and vibrant community it is.

Jamie Blake (Rising Generations Pastor)
Gail Evans (Rising Generations Administrator)
Michaela Gaitskell (Worship Intern)
JR Graham (Assistant Worship Pastor with responsibility for Rising Generations)
James Hellings (Worship Pastor)
Rachel Pim (Parish Administrator/PA to Jerry Field)
Penny Miller (Operations Director/ Head of Safeguarding)
Connor Patterson (Ministry Lead for Evangelism)
Jo Ranger-Moyler (Operations Assistant)
Prabhath Sumanasekera (Site Manager)
Katherine Woodlock (PA to Anna Evans/Rising Gen Manager)

CHURCH MEMBERSHIP

People that identify St John's as their home church and who complete an Electoral roll form are counted as the membership of the church. There were 385 adults and 115 children and youth registered as regular members of the church at 31st December 2024.

There were 233 adults on the Electoral Roll at that date.

CHURCH WORSHIP & PRAYER

Weekly in-person services at 9am, 10.30am and 6pm (*Average attendance in-person and live streamed = 387 adults*).

Occasional Services in 2024:

- 2 Weddings (plus 1 service of blessing after a civil marriage)
- 7 Baptisms
- 2 Funerals (on and off-site)

Regular prayer and worship meetings ('Furnace') - weekly on Wednesdays.

Midweek Holy Communion runs on the 1st Wednesday of each month.

CONNECT GROUPS & MIDWEEK GROUPS

Connect Groups are at the heart of our community at St John's. They are smaller groups that are usually run in homes by lay members, and typically meet fortnightly for fellowship, to study the Bible, pray and care for one another. Other midweek groups include Students, Youth, Mums Connect and Take Time which is run with Hampton Wick Baptist Church. Plus ad-hoc women's and men's events.

Connect groups play a vital role at St John's. They are at the heart of our community, helping people to Love Jesus, Build Community, and Transform Lives. It has been a joy to see more leaders step forward to run new groups and existing groups continuing to multiply.

COURSES

- The Alpha Course ran three times: 100 guests
- The Alpha Course (HMP Feltham YO) ran twice: 31 guests
- The Alpha Course (HMP Bronzefield) ran once: 17 guests

MISSION PARTNERS

Tearfund, Hope Health Action, Fusion, International Justice Mission (IJM), Justice & Care, Room for Work, Insight, Gift of Blessing Trust, Barnabas Fund, East to West, KCAH, Mission24

CHILDREN'S MINISTRY

The SJC (St John's Children) core team comprised:

Anna Evans (Clergy Support)

Tolu Odugbemi (SJC Team Leader and Rising Generations Administrator from February up until October 2024)

Lia Gut (Intern up until July 2024)

Freya Bates and **Freya Miller** (SJC Crew - paid Sunday volunteers)

Gail Evans (Rising Generations Administrator - from December 2024)

Claire Stevens (Interim SJC Team Leader - from December 2024)

The core team is supported by 32 DBS-checked volunteers.

During the year we had 108 registered children with us.

Reaching and discipling the younger generation is one of our key Vision Areas as a church and it's been a joy to see how God has been at work amongst our children over the last year. Our broader Rising Generations (0-18's) vision is to: Raise a generation who are confident of who they are in God, rooted in Jesus and released by the Spirit to be leaders of hope and change. SJC is a vital part of this ministry as we seek to ensure that every child has the opportunity to grow and develop their own faith and have a personal relationship with Jesus. We have three SJC groups that run every Sunday at our 9.00am and 10.30am services. The groups are: Climbers (0-3's), Explorers (Reception - Year Two) and Trekkers (Year Three - Year Six). We seek to teach the Bible to the children in a fun and creative way, through song, drama, visuals, puppets, multi-media, craft and interactive times of prayer. Our hope is that all the children will have a fun and positive experience of SJC and leave feeling excited about the prospect of following Jesus.

An addition to this core ministry on a Sunday, we also provide our monthly Jump for Joy Service which is solely for young families. This service is high energy with dance-band worship, challenges, drama, craft and more. It's great to be able to provide a worship space purely for families where the children can be really free, and families can sit (with a picnic) and worship together. It has been great to see this service go from strength to strength and Jay and the team have done an excellent job of developing it. We have received great feedback from both parents and children, and we feel honoured to offer this service to our families, with an average attendance of 45 children and adults at each service.

Over the Christmas period, we were able to provide some excellent services for families and children. We ran a Jump for Joy Carol Service (with Christingles) which was attended by over 160, and also a Family Nativity Service (attended by 329 in total).

Our relationship with both local schools continues to grow (Hampton Wick Infant School and St John The Baptist School). We provide weekly assemblies to these schools and it is a joy to be able to teach the children about Jesus in a fun and accessible way. In addition to assemblies, we have also had the opportunity over the course of the year for both schools to come into St John's for various events such as: An interactive Christmas Journey experience (over 2 days, for Years 2 and 3 - (approx 120-130 children) RE lessons, whole school assemblies, whole school Easter, Harvest and Christmas services (with parents), Christmas Christingle Service for Year 1 from the infant school. In addition to these termly services, last Summer we hosted an 'International' service celebrating diversity and difference and drawing out the 40 or so different languages represented at the school. This was a great addition to the school calendar and was a huge success. In addition to this, Anna Evans also serves as Chaplain to staff at St John the Baptist School. It has been a joy to see these connections strengthen and to work together as a whole community to serve our local families.

Lastly, all of the above is possible because of the incredible team of volunteers who faithfully serve the SJC ministry - we are so thankful for each one of them and the way in which they serve with such love, dedication and passion. 2024 was a year of a number of transitions and staff changes. The team have continued to serve with energy and focus despite these changes and the challenges they have brought and have also worked hard to improve some of the processes around how SJC is run on a Sunday, continuing to ensure that the children's safety is a top priority, as well as enabling them to have a fun and exciting time learning about Jesus.

YOUTH MINISTRY

The St John's core youth team comprised:

Jay Blake (Rising Generations Pastor)

Ezra Owen (Worship & Youth Assistant) (left July 2024)

Vanessa Hamlett (Curate)

JR Graham (Assistant Worship Pastor with responsibility for Rising Generations) (from September 2024)

The core team was supported by 15 DBS-checked volunteers.

2024 has been another incredible year for St John's Youth, marked by deepening faith, strong friendships, and engaging events.

A major highlight of the year was our **Youth Weekend Away** in February, where we explored the theme of Jonah. The weekend gave us the opportunity to reflect on themes of obedience, grace and God's pursuit of His people. The impact of this time away was clear in the way our youth returned with a fresh passion for their faith and a stronger sense of community, but also welcoming that pursuit from God and committing their lives to Him.

Roots Cafe relocated in September 2024. We moved from St John's to St Mark's, ensure Roots was still a welcoming space for young people on Monday afternoons. We have welcomed a number of young people from Sacred Heart school, St John's The Baptist Primary School and Teddington School. Roots continues to be a place of connection, laughter, and meaningful conversations about faith and life. It's been a joy to see parents staying and connecting with the team and with each other.

Early in the year, we successfully ran the **Youth Alpha Course** for the final time in its current format, giving young people a chance to ask big questions about life and faith in a relaxed and open environment. We were so encouraged to see young people returning who have done it before, but also bringing friends! We look forward to launching **Alpha Youth** in early 2025!

In March we hosted **Broadcast**, our Youth worship night which was in partnership with the Kensington Area Youth Event. We welcomed over 115 young people from 9 different churches. These Broadcast evenings have been a source of encouragement, fellowship and reminder that young people are not alone in their faith journey. A friends from school could be involved with another church youth group!

The **Youth Band**, under Ezra's leadership, has flourished this year. We have seen more young musicians stepping forward to serve, and their confidence in leading worship has grown significantly. Sadly Ezra stepped down in July, however JR picked up the baton and has continued investing in the youth band, it has been wonderful to see them use their musical gifts to glorify God and encourage the whole church.

We had to relocate **Sunday morning Youth** earlier in the year. Having outgrown the Upper Room we are now meeting in The Studio. We see an average attendance of 35-40 young people a week on a Sunday morning. This increase reflects the welcoming and dynamic youth community at St John's, where young people feel confident to invite their friends to experience the love of Christ. We had an amazing series from September - December titled 'Telling my story'. We had a number of guests from the church sharing their stories of faith. The final term of the year we encouraged the youth to share their own testimonies.

A massive thank you goes to our incredible youth team, whose dedication on Fridays, Sundays, and at Roots Cafe on Mondays has made all this happen! If it wasn't for them we wouldn't be able to safely run St John's Youth events. Their commitment to creating a safe, fun, and faith-filled environment for our young people is truly inspiring.

As we look ahead to 2025, we remain excited for what God has in store for our Youth at St John's & St Mark's.

STUDENT MINISTRY

The St John's Students core team comprised:

Vanessa Hamlett (Curate, Student Pastor)

Connor Patterson (Ministry Lead: Evangelism)

2024 was a brilliant year for our students across St Mary's and Kingston universities. The year started with teaching nights including a variety of topics from 'how to thrive rather than survive at university', a deep dive into John's Gospel, and Jesus being hope for the world. Students has been able to gather together for socials throughout the year, from bowling, to pub quizzes, to pizza making and an excellent Christmas party! We have been encouraged to see the Christian Unions go from strength to strength, growing in passion and numbers. This year Kingston Christian Union had a visible and active presence at Freshers Fair in September as well as 'Faith Week' in January. We are now beginning to see the fruit of what God is doing on campus, with more students attending Sundays services, primarily the 6pm and Tuesday evenings. It was a joy to see one of our students going on the missions trip to Uganda as well as more students taking an active role in serving in the wider church community such as in youth, Christmas Fair or Sundays as well as expressing an interest in wanting to explore missional opportunities such as club mission outreach. There has been various missional outreach on campus including during exam seasons with offers of iced coffee, prayer and alpha invites. Finally, Christmas was a really encouraging moment in the life our Student ministry with a joint carol service with local churches and CU, led by one of our students on Kingston campus, attended by over 25 Students, followed by mince pies and mulled wine.

YOUNG ADULTS MINISTRY

The core team comprised:

Vanessa Hamlett (Curate)

Tom Simpson (Curate)

Young Adults at St Johns has grown significantly over the past year with most of the community gathering at the 6pm service and St Marks 11am. New connect groups have been launched. Teaching at the 6pm has included 'The Creed: Who We and What We Believe', a series exploring Jesus 'parables, Philippians, and a wider-church series exploring the Holy Spirit. We had a great Easter together, with many Young Adults coming to our Ash Wednesday service for the first time, Maundy Thursday Passover meal, good Friday reflective service and Easter Sunrise service. We had a brilliant time at Focus together as Young Adults, camping and worshipping Jesus together alongside the wider church family, evenings consisted of extended worship, fire pits and a quiz! We also ran our Young Adults summer programme including a Sports Night, Film Night and Pub Trips. Christmas was also a highlight of the year with many Young adults inviting friends to both the Traditional Carols and Contemporary Carols. It's been a wonderful year seeing Young adults grow in faith, serving the wider church and boldness of inviting friends to church and Alpha.

FABRIC REPORT

Church

During 2024 the one significant change was moving the office from the church vestry area to the Warehouse. Apart from redecorating both areas we equipped the church vestry with new furniture to make it suitable for pastoral meetings and the office was located in the Hampton Room, which required room dividers and some new furniture.

The capital investment in the church was **£252**.

On maintenance, we undertook a masonry survey after a significant piece of masonry fell off the building. Fortunately no-one was hurt but we needed to be sure the building was secure, which it is. This survey cost £3,600 and was the only unusual and significant spend. The other significant cost was switching the weekly maintenance to a service provider, as opposed to the one person cleaner previously employed. This cost **£528**.

The total amount spent on maintenance was **£9,367**.

Warehouse

The only capital invested in the Warehouse was equipping the Hampton Room to make it useable as office space

The capital investment was **£1,898**.

The Warehouse did not require any significant expenditure on maintenance during the year. The switch to a service provider for cleaning cost **£498**. The other major cost was the annual service of the disabled lift of **£552**.

The total amount spent on maintenance was **£2,367**.

FINANCE REPORT

This year the PCC has reported a deficit of £22,000 (2023: a surplus of £81,000).

Overall income decreased by £36,000 to £846,000. This was mainly due to a reduction of £68,000 in the donations we received from church members. The previous year's donation income included a number of large donations and these didn't recur to the same extent in 2024. Church members continue to give extremely generously and we are very grateful for this. This reduction was partly offset by contributions totaling £12,000 towards the cost of mission trips (mainly for this year's visit to Uganda), by an increase of £10,000 in the interest we received on our cash deposits. In addition, there were other smaller increases (notably income from grants and from letting The Warehouse) that together contributed an extra £10,000.

Expenditure increased £68,000 to £868,000 for the following main reasons:

- we spent an extra £51,000 on staff and clergy costs due to changes in our clergy team and in our staff team.
- we spent an extra £13,000 on legal and professional fees as we continued to refine plans for our building project and on exploring property options connected with The Warehouse.
- we spent an extra £9,000 on supporting other churches and ministries through grant making. This year's increase was in large part due to our first time support for St Mark's Teddington.
- we spent a little more on church running costs (£9,000) and a little less on The Warehouse running costs (£7,000); overall, we spent an extra £2,000 in these areas.
- the above increases were partly offset by a reduction of £7,000 in the charge for depreciation (a non cash expense).

Net assets decreased by this year's deficit of £22,000 to £383,000, which comprised cash of £386,000, less other net current liabilities of £5,000, plus fixed assets of £2,000. Cash included restricted cash of £82,000, most of which was held in our Building fund.

We ended the year in a good financial position and we are well placed to undertake any work to secure or improve our buildings and facilities that may be required for 2025.

RESERVES POLICY

To ensure that the PCC always has sufficient working capital to meet its obligations to employees and creditors, the members of the PCC established a policy whereby the unrestricted cash held by the PCC should cover three months of planned expenditure after taking into account regular giving. For 2024, to comply with this policy, the members of the PCC determined that the charity should hold unrestricted cash of no less than £40,000. The PCC ended 2024 with unrestricted cash of £304,000 and the PCC plans to use much of the excess to help improve facilities.

RISK STATEMENT

The members of the PCC have reviewed the risks to which The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist Hampton Wick is exposed. Appropriate procedures are in place to identify, monitor and review these risks on a regular basis. The schedule of major risks and mitigation identified by the members of the PCC are as follows:

No	Potential Risk	Mitigation
1	Reputational damage due to the behaviour of senior leadership or staff members.	The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist Hampton Wick has clearly defined values and behaviours which are regularly communicated and oversight structures are in place for staff and senior leadership.
2	Harm comes to those in our care due to lack of appropriate and compliant child and adults at risk safeguarding procedures.	The Church Council has adopted and co-operates with the Diocese in its Safeguarding Policy and safer recruitment process. DBS checks are made before any member of staff or volunteer is engaged to work with children or adults at risk.

3	A shortfall in income and/or inadequate cashflow results in an inability to meet salary and creditor payments.	Strong budgetary and financial controls are in place with regular financial reports and forecasts discussed at Parochial Church Council meetings. Reserves are also maintained at a level based on the net of three months 2024 budgeted expenditure and income.
4	Harm comes to visitors or staff due to lack of appropriate and compliant Health and Safety procedures.	The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist Hampton Wick has robust Health and Safety processes, training and monitoring to ensure visitors and staff are kept safe.

SAFEGUARDING REPORT

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

The Church Safeguarding Officer is responsible for ensuring the coordination of any concerns about a child, young person or vulnerable adult, or the behaviour of an adult working with vulnerable groups. Their role is to ensure that these are appropriately reported both to the statutory agencies and to the Diocesan Safeguarding Team. They attend the PCC each year and work with them to ensure the proper implementation of our safeguarding policy.

SAFER RECRUITMENT

It is our intention that that no one starts a paid or voluntary role with children, young people or vulnerable adults before they have been interviewed, given a role description, their DBS is processed and clear, references received, confidential declaration completed and code of conduct and volunteer agreement signed.

Responsibility:

Penny Miller (Head of Safeguarding for St John's Hampton Wick and St Mark's Teddington/Operations Director for St John's) and Rachel Pim (St John's Safeguarding Officer) are responsible for the safer recruitment process for employees, and if the role requires it, they are taken through a DBS process. They are also responsible for all volunteers for SJC and Youth. Potential volunteers are interviewed and given a role description and then taken through the DBS process and references gained.

SAFEGUARDING TRAINING

The Church of England has produced an e-learning safeguarding training tool and we ask all volunteers and staff and PCC to take the appropriate training at the required intervals, and at the recommended levels, participations and pass rates are monitored and overall compliance reported to the PCC.

RAISING AWARENESS AND DEVELOPING A SAFER CULTURE

It is important for everyone to know what to do in the case of a concern arising. A copy of our safeguarding policy is permanently affixed to the Welcome Desk. We also have posters on the toilet doors in the Warehouse and Church which show who adults and children with concerns should go to.

Awareness of safeguarding is also raised in prayer ministry training, from the point of view of what to do if someone makes a disclosure while asking for prayer.

Most safeguarding concerns are generally brought to a member of staff and they know to go to the Clergy or Penny Miller/Rachel Pim and the process works well. When necessary, concerns are also raised with the Diocesan Safeguarding Team and Agreements put in place.

Christle Coxon was our Children's Champion for 2024.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The appointment of PCC members is governed by, and set out in, the Church Representation Rules. The PCC comprises all the clergy licensed to St Johns Hampton Wick, the two Churchwardens (elected annually at the annual Meeting of Parishioners) and up to twelve lay members elected at the Parochial Church Meeting (APCM). This also includes up to six lay members of the local Deanery Synod.

Responsibility for setting policy and for determining the parameters within which the PCC should operate rests with the members of the PCC, who meet regularly to review and plan activities. The members of the PCC have delegated responsibility for the day to day operation of the PCC to a leadership team led by the incumbent. The members of the PCC receive training and advice from the local Diocese.

The PCC meets approximately six times a year and holds a retreat or vision meeting once a year. Additionally the Vicar, Associate Vicar and the two Churchwardens form the Executive Committee which meets twice a month. This Committee is empowered by the PCC to make decisions as may be required between PCC meetings and any key decisions made at this Committee and requiring approval by the full PCC are communicated to the PCC members for their approval via email.

Clergy and lay employed staff are responsible for the various ministries and for the finance and administration of the church; and make regular reports to the PCC.

PCC members are kept informed on matters affecting the parish, including health and safety, relevant legislation and safeguarding. One of the PCC's employees is appointed as Church Safeguarding Officer and advises the members of the PCC on all matters relating to safeguarding.

A Health and Safety Policy is in place and is kept under review.

The PCC co-operates with the Diocese of London at all levels in the pursuit of its charitable objectives.

REMUNERATION POLICY AND PRINCIPLES

Our aim is to reward staff, irrespective of seniority, competitively with our peer organisations, informed by the following principles:

Fair: We will not discriminate rewards for reasons of race, colour, faith, gender, sexual orientation, age, disability or any other legally protected characteristic

Competitive: Levels and types of reward will be determined by the size and scope of the role, and informed by comparisons with peer organisations in the church and charitable sectors

Differentiated: We will differentiate reward decisions on the basis of performance; a combination of what is achieved and the way in which it is done

Compliant: Our pay processes will account for the correct treatment of tax and national insurance, and reflect national guidance on minimum levels of earnings

Affordable: All reward decisions will be influenced by the extent to which we can afford them; this will include criteria such as income, expenditure and cash flow

Total Reward: Our rewards will balance pay, employee benefits, training, development, operating environment and staff wellbeing

All of our directly employed permanent staff are paid at least £13.85 per hour which is the current London Living Wage.

STATEMENT OF RESPONSIBILITIES OF THE MEMBERS OF THE PAROCHIAL CHURCH COUNCIL

The PCC is responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the PCC to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity as at the balance sheet date and of its incoming resources and application of resources for the financial year. In preparing these financial statements, the PCC are required to:

1. select suitable accounting policies and apply them consistently
2. observe the methods and principles in the Charities SORP
3. make judgements and estimates that are reasonable and prudent
4. state whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
5. prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business

The PCC is responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

APPROVAL

This report was approved by the members of the PCC and signed on their behalf by:

Jerry Field

Jerry Field (May 19, 2025 11:53 GMT+1)

.....
The Reverend Jerry Field

Date: 18 May 2025

INDEPENDENT EXAMINER'S REPORT
TO THE MEMBERS OF THE PAROCHIAL CHURCH COUNCIL OF
THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK
('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 18 to 30 following, which have been prepared on the basis of the accounting policies set out on pages 21 to 23.

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 Fellow of the Association of Charity Independent Examiners, 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.


Ajay Rajani (May 27, 2025 17:27 GMT+1)

Ajay Rajani FCIE
Fellow of the Association of Charity Independent Examiners
Stewardship
1 Lamb's Passage
London
EC1Y 8AB

Date: May 27, 2025

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2024

		Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	Note	£	£	£	£
INCOME FROM:					
Donations	3	685,293	75,849	761,142	822,899
Charitable activities	4	37,751	-	37,751	24,564
Other trading activities	5	33,087	-	33,087	29,809
Investments: bank interest		13,642	-	13,642	3,860
Total income and endowments		<u>769,773</u>	<u>75,849</u>	<u>845,622</u>	<u>881,132</u>
EXPENDITURE ON:					
Charitable activities	6	812,965	54,836	867,801	800,009
Total expenditure		<u>812,965</u>	<u>54,836</u>	<u>867,801</u>	<u>800,009</u>
Net income/(expenditure)		<u>(43,192)</u>	<u>21,013</u>	<u>(22,179)</u>	<u>81,123</u>
Transfers between funds	13	-	-	-	-
Net movement in funds		<u>(43,192)</u>	<u>21,013</u>	<u>(22,179)</u>	<u>81,123</u>
Reconciliation of funds:					
Total funds brought forward		341,073	63,964	405,037	323,914
Total funds carried forward	13	<u>297,880</u>	<u>84,977</u>	<u>382,857</u>	<u>405,037</u>

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

All income and expenditure derive from continuing operations.

