



st john's  
hampton wick



# Annual Report & Financial Statements

# 2024

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# FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 31ST DECEMBER 2024

### CONTENTS

<b>Administrative Information</b>	<b>page 2</b>
<b>Parochial Church Council's Annual Report</b>	<b>page 3</b>
<b>Independent Examiner's Report</b>	<b>page 17</b>
<b>Statement of Financial Activities</b>	<b>page 18</b>
<b>Balance Sheet</b>	<b>page 19</b>
<b>Cashflow Statement</b>	<b>page 20</b>
<b>Notes to the Accounts</b>	<b>page 21</b>
<b>Detailed Statement of Financial Activities with Comparatives</b>	<b>page 30</b>

## **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  
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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 Catchside  
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**

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
<b>INCOME FROM:</b>					
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
<b>Total income and endowments</b>		<u>769,773</u>	<u>75,849</u>	<u>845,622</u>	<u>881,132</u>
<b>EXPENDITURE ON:</b>					
Charitable activities	6	812,965	54,836	867,801	800,009
<b>Total expenditure</b>		<u>812,965</u>	<u>54,836</u>	<u>867,801</u>	<u>800,009</u>
<b>Net income/(expenditure)</b>		<u>(43,192)</u>	<u>21,013</u>	<u>(22,179)</u>	<u>81,123</u>
<b>Transfers between funds</b>	13	-	-	-	-
<b>Net movement in funds</b>		<u>(43,192)</u>	<u>21,013</u>	<u>(22,179)</u>	<u>81,123</u>
<b>Reconciliation of funds:</b>					
Total funds brought forward		341,073	63,964	405,037	323,914
<b>Total funds carried forward</b>	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 £
<b>FIXED ASSETS</b>					
Tangible assets	8	2,105	-	2,105	6,611
		<u>2,105</u>	<u>-</u>	<u>2,105</u>	<u>6,611</u>
<b>CURRENT ASSETS</b>					
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>
<b>CREDITORS: Amounts falling due within one year</b>	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>
<b>Net current assets / (liabilities)</b>					
		<u>297,880</u>	<u>84,977</u>	<u>382,857</u>	<u>405,037</u>
<b>TOTAL NET ASSETS</b>					
		<u>297,880</u>	<u>84,977</u>	<u>382,857</u>	<u>405,037</u>
<b>FUND BALANCES</b>					
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 £
<b>Cash flows from operating activities:</b>			
<b><i>Net cash provided by (used in) operating activities</i></b>	a	<u>(9,561)</u>	<u>85,810</u>
<b>Cash flows from investing activities:</b>			
Dividends, interest and rents from investments		13,642	3,860
Purchase of property, plant and equipment		-	(3,086)
<b><i>Net cash provided by/(used in) investing activities</i></b>		<u>13,642</u>	<u>774</u>
<b><i>Change in cash and equivalents in the reporting period</i></b>		<u>4,081</u>	<u>86,584</u>
<b>Cash and equivalents at the beginning of the year</b>	b	<u>381,457</u>	<u>294,873</u>
<b><i>Cash and cash equivalents at the end of the year</i></b>	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 £
<b><i>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</i></b>	(22,179)	81,123
<b>Adjustments for:</b>		
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
<b><i>Net cash provided by (used in) operating activities</i></b>	<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
<b>Total cash and cash equivalents</b>	<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
-----------	---------

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
	£	£
<b>a Costs incurred directly on activities</b>		
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>b Costs incurred on support &amp; administration</b>		
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>
<b>Total expenditure</b>	<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
	£	£
<b>UK and Overseas Mission</b>		
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
<b>Relief of poverty and hardship</b>		
Hope Health Action	9,592	7,400
Tearfund	6,109	5,800
Riverbank Trust	-	5,000
Other institutions	-	400
<b>Support for UK based Churches</b>		
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	<u>4,506</u>	<u>4,506</u>
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	<u>842</u>	<u>1,822</u>
	<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	<u>-</u>	<u>5,000</u>
	<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	<u>Unrestricted funds</u>				<u>Unrestricted funds</u>			
		General funds 2024 £	Designated funds 2024 £	Restricted funds 2024 £	Total 2024 £	General funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £
<b>INCOME FROM:</b>									
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
<b>Total income</b>		<b>769,773</b>	<b>-</b>	<b>75,849</b>	<b>845,622</b>	<b>821,056</b>	<b>-</b>	<b>60,076</b>	<b>881,132</b>
<b>EXPENDITURE ON:</b>									
Charitable activities:	6	812,965	-	54,836	867,801	738,266	-	61,743	800,009
<b>Total Expenditure</b>		<b>812,965</b>	<b>-</b>	<b>54,836</b>	<b>867,801</b>	<b>738,266</b>	<b>-</b>	<b>61,743</b>	<b>800,009</b>
<b>Net income/(expenditure)</b>		<b>(43,192)</b>	<b>-</b>	<b>21,013</b>	<b>(22,179)</b>	<b>82,790</b>	<b>-</b>	<b>(1,667)</b>	<b>81,123</b>
<b>Transfers between funds</b>	13	-	-	-	-	-	-	-	-
<b>Net movement in funds</b>		<b>(43,192)</b>	<b>-</b>	<b>21,013</b>	<b>(22,179)</b>	<b>82,790</b>	<b>-</b>	<b>(1,667)</b>	<b>81,123</b>
<b>Reconciliation of funds:</b>									
Total funds brought forward		341,073	-	63,964	405,037	258,283	-	65,631	323,914
<b>Total funds carried forward</b>	13	<b>297,880</b>	<b>-</b>	<b>84,977</b>	<b>382,857</b>	<b>341,073</b>	<b>-</b>	<b>63,964</b>	<b>405,037</b>