



st john's  
hampton wick

# Annual Report and Financial Statements

2023

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# 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](http://www.stjohnshamptonwick.org)  
Church Office: 020 8977 7733 | [hello@stjohnshamptonwick.org](mailto: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 £
<b>INCOME FROM:</b>					
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
<b>Total income and endowments</b>		<b>821,056</b>	<b>60,076</b>	<b>881,132</b>	<b>682,518</b>
<b>EXPENDITURE ON:</b>					
Charitable activities	6	738,266	61,743	800,009	707,313
<b>Total expenditure</b>		<b>738,266</b>	<b>61,743</b>	<b>800,009</b>	<b>707,313</b>
<b>Net income/(expenditure)</b>		<b>82,790</b>	<b>(1,667)</b>	<b>81,123</b>	<b>(24,796)</b>
<b>Transfers between funds</b>	13	-	-	-	-
<b>Net movement in funds</b>		<b>82,790</b>	<b>(1,667)</b>	<b>81,123</b>	<b>(24,796)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		258,283	65,631	323,914	348,709
<b>Total funds carried forward</b>	13	<b>341,073</b>	<b>63,964</b>	<b>405,037</b>	<b>323,914</b>

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 £
<b>FIXED ASSETS</b>					
Tangible assets	8	6,611	-	6,611	15,247
		<u>6,611</u>	<u>-</u>	<u>6,611</u>	<u>15,247</u>
<b>CURRENT ASSETS</b>					
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>
<b>CREDITORS: Amounts falling due within one year</b>	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>
<b>Net current assets / (liabilities)</b>					
		<u>341,073</u>	<u>63,964</u>	<u>405,037</u>	<u>323,914</u>
<b>TOTAL NET ASSETS</b>					
		<u>341,073</u>	<u>63,964</u>	<u>405,037</u>	<u>323,914</u>
<b>FUND BALANCES</b>					
Unrestricted general funds	13	341,073	-	341,073	258,283
Restricted funds		-	63,964	63,964	65,631
		<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 £
<b>Cash flows from operating activities:</b>			
<b><i>Net cash provided by (used in) operating activities</i></b>	a	<u>85,810</u>	<u>(1,762)</u>
<b>Cash flows from investing activities:</b>			
Dividends, interest and rents from investments		3,860	782
Purchase of property, plant and equipment		(3,086)	(4,333)
<b><i>Net cash provided by/(used in) investing activities</i></b>		<u>774</u>	<u>(3,551)</u>
<b><i>Change in cash and equivalents in the reporting period</i></b>		<u>86,584</u>	<u>(1,788)</u>
<b>Cash and equivalents at the beginning of the year</b>	b	<u>294,873</u>	<u>296,661</u>
<b><i>Cash and cash equivalents at the end of the year</i></b>	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 £
<b><i>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</i></b>	81,123	(24,796)
<b>Adjustments for:</b>		
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
<b><i>Net cash provided by (used in) operating activities</i></b>	<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
<b>Total cash and cash equivalents</b>	<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
-----------	---------

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
	£	£
<b>a Costs incurred directly on activities</b>		
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>
<b>Total expenditure</b>	<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 £
<b>UK and Overseas Mission</b>		
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
<b>Relief of poverty and hardship</b>		
Hope Health Action	7,400	9,200
Tearfund	5,800	5,920
Riverbank Trust	5,000	-
Other institutions	400	-
<b>Support for UK based Churches</b>		
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	Unrestricted funds				Unrestricted funds			
		General funds	Designated funds	Restricted funds	Total	General funds	Designated funds	Restricted funds	Total
		2023	2023	2023	2023	2022	2022	2022	2022
		£	£	£	£	£	£	£	£
<b>INCOME FROM:</b>									
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
<b>Total income</b>		<b>821,056</b>	<b>-</b>	<b>60,076</b>	<b>881,132</b>	<b>624,159</b>	<b>-</b>	<b>58,359</b>	<b>682,518</b>
<b>EXPENDITURE ON:</b>									
Charitable activities:	6	738,266	-	61,743	800,009	656,363	-	50,951	707,313
<b>Total Expenditure</b>		<b>738,266</b>	<b>-</b>	<b>61,743</b>	<b>800,009</b>	<b>656,363</b>	<b>-</b>	<b>50,951</b>	<b>707,313</b>
<b>Net income/(expenditure)</b>		<b>82,790</b>	<b>-</b>	<b>(1,667)</b>	<b>81,123</b>	<b>(32,202)</b>	<b>-</b>	<b>7,408</b>	<b>(24,796)</b>
<b>Transfers between funds</b>	13	-	-	-	-	-	-	-	-
<b>Net movement in funds</b>		<b>82,790</b>	<b>-</b>	<b>(1,667)</b>	<b>81,123</b>	<b>(32,202)</b>	<b>-</b>	<b>7,408</b>	<b>(24,796)</b>
<b>Reconciliation of funds:</b>									
Total funds brought forward		258,283	-	65,631	323,914	290,486	-	58,223	348,709
<b>Total funds carried forward</b>	13	<b>341,073</b>	<b>-</b>	<b>63,964</b>	<b>405,037</b>	<b>258,283</b>	<b>-</b>	<b>65,631</b>	<b>323,914</b>