The notes on pages 21 to 30 form part of these accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
FIXED ASSETS					
Tangible assets	8	2,105	-	2,105	6,611
		<u>2,105</u>	<u>-</u>	<u>2,105</u>	<u>6,611</u>
CURRENT ASSETS					
Debtors	9	20,993	10,000	30,993	44,403
Cash at bank and in hand	10	303,894	81,644	385,538	381,457
		<u>324,887</u>	<u>91,644</u>	<u>416,531</u>	<u>425,860</u>
CREDITORS: Amounts falling due within one year	11	(29,112)	(6,667)	(35,779)	(27,435)
		<u>295,775</u>	<u>84,977</u>	<u>380,752</u>	<u>398,426</u>
Net current assets / (liabilities)					
		<u>297,880</u>	<u>84,977</u>	<u>382,857</u>	<u>405,037</u>
TOTAL NET ASSETS					
		<u>297,880</u>	<u>84,977</u>	<u>382,857</u>	<u>405,037</u>
FUND BALANCES					
Unrestricted general funds	13	297,880	-	297,880	341,073
Restricted funds		<u>-</u>	<u>84,977</u>	<u>84,977</u>	<u>63,964</u>
		<u>297,880</u>	<u>84,977</u>	<u>382,857</u>	<u>405,037</u>

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

Jerry Field
Jerry Field (May 19, 2025 11:53 GMT+1)

The Revd. Jerry Field

Date: 18 May 2025

Charity number: 1180021

The notes on pages 21 to 30 form part of these accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

FOR THE YEAR ENDED 31 DECEMBER 2024

CASH FLOW STATEMENT

	Note	2024 £	2023 £
Cash flows from operating activities:			
<i>Net cash provided by (used in) operating activities</i>	a	<u>(9,561)</u>	<u>85,810</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		13,642	3,860
Purchase of property, plant and equipment		-	(3,086)
<i>Net cash provided by/(used in) investing activities</i>		<u>13,642</u>	<u>774</u>
<i>Change in cash and equivalents in the reporting period</i>		<u>4,081</u>	<u>86,584</u>
Cash and equivalents at the beginning of the year	b	<u>381,457</u>	<u>294,873</u>
<i>Cash and cash equivalents at the end of the year</i>	b	<u>385,538</u>	<u>381,457</u>

Note a: Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2024 £	2023 £
<i>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</i>	(22,179)	81,123
Adjustments for:		
Depreciation charges and provisions for impairment	4,506	11,723
Interest from investments	(13,642)	(3,860)
(Increase)/decrease in debtors	13,409	(15,059)
Increase/(decrease) in creditors	8,344	11,884
<i>Net cash provided by (used in) operating activities</i>	<u>(9,561)</u>	<u>85,810</u>

Note b: Analysis of cash and cash equivalents

	2024 £	2024 £
Cash at bank with immediate access	37,719	108,300
Notice deposits (with a term of three months or less)	346,977	271,335
Petty cash	842	1,822
Total cash and cash equivalents	<u>385,538</u>	<u>381,457</u>

An analysis of changes in net debt has not been presented because the PCC does not have any borrowings.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Statutory Information

The Parochial Church Council of The Ecclesiastical Parish of St John the Baptist Hampton Wick (the PCC) was registered as a charity with the Charity Commission in England & Wales on 21 September 2018. The charity's registered number and principal address can be found on the Charity Information page.

2 Accounting Policies

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

The PCC was registered as a charity on 21 September 2018 and its first financial statements were in respect of the period commencing on that date and ending on 31 December 2019. The PCC was dormant during the period from 21 September 2018 to 31 December 2018 and had no assets or liabilities on 31 December 2018. On 1 January 2019 The Mission Community of St John's Kingston Bridge (charity number 1148264) ("SJKB") transferred its assets, liabilities and activities to the PCC. As permitted by the Charities SORP, this transfer has been accounted for as a merger because it qualifies as a charity reconstruction (whereby the charity has simply changed its legal form). In accordance with the requirements of merger accounting, the assets and liabilities of SJKB were transferred at book value, not fair value, to the PCC.

b) 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.

c) 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 charity has relied significantly upon volunteers in carrying out its activities during the year. In particular volunteers help to support Children, Youth, Men's and Women's ministries, run courses (including Alpha Course, Parenting Course, Marriage Course, Marriage Preparation Course), lead Worship and help with the Church administration. 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.

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 conferences, events, courses and mission trips.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

c) Income continued

Income from other trading activities represents income receivable from activities undertaken to generate funds for the charity. It includes income from the letting of property held primarily for use in charitable activities.

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.

d) 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.

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.

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 church is considered to be so integrated that the core charitable activity costs are considered to be for the one activity.

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.

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.

To support the PCC with its church and mission activities, the London Diocesan Fund (LDF) entered into a 21 year lease (expiring in 2031) with HSBC for Bank House Storage (known as 'The Warehouse'). The PCC covers the cost of renting and maintaining the property but it does not have any legal interest in the property and therefore the amounts spent on refurbishing the property in previous years have not been capitalised in these financial statements.

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 £1,000 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:

Equipment	3 years
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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.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

g) Leased assets

Leases which do not transfer substantially all the risks and rewards of ownership to the charity are classified as operating leases. Operating lease payments are recognised as an expense on a straight-line basis over the lease term (unless another systematic basis is more representative of use).

h) Pension scheme arrangements

The PCC contributes to the Church Workers Pension Fund, which is a multi-employer defined benefits pension scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the assets and liabilities of the Pension Fund to specific employers. Consequently the Scheme is accounted for as a defined contribution scheme and contributions to the Scheme are charged to the Statement of Financial Activities as they become payable. Further information about the Scheme is given in note 12 '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) 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	699,855	767,936
Grants receivable:		
Church Revitalisation Trust	59,844	53,963
Other grants	1,443	1,000
	<u>761,142</u>	<u>822,899</u>

4 Income from charitable activities

	2024	2023
	£	£
Church conferences, events and courses	25,766	24,564
Contributions towards mission trips	11,985	-
	<u>37,751</u>	<u>24,564</u>

5 Other trading income

	2024	2023
	£	£
Income from the letting of The Warehouse	33,087	29,809
	<u>33,087</u>	<u>29,809</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

6 Charitable expenditure

	2024	2023
	£	£
a Costs incurred directly on activities		
Staff and intern costs	319,731	259,225
Common fund and stipend costs	155,640	154,650
Accommodation for clergy and other clergy expenses	90,492	99,831
Ministry expenses	65,826	65,949
Annual conferences and events (such as Focus)	36,374	37,582
Courses (such as Alpha)	12,116	13,294
Church running expenses	60,716	51,530
Warehouse rental and running costs	35,246	42,778
	<u>776,142</u>	<u>724,837</u>
Grants payable (note 6c)	57,785	48,967
	<u>833,927</u>	<u>773,804</u>
b Costs incurred on support & administration		
Governance costs		
Independent examiner's fee	4,200	3,000
Church administration	5,261	4,666
Legal & professional Fees	19,907	6,816
Depreciation	4,506	11,723
	<u>33,874</u>	<u>26,205</u>
Total expenditure	<u>867,801</u>	<u>800,009</u>

The fee payable to the independent examiner for examining the accounts was £4,200 (2023: £3,000); in addition the charity paid £1,356 (2023: £1,168) to Stewardship for payroll bureau services.

c Grants payable

	Institutions	Individuals	2024
	£	£	£
Grants for UK and overseas mission	17,625	2,100	19,725
Grants for the relief of poverty and hardship	15,701	2,448	18,149
Grants for UK based churches	19,912	-	19,912
Grant giving in year (see below)	<u>53,237</u>	<u>4,548</u>	<u>57,785</u>

The comparatives for the previous year are as follows:

	Institutions	Individuals	2023
	£	£	£
Grants for UK and overseas mission	21,650	1,651	23,301
Grants for the relief of poverty and hardship	18,600	5,066	23,666
Grants for UK based churches	2,000	-	2,000
Grant giving in period (see below)	<u>42,250</u>	<u>6,717</u>	<u>48,967</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

6c Grants payable

The charity's principal grants to institutions comprised:

	2024	2023
	£	£
UK and Overseas Mission		
International Justice Mission	2,236	3,700
Room for Work	4,000	3,600
Justice and Care	2,000	2,200
Fusion	1,500	1,400
Barnabas Trust	1,623	1,650
The East to West Trust	1,500	1,350
Gift of Blessing Trust	1,200	1,200
Insight Schools Work	1,500	1,000
Mission 24	-	3,830
Other institutions	2,066	1,720
Relief of poverty and hardship		
Hope Health Action	9,592	7,400
Tearfund	6,109	5,800
Riverbank Trust	-	5,000
Other institutions	-	400
Support for UK based Churches		
St Peter's Norbiton PCC	-	2,000
St Mark's Teddington PCC	19,912	-
	<u>53,237</u>	<u>42,250</u>

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

	2024	2023
	£	£
Gross wages and salaries	271,359	219,449
Social security	19,494	12,493
Pension costs	11,170	9,445
Other employment costs	17,707	17,838
	<u>319,731</u>	<u>259,225</u>

Most of the charity's activities are carried out by volunteers. The average monthly number of employees and the related full time equivalent is given below:

	2024	2023
Average monthly number of employees	<u>13</u>	<u>13</u>
Full time equivalent	8	8

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

The PCC provides (or helps provide) accommodation to some clergy members of the PCC (which is customary) so that they can better perform their duties. During the year the cost of this accommodation to the PCC was £89,317 (2023: £89,208). This was partly funded by grants of £39,844 (2023: £45,526) from the Church Revitalisation Trust. These clergy are not employees however many of them receive a stipend from the Diocese; some of the Parish Share paid to the Diocese is used to help meet the cost of these stipends.

During her tenure as a member of the PCC Rachel Pim received employment benefits totalling £4,551 (2023: £nil) for serving as parish administrator; the PCC's governing document allows these payments. No other member of the PCC received employment benefits in either the current or preceding year.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

8 Tangible fixed assets

	Fixtures, fittings and equipment £	Total 2024 £
Cost		
At 1 January 2024	190,687	190,687
Additions	-	-
At 31 December 2024	<u>190,687</u>	<u>190,687</u>
Accumulated depreciation		
At 1 January 2024	184,076	184,076
Charge for the year	4,506	4,506
At 31 December 2024	<u>188,582</u>	<u>188,582</u>
Net book value		
At 31 December 2024	<u>2,105</u>	<u>2,105</u>
At 31 December 2023	<u>6,611</u>	<u>6,611</u>

9 Debtors

	2024 £	2023 £
Letting debtors	1,953	5,021
Accrued income (comprising grants and gift aid receivable)	12,346	2,700
Prepayments	<u>16,694</u>	<u>36,682</u>
	<u>30,993</u>	<u>44,403</u>

10 Cash at Bank and in Hand

	2024 £	2023 £
Bank operating accounts	37,719	108,300
Bank deposits	346,977	271,335
Petty cash	842	1,822
	<u>385,538</u>	<u>381,457</u>

11 Creditors: liabilities falling due within one year

	2024 £	2023 £
Trade Creditors	21,282	5,521
Other creditors	2,620	3,163
Accruals	5,211	7,084
Deferred Income	6,667	6,667
Grant obligations	-	5,000
	<u>35,779</u>	<u>27,435</u>

Deferred income comprises a proportion of a grant received to help fund the employment of staff in the following financial year when it will be recognised as income.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

12 Pension commitments

The Church Workers Pension Fund (CWPF)

The PCC (the 'Employer') 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 (2024: £11,170, 2023: £9,445).

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.

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 next valuation is due as at 31 December 2025.

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

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

13 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 £	Closing balance 2024 £
<i>Unrestricted general funds</i>	<u>341,073</u>	<u>769,773</u>	<u>(812,965)</u>	<u>-</u>	<u>297,880</u>
<i>Restricted Funds</i>					
Building fund	60,560	10,000	-	-	70,560
Hardship fund	3,042	1,000	(1,207)	-	2,836
Curate and staff fund	-	50,287	(50,287)	-	-
Ukraine relief fund	115	-	-	-	115
Root Café fund	248	1,000	(1,248)	-	-
Hope Health Action fund	-	1,688	(1,688)	-	-
St Mark's fund	-	10,000	-	-	10,000
Other small funds	-	1,874	(407)	-	1,467
	<u>63,964</u>	<u>75,849</u>	<u>(54,836)</u>	<u>-</u>	<u>84,977</u>
Aggregate of funds	<u>405,037</u>	<u>845,622</u>	<u>(867,801)</u>	<u>-</u>	<u>382,857</u>

Analysis of net assets by fund

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

	Unrestricted general funds £	Restricted funds £	2024 £
Tangible fixed assets	2,105	-	2,105
Debtors	20,993	10,000	30,993
Cash at bank and in hand	303,894	81,644	385,538
Creditors falling due within one year	(29,112)	(6,667)	(35,779)
	<u>297,880</u>	<u>84,977</u>	<u>382,857</u>

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 £	Closing balance 2023 £
<i>Unrestricted general funds</i>	<u>258,283</u>	<u>821,056</u>	<u>(738,266)</u>	<u>-</u>	<u>341,073</u>
<i>Restricted Funds</i>					
Building fund	60,560	-	-	-	60,560
Hardship fund	4,389	3,719	(5,066)	-	3,042
Curate and staff fund	-	53,963	(53,963)	-	-
Ukraine relief fund	115	-	-	-	115
Root Café fund	568	-	(320)	-	248
Church maintenance and heating	-	1,000	(1,000)	-	-
Other small funds	-	1,394	(1,394)	-	-
	<u>65,631</u>	<u>60,076</u>	<u>(61,743)</u>	<u>-</u>	<u>63,964</u>
Aggregate of funds	<u>323,914</u>	<u>881,132</u>	<u>(800,009)</u>	<u>-</u>	<u>405,037</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

13 Funds continued

Analysis of net assets by fund

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

	Unrestricted general funds £	Restricted funds £	2023 £
Tangible fixed assets	6,611	-	6,611
Debtors	41,703	2,700	44,403
Cash at bank and in hand	313,526	67,931	381,457
Creditors falling due within one year	(20,768)	(6,667)	(27,435)
	<u>341,073</u>	<u>63,964</u>	<u>405,037</u>

Restricted funds

The **Building** fund was created from donations received to help meet the cost of renovations to church property and provide facilities for the church to use.

The **Hardship** fund was created from donations received to help those facing financial hardship .

The **Curate and staff** fund was created from grants received from the Church Revitalisation Trust to help meet the cost of taking on new curates and to help fund the post of Operations Director. It has been used to help pay for accommodation provided to the Curates, their appointment and resettlement expenses and the salary of the Operations Director.

The **Ukraine Relief** fund was created from donations received to help those affected by the war in Ukraine.

The **Root Café** fund was created from donations received to help pay for a café where young people can meet weekly.

The **Hope Health Action** fund was created from donations received to help support grant making to a charity with the same name.

The **St Mark's** fund was created from grants and donations received to help the PCC support St Mark's, Teddington.

In addition the PCC has received smaller amounts for a variety of other purposes including for disaster relief, for mission and for work with young people.

14 Operating lease commitments

The charity has operating leases for residential property used by clergy. The minimum amount 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	62,340	78,540
Between one and five years	<u>35,950</u>	<u>79,090</u>
	<u>98,290</u>	<u>157,630</u>

During the year the charity was charged £81,579 (2023: £82,758) for its operating leases.

15 Transactions with related parties

During the year the PCC:

- received donations totalling £153,974 (2023: £153,775) from related parties (which includes members of the PCC, any other members of key management and anyone closely connected to them).
- paid grants totalling £4,000 (2023: £3,600) to a charity called Room for Work; two members of the PCC (Robin Bell and Garth Watkins) are closely involved in the running of that charity. The PCC also gave Room for Work rent free use of church premises for a total of 164 hours (2023: 136 hours).
- paid employment benefits totalling £1,998 (2023: £952) to a close relative of Daniel Bates, who is a member of the PCC.

Except for the reimbursement of expenses incurred when acting as agent, or incurred when undertaking duties associated with serving as clergy, no expenses were paid to (or for) members of the PCC.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES

FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	Unrestricted funds				Unrestricted funds			
		General funds	Designated funds	Restricted funds	Total	General funds	Designated funds	Restricted funds	Total
		2024	2024	2024	2024	2023	2023	2023	2023
		£	£	£	£	£	£	£	£
INCOME FROM:									
Donations	3	685,293	-	75,849	761,142	762,823	-	60,076	822,899
Charitable activities	4	37,751	-	-	37,751	24,564	-	-	24,564
Other trading activities	5	33,087	-	-	33,087	29,809	-	-	29,809
Investments: bank interest		13,642	-	-	13,642	3,860	-	-	3,860
Total income		769,773	-	75,849	845,622	821,056	-	60,076	881,132
EXPENDITURE ON:									
Charitable activities:	6	812,965	-	54,836	867,801	738,266	-	61,743	800,009
Total Expenditure		812,965	-	54,836	867,801	738,266	-	61,743	800,009
Net income/(expenditure)		(43,192)	-	21,013	(22,179)	82,790	-	(1,667)	81,123
Transfers between funds	13	-	-	-	-	-	-	-	-
Net movement in funds		(43,192)	-	21,013	(22,179)	82,790	-	(1,667)	81,123
Reconciliation of funds:									
Total funds brought forward		341,073	-	63,964	405,037	258,283	-	65,631	323,914
Total funds carried forward	13	297,880	-	84,977	382,857	341,073	-	63,964	405,037

Accounts



st john's
hampton wick

Annual Report and Financial Statements

2023

020 8977 7733

hello@stjohnshamptonwick.org

www.stjohnshamptonwick.org

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2023

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ADMINISTRATIVE INFORMATION

Full name: The Parochial Church Council of the Ecclesiastical Parish of
St John the Baptist, Hampton Wick
Charity Registration Number: 1180021

Church of England Diocese: Diocese of London
Episcopal Area: Kensington Area
Archdeaconry: Middlesex Archdeaconry
Deanery: Hampton Deanery

Location: Church Grove, Hampton Wick, KT1 4AL
Website: www.stjohnshamptonwick.org
Church Office: 020 8977 7733 | hello@stjohnshamptonwick.org

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

Bankers: HSBC Bank plc

PAROCHIAL CHURCH COUNCIL'S ANNUAL REPORT

BACKGROUND

St John's was reopened in 2010 as a church plant from Holy Trinity Brompton and St Stephen's Twickenham by the Bishops of London and Kensington, in consultation with the then Parish Vicar, the Hampton Deanery and the Kensington Area Council. The legal and organisational umbrella for this ministry was the charity known as The Mission Community of St John's Kingston Bridge. On the 1st May 2017 a new Parish was established within the structures of the Church of England, by redividing the Parish between St Mark's Teddington and St John's Hampton Wick. The new Parish is called St John the Baptist, Hampton Wick and assets, certain liabilities and employees were transferred legally on 1st January 2019 to the new Parish from The Mission Community of St John's Kingston Bridge.

The church is managed by the Clergy and Parochial Church Council (PCC), under the authority of the Archdeacon of Middlesex and the Bishop of Kensington.

The PCC was registered with the Charity Commission on 21 September 2018 and operates under the Charities Act 2011. The governing documents for the PCC are the Parochial Church Councils (Powers) Measure 1956 (as amended) and the Church Representation Rules. The objects of the PCC, as set out in these governing documents, is to co-operate with the incumbent, in promoting in the ecclesiastical parish, the whole mission of the Church be it pastoral, evangelistic, social or ecumenical. The PCC is also responsible for maintaining certain church property situated within the parish, namely the church building at Church Grove, Hampton Wick.

St John's is a very welcoming and friendly church, with a community of all ages and stages of life, that has continued to steadily grow over the last 14 years. Apart from the two year closure from 2008-2010, St John's has been a place of Christian worship since it was opened in 1832, guided by the Holy Bible which, we believe, is inspired by the Spirit of God. We believe in Jesus Christ - risen, alive and at work in our lives and the world —bringing hope, healing, purpose and direction through the power of the Holy Spirit.

OUR VISION

Our Vision is to **LOVE JESUS, BUILD COMMUNITY, TRANSFORM LIVES**. Everything we do is centred on this vision.

This vision demands that St John's is an outward looking church, serving our community and the wider world with the good news about Jesus. This outward focus is sustained and empowered through the church congregation encountering God in worship, prayer and study of the Bible, both on Sundays and in Connect Groups, and our relationships with each other as we support and encourage one another.

As a staff team we particularly emphasise the values of humility, generosity, being faith filled, encouraging, empowering and welcoming.

The themes for our three terms last year were to Gather, Grow and Go and we saw these being worked out in the areas that we focused on, such as Teaching Nights as part of the Grow theme in January to start the year, and having a visit from Mission24 as part of the Go theme later in the Spring.

We are particularly focused on reaching the young, the unchurched, and people in pain and this helps direct where our resources and efforts flow.

In all that we do, we seek to both rely on and follow where the Holy Spirit is leading, remembering that it is 'not by might, nor by power, but by my Spirit, says the Lord Almighty' (Zechariah 4.6) and just as Jesus said, he can only do what he sees his Father doing (John 5.19). In summary we seek to follow, as Jesus taught, the two great commands to love the Lord with all of our heart and soul and mind and to love our neighbours as ourselves (Matthew 22.36-39).

REVIEW OF ACTIVITIES

In planning the PCC's activities, the Trustees have had regard to the guidance on public benefit issued by the Charity Commission.

A variety of family life, employment and Christian basics courses are regularly run throughout the year with attendance from both church members and also the wider community. There are thriving Children, Youth and Student Ministries.

Due to the cost of living crisis, the Hardship Fund that was formed to help those in need during the pandemic, continues to grow and is used to help both congregation and community who experience need.

Over the course of the year, St John's maintained its connection with other local organisations, including Hampton Deanery, Kingston Churches Together, Churches Together in Teddington, Kingston and St Mary's Universities, Twickenham Sea Cadets, The Hampton Wick Association, HM Prison Service (Feltham Young Offenders), St John the Baptist Junior School and Hampton Wick Infant and Nursery School and Street Pastors. In addition St John's are now regularly part of helping with the pastoral care of those in Teddington School.

Many of the PCC's activities are undertaken by volunteers and the PCC could not operate effectively without their efforts. In particular volunteers help to support Children, Youth, Men's and Women's ministries, run courses (including the Alpha Course, Marriage Course, Pre-Marriage Course), lead Worship and help with Church administration.

The Youth cafe continued to run on a Monday and Youth Alpha was also run directly after the cafe. Youth started meeting every Friday night from September.

Wednesdays has become a day focused on intercessory prayer, with prayer at 8am on Instagram Live, 12noon and 8pm in the church.

In May the Bishop of Kensington conducted a confirmation service.

In June we ran a Love Hampton Wick week doing various projects among the community. This culminated in a Big Green Picnic fair for the local community which many hundreds attended.

At the end of July we took many of the church to Focus, the HTB Network's annual church holiday.

Over August we ran a full programme for Young Adults.

In the Autumn we ran Alpha in the church (about 40 people) and in Feltham Young Offenders.

We ran a conference for the women called Flourish which had around 100 people come.

Over Christmas we had very well attended services for Traditional Candlelight Carol Service, Contemporary Carol Service, and for the first time we ran two Crib services on Christmas Eve both of which were well attended.

We have had a significant number of people joining the church who have recently moved to the area from Hong Kong and have held international services to celebrate our diversity and encourage their full inclusion into the life of the church.

FUTURE PLANS

Our future plans continue to be in the short and long-term to promote our vision which is to Love Jesus, Build Community and Transform Lives. We plan to do this through continuing to run Christian basics courses; encouraging, equipping and resourcing church leadership and the congregation to help run Christian basics and other courses in the local area; development of church facilities to provide a space for running courses, training and for the benefit of the local community.

Regarding worship within the community, it will continue with three services on a Sunday, weekly prayer meetings, a monthly midweek Holy Communion Service, regular meetings of men's and women's groups, and an annual week away.

We plan to secure the long term future of the warehouse and car park which are critical to the ministry of St John's. Currently they are on a lease until 2031 and we would like to either gain ownership or secure a much longer lease. Once this is settled, we would also like to upgrade the church building, particularly the side office room. The funds we have built up over the past few years will be put towards this work.

We have been invited by the Bishop to help support the parish of St Mark's Teddington and have been running services in the interregnum there, but Jerry has been invited to hold the incumbency of that parish as well in order to facilitate more joined-up work between the two parishes.

We have an increasing focus on evangelism and mission, with plans to send teams out around the local area, but also further afield to Uganda and Switzerland in the coming year.

PAROCHIAL CHURCH COUNCIL & TRUSTEES

Parochial Church Council (PCC):

Henrik Lannero (Churchwarden) (appointed 18/05/2023)

Andi Sisodia (Churchwarden)

Daniel Bates (Treasurer)

Bisi Alonge (resigned 05/12/2023)

Robin Bell

Ruth Blizzard

Steve Bryan

Susan Catcheside

Alice Chan (appointed 16/03/2023)

Gary Coxon (appointment 18/05/2023)

Melissa Gallant (appointed 18/05/2023)

Rebecca Isaac (resigned 18 May 2023)

James Norman

Rachel Pim

Shakti Sisodia (resigned 18/05/2023)

Sue Tucker

Mark Warne (appointed 18/05/2023)

Garth Watkins (resigned 18/05/2023)

CLERGY & ORDINANDS

Rev Jerry Field (Vicar)

Rev Anna Evans (Associate Vicar)

Becca Rimmer (Curate) (left June 2023)

Tom Simpson (Curate)

Vanessa Hamlett (Curate) (from July 2023)

Margaret Buckley (Assistant Curate from Oct 2023)

Hugh Richardson (Ordinand) (left June 2023)

Kamila Stefanik (Ordinand from Sept 2023)

ADMINISTRATION & STAFF

We employ a paid staff team to work alongside the clergy in developing the ministries of the church in accordance with our vision. As well as providing leadership or support to the various activities and areas of ministry offered by the church, an important role of the team is to encourage and guide congregational members in the development of their own gifts. As a result, a large proportion of the congregation is actively involved in ministries within and outside St John's. It is the generosity and commitment of our church members through giving of their time and financial contributions that enables us to fulfil our vision of serving our local community. We would like to thank all the volunteers who work so hard to make our church the lively and vibrant community it is.

Our team of staff and interns included:

Jamie Blake (Younger Youth & Outreach Pastor)
JR Graham (Worship Intern)
Lia Gut (SJC Intern)
Aleah Horton (Youth & Evangelism Intern) (left Dec 2023)
James Hellings (Worship Pastor)
Hannah Kennedy (EA to Jerry Field)
Penny Miller (Operations Director/ Safeguarding Officer)
Ezra Owen (Worship & Youth Assistant)
Connor Patterson (Ministry Lead for Evangelism)
Kamila Stefanik (SJC Coordinator) (become Ordinand in Sept 2023)
Prabhath Sumanasekera (Site Manager)
Katherine Woodlock (PA to Anna Evans/Rising Gen Administrator)

CHURCH MEMBERSHIP

People that identify St John's as their home church and who complete an Electoral roll form are counted as the membership of the church. There were 350 adults and 125 children and youth registered as regular members of the church at 31st December 2023.

There were 261 adults on the Electoral Roll at that date.

CHURCH WORSHIP & PRAYER

Weekly in-person services at 10am & 6pm and from September at 9am, 10.30am and 6pm (*Average attendance in-person and live streamed = 350 adults*).

Occasional Services in 2023:

- 3 Weddings
- 11 Baptisms
- 6 Funerals (on and off-site)

Regular prayer and worship meetings ('Furnace') - in-person and online alternate weeks. From September in-person and on-line every week.

Midweek Holy Communion runs on the 1st Wednesday of each month. (Under Church Worship & Prayer).

CONNECT GROUPS & MIDWEEK GROUPS

Connect Groups are at the heart of our community at St John's. They are smaller groups that are run in homes by lay members, and typically meet fortnightly for fellowship, to study the Bible, pray and care for one another. Other midweek groups include Students, Youth, Mums Connect and Take Time which is run with Hampton Wick Baptist Church. Plus ad-hoc women's and men's events.

Connect groups play a vital role at St John's. They are at the heart of our community, helping people to Love Jesus, Build Community, and Transform Lives. It has been a joy to see more leaders step forward to run new groups and existing groups continuing to multiply.

COURSES

- **The Alpha Course** ran three times: 61 guests
- **The Marriage and Pre-Marriage Course** ran once each : 17 couples

MISSION PARTNERS

Our mission partners this year included Tearfund, Hope Health Action, Fusion, International Justice Mission (IJM), Justice & Care, Room for Work, Insight, Gift of Blessing Trust, Barnabas Fund, East to West, KCAH, Mission24.

CHILDREN'S MINISTRY

The SJC (St John's Children) core team comprised:

Anna Evans (Clergy Support)

Kamila Stefanik (SJC Coordinator up until October 2023)

Lia Gut (Intern)

Freya Bates and Freya Miller (SJC Crew - paid Sunday volunteers)

The core team is supported by 36 DBS-checked volunteers.

During the year we had 112 children registered with us.

Reaching and discipling the younger generation is one of our key vision areas as a church and it's been a joy to see how God has been at work amongst our children over the last year. Our broader Rising Generations (0-18's) vision is to: Raise a generation who are confident of who they are in God, rooted in Jesus and released by the Spirit to be leaders of hope and change. SJC is a vital part of this ministry as we seek to ensure that every child has the opportunity to grow and develop their own faith and have a personal relationship with Jesus. We have three SJC groups that run every Sunday at our 9.00am and 10.30am services. The groups are: Climbers (0-3's), Explorers (Reception - Year Two) and Trekkers (Year Three - Year Six). We seek to teach the Bible to the children in a fun and creative way, through song, drama, visuals, puppets, multi-media, craft and interactive times of prayer. Our hope is that all the children will have a fun and positive experience of SJC and leave feeling excited about the prospect of following Jesus.

In addition to this core ministry on a Sunday, we also provide our monthly Jump for Joy Service which is solely for young families. This service is high energy with dance-band worship, challenges, drama, craft and more. It's great to be able to provide a worship space purely for families where the children can be really free, and families can sit (with a picnic) and worship together. It has been great to see this service go from strength to strength and Jay and the team have done an excellent job of developing it. We have received great feedback from both parents and children, and we feel honoured to offer this service to our families, with an average attendance of 70 children and adults at each service.

We also ran our annual Light Party with around 120 children and adults (many unchurched) attending - this provided a great alternative to Halloween and the gospel was communicated in a fun and engaging way (with a lot of dancing, glo sticks and joy!).

Over the Christmas period, we were able to provide some excellent services for families and children. We ran a Jump for Joy Carol Service (with Christingles) which was attended by over 200, and also two Family Nativity Services (attended by 370 in total).

Our relationship with both local schools continues to grow (Hampton Wick Infant School and St John The Baptist School). We provide weekly assemblies to these schools and it is a joy to be able to teach the children about Jesus in a fun and accessible way. In addition to assemblies, we have also had the opportunity over the course of the year for both schools to come into St John's for various events such as: an interactive easter experience (over 2 days, the whole of St John's school attended this - approx. 220 children), RE lessons, an Easter Art Competition and afternoon tea, Christmas Nativity experiences, whole school assemblies, whole school Christmas services (with parents), Christmas Christingle Service for the infant school. In addition to this, Anna Evans also serves as Chaplain to staff at St John the Baptist School. It has been a joy to see these connections strengthen and to work together as a whole community to serve our local families.

Lastly, all of the above is possible because of the incredible team of volunteers who faithfully serve the SJC ministry - we are so thankful for each one of them and the way in which they serve with such love, dedication and passion.

YOUTH

The St John's core youth team comprised:

Jay Blake (Youth Pastor)

Ezra Owen (Worship & Youth Assistant)

Vanessa Hamlett (Curate)

The core team is supported by 13 DBS-checked volunteers.

2023 has been a remarkable year for St John's Youth, filled with spiritual growth, community building, and exciting events.

One of the highlights of the year was the unforgettable weekend away in February where we explored the Book of Daniel. The weekend provided a unique opportunity for the youth to connect with God and with one another through this amazing story. Through engaging discussions, team-building activities, and prayer sessions, the youth gained a deeper understanding of faith, resilience, and trust in God. The weekend away not only strengthened their bond with each other but also left a lasting impact on their spiritual journey. A great way to start the year!

Roots Cafe continued to flourish in 2023, providing a welcoming space for young people to gather after school on Mondays. This weekly gathering became a hub for fellowship, discussion, fun and support. The cafe served not only as a physical space but also metaphorical roots where the young people could anchor themselves in faith and community. The success of Roots Cafe is a testament to the commitment of our regular attendees and the dedicated leaders who fostered a nurturing environment.

In July, we were blessed to welcome Vanessa to our youth team. Her passion for working with young people and her vibrant spirit have been invaluable assets. Vanessa's addition has brought fresh ideas, increased outreach to the older youth, and a renewed sense of enthusiasm to the team. Her presence has significantly contributed to the positive atmosphere within the ministry and has enhanced our ability to connect with and disciple the youth effectively.

Throughout the year, we successfully ran three Youth Alpha Courses. These courses provided a structured platform for young people to explore the foundations of their faith, ask questions, and grow in their relationship with Jesus. The positive feedback received from the youth and their families highlights the impact of these courses in nurturing a deeper understanding of Christianity among our youth.

We continued to run our youth worship nights 'Broadcast' each term, which were a success, featuring worship and spiritual engagement and other churches locally attending.

A standout highlight is the remarkable growth of our youth band, led by the talented Ezra. His dedication and leadership have not only enhanced our worship experiences but have also created a space for our gifted young musicians to develop their talents and find expression in worship.

Our Sunday morning gatherings have seen a substantial increase, with an average attendance of 30-35. This growth is a testament to the community that our youth has cultivated, inviting their friends to experience God's amazing love and transformative power!

A massive thank you goes to our exceptional youth team. Their commitment to serving on Fridays, Sundays, and Mondays at Roots Cafe has been so inspiring. Their unwavering dedication ensures that our youth have a supportive community to help them navigate their faith journey. As we look forward to the future, we are excited about the continued impact and growth that our youth ministry will undoubtedly achieve.

STUDENTS

The St John's Students Core Team comprised:

Vanessa Hamlett (Curate, Student Pastor)

Connor Patterson (Ministry Lead: Evangelism)

2023 was a busy and exciting year for our students. The year started with our 'Teaching Nights' in January around the topic of relationships and sex, including a brilliant talk from Becca around the topic of singleness. In February we began Student Nights around the topic of Prayer and Encounter based on Matthew's Gospel, and we enjoyed many precious times in God's presence.

With there being no Christian Union at St Mary's University, together with St Michael's Fulwell we ran Alpha at the university in February. We're grateful that this helped with restarting the Christian Union, which Rob, one of our students at the time, would go on to run, and is now flourishing.

In March / April we welcomed Mission24 to join us for a mission week. It was a joy to see students get involved with the mission on the streets, and help provide the creative vision behind our 'Easter Art Competition', which welcomed many people in our community who wouldn't normally come to church. We were delighted to see a number of our students get baptised this year. One of them got baptised at their home church on Easter Sunday, inviting all their friends along! A sad goodbye to Becca, who had poured out her heart into our student community, was followed by joyfully welcoming Vanessa, who has led our student group with love, joy and vision since joining us in the summer. We had an exciting time at Freshers Week, having a Guided Tour of Kingston and free pizza - it was a joy to welcome many new students from around the world at this event, some of whom we are still in touch with. Our Student Nights focused on the theme of 'Thriving vs Surviving at Uni', covering important topics such as mental health, how to approach clubbing and sharing our faith. Finally, our students served brilliantly at the St John's Christmas Fair, and it was a joy to see the Kingston Christian Union Carol Service, led by one of our students, have a great attendance.

YOUNG ADULTS

The core team comprised:

Vanessa Hamlett (Curate)

Tom Simpson (Curate)

It's been a year of fun, community and discipleship amongst our Young Adults. Our Teaching Nights around the topic of relationships and sex at the beginning of the year were followed by a series at our 6pm service around spiritual disciplines, exploring how we can grow in our relationship with Jesus. We finished this series with the discipline of celebration, sharing a big meal together! We had a great Easter together, with many of our Young Adults getting up early for our Sunrise Service at 6am on Easter day! Focus was a big highlight of the year for our Young Adults. We had a great time together in the evenings as a community playing board games, enjoying a campfire, and finishing the week with a quiz! Most importantly, we had a lot of time to seek God's presence together in worship. Our Young Adults also enjoyed time together as a community through their Summer Programme, which included a BBQ, Pub Night, Sports Night and Art Night! It has been a joy to see our Young Adult Community at our 6pm service grow and thrive.

FABRIC REPORT

Church

During 2023 there were no major repairs or changes to the building nor its fabric.

The major items of expenditure were:

- TV screens for Church - £1,019. This item was capitalised.
- Pest controls - £444.

The other items making up the total were for routine items. The total spend on maintenance in 2023 was **£3,245**.

Warehouse

The Warehouse did not require any major works.

The major items of expenditure were:

- Repairs to doors and windows - £585
- Repair of kitchen fridge - £672
- Upgrade of electrical wiring - £1,296
- Repairs of room divider in Studio - £1,308

The total spend on maintenance in 2023 was **£6,646**. The usage and rental receipts were **£29,809**.

FINANCE REPORT

This year the PCC has reported a surplus of £81,000 (2022: a deficit of £25,000).

Overall income increased by £199,000 to £881,000. This was mainly due to the tremendous generosity of the church members whose donations rose by £177,000 to £768,000. This increase in income will allow us to continue expand our activities and invest in facilities.

Expenditure increased £93,000 to £800,000 for the following main reasons:

- staff and clergy costs increased by £42,000 due to changes in our clergy team and our staff team and the launch of an internship program.
- ministry and conferences and event expenses increased £25,000 as we were able to continue to expand our activities following the easing of pandemic restrictions in the previous year.
- running costs for the church and for the warehouse increased by £23,000, which was in large part due to higher energy costs.

Net assets increased by this year's surplus of £81,000 to £405,000, which comprised cash of £381,000, other net current assets of £17,000 and fixed assets of £7,000.

RESERVES POLICY

To ensure that the PCC always has sufficient working capital to meet its obligations to employees and creditors, the members of the PCC established a policy whereby the unrestricted cash held by the PCC should cover three months of planned expenditure after taking into account regular giving. For 2023, to comply with this policy, the members of the PCC determined that the charity should hold unrestricted cash of no less than £40,000. The PCC ended 2023 with unrestricted cash of £314,000 and the PCC plans to use much of the excess to help improve facilities.

RISK STATEMENT

The members of the PCC have reviewed the risks to which The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist Hampton Wick is exposed. Appropriate procedures are in place to identify, monitor and review these risks on a regular basis. The schedule of major risks and mitigation identified by the members of the PCC are as follows.

No	Potential Risk	Mitigation
1	Reputational damage due to the behaviour of senior leadership or staff members.	The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist Hampton Wick has clearly defined values and behaviors which are regularly communicated and oversight structures are in place for staff and senior leadership.
2	Harm comes to those in our care due to lack of appropriate and compliant child and adults at risk safeguarding procedures.	The Church Council has adopted and co-operates with the Diocese in its Safeguarding Policy and safer recruitment process. DBS checks are made before any member of staff or volunteer is engaged to work with children or adults at risk.
3	A shortfall in income and/or inadequate cashflow results in an inability to meet salary and creditor payments.	Strong budgetary and financial controls are in place with regular financial reports and forecasts discussed at Parochial Church Council meetings. Reserves are also maintained at a level based on the net of three months 2024 budgeted expenditure and income.
4	Harm comes to visitors or staff due to lack of appropriate and compliant Health and Safety procedures.	The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist Hampton Wick has robust Health and Safety processes, training and monitoring to ensure visitors and staff are kept safe.

SAFEGUARDING REPORT

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

The Church Safeguarding Officer is responsible for ensuring the coordination of any concerns about a child, young person or vulnerable adult, or the behaviour of an adult working with vulnerable groups. Their role is to ensure that these are appropriately reported both to the statutory agencies and to the Diocesan Safeguarding Team. They attend the PCC each year and work with them to ensure the proper implementation of our safeguarding policy.

SAFER RECRUITMENT

It is our intention that that no one starts a paid or voluntary role with children, young people or vulnerable adults before they have been interviewed, given a role description, their DBS is processed and clear, references received, confidential declaration completed and code of conduct and volunteer agreement signed.

Responsibility:

Penny Miller (St John's Safeguarding Office/Operations Director) is responsible for HR and the recruitment process for employees, and if the role requires it, they are taken through a DBS process. She also responsible for all volunteers for SJC and Youth. Potential volunteers are interviewed and given a role description and then taken through the DBS process and references gained.

SAFEGUARDING TRAINING

The Church of England has produced an e-learning safeguarding training tool and we ask all volunteers and staff and PCC to take the appropriate training at the required intervals, and at the recommended levels, participations and pass rates are monitored and overall compliance reported to the PCC.

RAISING AWARENESS AND DEVELOPING A SAFER CULTURE

It is important for everyone to know what to do in the case of a concern arising. A copy of our safeguarding policy is permanently affixed to the Welcome Desk. We also have posters on the toilet doors in the Warehouse and Church which show who adults and children with concerns should go to.

Awareness of safeguarding is also raised in prayer ministry training, from the point of view of what to do if someone makes a disclosure while asking for prayer.

Most safeguarding concerns are generally brought to a member of staff and they know to go to the Vicar or Penny Miller and the process works well. When necessary, concerns are also raised with the Diocesan Safeguarding Team and Agreements put in place.

Claire Stevens is our Children's Champion.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The appointment of PCC members is governed by, and set out in, the Church Representation Rules. The PCC comprises all the clergy licensed to St Johns Hampton Wick, the two Churchwardens (elected annually at the annual Meeting of Parishioners) and up to twelve lay members elected at the Parochial Church Meeting (APCM). This also includes up to six lay members of the local Deanery Synod.

Responsibility for setting policy and for determining the parameters within which the PCC should operate rests with the members of the PCC, who meet regularly to review and plan activities. The members of the PCC have delegated responsibility for the day to day operation of the PCC to a leadership team led by the incumbent. The members of the PCC receive training and advice from the local Diocese.

The PCC meets approximately six times a year and holds a retreat or vision meeting once a year. Additionally the Vicar, Associate Vicar and the two Churchwardens form the Executive Committee which meets twice a month. This Committee is empowered by the PCC to make decisions as may be required between PCC meetings and any key decisions made at this Committee and requiring approval by the full PCC are communicated to the PCC members for their approval via email.

Clergy and lay employed staff are responsible for the various ministries and for the finance and administration of the church; and make regular reports to the PCC.

PCC members are kept informed on matters affecting the parish, including health and safety, relevant legislation and safeguarding. One of the PCC's employees is appointed as Church Safeguarding Officer and advises the members of the PCC on all matters relating to safeguarding. A Health and Safety Policy is in place and is kept under review.

The PCC co-operates with the Diocese of London at all levels in the pursuit of its charitable objectives.

REMUNERATION POLICY AND PRINCIPLES

Our aim is to reward staff, irrespective of seniority, competitively with our peer organisations, informed by the following principles:

Fair: We will not discriminate rewards for reasons of race, colour, faith, gender, sexual orientation, age, disability or any other legally protected characteristic

Competitive: Levels and types of reward will be determined by the size and scope of the role, and informed by comparisons with peer organisations in the church and charitable sectors

Differentiated: We will differentiate reward decisions on the basis of performance; a combination of what is achieved and the way in which it is done

Compliant: Our pay processes will account for the correct treatment of tax and national insurance, and reflect national guidance on minimum levels of earnings

Affordable: All reward decisions will be influenced by the extent to which we can afford them; this will include criteria such as income, expenditure and cash flow

Total Reward: Our rewards will balance pay, employee benefits, training, development, operating environment and staff wellbeing

All of our directly employed permanent staff are paid at least £13.15 per hour which is the current London Living Wage.

STATEMENT OF RESPONSIBILITIES OF THE MEMBERS OF THE PAROCHIAL CHURCH COUNCIL

The PCC is responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

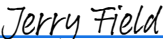
Charity law requires the PCC to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity as at the balance sheet date and of its incoming resources and application of resources for the financial year. In preparing these financial statements, the PCC are required to:

1. select suitable accounting policies and apply them consistently
2. observe the methods and principles in the Charities SORP
3. make judgements and estimates that are reasonable and prudent
4. state whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
5. prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business

The PCC is responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

APPROVAL

This report was approved by the members of the PCC and signed on their behalf by:


Jerry Field (May 2, 2024 10:06 GMT+1)

The Reverend Jerry Field

Date: 2 May 2024

INDEPENDENT EXAMINER'S REPORT
TO THE MEMBERS OF THE PAROCHIAL CHURCH COUNCIL OF
THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK
('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 18 to 29 following, which have been prepared on the basis of the accounting policies set out on pages 21 to 23.

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 Fellow of the Association of Charity Independent Examiners, 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.


Ajay Rajani (May 2, 2024 11:15 GMT+1)

Ajay Rajani FCIE
Fellow of the Association of Charity Independent Examiners
Stewardship
1 Lamb's Passage
London
EC1Y 8AB

Date: May 2, 2024

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 2 £	Total Funds 2022 £
INCOME FROM:					
Donations	3	762,823	60,076	822,899	636,005
Charitable activities	4	24,564	-	24,564	17,007
Other trading activities	5	29,809	-	29,809	28,725
Investments: bank interest		3,860	-	3,860	782
Total income and endowments		821,056	60,076	881,132	682,518
EXPENDITURE ON:					
Charitable activities	6	738,266	61,743	800,009	707,313
Total expenditure		738,266	61,743	800,009	707,313
Net income/(expenditure)		82,790	(1,667)	81,123	(24,796)
Transfers between funds	13	-	-	-	-
Net movement in funds		82,790	(1,667)	81,123	(24,796)
Reconciliation of funds:					
Total funds brought forward		258,283	65,631	323,914	348,709
Total funds carried forward	13	341,073	63,964	405,037	323,914

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

All income and expenditure derive from continuing operations.

The notes on pages 21 to 29 form part of these accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

BALANCE SHEET

AS AT 31 DECEMBER 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
FIXED ASSETS					
Tangible assets	8	6,611	-	6,611	15,247
		<u>6,611</u>	<u>-</u>	<u>6,611</u>	<u>15,247</u>
CURRENT ASSETS					
Debtors	9	41,703	2,700	44,403	29,344
Cash at bank and in hand	10	313,526	67,931	381,457	294,873
		<u>355,229</u>	<u>70,631</u>	<u>425,860</u>	<u>324,217</u>
CREDITORS: Amounts falling due within one year	11	(20,768)	(6,667)	(27,435)	(15,551)
		<u>334,462</u>	<u>63,964</u>	<u>398,426</u>	<u>308,667</u>
Net current assets / (liabilities)					
		<u>341,073</u>	<u>63,964</u>	<u>405,037</u>	<u>323,914</u>
TOTAL NET ASSETS					
		<u>341,073</u>	<u>63,964</u>	<u>405,037</u>	<u>323,914</u>
FUND BALANCES					
Unrestricted general funds	13	341,073	-	341,073	258,283
Restricted funds		<u>-</u>	<u>63,964</u>	<u>63,964</u>	<u>65,631</u>
		<u>341,073</u>	<u>63,964</u>	<u>405,037</u>	<u>323,914</u>

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

Jerry Field
Jerry Field (May 2, 2024 10:06 GMT+1)

The Revd. Jerry Field

Date: 2 May 2024

Charity number: 1180021

The notes on pages 21 to 29 form part of these accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK
FOR THE YEAR ENDED 31 DECEMBER 2023
CASH FLOW STATEMENT

	Note	2023 £	2022 £
Cash flows from operating activities:			
<i>Net cash provided by (used in) operating activities</i>	a	<u>85,810</u>	<u>(1,762)</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		3,860	782
Purchase of property, plant and equipment		<u>(3,086)</u>	<u>(4,333)</u>
<i>Net cash provided by/(used in) investing activities</i>		<u>774</u>	<u>(3,551)</u>
<i>Change in cash and equivalents in the reporting period</i>		<u>86,584</u>	<u>(1,788)</u>
Cash and equivalents at the beginning of the year	b	<u>294,873</u>	<u>296,661</u>
<i>Cash and cash equivalents at the end of the year</i>	b	<u>381,457</u>	<u>294,873</u>

Note a: Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2023 £	2022 £
<i>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</i>	81,123	(24,796)
Adjustments for:		
Depreciation charges and provisions for impairment	11,723	21,700
Interest from investments	(3,860)	(782)
(Increase)/decrease in debtors	(15,059)	2,572
Increase/(decrease) in creditors	11,884	3,068
<i>Net cash provided by (used in) operating activities</i>	<u>85,810</u>	<u>1,762</u>

Note b: Analysis of cash and cash equivalents

	2023 £	2022 £
Cash at bank with immediate access	108,300	108,978
Notice deposits (with a term of three months or less)	271,335	185,474
Petty cash	1,822	420
Total cash and cash equivalents	<u>381,457</u>	<u>294,873</u>

An analysis of changes in net debt has not been presented because the PCC does not have any borrowings.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Statutory Information

The Parochial Church Council of The Ecclesiastical Parish of St John the Baptist Hampton Wick (the PCC) was registered as a charity with the Charity Commission in England & Wales on 21 September 2018. The charity's registered number and principal address can be found on the Charity Information page.

2 Accounting Policies

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

The PCC was registered as a charity on 21 September 2018 and its first financial statements were in respect of the period commencing on that date and ending on 31 December 2019. The PCC was dormant during the period from 21 September 2018 to 31 December 2018 and had no assets or liabilities on 31 December 2018. On 1 January 2019 The Mission Community of St John's Kingston Bridge (charity number 1148264) ("SJKB") transferred its assets, liabilities and activities to the PCC. As permitted by the Charities SORP, this transfer has been accounted for as a merger because it qualifies as a charity reconstruction (whereby the charity has simply changed its legal form). In accordance with the requirements of merger accounting, the assets and liabilities of SJKB were transferred at book value, not fair value, to the PCC.

b) 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.

c) 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 charity has relied significantly upon volunteers in carrying out its activities during the year. In particular volunteers help to support Children, Youth, Men's and Women's ministries, run courses (including Alpha Course, Parenting Course, Marriage Course, Marriage Preparation Course), lead Worship and help with the Church administration. 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.

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 conferences, 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 letting of property held primarily for use in charitable activities.

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.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

d) 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.

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 church is considered to be so integrated that the core charitable activity costs are considered to be for the one activity.

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.

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.

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 PCC has been granted exclusive use of Bank House Storage (known as 'The Warehouse') for church and mission purposes, by the leaseholder, the London Diocesan Fund (LDF). The LDF took this 21-year lease from the landlord (HSBC Bank) with this sole purpose in mind. It is anticipated that the PCC will eventually take over this lease however, at 31 December 2023, this lease remained with the LDF. Though the PCC expects to have continued use of the Warehouse, it does not have any legal interest in the property and therefore the amounts spent on refurbishing the property have not been capitalised in these financial statements.

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 £1,000 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:

Equipment	3 years
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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.

g) Leased assets

Leases which do not transfer substantially all the risks and rewards of ownership to the charity are classified as operating leases. Operating lease payments are recognised as an expense on a straight-line basis over the lease term (unless another systematic basis is more representative of use).

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

h) Pension scheme arrangements

The PCC contributes to the Church Workers Pension Fund, which is a multi-employer defined benefits pension scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the assets and liabilities of the Pension Fund to specific employers. Consequently the Scheme is accounted for as a defined contribution scheme and contributions to the Scheme are charged to the Statement of Financial Activities as they become payable. Further information about the Scheme is given in note 12 '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) 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	767,936	591,037
Grants receivable:		
Church Revitalisation Trust	53,963	44,968
Other grants	1,000	-
	<u>822,899</u>	<u>636,005</u>

4 Income from charitable activities

	2023	2022
	£	£
Church conferences, events and courses	24,564	17,007
	<u>24,564</u>	<u>17,007</u>

5 Other trading income

	2023	2022
	£	£
Income from the letting of The Warehouse	29,809	28,725
	<u>29,809</u>	<u>28,725</u>

6 Charitable expenditure

	2023	2022
	£	£
a Costs incurred directly on activities		
Staff and intern costs	259,225	229,610
Common fund and stipend costs	154,650	150,985
Accommodation for clergy and other clergy expenses	99,831	87,909
Ministry expenses	65,949	54,630
Annual conferences and events (such as Focus)	37,582	24,348
Courses (such as Alpha)	13,294	10,748
Church running expenses	51,530	37,194
Warehouse rental and running costs	42,778	34,193
	<u>724,837</u>	<u>629,617</u>
Grants payable (note 6c)	48,967	42,111
	<u>773,804</u>	<u>671,728</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

6 Charitable expenditure continued

b Costs incurred on support & administration

Governance costs		
Independent examiner's fee	3,000	2,640
Church administration	4,666	3,138
Legal & professional Fees	6,816	8,108
Depreciation	11,723	21,700
	<u>26,205</u>	<u>35,585</u>
Total expenditure	<u>800,009</u>	<u>707,313</u>

The fee payable to the independent examiner for examining the accounts was £3,000 (2022: £2,640); in addition the charity paid £1,168 (2022: £1,119) to Stewardship for payroll bureau services.

c Grants payable

	Institutions £	Individuals £	2023 £
Grants for UK and overseas mission	21,650	1,651	23,301
Grants for the relief of poverty and hardship	18,600	5,066	23,666
Grants for UK based churches	2,000	-	2,000
Grant giving in year (see below)	<u>42,250</u>	<u>5,066</u>	<u>48,967</u>

The comparatives for the previous year are as follows:

	Institutions £	Individuals £	2022 £
Grants for UK and overseas mission	17,526	-	17,526
Grants for the relief of poverty and hardship	15,120	3,465	18,585
Grants for UK based churches	6,000	-	6,000
Grant giving in period (see below)	<u>38,646</u>	<u>3,465</u>	<u>42,111</u>

The charity's principal grants to institutions comprised:

	2023 £	2022 £
UK and Overseas Mission		
International Justice Mission	3,700	3,460
Room for Work	3,600	3,600
Justice and Care	2,200	2,250
Fusion	1,400	1,400
Barnabas Trust	1,650	1,500
The East to West Trust	1,350	1,000
Gift of Blessing Trust	1,200	1,200
Alpha International for Ukraine	-	1,021
Insight Schools Work	1,000	1,000
Mission 24	3,830	-
Other institutions	1,720	1,096
Relief of poverty and hardship		
Hope Health Action	7,400	9,200
Tearfund	5,800	5,920
Riverbank Trust	5,000	-
Other institutions	400	-
Support for UK based Churches		
All Saints, Hampton	-	2,000
Activate Church, Teddington	-	4,000
St Peter's Norbiton PCC	2,000	-
	<u>42,250</u>	<u>38,646</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

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

	2023	2022
	£	£
Gross wages and salaries	219,449	202,959
Social security	12,493	12,406
Pension costs	9,445	8,401
Other employment costs	17,838	5,845
	<u>259,225</u>	<u>229,610</u>

Most of the charity's activities are carried out by volunteers. The average monthly number of employees and the related full time equivalent is given below:

	2023	2022
Average monthly number of employees	13	13
Full time equivalent	8	8

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

Revd. Jerry Field and Revd. Anna Evans (who are clergy members of the PCC) receive a stipend from the Diocese and so they are not employees; some of the Parish Share paid to the Diocese is used to help meet the cost of these stipends. Revd. Anna Evans was provided with accommodation (which is customary for clergy) so that she could better perform her duties and the cost of this accommodation to the PCC was £34,846 (2022: £33,244).

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

8 Tangible fixed assets

	Fixtures, fittings and equipment £	Total 2023 £
Cost		
At 1 January 2023	187,601	187,601
Additions	3,086	3,086
At 31 December 2023	<u>190,687</u>	<u>190,687</u>
Accumulated depreciation		
At 1 January 2023	172,354	172,354
Charge for the year	11,723	11,723
At 31 December 2023	<u>184,076</u>	<u>184,076</u>
Net book value		
At 31 December 2023	<u>6,611</u>	<u>6,611</u>
At 31 December 2022	<u>15,247</u>	<u>15,247</u>

9 Debtors

	2023	2022
	£	£
Letting debtors	5,021	520
Accrued income	2,700	-
Prepayments	36,682	28,824
	<u>44,403</u>	<u>29,344</u>

10 Cash at Bank and in Hand

	2023	2022
	£	£
Bank operating accounts	108,300	108,978
Bank deposits	271,335	185,474
Petty cash	1,822	420
	<u>381,457</u>	<u>294,873</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

11 Creditors: liabilities falling due within one year

	2023	2022
	£	£
Trade Creditors	5,521	2,927
Other creditors	3,163	7,113
Accruals	7,084	2,640
Deferred Income	6,667	2,871
Grant obligations	5,000	-
	<u>27,435</u>	<u>15,551</u>

The current year's deferred income comprises a proportion of a grant received to help fund the employment of staff in 2024 when it will be recognised as income. The previous year's deferred income comprises fees received for events that did not take place until 2023 when these fees were recognised as income.

12 Pension commitments

The Church Workers Pension Fund (CWPF)

The PCC (the 'Employer') 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 (2023: £9,445, 2022: £8,401).

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.

For the Pension Builder Classic section, the 2019 valuation revealed a deficit of £4.8m 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 £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The next valuation is due as at 31 December 2022. Calculations for this are currently under way.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

13 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 £	Closing balance 2023 £
<i>Unrestricted general funds</i>	<u>258,283</u>	<u>821,056</u>	<u>(738,266)</u>	<u>-</u>	<u>341,073</u>
<i>Restricted Funds</i>					
Building fund	60,560	-	-	-	60,560
Hardship fund	4,389	3,719	(5,066)	-	3,042
Curate and staff fund	-	53,963	(53,963)	-	-
Ukraine relief fund	115	-	-	-	115
Root Café fund	568	-	(320)	-	248
Church maintenance and heating	-	1,000	(1,000)	-	-
Other small funds	-	1,394	(1,394)	-	-
	<u>65,631</u>	<u>60,076</u>	<u>(61,743)</u>	<u>-</u>	<u>63,964</u>
Aggregate of funds	<u>323,913</u>	<u>881,132</u>	<u>(800,009)</u>	<u>-</u>	<u>405,037</u>

Analysis of net assets by fund

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

	Unrestricted general funds £	Restricted funds £	2023 £
Tangible fixed assets	6,611	-	6,611
Debtors	41,703	2,700	44,403
Cash at bank and in hand	313,526	67,931	381,457
Creditors falling due within one year	(20,768)	(6,667)	(27,435)
	<u>341,073</u>	<u>63,964</u>	<u>405,037</u>

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 £	Closing balance 2022 £
<i>Unrestricted general funds</i>	<u>290,486</u>	<u>624,159</u>	<u>(656,363)</u>	<u>-</u>	<u>258,283</u>
<i>Restricted Funds</i>					
Building fund	52,719	7,841	-	-	60,560
Hardship fund	5,504	2,350	(3,465)	-	4,389
Curate and staff fund	-	44,968	(44,968)	-	-
Ukraine relief fund	-	1,135	(1,021)	-	115
School bag fund	-	1,175	(1,175)	-	-
Root Café fund	-	890	(322)	-	568
	<u>58,223</u>	<u>58,359</u>	<u>(50,951)</u>	<u>-</u>	<u>65,631</u>
Aggregate of funds	<u>348,709</u>	<u>682,518</u>	<u>(707,313)</u>	<u>-</u>	<u>323,914</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

13 Funds continued

Analysis of net assets by fund

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

	Unrestricted general funds £	Restricted funds £	2022 £
Tangible fixed assets	15,247	-	15,247
Debtors	29,344	-	29,344
Cash at bank and in hand	229,242	65,631	294,873
Creditors falling due within one year	(15,551)	-	(15,551)
	<u>258,283</u>	<u>65,631</u>	<u>323,914</u>

Restricted funds

The **Building** fund was created from donations received to help meet the cost of renovations to church property.

The **Hardship** fund was created from donations received to help those facing financial hardship .

The **Curate and staff** fund was created from grants received from the Church Revitalisation Trust to help meet the cost of taking on new curates and to help fund the post of Operations Director. It has been used to help pay for accommodation provided to the Curates, their appointment and resettlement expenses and the salary of the Operations Director.

The **Ukraine Relief** fund was created from donations received to help those affected by the war in Ukraine.

The **School Bag** fund was created from donations received to help children at local schools.

The **Root Café** fund was created from donations received to help pay for a café where young people can meet weekly.

In addition the PCC has received smaller amounts for a variety of other purposes including for disaster relief, for mission and for work with young people.

14 Operating lease commitments

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

	2023 £	2022 £
Payments falling due:		
Within one year	78,540	56,400
Between one and five years	<u>79,090</u>	<u>16,200</u>
	<u>157,630</u>	<u>72,600</u>

During the year the charity was charged £82,758 (2022: £77,700) for its operating leases.

15 Transactions with related parties

During the year the PCC:

- received donations totalling £153,775 (2022: £72,053) from related parties (which includes members of the PCC, any other members of key management and anyone closely connected to them).
- paid grants totalling £3,600 (2022: £3,600) to a charity called Room for Work; two members of the PCC (Robin Bell and Garth Watkins) are closely involved in the running of that charity. The PCC also gave Room for Work rent free use of church premises for a total of 136 hours (2022: 44 hours).
- paid employment benefits totalling £952 (2022: £281) to a close relative of Daniel Bates, who is a member of the PCC.

Except for the reimbursement of expenses incurred when acting as agent, or incurred when undertaking duties associated with serving as clergy, no expenses were paid to (or for) members of the PCC.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK
DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	<u>Unrestricted funds</u>				<u>Unrestricted funds</u>			
		General funds	Designated funds	Restricted funds	Total	General funds	Designated funds	Restricted funds	Total
		2023	2023	2023	2023	2022	2022	2022	2022
		£	£	£	£	£	£	£	£
INCOME FROM:									
Donations	3	762,823	-	60,076	822,899	577,646	-	58,359	636,005
Charitable activities	4	24,564	-	-	24,564	17,007	-	-	17,007
Other trading activities	5	29,809	-	-	29,809	28,725	-	-	28,725
Investments: bank interest		3,860	-	-	3,860	782	-	-	782
Total income		821,056	-	60,076	881,132	624,159	-	58,359	682,518
EXPENDITURE ON:									
Charitable activities:	6	738,266	-	61,743	800,009	656,363	-	50,951	707,313
Total Expenditure		738,266	-	61,743	800,009	656,363	-	50,951	707,313
Net income/(expenditure)		82,790	-	(1,667)	81,123	(32,202)	-	7,408	(24,796)
Transfers between funds	13	-	-	-	-	-	-	-	-
Net movement in funds		82,790	-	(1,667)	81,123	(32,202)	-	7,408	(24,796)
Reconciliation of funds:									
Total funds brought forward		258,283	-	65,631	323,914	290,486	-	58,223	348,709
Total funds carried forward	13	341,073	-	63,964	405,037	258,283	-	65,631	323,914

Accounts

THE PAROCHIAL CHURCH COUNCIL
OF THE ECCLESIASTICAL PARISH OF
ST JOHN THE BAPTIST HAMPTON
WICK

Report and Accounts

for the year ending 31 December 2022

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

CHARITY INFORMATION

FOR THE YEAR ENDED 31 DECEMBER 2022

Members of the Parochial Church Council	The Revd. Jerry Field	(incumbent)
	Mr Bisi. Alonge	
	Mr. Daniel Bates	
	Mr. Robin Bell	
	Mrs. Ruth Blizzard	
	Mr. Steven Bryan	
	Mrs. Susan Catcheside	
	The Revd. Anna Evans	
	Ms. Rebecca Isacc	
	Mr. Henrik Lannero	Appointed 27th Jan 2022
	Mr. James Norman	
	Mrs. Caroline Oldham	Resigned 20 March 2022
	Mrs. Rachel Pim	
	Mrs. Andrea Sisodia	
	Mr. Shakti Sisodia	
	Ms. Susan Tucker	Appointed 19th May 2022
	Mr. Garth Watkins	

Other members of key management	The Revd. Jerry Field
	The Revd. Anna Evans

Charity Registration Number	1180021
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Principal Address	St John's Church, Church Grove Hampton Wick, KT1 4AL
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Independent Examiner	Ajay Rajani FCIE
	Stewardship
	1 Lamb's Passage
	London
	EC1Y 8AB

Bankers	HSBC Bank plc
	Kingston Branch
	54 Clarence Street
	Kingston Upon Thames
	Surrey
	KT1 1NP

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

REPORT OF THE MEMBERS OF THE PAROCHIAL CHURCH COUNCIL

FOR THE YEAR ENDED 31ST DECEMBER 2022

The members of the Parochial Church Council (PCC) have pleasure in submitting the Report and Accounts for the year.

Introduction

The charity was registered with the Charity Commission on 21 September 2018 and operates under the Charities Act 2011. The governing documents for the charity are the Parochial Church Councils (Powers) Measure 1956 (as amended) and the Church Representation Rules.

Objects of the charity

The charity is responsible for co-operating with the incumbent, in promoting in the ecclesiastical parish, the whole mission of the Church be it pastoral, evangelistic, social or ecumenical. The PCC is also responsible for maintaining certain church property situated within the parish, namely the church building at Church Grove, Hampton Wick.

Review of Activities

Our vision is to Love Jesus, Build Community and Transform Lives.

There are currently 244 adults on our electoral roll. 305 adults, 85 children and youth are involved in regular Sunday worship.

A variety of family life, employment and Christian basics courses are regularly run throughout the year with attendance from both church members and also the wider community. There are thriving Children, Youth and Student Ministries.

Due to the cost of living crisis, the Hardship Fund that was formed to help those in need during the pandemic, continues to grow and is used to help both congregation and community who experience need.

Over the course of the year, St John's maintained its connection with other local organisations, including Hampton Deanery, Kingston Churches Together, Churches Together in Teddington, Kingston and St Mary's Universities, Twickenham Sea Cadets, The Hampton Wick Association, HM Prison Service (Feltham Young Offenders), St John the Baptist Junior School and Hampton Wick Infant and Nursery School. In addition St John's are now regularly part of helping with the pastoral care of those in Teddington School.

Many of the PCC's activities are undertaken by volunteers and the PCC could not operate effectively without their efforts. In particular volunteers help to support Children, Youth, Men's and Women's ministries, run courses (including the Alpha Course, Marriage Course, Pre-Marriage Course), lead Worship and help with Church administration.

In planning the activities, the Trustees have had regard to the guidance on public benefit issued by the Charity Commission.

Quinquennial Inspection and Report

A Quinquennial Inspection was held in April 2022 and the following is a list of immediate works needing completion:

Ref 1 Items (Urgent)

- Clear out gullies - Main roof gullies were cleared when storm damage was repaired in March 2022
- Clear debris from south vestry roof - To be done

Ref 2 items (Requires attention within 12 months)

- Decorate west doors - In process
- Repair notice boards - Completed in June 2022
- Re-bed ramp stones - Completed in September 2022
- Structural opinion southeast pinnacle/flue - Still to be arranged along with all other structural defects
- Monitor wall cracking Southwest stair - We believe the cracking is superficial and in the newer plaster work undertaken in 2011
- Ensure gullies and gutter are kept clear - Ongoing
- South vestry roof and lantern - This is long-standing repair work which has been delayed subject to planned extension to the vestry area.
- Bell turret - structural inspection

The most significant work identified in the report is the repair of the roofs over the two office spaces. This cannot be quoted until a decision is made as to what we want to do with these spaces and how they are to be developed. The work then becomes subject to DAC controls and a contract with a suitable building company. As part of the scope of this will be the structural elements identified in the report and they will be included in the contract.

All the urgent and essential items in the report have been or will be done within the 12 months suggested, other than the roof works.

Financial Review

In 2022 St John's reported a deficit of £25,000 (2021: a surplus of £58,500).

Overall, income decreased by £25,000 to £682,000. This was largely due to a reduction in income from donations from church members (which fell by £54,000); this was offset by an increase in grant income (which increased by £23,000) and an increase in income from church activities and letting income (overall this increased by £6,000).

Expenditure increased by £58,000 to £707,000; this increase was mainly due to:

- an increase of £36,500 in the cost of accommodation for clergy in respect of the curates that started with us part way through 2021 and at the beginning of 2022.
- increases in ministry costs, the cost of events and courses (such as Focus and Alpha) and church running costs; overall these increased by £40,000. This followed the easing of pandemic restrictions which made it possible to increase many of our in-person activities; the increase also reflects some cost inflation.
- these increases were offset by a reduction of £17,500 in the Common fund contribution and a net reduction of £1,000 in other costs.

Net assets decreased by this year's deficit, which was £25,000, to £324,000. This is represented by cash of £295,000 (of which £229,000 is unrestricted), other net current assets of £14,000 and fixed assets of £15,000.

The medium-term aim is to try to accumulate reserves with the aim of using these to develop and upgrade the existing church buildings to accommodate the requirement for additional space to support our ministry.

Future Plans

Our future plans continue to be:

- in the short and long-term to promote our vision which is to Love Jesus, Build Community and Transform Lives;
- we plan to do this through continuing to run Christian basics courses; encouraging, equipping and resourcing church leadership and the congregation to help run Christian basics and other courses in the local area; development of church facilities to provide a space for running courses, training and for the benefit of the local community. Regarding worship within the community, it will continue with three services on a Sunday, weekly prayer meetings, a monthly midweek Holy Communion Service, regular meetings of men's and women's groups, and an annual week away; and
- we plan to upgrade the church buildings and facilities to provide additional space for ministry, including for youth, pastoral meetings, office staff and small groups. The restricted funds we had previously built up to potentially acquire a property adjacent to St John's will (with the permission of donors) now be used to help fund this building project.

Reserves Policy

To ensure that the PCC always has sufficient working capital to meet its obligations to employees and creditors, the members of the PCC established a policy whereby the unrestricted cash held by the PCC should cover three months of planned expenditure after taking into account regular giving. For 2022, to comply with this policy, the members of the PCC determined that the charity should hold unrestricted cash of no less than £30,000. The PCC ended 2022 with unrestricted cash of £229,000 and the PCC plans to use much of the excess to help fund the upgrade of St John's church building.

Risk Statement

The members of the PCC have reviewed the risks to which The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist Hampton Wick is exposed. Appropriate procedures are in place to identify, monitor and review these risks on a regular basis. The schedule of major risks and mitigation identified by the members of the PCC are as follows.

No	Potential Risk	Mitigation
1	Reputational damage due to the behaviour of senior leadership or staff members.	The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist Hampton Wick has clearly defined values and behaviors which are regularly communicated and oversight structures are in place for staff and senior leadership.

2	Harm comes to those in our care due to lack of appropriate and compliant child and adults at risk safeguarding procedures.	The Church Council has adopted and co-operates with the Diocese in its Safeguarding Policy and safer recruitment process. DBS checks are made before any member of staff or volunteer is engaged to work with children or adults at risk.
3	A shortfall in income and/or inadequate cashflow results in an inability to meet salary and creditor payments.	Strong budgetary and financial controls are in place with regular financial reports and forecasts discussed at Parochial Church Council meetings. Reserves are also maintained at a level based on the net of three months 2023 budgeted expenditure and income.
4	Harm comes to visitors or staff due to lack of appropriate and compliant Health and Safety procedures.	The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist Hampton Wick has robust Health and Safety processes, training and monitoring to ensure visitors and staff are kept safe.

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

Structure, governance and management.

The appointment of PCC members is governed by, and set out in, the Church Representation Rules. The PCC comprises all the clergy licensed to St Johns Hampton Wick, the two Churchwardens (elected annually at the annual Meeting of Parishioners) and up to twelve lay members elected at the Parochial Church Meeting (APCM). This also includes up to six lay members of the local Deanery Synod.

Responsibility for setting policy and for determining the parameters within which the PCC should operate rests with the members of the PCC, who meet regularly to review and plan activities. The members of the PCC have delegated responsibility for the day to day operation of the PCC to a leadership team led by the incumbent. The members of the PCC receive training and advice from the local Diocese.

The PCC meets approximately six times a year and holds a retreat or vision meeting once a year. Additionally the Vicar, Associate Vicar and the two Churchwardens form the Executive Committee which meets twice a month. This Committee is empowered by the PCC to make decisions as may be required between PCC meetings and any key decisions made at this Committee and requiring approval by the full PCC are communicated to the PCC members for their approval via email.

Clergy and lay employed staff are responsible for the various ministries and for the finance and administration of the church; and make regular reports to the PCC.

PCC members are kept informed on matters affecting the parish, including health and safety, relevant legislation and safeguarding. One of the PCC's employees is appointed as Church Safeguarding Officer and advises the members of the PCC on all matters relating to safeguarding. A Health and Safety Policy is in place and is kept under review. The PCC has adopted and co-operates with the Diocese of London in its Safeguarding Policy and safer recruitment process, including DBS checks made before any member of staff or volunteer is engaged to work with children or adults at risk.

The PCC co-operates with the Diocese of London at all levels in the pursuit of its charitable objectives.

Remuneration Policy and Principles

Our aim is to reward staff, irrespective of seniority, competitively with our peer organisations, informed by the following principles:

- Fair: We will not discriminate rewards for reasons of race, colour, faith, gender, sexual orientation, age, disability or any other legally protected characteristic
- Competitive: Levels and types of reward will be determined by the size and scope of the role, and informed by comparisons with peer organisations in the church and charitable sectors
- Differentiated: We will differentiate reward decisions on the basis of performance; a combination of what is achieved and the way in which it is done
- Compliant: Our pay processes will account for the correct treatment of tax and national insurance, and reflect national guidance on minimum levels of earnings
- Affordable: All reward decisions will be influenced by the extent to which we can afford them; this will include criteria such as income, expenditure and cash flow
- Total Reward: Our rewards will balance pay, employee benefits, training, development, operating environment and staff wellbeing

All of our directly employed permanent staff are paid at least £11.95 per hour which is the current London Living Wage.

Statement of Responsibilities of the Members of the Parochial Church Council

The PCC is responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the PCC to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity as at the balance sheet date and of its incoming resources and application of resources for the financial year. In preparing these financial statements, the PCC are required to:

1. select suitable accounting policies and apply them consistently
2. observe the methods and principles in the Charities SORP
3. make judgements and estimates that are reasonable and prudent
4. state whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
5. prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business

The PCC is responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approval

This report was approved by the members of the PCC and signed on their behalf by:

Jerry Field

The Reverend Jerry Field

Date: 18 May 2023

INDEPENDENT EXAMINER'S REPORT
TO THE MEMBERS OF THE PAROCHIAL CHURCH COUNCIL OF
THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK
('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 9 to 20 following, which have been prepared on the basis of the accounting policies set out on pages 12 to 14.

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 Fellow of the Association of Charity Independent Examiners, 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.

Ajay Rajani

Ajay Rajani FCIE
Fellow of the Association of Charity Independent Examiners
Stewardship
1 Lamb's Passage
London
EC1Y 8AB

9 June 2023

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
INCOME FROM:					
Donations	3	577,646	58,359	636,005	667,692
Charitable activities	4	17,007	-	17,007	6,908
Other trading activities	5	28,725	-	28,725	32,519
Investments		782	-	782	653
Total income and endowments		624,159	58,359	682,518	707,772
EXPENDITURE ON:					
Charitable activities	6	656,363	50,951	707,313	649,235
Total expenditure		656,363	50,951	707,313	649,235
Net income/(expenditure)		(32,202)	7,408	(24,796)	58,537
Transfers between funds	13	-	-	-	-
Net movement in funds		(32,202)	7,408	(24,796)	58,537
Reconciliation of funds:					
Total funds brought forward		290,486	58,223	348,709	290,172
Total funds carried forward	13	258,283	65,631	323,914	348,709

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

All income and expenditure derive from continuing operations.

The notes on page 12 to 20 form part of these accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

BALANCE SHEET

AS AT 31 DECEMBER 2022

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
FIXED ASSETS					
Tangible assets	8	15,247	-	15,247	32,614
		<u>15,247</u>	<u>-</u>	<u>15,247</u>	<u>32,614</u>
CURRENT ASSETS					
Debtors	9	29,344	-	29,344	31,916
Cash at bank and in hand	10	229,242	65,631	294,873	296,661
		<u>258,586</u>	<u>65,631</u>	<u>324,217</u>	<u>328,577</u>
CREDITORS: Amounts falling due within one year	11	(15,551)	-	(15,551)	(12,482)
		<u>(15,551)</u>	<u>-</u>	<u>(15,551)</u>	<u>(12,482)</u>
Net current assets / (liabilities)		<u>243,036</u>	<u>65,631</u>	<u>308,667</u>	<u>316,095</u>
TOTAL NET ASSETS		<u>258,283</u>	<u>65,631</u>	<u>323,914</u>	<u>348,709</u>
FUND BALANCES					
Unrestricted general funds	13	258,283	-	258,283	290,486
Restricted funds		<u>-</u>	<u>65,631</u>	<u>65,631</u>	<u>58,223</u>
		<u>258,283</u>	<u>65,631</u>	<u>323,914</u>	<u>348,709</u>

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

Jerry Field

The Revd. Jerry Field

Date 18 May 2023

Charity number: 1180021

The notes on page 12 to 20 form part of these accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

FOR THE YEAR ENDED 31 DECEMBER 2022

CASH FLOW STATEMENT

	Note	2022 £	2021 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	a	<u>1,762</u>	<u>77,602</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		782	653
Proceeds from the sale of property, plant and equipment		-	1,219
Purchase of property, plant and equipment		(4,333)	(8,934)
Net cash provided by/(used in) investing activities		<u>(3,551)</u>	<u>(7,061)</u>
Change in cash and equivalents in the reporting period		<u>(1,788)</u>	<u>70,541</u>
Cash and equivalents at the beginning of the year	b	<u>296,661</u>	<u>226,120</u>
Cash and cash equivalents at the end of the year	b	<u>294,873</u>	<u>296,661</u>

Note a: Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2022 £	2021 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(24,796)	58,537
Adjustments for:		
Depreciation charges and provisions for impairment	21,700	26,254
Gain on disposal of fixed assets	-	(845)
Interest from investments	(782)	(653)
(Increase)/decrease in debtors	2,572	(7,827)
Increase/(decrease) in creditors	3,068	2,137
Net cash provided by (used in) operating activities	<u>1,762</u>	<u>77,602</u>

Note b: Analysis of cash and cash equivalents

	2022 £	2021 £
Cash at bank with immediate access	108,978	123,682
Notice deposits (with a term of three months or less)	185,474	172,693
Petty cash	420	286
Total cash and cash equivalents	<u>294,873</u>	<u>296,661</u>

An analysis of changes in net debt has not been presented because the PCC does not have any borrowings.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Statutory Information

The Parochial Church Council of The Ecclesiastical Parish of St John the Baptist Hampton Wick (the PCC) was registered as a charity with the Charity Commission in England & Wales on 21 September 2018. The charity's registered number and principal address can be found on the Charity Information page.

2 Accounting Policies

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

The PCC was registered as a charity on 21 September 2018 and its first financial statements were in respect of the period commencing on that date and ending on 31 December 2019. The PCC was dormant during the period from 21 September 2018 to 31 December 2018 and had no assets or liabilities on 31 December 2018. On 1 January 2019 The Mission Community of St John's Kingston Bridge (charity number 1148264) ("SJKB") transferred its assets, liabilities and activities to the PCC. As permitted by the Charities SORP, this transfer has been accounted for as a merger because it qualifies as a charity reconstruction (whereby the charity has simply changed its legal form). In accordance with the requirements of merger accounting, the assets and liabilities of SJKB were transferred at book value, not fair value, to the PCC.

b) 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.

c) 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 charity has relied significantly upon volunteers in carrying out its activities during the year. In particular volunteers help to support Children, Youth, Men's and Women's ministries, run courses (including Alpha Course, Parenting Course, Marriage Course, Marriage Preparation Course), lead Worship and help with the Church administration. 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.

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 conferences, 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 letting of property held primarily for use in charitable activities.

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.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2022

d) 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.

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 church is considered to be so integrated that the core charitable activity costs are considered to be for the one activity.

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.

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.

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 PCC has been granted exclusive use of Bank House Storage (known as 'The Warehouse') for church and mission purposes, by the leaseholder, the London Diocesan Fund (LDF). The LDF took this 21-year lease from the landlord (HSBC Bank) with this sole purpose in mind. It is anticipated that the PCC will eventually take over this lease however, at 31 December 2022, this lease remained with the LDF. Though the PCC expects to have continued use of the Warehouse, it does not have any legal interest in the property and therefore the amounts spent on refurbishing the property have not been capitalised in these financial statements.

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 £1,000 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:

Equipment	3 years
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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.

g) Leased assets

Leases which do not transfer substantially all the risks and rewards of ownership to the charity are classified as operating leases. Operating lease payments are recognised as an expense on a straight-line basis over the lease term (unless another systematic basis is more representative of use).

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2022

h) Pension scheme arrangements

The PCC contributes to the Church Workers Pension Fund, which is a multi-employer defined benefits pension 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. Consequently the Scheme is accounted for as a defined contribution scheme and contributions to the Scheme are charged to the Statement of Financial Activities as they become payable. Further information about the Scheme is given in note 12 '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) 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	591,037	645,800
Job Retention Scheme grants from government	-	2,876
Other grants receivable	44,968	19,016
	<u>636,005</u>	<u>667,692</u>

4 Income from charitable activities

	2022	2021
	£	£
Church conferences, events and courses	17,007	6,908
	<u>17,007</u>	<u>6,908</u>

5 Other trading income

	2022	2021
	£	£
Letting of church warehouse	28,725	32,519
	<u>28,725</u>	<u>32,519</u>

6 Charitable expenditure

	2022	2021
	£	£
a Costs incurred directly on activities		
Staff costs	229,610	225,381
Common fund and stipend costs	150,985	168,610
Accommodation for clergy and other clergy expenses	87,909	51,451
Ministry expenses	54,630	42,878
Annual conferences and events (such as Focus)	24,348	12,970
Courses (such as Alpha)	10,748	2,978
Church running expenses	37,194	27,812
Warehouse rental and running costs	34,193	29,084
	<u>629,617</u>	<u>561,163</u>
Grants payable (note 6c)	42,111	43,773
	<u>671,728</u>	<u>604,936</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2022

b Costs incurred on support & administration

Governance costs		
Independent examiner's fee	2,640	2,520
Other	-	600
	<u>2,640</u>	<u>3,120</u>
Church administration	3,138	2,599
Legal & professional Fees	8,108	12,326
Depreciation	21,700	26,254
	<u>35,585</u>	<u>44,299</u>
Total expenditure	<u>707,313</u>	<u>649,235</u>

The fee payable to the independent examiner for examining the accounts was £2,640 (2021: £2,520); in addition the charity paid £1,119 (2021: £1,263) to Stewardship for payroll bureau services.

c Grants payable

	Institutions	Individuals	2022
	£	£	£
Grants for UK and overseas mission	17,526	-	17,526
Grants for the relief of poverty and hardship	15,120	3,465	18,585
Grants for UK based churches	6,000	-	6,000
Grant giving in year (see below)	<u>38,646</u>	<u>3,465</u>	<u>42,111</u>

The comparatives for the previous year are as follows:

	Institutions	Individuals	2021
	£	£	£
Grants for UK and overseas mission	14,140	-	14,140
Grants for the relief of poverty and hardship	12,700	3,373	16,073
Grants for UK based churches	13,560	-	13,560
Grant giving in period (see below)	<u>40,400</u>	<u>3,373</u>	<u>43,773</u>

The charity's principal grants to institutions comprised:

	2022	2021
	£	£
UK and Overseas Mission		
International Justice Mission	3,460	1,375
Room for Work	3,600	3,600
Justice and Care	2,250	1,500
Fusion	1,400	1,200
Justice Defenders	-	1,500
Barnabus Trust	1,500	1,375
RBK Schools Christian Worker Trust	-	1,000
The East to West Trust	1,000	1,000
Gift of Blessing Trust	1,200	-
Alpha International (for Ukraine)	1,021	-
Insight Schools Work	1,000	-
Other Institutions	1,096	1,590
Relief of poverty and hardship		
Hope Health Action	9,200	7,700
Tearfund	5,920	5,000
Support for UK based Churches		
All Saints, Hampton	2,000	8,560
Activate Church, Teddington	4,000	3,000
St Richards, Ham	-	2,000
	<u>38,646</u>	<u>40,400</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2022

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

	2022	2021
	£	£
Gross wages and salaries	202,959	200,608
Social security	12,406	12,268
Pension costs	8,401	8,415
Other employment costs	5,845	4,090
	<u>229,610</u>	<u>225,381</u>

Most of the charity's activities are carried out by volunteers. The average monthly number of employees and the related full time equivalent is given below:

	2022	2021
Average monthly number of employees	13	12.9
Full time equivalent	8	8.2

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

Revd. Jerry Field and Revd. Anna Evans (who are clergy members of the PCC) receive a stipend from the Diocese and so they are not employees; some of the Parish Share paid to the Diocese is used to help meet the cost of these stipends. Revd. Anna Evans was provided with accommodation (which is customary for clergy) so that she could better perform her duties and the cost of this accommodation to the PCC was £33,244 (2021: £30,416).

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

8 Tangible fixed assets

	Fixtures, fittings and equipment £	Total 2022 £
Cost		
At 1 January 2022	183,268	183,268
Additions	4,333	4,333
At 31 December 2022	<u>187,601</u>	<u>187,601</u>
Accumulated depreciation		
At 1 January 2022	150,654	150,654
Charge for the year	21,700	21,700
At 31 December 2022	<u>172,354</u>	<u>172,354</u>
Net book value		
At 31 December 2022	<u>15,247</u>	<u>15,247</u>
At 31 December 2021	<u>32,614</u>	<u>32,614</u>

9 Debtors

	2022	2021
	£	£
Trade debtors	520	4,403
Prepayments and accrued income	28,824	27,513
	<u>29,344</u>	<u>31,916</u>

10 Cash at Bank and in Hand

	2022	2021
	£	£
Bank operating accounts	108,978	123,682
Bank deposits	185,474	172,693
Petty cash	420	286
	<u>294,873</u>	<u>296,661</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2022

11 Creditors: liabilities falling due within one year

	2022	2021
	£	£
Trade Creditors	2,927	1,815
Accruals	2,640	2,520
Deferred Income	2,871	2,871
Other creditors	7,113	5,277
	<u>15,551</u>	<u>12,482</u>

Deferred income represents income received in advance for events and conferences that, it was hoped, would be able to take place in 2021. Unfortunately, due to the pandemic, they have had to be postponed and it is hoped that they will now take place in 2023.

12 Pension commitments

The Church Workers Pension Fund (CWPF)

The PCC 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 (2022: £8,401, 2021: £8,415).

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, the PCC could become responsible for paying a share of that employer's pension liabilities.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2022

13 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 £	Closing balance 2022 £
<i>Unrestricted general funds</i>	290,486	624,159	(656,363)	-	258,283
Total Unrestricted Funds	290,486	624,159	(656,363)	-	258,283
<i>Restricted Funds</i>					
Building fund	52,719	7,841	-	-	60,560
Hardship fund	5,504	2,350	(3,465)	-	4,389
Curate and staff fund	-	44,968	(44,968)	-	-
Ukraine relief fund	-	1,135	(1,021)	-	115
School bag fund	-	1,175	(1,175)	-	-
Root Café fund	-	890	(322)	-	568
	58,223	58,359	(50,951)	-	65,631
Aggregate of funds	348,709	682,518	(707,313)	-	323,914

Analysis of net assets by fund

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

	Unrestricted general funds £	Restricted funds £	2022 £
Tangible fixed assets	15,247	-	15,247
Debtors	29,344	-	29,344
Cash at bank and in hand	229,242	65,631	294,873
Creditors falling due within one year	(15,551)	-	(15,551)
	258,283	65,631	323,914

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 £	Closing balance 2021 £
<i>Unrestricted general funds</i>	237,453	679,880	(626,847)	-	290,486
	237,453	679,880	(626,847)	-	290,486
<i>Restricted Funds</i>					
Building Fund	52,719	-	-	-	52,719
Hardship fund	-	8,876	(3,372)	-	5,504
Curate Fund	-	19,016	(19,016)	-	-
	52,719	27,892	(22,388)	-	58,223
Aggregate of funds	290,172	707,772	(649,235)	-	348,709

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2022

13 Funds continued

Analysis of net assets by fund

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

	Unrestricted general funds £	Restricted funds £	2021 £
Tangible fixed assets	32,614	-	32,614
Debtors	31,916	-	31,916
Cash at bank and in hand	238,438	58,223	296,661
Creditors falling due within one year	(12,482)	-	(12,482)
	<u>290,486</u>	<u>58,223</u>	<u>348,709</u>

Restricted funds

The **Building** fund was created from donations received to help meet the cost of renovations to church property.

The **Hardship** fund was created from donations received to help those facing financial hardship .

The **Curate and staff** fund was created from grants received from the Church Revitalisation Trust to help meet the cost of taking on a new curate and to help fund the post of Operations Director. It has been used to help pay for accommodation provided to the Curate and the salary of the Operations Director.

The **Ukraine Relief** fund was created from donations received to help those affected by the war in Ukraine.

The **School Bag** fund was created from donations received to help children at local schools.

The **Root Café** fund was created from donations received to help pay for a café where young people can meet weekly.

14 Operating lease commitments

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

	2022 £	2021 £
Payments falling due:		
Within one year	56,400	48,500
Between one and five years	<u>16,200</u>	<u>51,300</u>
	<u>72,600</u>	<u>99,800</u>

During the year the charity was charged £77,700 (2021: £41,100) for its operating lease.

15 Transactions with related parties

During the year the PCC:

- received donations totalling £72,053 (2021: £97,414) from related parties (which includes members of the PCC, any other members of key management and anyone closely connected to them).
- paid grants totalling £3,600 (2021: £3,600) to a charity called Room for Work; two members of the PCC (Robin Bell and Garth Watkins) are closely involved in the running of that charity. The PCC also gave Room for Work rent free use of church premises for a total of 44 hours (2021: no use was made of the church premises).
- paid employment benefits totalling £281 (2021: £nil) to a close relative of Daniel Bates, who is a member of the PCC.

Except for the reimbursement of expenses incurred when acting as agent, or incurred when undertaking duties associated with serving as clergy, no expenses were paid to (or for) members of the PCC.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES

FOR THE YEAR ENDED 31 DECEMBER 2022

		<u>Unrestricted funds</u>				<u>Unrestricted funds</u>			
		General	Designated	Restricted	Total	General	Designated	Restricted	Total
		funds	funds	funds		funds	funds	funds	
		2022	2022	2022	2022	2021	2021	2021	2021
Note		£	£	£	£	£	£	£	£
INCOME FROM:									
	3	577,646	-	58,359	636,005	639,800	-	27,892	667,692
	4	17,007	-	-	17,007	6,908	-	-	6,908
	5	28,725	-	-	28,725	32,519	-	-	32,519
		782	-	-	782	653	-	-	653
		Total income				679,880		27,892	707,772
EXPENDITURE ON:									
	6	656,363	-	50,951	707,313	626,847	-	22,388	649,235
		Total Expenditure				626,847		22,388	649,235
		Net income/(expenditure)				53,033		5,504	58,537
	13	-	-	-	-	-	-	-	-
		Net movement in funds				53,033		5,504	58,537
Reconciliation of funds:									
	13	258,283	-	65,631	323,914	290,486	-	58,223	348,709

Accounts

THE PAROCHIAL CHURCH COUNCIL
OF THE ECCLESIASTICAL PARISH OF
ST JOHN THE BAPTIST HAMPTON
WICK

Report and Accounts

for the year ending 31 December 2021

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

CHARITY INFORMATION

FOR THE YEAR ENDED 31 DECEMBER 2021

Members of the Parochial Church Council	The Revd. Jerry Field (incumbent) Mr Bisi. Alonge (appointed 23 September 2021) Mr. Daniel Bates Mr. Robin Bell Mrs. Ruth Blizzard Mr. Steven Bryan Mrs. Susan Catcheside The Revd. Anna Evans Ms. Nisha George (resigned 20 May 2021) Mrs. Rebecca Isaac (appointed 20 May 2021) The Revd. Jonathan Kissell (resigned 4 April 2021) Mr. James Klair (resigned 8 July 2021) Mr. Henrik Lannero (appointed 27 January 2022) Mr. James Norman (appointed 20 May 2021) Mrs. Caroline Oldham (resigned 20 March 2022) Mrs. Rachel Pim (appointed 20 May 2021) Mr. Graham Simpson (resigned 8 July 2021) Mrs. Andrea Sisodia Mr. Shakti Sisodia Mr. Garth Watkins
Other members of key management	The Revd. Jerry Field The Revd. Anna Evans
Charity Registration Number	1180021
Principal Address	St John's Church, Church Grove Hampton Wick, KT1 4AL
Independent Examiner	Ajay Rajani FCIE Stewardship 1 Lamb's Passage London EC1Y 8AB
Bankers	HSBC Bank plc Kingston Branch 54 Clarence Street Kingston Upon Thames Surrey KT1 1NP

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

REPORT OF THE MEMBERS OF THE PAROCHIAL CHURCH COUNCIL

FOR THE PERIOD ENDED 31ST DECEMBER 2021

The members of the Parochial Church Council (PCC) have pleasure in submitting the Report and Accounts for the period.

Introduction

The charity was registered with the Charity Commission on 21 September 2018 and operates under the Charities Act 2011. The governing documents for the charity are the Parochial Church Councils (Powers) Measure 1956 (as amended) and the Church Representation Rules.

Objects of the charity

The charity is responsible for co-operating with the incumbent, in promoting in the ecclesiastical parish, the whole mission of the Church be it pastoral, evangelistic, social or ecumenical. The PCC is also responsible for maintaining certain church property situated within the parish, namely the church building at Church Grove, Hampton Wick.

Review of Activities

Our vision is to Love Jesus, Build Community and Transform Lives.

There are currently 246 adults on our electoral roll. 334 adults, 58 children and 30 youth are involved in regular Sunday worship. The Covid pandemic has not only decreased numbers as expected, but also given us a much clearer idea of Sunday attendance through our online booking system. It is not possible to know how many are joining per household online, so that has been estimated conservatively.

A variety of family life, employment and Christian basics courses are regularly run throughout the year with attendance from both church members and also the wider community. There are thriving Children, Youth and Student Ministries.

Due to the ongoing pandemic during 2021 and occasions when the church was not able to meet in person or had limited capacity due to social distancing, St John's has continued most of its activities using online media, including recorded and live-streamed services, courses, ministries and events. As a result, St John's has continued to welcome new members and visitors during this time. Furthermore, a hardship fund that was established during the pandemic continued to grow and be used to help both congregation and community who experienced need, due to loss of jobs or falling on hard times. Following the success of providing Christmas Day lunch in 2020, for the elderly and vulnerable members of our local community, St John's went on to provide lunch on Palm Sunday which also was thankfully received.

Over the course of the year, St John's has maintained its connection with other local organisations, including Hampton Deanery, Kingston Churches Together, Churches Together in Teddington, Kingston University, Twickenham Sea Cadets, The Hampton Wick Association, HM Prison Service, St John the Baptist Junior School and Hampton Wick Infant and Nursery School.

Many of the PCC's activities are undertaken by volunteers and the PCC could not operate effectively without their efforts. In particular volunteers help to support Children, Youth, Men's and Women's ministries, run courses (including the Alpha Course, Marriage Course, Pre-Marriage Course), lead Worship and help with Church administration.

In planning the activities, the members of the PCC have had regard to the guidance on public benefit issued by the Charity Commission.

Financial Review

In 2021 St John's reported a surplus of £58,537 (2020: £40,895). This was the result of strong and continuing levels of giving and careful cost management. The members of the PCC also agreed to accumulate reserves during 2021 with the aim of using these to develop and upgrade the existing church buildings to accommodate the requirement for additional space to support our ministry.

Overall, income increased by £65,042, to £707,772. Income from donations increased by £49,859 to £667,692, which was largely due to increases in both regular monthly giving and irregular one off donations. Income from letting church property increased by £14,138, to £32,519.

Expenditure increased by £47,400 to £649,235. Ministry expenses and event costs increased by £31,577 because the easing of pandemic restrictions made it possible to organise more activities, grant making increased by £10,523 as the PCC sought to increase its support for UK based churches, and legal and professional costs increased by £8,662 as the PCC continued to explore a building project (see below). During the year Revd. Kissell left the parish and this reduced the payments made to the London Diocese but this was offset by an increase in clergy expenses when the PCC took on a new Curate (who needed to be provided with accommodation).

Net assets increased by this year's surplus, which was £58,537, to £348,709. This is largely represented by cash of £296,661 (of which £58,223 is restricted) and fixed assets of £32,614.

Future Plans

Our future plans continue to:

- In the short and long-term to promote the our vision which is to Love Jesus, Build Community and Transform Lives;
- We plan to do this through continuing to run Christian basics courses; encouraging, equipping and resourcing church leadership and the congregation to help run Christian basics and other courses in the local area; development of church facilities to provide a space for running courses, training and for the benefit of the local community. Regarding worship within the community, it will continue with three services on a Sunday, a monthly prayer meeting, regular meetings of men's and women's groups, and an annual week away; and
- We plan to upgrade the church buildings and facilities to provide additional space for ministry, including for youth, pastoral meetings, office staff and small groups. The restricted funds we had previously built up to potentially acquire a property adjacent to St John's will (with the permission of donors) now be used to help fund this building project .

Reserves Policy

To ensure that the PCC always has sufficient working capital to meet its obligations to employees and creditors, the members of the PCC established a policy whereby the unrestricted cash held by the PCC should cover three months of planned expenditure after taking into account regular giving. For 2021, to comply with this policy, the members of the PCC determined that the charity should hold unrestricted cash of no less than £30,000. The PCC ended 2021 with unrestricted cash of £238,439 and the PCC plans to use much of the excess to help fund the upgrade of St John's church building.

Risk Statement

The members of the PCC have reviewed the risks to which The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist Hampton Wick is exposed. Appropriate procedures are in place to identify, monitor and review these risks on a regular basis. The schedule of major risks and mitigation identified by the members of the PCC are as follows.

No	Potential Risk	Mitigation
1	Reputational damage due to the behaviour of senior leadership or staff members.	The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist Hampton Wick has clearly defined values and behaviors which are regularly communicated and oversight structures are in place for staff and senior leadership.
2	Harm comes to those in our care due to lack of appropriate and compliant child and adults at risk safeguarding procedures.	The Church Council has adopted and co-operates with the Diocese in its Safeguarding Policy and safer recruitment process. DBS checks are made before any member of staff or volunteer is engaged to work with children or adults at risk.
3	A shortfall in income and/or inadequate cashflow results in an inability to meet salary and creditor payments.	Strong budgetary and financial controls are in place with regular financial reports and forecasts discussed at Parochial Church Council meetings. Reserves are also maintained at a level based on the net of three months budgeted expenditure and income.
4	Harm comes to visitors or staff due to lack of appropriate and compliant Health and Safety procedures.	The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist Hampton Wick has robust Health and Safety processes, training and monitoring to ensure visitors and staff are kept safe.

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

Structure, governance and management.

The appointment of PCC members is governed by, and set out in, the Church Representation Rules. The PCC comprises all the clergy licensed to St Johns Hampton Wick, the two Churchwardens (elected annually at the annual Meeting of Parishioners) and up to twelve lay members elected at the Parochial Church Meeting (APCM). This also includes up to six lay members of the local Deanery Synod.

Responsibility for setting policy and for determining the parameters within which the PCC should operate rests with the members of the PCC, who meet regularly to review and plan activities. The members of the PCC have delegated responsibility for the day to day operation of the PCC to a leadership team led by the incumbent. The members of the PCC receive training and advice from the local Diocese.

The PCC meets approximately six times a year and holds a retreat or vision meeting once a year. Additionally the Vicar and the two Churchwardens form the Executive Committee which meets twice a month. This Committee is empowered by the PCC to make decisions as may be required between PCC meetings and any key decisions made at this Committee and requiring approval by the full PCC are communicated to the PCC members for their approval via email.

Clergy and lay employed staff are responsible for the various ministries and for the finance and administration of the church; and make regular reports to the PCC.

PCC members are kept informed on matters affecting the parish, including health and safety, relevant legislation and safeguarding. One of the PCC's employees is appointed as Church Safeguarding Officer and advises the members of the PCC on all matters relating to safeguarding. A Health and Safety Policy is in place and is kept under review. The PCC has adopted and co-operates with the Diocese of London in its Safeguarding Policy and safer recruitment process, including DBS checks made before any member of staff or volunteer is engaged to work with children or adults at risk.

The PCC co-operates with the Diocese of London at all levels in the pursuit of its charitable objectives.

Remuneration Policy and Principles

Our aim is to reward staff, irrespective of seniority, competitively with our peer organisations, informed by the following principles:

- Fair: We will not discriminate rewards for reasons of race, colour, faith, gender, sexual orientation, age, disability or any other legally protected characteristic
- Competitive: Levels and types of reward will be determined by the size and scope of the role, and informed by comparisons with peer organisations in the church and charitable sectors
- Differentiated: We will differentiate reward decisions on the basis of performance; a combination of what is achieved and the way in which it is done
- Compliant: Our pay processes will account for the correct treatment of tax and national insurance, and reflect national guidance on minimum levels of earnings
- Affordable: All reward decisions will be influenced by the extent to which we can afford them; this will include criteria such as income, expenditure and cash flow
- Total Reward: Our rewards will balance pay, employee benefits, training, development, operating environment and staff wellbeing

All of our directly employed permanent staff are paid at least £11.05 per hour which is the current London Living Wage.

Statement of Responsibilities of the Members of the Parochial Church Council

The PCC is responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the PCC to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity as at the balance sheet date and of its incoming resources and application of resources for the financial year. In preparing these financial statements, the PCC are required to:

1. select suitable accounting policies and apply them consistently
2. observe the methods and principles in the Charities SORP
3. make judgements and estimates that are reasonable and prudent
4. state whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
5. prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business

The PCC is responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approval

This report was approved by the members of the PCC and signed on their behalf by:

The Reverend Jerry Field

Date: 19 May 2022

INDEPENDENT EXAMINER'S REPORT
TO THE MEMBERS OF THE PAROCHIAL CHURCH COUNCIL OF
THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK
('the Charity')

I report to the charity trustees on my examination of the accounts of the Charity for the period ended 31 December 2021 on pages 8 to 19 following, which have been prepared on the basis of the accounting policies set out on pages 11 to 13.

Responsibilities and basis of report

As the charity's trustees 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 Fellow of the Association of Charity Independent Examiners, 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.

Ajay Rajani FCIE
Fellow of the Association of Charity Independent Examiners
Stewardship
1 Lamb's Passage
London
EC1Y 8AB

Date: 20 May 2022

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
INCOME FROM:					
Donations	3	639,800	27,892	667,692	617,833
Charitable activities	4	6,908	-	6,908	5,585
Other trading activities	5	32,519	-	32,519	18,381
Investments		653	-	653	931
Total income and endowments		679,880	27,892	707,772	642,730
EXPENDITURE ON:					
Charitable activities	6	626,847	22,388	649,235	601,835
Total expenditure		626,847	22,388	649,235	601,835
Net income/(expenditure)		53,034	5,504	58,537	40,895
Transfers between funds	13	-	-	-	-
Net movement in funds		53,034	5,504	58,537	40,895
Reconciliation of funds:					
Total funds brought forward		237,453	52,719	290,172	249,277
Total funds carried forward	13	290,487	58,223	348,709	290,172

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

All income and expenditure derive from continuing operations.

The notes on page 11-19 form part of these accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

BALANCE SHEET

AS AT 31 DECEMBER 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
FIXED ASSETS					
Tangible assets	8	32,614	-	32,614	50,309
		<u>32,614</u>	<u>-</u>	<u>32,614</u>	<u>50,309</u>
CURRENT ASSETS					
Debtors	9	31,916	-	31,916	24,089
Cash at bank and in hand	10	238,439	58,223	296,661	226,120
		<u>270,355</u>	<u>58,223</u>	<u>328,577</u>	<u>250,209</u>
CREDITORS: Amounts falling due within one year	11	(12,482)	-	(12,482)	(10,346)
		<u>(12,482)</u>	<u>-</u>	<u>(12,482)</u>	<u>(10,346)</u>
Net current assets / (liabilities)		<u>257,873</u>	<u>58,223</u>	<u>316,095</u>	<u>239,863</u>
TOTAL NET ASSETS		<u>290,487</u>	<u>58,223</u>	<u>348,709</u>	<u>290,172</u>
FUND BALANCES					
	13				
Unrestricted general funds		290,487	-	290,487	237,453
Restricted funds		<u>-</u>	<u>58,223</u>	<u>58,223</u>	<u>52,719</u>
		<u>290,487</u>	<u>58,223</u>	<u>348,709</u>	<u>290,172</u>

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

The Revd. Jerry Field

Date: 19 May 2022

Charity number: 1180021

The notes on page 11-19 form part of these accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

FOR THE YEAR ENDED 31 DECEMBER 2021

CASH FLOW STATEMENT

	Note	2021 £	2020 £
Cash flows from operating activities:			
<i>Net cash provided by (used in) operating activities</i>	a	<u>77,602</u>	<u>49,468</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		653	931
Proceeds from the sale of property, plant and equipment		1,219	-
Purchase of property, plant and equipment		(8,934)	(39,048)
<i>Net cash provided by/(used in) investing activities</i>		<u>(7,061)</u>	<u>(38,117)</u>
<i>Change in cash and equivalents in the reporting period</i>		<u>70,541</u>	<u>11,351</u>
Cash and equivalents at the beginning of the year	b	<u>226,120</u>	<u>214,769</u>
<i>Cash and cash equivalents at the end of the year</i>	b	<u>296,661</u>	<u>226,120</u>

Note a: Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2021 £	2020 £
<i>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</i>	58,537	40,895
Adjustments for:		
Depreciation charges and provisions for impairment	26,254	20,333
Gain on disposal of fixed assets	(845)	-
Interest from investments	(653)	(931)
(Increase)/decrease in debtors	(7,827)	(6,883)
Increase/(decrease) in creditors	2,137	(3,946)
<i>Net cash provided by (used in) operating activities</i>	<u>77,602</u>	<u>49,468</u>

Note b: Analysis of cash and cash equivalents

	2021 £	2020 £
Cash at bank with immediate access	123,682	64,969
Notice deposits (with a term of three months or less)	172,693	160,039
Petty cash	286	1,112
Total cash and cash equivalents	<u>296,661</u>	<u>226,120</u>

An analysis of changes in net debt has not been presented because the PCC does not have any borrowings.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2021

1 Statutory Information

The Parochial Church Council of The Ecclesiastical Parish of St John the Baptist Hampton Wick (the PCC) was registered as a charity with the Charity Commission in England & Wales on 21 September 2018. The charity's registered number and principal address can be found on the Charity Information page.

2 Accounting Policies

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

The PCC was registered as a charity on 21 September 2018 and its first financial statements were in respect of the period commencing on that date and ending on 31 December 2019. The PCC was dormant during the period from 21 September 2018 to 31 December 2018 and had no assets or liabilities on 31 December 2018. On 1 January 2019 The Mission Community of St John's Kingston Bridge (charity number 1148264) ("SJKB") transferred its assets, liabilities and activities to the PCC. As permitted by the Charities SORP, this transfer has been accounted for as a merger because it qualifies as a charity reconstruction (whereby the charity has simply changed its legal form). In accordance with the requirements of merger accounting, the assets and liabilities of SJKB were transferred at book value, not fair value, to the PCC.

b) 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.

c) 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 charity has relied significantly upon volunteers in carrying out its activities during the year. In particular volunteers help to support Children, Youth, Men's and Women's ministries, run courses (including Alpha Course, Parenting Course, Marriage Course, Marriage Preparation Course), lead Worship and help with the Church administration. 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.

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 conferences, 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 letting of property held primarily for use in charitable activities.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2021

c) Income continued

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.

d) 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.

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 church is considered to be so integrated that the core charitable activity costs are considered to be for the one activity.

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.

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.

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 PCC has been granted exclusive use of Bank House Storage (known as 'The Warehouse') for church and mission purposes, by the leaseholder, the London Diocesan Fund (LDF). The LDF took this 21-year lease from the landlord (HSBC Bank) with this sole purpose in mind. It is anticipated that the PCC will eventually take over this lease however, at 31 December 2021, this lease remained with the LDF. Though the PCC expects to have continued use of the Warehouse, it does not have any legal interest in the property and therefore the amounts spent on refurbishing the property have not been capitalised in these financial statements.

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 £1,000 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:

Equipment	3 years
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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.

g) Leased assets

Leases which do not transfer substantially all the risks and rewards of ownership to the charity are classified as operating leases. Operating lease payments are recognised as an expense on a straight-line basis over the lease term (unless another systematic basis is more representative of use).

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2021

h) Pension scheme arrangements

The PCC contributes to the Church Workers Pension Fund, which is a multi-employer defined benefits pension 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. Consequently the Scheme is accounted for as a defined contribution scheme and contributions to the Scheme are charged to the Statement of Financial Activities as they become payable. Further information about the Scheme is given in note 12 '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) 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

	2021	2020
	£	£
Donations of cash and similar	645,800	582,446
Job Retention Scheme grants from government	2,876	37,136
Other grants receivable	19,016	250
Other grants returned	-	(2,000)
	<u>667,692</u>	<u>617,833</u>

4 Income from charitable activities

	2021	2020
	£	£
Church conferences, events and courses	6,908	5,585
	<u>6,908</u>	<u>5,585</u>

5 Other trading income

	2021	2020
	£	£
Letting of church warehouse	32,519	18,381
	<u>32,519</u>	<u>18,381</u>

6 Charitable expenditure

	2021	2020
	£	£
a Costs incurred directly on activities		
Staff costs	225,381	236,374
Common fund and stipend costs	168,610	185,805
Accommodation for clergy and other clergy expenses	51,451	31,951
Ministry expenses	42,878	20,235
Annual conferences and events (such as Focus)	12,970	4,036
Courses (such as Alpha)	2,978	4,847
Church running expenses	27,812	27,416
Warehouse rental and running costs	29,084	28,130
	<u>561,163</u>	<u>538,794</u>
Grants payable (note 6c)	43,773	33,250
	<u>604,936</u>	<u>572,044</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2021

6b Costs incurred on support & administration

Governance costs		
Independent examiner's fee	2,520	2,760
Other	600	10
	<u>3,120</u>	<u>2,770</u>
Church administration	2,599	3,024
Legal & professional Fees	12,326	3,664
Depreciation	26,254	20,333
	<u>44,299</u>	<u>29,791</u>
Total expenditure	<u>649,235</u>	<u>601,835</u>

The fee payable to the independent examiner for examining the accounts was £2,520 (2020: £2,760); in addition the charity paid £1,263 (2020: £1,024) to Stewardship for payroll bureau services.

c Grants payable

	Institutions £	Individuals £	2021 £
Grants for UK and overseas mission	14,140	-	14,140
Grants for the relief of poverty and hardship	12,700	3,373	16,073
Grants for UK based churches	13,560	-	13,560
Grant giving in year (see below)	<u>40,400</u>	<u>3,373</u>	<u>43,773</u>

The comparatives for the previous year are as follows:

	Institutions £	Individuals £	2020 £
Grants for UK and overseas mission	13,185	-	13,185
Grants for the relief of poverty and hardship	11,420	8,645	20,065
Grant giving in period (see below)	<u>24,605</u>	<u>8,645</u>	<u>33,250</u>

The charity's principal grants to institutions comprised:

	2021 £	2020 £
UK and Overseas Mission		
International Justice Mission	1,375	1,710
Room for Work	3,600	3,600
Justice and Care	1,500	1,750
Fusion	1,200	1,280
Justice Defenders	1,500	-
Barnabus Trust	1,375	-
RBK Schools Christian Worker Trust	1,000	-
The East to West Trust	1,000	-
African Prisons Project	-	1,460
Schools Insight Work	-	1,000
Urban Action Trust	-	600
Other Institutions	1,590	1,785
Relief of poverty and hardship	-	-
Hope Health Action	7,700	7,700
Tearfund	5,000	3,720
Support for UK based Churches	-	-
All Saints, Hampton	8,560	-
Activate Church, Teddington	3,000	-
St Richards, Ham	2,000	-
	<u>40,400</u>	<u>24,605</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2021

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

	2021	2020
	£	£
Gross wages and salaries	200,608	210,783
Social security	12,268	13,370
Pension costs	8,415	8,244
Other employment costs	4,090	3,978
	<u>225,381</u>	<u>236,374</u>

Most of the charity's activities are carried out by volunteers. The average monthly number of employees and the related full time equivalent is given below:

	2021	2020
Average monthly number of employees	12.9	14
Full time equivalent	8.2	6.7

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

Rev. Jerry Field and Rev. Anna Evans (who are clergy members of the PCC) receive a stipend from the Diocese and so they are not employees; some of the Parish Share paid to the Diocese is used to help meet the cost of these stipends. Rev. Anna Evans was provided with accommodation (which is customary for clergy) so that she could better perform her duties and the cost of this accommodation to the PCC was £30,416 (2020: £31,215).

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

8 Tangible fixed assets

	Fixtures, fittings and equipment £	Total 2021 £
Cost		
At 1 January 2021	176,138	176,138
Additions	8,934	8,934
Disposals	(1,803)	(1,803)
At 31 December 2021	<u>183,268</u>	<u>183,268</u>
Accumulated depreciation		
At 1 January 2021	125,829	125,829
Charge for the year	26,254	26,254
Eliminated on disposal	(1,429)	(1,429)
At 31 December 2021	<u>150,654</u>	<u>150,654</u>
Net book value		
At 31 December 2021	<u>32,614</u>	<u>32,614</u>
At 31 December 2020	<u>50,309</u>	<u>50,309</u>

9 Debtors

	2021	2020
	£	£
Trade debtors	4,403	2,543
Prepayments and accrued income	27,513	21,546
	<u>31,916</u>	<u>24,089</u>

10 Cash at Bank and in Hand

	2021	2020
	£	£
Bank operating accounts	123,682	64,969
Bank deposits	172,693	160,039
Petty cash	286	1,112
	<u>296,661</u>	<u>226,120</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2021

11 Creditors: liabilities falling due within one year

	2021	2020
	£	£
Trade Creditors	1,815	1,034
Accruals	2,520	3,380
Deferred Income	2,871	2,871
Other creditors	5,277	3,062
	<u>12,482</u>	<u>10,346</u>

Deferred income represents income received in advance for events and conferences that, it was hoped, would be able to take place in 2021. Unfortunately, due to the pandemic, they have had to be postponed and it is hoped that they will now take place in 2022.

12 Pension commitments

The Church Workers Pension Fund (CWPF)

The PCC 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: £8,415, 2020: £8,244).

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, the PCC could become responsible for paying a share of that employer's pension liabilities.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2021

13 Funds

During the 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 £	Closing balance 2021 £
<i>Unrestricted general funds</i>	237,453	679,880	(626,847)	-	290,487
<i>Restricted Funds</i>					
Building Fund	52,719	-	-		52,719
Hardship fund	-	8,876	(3,373)	-	5,504
Curate fund	-	19,016	(19,016)	-	-
	52,719	27,892	(22,388)	-	58,223
Aggregate of funds	290,172	707,772	(649,235)	-	348,709

Analysis of net assets by fund

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

	Unrestricted general funds £	Restricted funds £	2021 £
Tangible fixed assets	32,614	-	32,614
Debtors	31,916	-	31,916
Cash at bank and in hand	238,439	58,223	296,661
Creditors falling due within one year	(12,482)	-	(12,482)
	290,487	58,223	348,709

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

	Opening balance 2020 £	Incoming resources 2020 £	Outgoing resources 2020 £	Transfers in the year 2020 £	Closing balance 2020 £
<i>Designated Funds</i>					
Richmond in Bloom grant fund	-	250	(250)	-	-
<i>Unrestricted general funds</i>	194,558	634,369	(591,474)	-	237,453
	194,558	634,619	(591,724)	-	237,453
<i>Restricted Funds</i>					
Building Fund	-	-	-	52,719	52,719
Fairlight House	52,719	-	-	(52,719)	-
School Mentoring	2,000	2,000	-	-	-
Hardship fund	-	10,111	(10,111)	-	-
	54,719	8,111	(10,111)	-	52,719
Aggregate of funds	249,277	642,730	(601,835)	-	290,172

In the previous year Fairlight House was sold to someone else and plans to purchase part of that property had to be abandoned. Donors to the Fairlight House fund were contacted and, with their agreement, the balance on the fund was transferred to a new Building fund (see below).

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2021

13 Funds continued

Analysis of net assets by fund

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

	Unrestricted general funds £	Restricted funds £	2020 £
Tangible fixed assets	50,309	-	50,309
Debtors	24,089	-	24,089
Cash at bank and in hand	173,401	52,719	226,120
Creditors falling due within one year	(10,346)	-	(10,346)
	<u>237,453</u>	<u>52,719</u>	<u>290,172</u>

Restricted funds

The **Building** fund was created from donations received to help meet the cost of renovations to church property.

The **Fairlight House** fund was created from donations received to help purchase part of Fairlight House, a nearby property.

The **School Mentoring** fund was created from donations received to help fund a program for mentoring young people at local schools within the parish. This money was never used and so was returned.

The **Hardship** fund was created as a response to COVID-19 from donations received to help those facing financial hardship and those suffering physically or psychologically.

The **Curate** fund was created from grants received from the Church Revitalisation Trust to help meet the cost of taking on a new curate and has largely been used to help cover the cost accommodation provided to the Curate.

14 Operating lease commitments

The charity has an operating lease for residential property 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:

	2021 £	2020 £
Payments falling due:		
Within one year	48,500	27,600
Between one and five years	<u>51,300</u>	<u>16,100</u>
	<u>99,800</u>	<u>43,700</u>

During the year the charity was charged £41,100 (2020: £27,600) for its operating lease.

15 Transactions with related parties

During the year the PCC:

- received donations totalling £97,414 (2020: £90,778) from related parties (which includes members of the PCC, any other members of key management and anyone closely connected to them).
- paid grants totalling £3,600 (2020: £3,600) to a charity called Room for Work; two members of the PCC (Robin Bell and Garth Watkins) are closely involved in the running of that charity. In the previous year the PCC also gave Room for Work rent free use of church premises for a total of 72 hours (2021: no use was made of church premises).
- paid employment benefits totalling £794 (2020: £1,377) to a close relative of Susan Catcheside, who is a member of the PCC.
- Daniel Bates, who is a member of the PCC, has an interest in a business that rented rooms in one of the PCC's properties. This business was charged £2,400 (2020: £1,135) for the use of these rooms and the PCC was owed £1,200 (2020: £1,135) by this business at the year-end. The business was charged rent on the same terms as other hirers.

Except for the reimbursement of expenses incurred when acting as agent, or incurred when undertaking duties associated with serving as clergy, no expenses were paid to (or for) members of the PCC.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES

FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	<u>Unrestricted funds</u>				<u>Unrestricted funds</u>			
		General funds	Designated funds	Restricted funds	Total	General funds	Designated funds	Restricted funds	Total
		2021	2021	2021	2021	2020	2020	2020	2020
		£	£	£	£	£	£	£	£
INCOME FROM:									
Donations	3	639,800	-	27,892	667,692	609,472	250	8,111	617,833
Charitable activities	4	6,908	-	-	6,908	5,585	-	-	5,585
Other trading activities	5	32,519	-	-	32,519	18,381	-	-	18,381
Investments		653	-	-	653	931	-	-	931
Total income		679,880	-	27,892	707,772	634,369	250	8,111	642,730
EXPENDITURE ON:									
Charitable activities:	6	626,847	-	22,388	649,235	591,474	250	10,111	601,835
Total Expenditure		626,847	-	22,388	649,235	591,474	250	10,111	601,835
Net income/(expenditure)		53,034	-	5,504	58,537	42,895	-	(2,000)	40,895
Transfers between funds	13	-	-	-	-	-	-	-	-
Net movement in funds		53,034	-	5,504	58,537	42,895	-	(2,000)	40,895
Reconciliation of funds:									
Total funds brought forward		237,453	-	52,719	290,172	194,558	-	54,719	249,277
Total funds carried forward	13	290,487	-	58,223	348,709	237,453	-	52,719	290,172

Accounts

THE PAROCHIAL CHURCH COUNCIL
OF THE ECCLESIASTICAL PARISH OF
ST JOHN THE BAPTIST HAMPTON
WICK

Report and Accounts

for the year ending 31 December 2020

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

CHARITY INFORMATION

FOR THE YEAR ENDED 31 DECEMBER 2020

Members of the Parochial Church Council	The Revd. Jerry Field	(incumbent)
	Mr. Daniel Bates	
	Mr. Robin Bell	
	Mrs. Ruth Blizzard	appointed 11/10/20
	Mr. Steven Bryan	
	Mrs. Susan Catcheside	
	The Revd. Anna Evans	
	Ms. Nisha George	appointed 11/10/20
	Mrs. Rosemary Hobley	resigned 14/5/20
	The Revd. Jonathan Kissell	
	Mr. James Klair	
	Mrs. Maggie Murphy	resigned 11/10/20
	Mrs. Caroline Oldham	
	Mrs. Kirsten Powney	resigned 11/10/20
	Mr. Graham Simpson	
	Mrs. Andrea Sisodia	
	Mr. Shakti Sisodia	
	Mr. Nicholas Stevens	resigned 11/10/20
	Mr. Garth Watkins	
Other members of key management	The Revd. Jerry Field	
	The Revd. Anna Evans	
Charity Registration Number	1180021	
Principal Address	St John's Church, Church Grove Hampton Wick, KT1 4AL	
Independent Examiner	Ajay Rajani FCIE	
	Stewardship	
	1 Lamb's Passage	
	London	
	EC1Y 8AB	
Bankers	HSBC Bank plc	
	Kingston Branch	
	54 Clarence Street	
	Kingston Upon Thames	
	Surrey	
	KT1 1NP	

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK
REPORT OF THE MEMBERS OF THE PAROCHIAL CHURCH COUNCIL
FOR THE YEAR ENDED 31ST DECEMBER 2020

The members of the Parochial Church Council (PCC) have pleasure in submitting the Report and Accounts for the year.

Introduction

The charity was registered with the Charity Commission on 21 September 2018 and operates under the Charities Act 2011. The governing documents for the charity are the Parochial Church Councils (Powers) Measure 1956 (as amended) and the Church Representation Rules.

Objects of the charity

The charity is responsible for co-operating with the incumbent, in promoting in the ecclesiastical parish, the whole mission of the Church be it pastoral, evangelistic, social or ecumenical. The PCC is also responsible for maintaining certain church property situated within the parish, namely the church building at Church Grove, Hampton Wick.

Review of Activities

Our vision is to Love Jesus, Build Community and Transform Lives.

There are 275 adults on our electoral roll, and 515 adults, 177 children and 87 youth are involved in regular Sunday worship. A variety of family life, employment and Christian basics courses are regularly run throughout the year with attendance from both church members and also the wider community. There are thriving Children, Youth and Student Ministries.

In March 2020 government advice and legislation was introduced to help contain the outbreak of COVID-19. This required the temporary suspension of all physical gatherings. St John's was able to continue many of its activities using online media, including recorded and live-streamed services, courses, ministries and events. As a consequence, St John's has continued to welcome new members and visitors during this time. Furthermore, a new Love Your Neighbour ministry was launched to practically help those isolating or unwell due to COVID-19, to help feed people experiencing homelessness in Kingston, and provided Christmas Day lunch and support to elderly and vulnerable members of our local community.

Over the course of the year, St John's has maintained its connection with other local organisations, including Hampton Deanery, Kingston Churches Together, Churches Together in Teddington, Kingston University, Twickenham Sea Cadets, The Hampton Wick Association, HM Prison Service, St John the Baptist Junior School and Hampton Wick Infant and Nursery School.

Many of the PCC's activities are undertaken by volunteers and the PCC could not operate effectively without their efforts. In particular volunteers help to support Children, Youth, Men's and Women's ministries, run courses (including the Alpha Course, Marriage Course, Pre-Marriage Course), lead Worship and help with Church administration.

In planning the activities the Directors have had regard to the guidance on public benefit issued by the Charity Commission.

Financial Review

In 2020 St John's reported a surplus of £40,895 (2019: £38,422). This was the result of strong and continuing levels of giving and careful cost management. The members of the PCC also agreed to accumulate reserves during 2020 with the aim of using these to develop and upgrade the existing church buildings to accommodate the requirement for additional space to support our ministry.

Overall, income decreased by £25,918, to £642,730. Largely as a result of COVID-19, there was a reduction in the amount of donations received from those coming to the church, the income received from activities organized by the church and from letting property. This reduction in income was offset, in part, by the grants received this year from the government's Job Retention Scheme in respect of employees that had been furloughed. Expenditure decreased by £28,391 to £601,835. Again, largely as a result of COVID-19, there was a substantial reduction in the PCC's normal operating expenses. These savings were offset, in part, by a larger contribution to the Diocese, an increase in clergy related expenses, and an increase in grant giving (in particular to those affected by COVID-19).

Net assets increased by this year's surplus, which was £40,895, to £290,172. This is largely represented by cash of £226,120 (of which £173,401 is unrestricted) and fixed assets (which include this year's upgrade to the church's visual system and the audio system in the warehouse) of £50,309.

Future Plans

Our future plans continue to:

- In the short and long-term to promote the our vision which is to Love Jesus, Build Community and Transform Lives;
- We plan to do this through continuing to run Christian basics courses; encouraging, equipping and resourcing church leadership and the congregation to help run Christian basics and other courses in the local area; development of church facilities to provide a space for running courses, training and for the benefit of the local community. Regarding worship within the community, it will continue with three services on a Sunday, a monthly prayer meeting, regular meetings of men's and women's groups, and an annual week away; and
- We plan to upgrade the church buildings and facilities to provide additional space for ministry, including for youth, pastoral meetings, office staff and small groups. The restricted funds we had previously built up to potentially acquire a property adjacent to St John's will (with the permission of donors) now be used to help fund this building project .

Reserves Policy

To ensure that the PCC always has sufficient working capital to meet its obligations to employees and creditors, the members of the PCC established a policy whereby the unrestricted cash held by the PCC should cover three months of planned expenditure after taking into account regular giving. For 2020, to comply with this policy, the members of the PCC determined that the charity should hold unrestricted cash of no less than £30,000. The PCC ended 2020 with unrestricted cash of £173,401 and the PCC plans to use much of the excess to help fund the upgrade of St John's church building.

Risk Statement

The members of the PCC have reviewed the risks to which The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist Hampton Wick is exposed. Appropriate procedures are in place to identify, monitor and review these risks on a regular basis. The schedule of major risks and mitigation identified by the members of the PCC are as follows.

No	Potential Risk	Mitigation
1	Reputational damage due to the behaviour of senior leadership or staff members.	The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist Hampton Wick has clearly defined values and behaviors which are regularly communicated and oversight structures are in place for staff and senior leadership.
2	Harm comes to those in our care due to lack of appropriate and compliant child and adults at risk safeguarding procedures.	The Church Council has adopted and co-operates with the Diocese in its Safeguarding Policy and safer recruitment process. DBS checks are made before any member of staff or volunteer is engaged to work with children or adults at risk.
3	A shortfall in income and/or inadequate cashflow results in an inability to meet salary and creditor payments.	Strong budgetary and financial controls are in place with regular financial reports and forecasts discussed at Parochial Church Council meetings. Reserves are also maintained at a level based on the net of three months 2020 budgeted expenditure and income.
4	Harm comes to visitors or staff due to lack of appropriate and compliant Health and Safety procedures.	The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist Hampton Wick has robust Health and Safety processes, training and monitoring to ensure visitors and staff are kept safe.

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

Structure, governance and management.

The appointment of PCC members is governed by, and set out in, the Church Representation Rules. The PCC comprises all the clergy licensed to St Johns Hampton Wick, the two Churchwardens (elected annually at the annual Meeting of Parishioners) and up to twelve lay members elected at the Parochial Church Meeting (APCM). This also includes up to six lay members of the local Deanery Synod.

Responsibility for setting policy and for determining the parameters within which the PCC should operate rests with the members of the PCC, who meet regularly to review and plan activities. The members of the PCC have delegated responsibility for the day to day operation of the PCC to a leadership team led by the incumbent. The members of the PCC receive training and advice from the local Diocese.

The PCC meets approximately six times a year and holds a retreat or vision meeting once a year. Additionally the Vicar and the two Churchwardens form the Executive Committee which meets twice a month. This Committee is empowered by the PCC to make decisions as may be required between PCC meetings and any key decisions made at this Committee and requiring approval by the full PCC are communicated to the PCC members for their approval via email.

Clergy and lay employed staff are responsible for the various ministries and for the finance and administration of the church; and make regular reports to the PCC.

PCC members are kept informed on matters affecting the parish, including health and safety, relevant legislation and safeguarding. One of the PCC's employees is appointed as Church Safeguarding Officer and advises the members of the PCC on all matters relating to safeguarding. A Health and Safety Policy is in place and is kept under review. The PCC has adopted and co-operates with the Diocese of London in its Safeguarding Policy and safer recruitment process, including DBS checks made before any member of staff or volunteer is engaged to work with children or adults at risk.

The PCC co-operates with the Diocese of London at all levels in the pursuit of its charitable objectives.

Remuneration Policy and Principles

Our aim is to reward staff, irrespective of seniority, competitively with our peer organisations, informed by the following principles:

- Fair: We will not discriminate rewards for reasons of race, colour, faith, gender, sexual orientation, age, disability or any other legally protected characteristic
- Competitive: Levels and types of reward will be determined by the size and scope of the role, and informed by comparisons with peer organisations in the church and charitable sectors
- Differentiated: We will differentiate reward decisions on the basis of performance; a combination of what is achieved and the way in which it is done
- Compliant: Our pay processes will account for the correct treatment of tax and national insurance, and reflect national guidance on minimum levels of earnings
- Affordable: All reward decisions will be influenced by the extent to which we can afford them; this will include criteria such as income, expenditure and cash flow
- Total Reward: Our rewards will balance pay, employee benefits, training, development, operating environment and staff wellbeing

All of our directly employed permanent staff are paid at least £10.75 per hour which is the current London Living Wage.

COVID-19

In March 2020 the PCC took measures (in line with government advice and legislation) to help contain the outbreak of COVID-19. This included the temporary suspension of all physical gatherings and the PCC had to curtail, or change, how it operated. The PCC has been monitoring income and expenditure and has taken measures to mitigate the impact of COVID-19 on the PCC's free reserves. The PCC has not had to make any staff redundant but some staff were put on furlough; the PCC has received government funding to help it pay salaries to furloughed staff.

Statement of Responsibilities of the Members of the Parochial Church Council

The PCC is responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the PCC to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity as at the balance sheet date and of its incoming resources and application of resources for the financial year. In preparing these financial statements, the PCC are required to:

1. select suitable accounting policies and apply them consistently
2. observe the methods and principles in the Charities SORP
3. make judgements and estimates that are reasonable and prudent
4. state whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
5. prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business

The PCC is responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approval

This report was approved by the members of the PCC and signed on their behalf by:

The Reverend Jerry Field

Date: 8 June 2021

INDEPENDENT EXAMINER'S REPORT
TO THE MEMBERS OF THE PAROCHIAL CHURCH COUNCIL OF
THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK
('the Charity')

I report to the charity trustees on my examination of the accounts of the Charity for the period ended 31 December 2020 on pages 8 to 19 following, which have been prepared on the basis of the accounting policies set out on pages 11 to 13.

Responsibilities and basis of report

As the charity's trustees 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 Fellow of the Association of Charity Independent Examiners, 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.

Ajay Rajani FCIE
Fellow of the Association of Charity Independent Examiners
Stewardship
1 Lamb's Passage
London
EC1Y 8AB

11 June 2021

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £	Total Funds 2019 £
INCOME FROM:					
Donations	3	609,722	8,111	617,833	606,033
Charitable activities	4	5,585	-	5,585	30,930
Other trading activities	5	18,381	-	18,381	30,675
Investments		931	-	931	1,010
Total income and endowments		634,619	8,111	642,730	668,648
EXPENDITURE ON:					
Charitable activities	6	591,724	10,111	601,835	630,226
Total expenditure		591,724	10,111	601,835	630,226
Net income/(expenditure)		42,895	(2,000)	40,895	38,422
Transfers between funds	13	-	-	-	-
Net movement in funds		42,895	(2,000)	40,895	38,422
Reconciliation of funds:					
Total funds brought forward		194,558	54,719	249,277	210,855
Total funds carried forward	13	237,453	52,719	290,172	249,277

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

All income and expenditure derive from continuing operations.

The notes on page 11-19 form part of these accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

BALANCE SHEET

AS AT 31 DECEMBER 2020

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £	Total Funds 2019 £
FIXED ASSETS					
Tangible assets	8	50,309	-	50,309	31,594
		<u>50,309</u>	<u>-</u>	<u>50,309</u>	<u>31,594</u>
CURRENT ASSETS					
Debtors	9	24,089	-	24,089	17,206
Cash at bank and in hand	10	173,401	52,719	226,120	214,769
		<u>197,489</u>	<u>52,719</u>	<u>250,209</u>	<u>231,975</u>
CREDITORS: Amounts falling due within one year	11	(10,346)	-	(10,346)	(14,292)
		<u>(10,346)</u>	<u>-</u>	<u>(10,346)</u>	<u>(14,292)</u>
Net current assets / (liabilities)		<u>187,144</u>	<u>52,719</u>	<u>239,863</u>	<u>217,683</u>
TOTAL NET ASSETS		<u>237,453</u>	<u>52,719</u>	<u>290,172</u>	<u>249,277</u>
FUND BALANCES					
Unrestricted general funds	13	237,453	-	237,453	194,558
Restricted funds		<u>-</u>	<u>52,719</u>	<u>52,719</u>	<u>54,719</u>
		<u>237,453</u>	<u>52,719</u>	<u>290,172</u>	<u>249,277</u>

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

The Revd. Jerry Field

Date: 8 June 2021

Charity number: 1180021

The notes on page 11-19 form part of these accounts.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

FOR THE YEAR ENDED 31 DECEMBER 2020

CASH FLOW STATEMENT

	Note	2020 £	2019 £
Cash flows from operating activities:			
<i>Net cash provided by (used in) operating activities</i>	a	<u>49,468</u>	<u>37,357</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		931	1,010
Purchase of property, plant and equipment		(39,048)	(36,483)
<i>Net cash provided by/(used in) investing activities</i>		<u>(38,117)</u>	<u>(35,473)</u>
<i>Change in cash and equivalents in the reporting period</i>		<u>11,351</u>	<u>1,884</u>
Cash and equivalents at the beginning of the year	b	<u>214,769</u>	<u>212,885</u>
<i>Cash and cash equivalents at the end of the year</i>	b	<u>226,120</u>	<u>214,769</u>

Note a: Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2020 £	2019 £
<i>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</i>	40,895	38,422
Adjustments for:		
Depreciation charges and provisions for impairment	20,333	10,391
Interest from investments	(931)	(1,010)
(Increase)/decrease in debtors	(6,883)	(586)
Increase/(decrease) in creditors	(3,946)	(9,860)
<i>Net cash provided by (used in) operating activities</i>	<u>49,468</u>	<u>37,357</u>

Note b: Analysis of cash and cash equivalents

	2020 £	2019 £
Cash at bank with immediate access	64,969	67,034
Notice deposits (with a term of three months or less)	160,039	147,108
Petty cash	1,112	627
Total cash and cash equivalents	<u>226,120</u>	<u>214,769</u>

An analysis of changes in net debt has not been presented because the PCC does not have any borrowings.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2020

1 Statutory Information

The Parochial Church Council of The Ecclesiastical Parish of St John the Baptist Hampton Wick (the PCC) was registered as a charity with the Charity Commission in England & Wales on 21 September 2018. The charity's registered number and principal address can be found on the Charity Information page.

2 Accounting Policies

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

The PCC was registered as a charity on 21 September 2018 and its first financial statements were in respect of the period commencing on that date and ending on 31 December 2019. The PCC was dormant during the period from 21 September 2018 to 31 December 2018 and had no assets or liabilities on 31 December 2018. On 1 January 2019 The Mission Community of St John's Kingston Bridge (charity number 1148264) ("SJKB") transferred its assets, liabilities and activities to the PCC. As permitted by the Charities SORP, this transfer has been accounted for as a merger because it qualifies as a charity reconstruction (whereby the charity has simply changed its legal form). In accordance with the requirements of merger accounting, the assets and liabilities of SJKB were transferred at book value, not fair value, to the PCC.

b) 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 (e.g. due to the outbreak of COVID-19). 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.

c) 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 charity has relied significantly upon volunteers in carrying out its activities during the year. In particular volunteers help to support Children, Youth, Men's and Women's ministries, run courses (including Alpha Course, Parenting Course, Marriage Course, Marriage Preparation Course), lead Worship and help with the Church administration. 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.

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 conferences, 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 letting of property held primarily for use in charitable activities.

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.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2020

d) 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.

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 church is considered to be so integrated that the core charitable activity costs are considered to be for the one activity.

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.

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.

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.

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 PCC has been granted exclusive use of Bank House Storage (known as 'The Warehouse') for church and mission purposes, by the leaseholder, the London Diocesan Fund (LDF). The LDF took this 21-year lease from the landlord (HSBC Bank) with this sole purpose in mind. It is anticipated that the PCC will eventually take over this lease however, at 31 December 2020, this lease remained with the LDF. Though the PCC expects to have continued use of the Warehouse, it does not have any legal interest in the property and therefore the amounts spent on refurbishing the property have not been capitalised in these financial statements.

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 £1,000 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:

Equipment	3 years
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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.

g) Leased assets

Leases which do not transfer substantially all the risks and rewards of ownership to the charity are classified as operating leases. Operating lease payments are recognised as an expense on a straight-line basis over the lease term (unless another systematic basis is more representative of use).

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2020

h) Pension scheme arrangements

The PCC contributes to the Church Workers Pension Fund, which is a multi-employer defined benefits pension 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. Consequently the Scheme is accounted for as a defined contribution scheme and contributions to the Scheme are charged to the Statement of Financial Activities as they become payable. Further information about the Scheme is given in note 12 '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) 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

	2020	2019
	£	£
Donations of cash and similar	582,446	606,033
Job Retention Scheme grants from government	37,136	-
Other grants receivable	250	-
Other grants returned	(2,000)	-
	<u>617,833</u>	<u>606,033</u>

4 Income from charitable activities

	2020	2019
	£	£
Church conferences, events and courses	<u>5,585</u>	<u>30,930</u>
	<u>5,585</u>	<u>30,930</u>

5 Other trading income

	2020	2019
	£	£
Letting of church warehouse	<u>18,381</u>	<u>30,675</u>
	<u>18,381</u>	<u>30,675</u>

6 Charitable expenditure

	2020	2019
	£	£
a Costs incurred directly on activities		
Staff costs	236,374	234,175
Common fund and stipend costs	185,805	155,948
Accommodation for clergy and other clergy expenses	31,951	6,467
Ministry expenses	20,235	43,999
Annual conferences and events (such as Focus)	4,036	33,800
Courses (such as Alpha)	4,847	16,264
Church running expenses	27,416	56,468
Warehouse rental and running costs	28,130	30,221
Fairlight House rental and running costs	-	10,393
	<u>538,794</u>	<u>587,734</u>
Grants payable (note 6c)	33,250	20,600
	<u>572,044</u>	<u>608,334</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2020

b Costs incurred on support & administration

Governance costs		
Independent examiner's fee	2,760	2,400
Other	10	2,505
	<u>2,770</u>	<u>4,905</u>
Church administration	3,024	2,598
Legal & professional Fees	3,664	3,997
Depreciation	20,333	10,391
	<u>29,791</u>	<u>21,892</u>
Total expenditure	<u>601,835</u>	<u>630,226</u>

The fee payable to the independent examiner for examining the accounts was £2,760 (2019: £2,400); in addition the charity paid £1,024 (2019: £1,129) to Stewardship for payroll bureau services.

c Grants payable

	Institutions £	Individuals £	2020 £
Grants for UK and overseas mission	13,185	-	13,185
Grants for the relief of poverty and hardship	11,420	8,645	20,065
Grant giving in year (see below)	<u>24,605</u>	<u>8,645</u>	<u>33,250</u>

The comparatives for the previous year are as follows:

	Institutions £	Individuals £	2019 £
Grants for UK and overseas mission	15,294	306	15,600
Grants for the relief of poverty and disasters	8,600	-	8,600
Grants for UK based churches	2,400	-	2,400
Grant giving in period (see below)	<u>26,294</u>	<u>306</u>	<u>26,600</u>
Write back of a brought forward provision for grant making	<u>(6,000)</u>	<u>-</u>	<u>(6,000)</u>
	<u>20,294</u>	<u>306</u>	<u>20,600</u>

The charity's principal grants to institutions comprised:

	2020 £	2019 £
UK and Overseas Mission		
International Justice Mission	1,710	1,732
Room for Work	3,600	3,600
Urban Action Trust	600	3,600
Justice and Care	1,750	1,500
African Prisons Project	1,460	1,400
Fusion	1,280	-
Schools Insight Work	1,000	-
Other Institutions	1,785	3,462
Relief of poverty and hardship		
Tearfund	3,720	3,600
Hope Health Action	7,700	5,000
Support for UK based Churches		
Holy Trinity, Hounslow	-	2,400
	<u>24,605</u>	<u>26,294</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2020

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

	2020	2019
	£	£
Gross wages and salaries	210,783	205,187
Social security	13,370	11,717
Pension costs	8,244	10,465
Other employment costs	3,978	6,806
	<u>236,374</u>	<u>234,175</u>

Most of the charity's activities are carried out by volunteers. The average monthly number of employees and the related full time equivalent is given below:

	2020	2019
Average monthly number of employees	14	15.6
Full time equivalent	6.7	6.5

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

Revd. Jerry Field, Revd. Anna Evans and Revd. Jon Kissell (who are clergy members of the PCC) receive a stipend from the Diocese and so they are not employees; some of the Parish Share paid to the Diocese is used to help meet the cost of these stipends. Revd. Anna Evans was provided with accommodation (which is customary for clergy) so that she could better perform her duties and the cost of this accommodation (and related removal costs) to the PCC was £31,215 (2019: £6,136).

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

8 Tangible fixed assets

	Fixtures, fittings and equipment £	Total 2020 £
Cost		
At 1 January 2020	137,090	137,090
Additions	39,048	39,048
At 31 December 2020	<u>176,138</u>	<u>176,138</u>
Accumulated depreciation		
At 1 January 2020	105,496	105,496
Charge for the year	20,333	20,333
At 31 December 2020	<u>125,829</u>	<u>125,829</u>
Net book value		
At 31 December 2020	<u>50,309</u>	<u>50,309</u>
At 31 December 2019	<u>31,594</u>	<u>31,594</u>

9 Debtors

	2020	2019
	£	£
Trade debtors	2,543	-
Prepayments and accrued income	21,546	17,206
	<u>24,089</u>	<u>17,206</u>

10 Cash at Bank and in Hand

	2020	2019
	£	£
Bank operating accounts	64,969	67,034
Bank deposits	160,039	147,108
Petty cash	1,112	627
	<u>226,120</u>	<u>214,769</u>

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2020

11 Creditors: liabilities falling due within one year

	2020	2019
	£	£
Trade Creditors	1,034	-
Accruals	3,380	6,482
Deferred Income	2,871	2,078
Other creditors	3,062	5,731
	<u>10,346</u>	<u>14,292</u>

Deferred income represents income received in advance for events and conferences that did take place until after the year-end.

12 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 Employer 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 Scheme

As previously mentioned, the Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

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 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 contributions payable (2020: £8,244, 2019: £10,465).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 December 2016. A valuation as at 31 December 2019 was under way as at 31 December 2020.

For the Pension Builder Classic section, the valuation revealed a deficit of £14.2m on the ongoing assumptions used. At the most recent annual review, the Board chose not to grant a discretionary bonus, which will have acted to improve the funding position. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £1.8m 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 PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2020

13 Funds

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

	Opening balance 2020 £	Incoming resources 2020 £	Outgoing resources 2020 £	Transfers in the year 2020 £	Closing balance 2020 £
<i>Designated Funds</i>					
Richmond in Bloom grant fund	-	250	(250)	-	-
<i>Unrestricted general funds</i>	194,558	634,369	(591,474)	-	237,453
Total Unrestricted Funds	194,558	634,619	(591,724)	-	237,453
<i>Restricted Funds</i>					
Building Fund	-	-	-	52,719	52,719
Fairlight House	52,719	-	-	(52,719)	-
School Mentoring	2,000	(2,000)	-	-	-
Hardship fund	-	10,111	(10,111)	-	-
	54,719	8,111	(10,111)	-	52,719
Aggregate of funds	249,277	642,730	(601,835)	-	290,172

During the year Fairlight House was sold to someone else and plans to purchase part of that property had to be abandoned. Donors to the Fairlight House fund were contacted and, with their agreement, the balance on the fund was transferred to a new Building fund (see below).

Analysis of net assets by fund

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

	Unrestricted general funds £	Restricted funds £	2020 £
Tangible fixed assets	50,309	-	50,309
Debtors	24,089	-	24,089
Cash at bank and in hand	173,401	52,719	226,120
Creditors falling due within one year	(10,346)	-	(10,346)
	237,453	52,719	290,172

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

	Opening balance 2019 £	Incoming resources 2019 £	Outgoing resources 2019 £	Transfers in the year 2019 £	Closing balance 2019 £
<i>Restricted Funds</i>					
Fairlight House	48,511	5,208	-	(1,000)	52,719
School Mentoring	2,000	-	-	-	2,000
Mission Giving	-	3,637	(3,637)	-	-
	50,511	8,845	(3,637)	(1,000)	54,719
<i>Unrestricted funds</i>	160,344	659,802	(626,589)	1,000	194,558
Aggregate of funds	210,855	668,648	(630,226)	-	249,277

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2020

13 Funds continued

Analysis of net assets by fund

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

	Unrestricted general funds £	Restricted funds £	2019 £
Tangible fixed assets	31,594	-	31,594
Debtors	17,206	-	17,206
Cash at bank and in hand	160,050	54,719	214,769
Creditors falling due within one year	(14,292)	-	(14,292)
	<u>194,558</u>	<u>54,719</u>	<u>249,277</u>

Restricted funds

The **Building** fund was created from donations received to help meet the cost of renovations to church property.

The **Fairlight House** fund was created from donations received to help purchase part of Fairlight House, a nearby property.

The **School Mentoring** fund was created from donations received to help fund a program for mentoring young people at local schools within the parish. This money was never used and so was returned.

The **Hardship** fund was created as a response to COVID-19 from donations received to help those facing financial hardship and those suffering physically or psychologically.

14 Operating lease commitments

The charity has an operating lease for residential property 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:

	2020 £	2019 £
Payments falling due:		
Within one year	27,600	27,600
Between one and five years	<u>16,100</u>	<u>43,700</u>
	<u>43,700</u>	<u>71,300</u>

During the year the charity was charged £27,600 (2019: £4,600) for its operating lease.

15 Transactions with related parties

During the year the PCC:

- received donations totalling £90,778 (2019: £94,730) from related parties (which includes members of the PCC, any other members of key management and anyone closely connected to them).
- paid grants totalling £3,600 (2019: £3,600) to a charity called Room for Work; two members of the PCC (Robin Bell and Garth Watkins) are closely involved in the running of that charity. The PCC also gave Room for Work rent free use of church premises for a total of 72 hours (2019: 92 hours).
- paid employment benefits totalling £1,377 (2019: £1,428) to a close relative of Susan Catcheside, who is a member of the PCC.
- Daniel Bates, who is a member of the PCC, has an interest in a business that rented rooms in one of the PCC's properties. This business was charged £1,135 (2019: £nil) for the use of these rooms and the PCC was owed £1,135 (2019: £nil) by this business at the year-end. The business was charged rent on the same terms as other hirers.

Except for the reimbursement of expenses incurred when acting as agent, or incurred when undertaking duties associated with serving as clergy, no expenses were paid to (or for) members of the PCC.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST JOHN THE BAPTIST HAMPTON WICK

DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES

FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	Unrestricted funds				Unrestricted funds			
		General funds	Designated funds	Restricted funds	Total	General funds	Designated funds	Restricted funds	Total
		2020	2020	2020	2020	2019	2019	2019	2019
		£	£	£	£	£	£	£	£
INCOME FROM:									
Donations	3	609,472	250	8,111	617,833	597,188	-	8,845	606,033
Charitable activities	4	5,585	-	-	5,585	30,930	-	-	30,930
Other trading activities	5	18,381	-	-	18,381	30,675	-	-	30,675
Investments		931	-	-	931	1,010	-	-	1,010
Total income		634,369	250	8,111	642,730	659,803	-	8,845	668,648
EXPENDITURE ON:									
Charitable activities:	6	591,474	250	10,111	601,835	626,589	-	3,637	630,226
Total Expenditure		591,474	250	10,111	601,835	626,589	-	3,637	630,226
Net income/(expenditure)		42,895	-	(2,000)	40,895	33,214	-	5,208	38,422
Transfers between funds	13	-	-	-	-	1,000	-	(1,000)	-
Net movement in funds		42,895	-	(2,000)	40,895	34,214	-	4,208	38,422
Reconciliation of funds:									
Total funds brought forward		194,558	-	54,719	249,277	160,344	-	50,511	210,855
Total funds carried forward	13	237,453	-	52,719	290,172	194,558	-	54,719	249,277