

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR
ENDED 31 DECEMBER 2021
FOR
ALL SAINTS CHURCH HIGHAMS PARK

(Registered Charity No. 1193213)

Caton Fry & Partners Limited

Essex House
7-8 The Shrubberies
George Lane
South Woodford
London E18 IBD

**ALL SAINTS CHURCH HIGHAMS PARK
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FOR THE YEAR ENDED 31 DECEMBER 2021**

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ALL SAINTS CHURCH HIGHAMS PARK
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2021

The Parochial Church Council (PCC) present their report with the financial statements of the charity for the year ended 31 December 2021. The PCC have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The Church of England parish of All Saints Highams Park is in the Deanery of Waltham Forest within the Barking Episcopal Area within the Diocese of Chelmsford and is a Registered Charity in England and Wales No.1193213

OBJECTIVES AND ACTIVITIES

Objectives and activities

All Saints PCC has responsibility for promoting in the parish the whole mission of the church - pastoral, evangelistic, social and ecumenical.

Electoral Roll

There were 86 members on the church electoral roll (as at 13th March 2022), 15 more than in 2020, 52 living within the parish.

Public benefit

Our main activities are described below and are undertaken to further our charitable purposes for the public benefit. When planning activities for the year, the PCC have considered the Charity Commission's guidance on public benefit.

ACHIEVEMENT AND PERFORMANCE

Church Attendance

The Diocese of Chelmsford was informed in January 2022 that All Saints Highams Park had a worshipping community of 120 people (100 adults and 20 children and young people). This is three more than in 2020. There has been a net increase in the number of adults within the worshipping community, with 19 adults joining and 12 departing for a variety of reasons. There was a decline in the number of children, primarily due to families moving away.

Review of the Year

There were seven regular meetings of the PCC during 2021, covering the following issues:

25/01/2021 (Twelve members present) – The format of church services during the national lockdown that commenced in January 2021 due to Covid-19, review of Christmas services and events including the Nativity on the Move, an update on the Food Hub and Christians Against Poverty, staffing developments, an update on the church's registration with the Charity Commission, additional resilience around the banking and payroll functions, the quinquennial report, an item at Deanery Synod for churches to become carbon neutral by 2030, the church's website and plans for the Annual Parochial Church Meeting (APCM).

01/03/2021 (Ten members present). The purpose of this meeting was to agree the reports and accounts for the APCM. There was also discussion regarding a letter that Rev Porter had received from the Archdeacon following an exercise across the Diocese to review all parishes.

22/03/2021 (Nine members present) – Christians Against Poverty, re-opening of the church following the Covid-19 lockdown, further discussion around the letter from the Archdeacon mentioned at the previous meeting, the APCM, environmental sustainability, website and social media.

17/05/2021 (Eleven members present) – Review of APCM, Appointment of Officers, Mission Statement and Values, re-opening the church following the Covid-19 lockdown, update on the Food Hub and Christians Against Poverty, New Wine Summer Conference plans, environmental sustainability, website and social media.

06/07/2021 (Nine members present) – Recruitment of Administrator, Legal Admission of Church Wardens, Joint MMU PCC meeting held on 5th July 2021, Stonework repairs, environmental sustainability.

13/09/2021 (Ten members present) – Pastoral Assistant, Service Structures, Unity, Communications and Marketing, Solar Panels, Financial Processes

08/11/2021 (Ten members present) – Review of Harvest / Thanksgiving and Winter Lights, Christmas service and events, Staffing update, Food Hub update, Budget for 2022,

At the very beginning of 2021, Britain was moved into another national lockdown due to the spread of the Covid-19 pandemic. All Saints' experiences of using Zoom for Sunday morning services and daily prayer meetings stood the church in good stead as we moved back to using Zoom for Sunday services. The PCC passed a resolution to suspend public worship and move all services online. The restrictions on meeting in person remained until Pentecost (23 May). Attendance at the online services during this period remained stable and thanks go to all those who made the online broadcasting possible. On re-opening as in 2020, having services simultaneously in the building and via Zoom did again seem to offer the best solution.

Attendances have grown during the latter half of the year with approximately 45 people in the church building each week with a further 8-12 online. The congregation has grown, both through attracting Christians from other local churches and from those who have encountered God's love, possibly for the first time, through the work of the Food Hub. The Autumn did see the church experiment with adding a contemplative element to the service between 9:30am and 10am. Although this is currently in abeyance, the leadership are constantly exploring ways to add opportunities to worship in differing ways and at different times without undermining the unity of the church.

The **hub** enjoyed a successful second year and coped well with going in and out of lockdown and ever-changing restrictions. A rota of about 70 volunteers was maintained with some people returning to work, and new ones arriving. 67 families being supported in early 2022 represent 150 individuals, however a total of 51 families came off the books in 2021, either able to cope themselves or transferred to other local foodbanks. A further £42,700 has been raised, taking the total income since the start to over £100,000.

Specific highlights for the year included:

- Purchasing a second storage container to store our supplies
- Being recognised by the Prime Minister with a Point of Light Award
- Employing our first staff member to do our Admin for a few hours a week
- Setting up a satellite hub at Leyton Sixth Form College to support vulnerable students and still supporting two other foodbanks – Peabody and Friday Hill
- The launch of the Hub Free Café on a Wednesday
- Building a good relationship with Leyton Orient Football Club
- Recruiting a volunteer Social Worker to support our beneficiaries
- Holding a Thanksgiving Service for the Hub
- Becoming a CAP (Christians Against Poverty) Debt Centre in March under the management of Jon Wright: the following table provides an analysis of Jon's work up to 31st December 21 showing typical attrition rates.

Future clients scheduled	7	<i>appointments scheduled up to 10 weeks ahead</i>
Clients assigned so far since beginning	24	
First appointments	12	<i>(50% of scheduled first appointments actually took place. What happens? Clients are disorganised with timing and/or communication, some say not now after all, some reschedule maybe multiple times then say no, some don't respond at all to communication, some simply don't show up or aren't there or don't answer)</i>
Fact Find visits	8	<i>(75% of first appointments progress to a FF visit; some knotty FF visits can take place over two or three occasions)</i>
Budget visits	4	<i>(1 debt relief order, 1 'hold', 2 CAP repayment plans)</i>
Faith responses	2	
Conversations at food hub	typically 1-2 per session	
Befrienders	10	<i>(5 male, 5 female) who have offered to be called on for potential client appointments (1 from ASHP, 5 from ASWW, 4 food hub volunteers)</i>

Staffed by a small team of regular volunteers, the Hub Café, established in August, sees regular weekly attendance of between 20 – 30 people including a knitting club, which means there is always a lively buzz going on. The next phase of development will be actively to engage more isolated and lonely local residents, but more volunteers are needed to do that effectively.

A budget of £5000 was set to pay for the extra Christmas hampers to send out to make Christmas special and, with the support of The Big Give and some generous donors, reached this total in just 48 hours! Over 800 specific food donations were collected at Tesco's in one weekend. In addition, a free new toy went with

The hampers for every child and every adult had a new gift they could give to someone else as a present. As a result, 60 families from the hub and an additional 30 families at Friday Hill were supplied with a very large Christmas hamper. The Hub management team would like to thank the following charities, organisations and business for their support since the opening either financially or in kind.

Organisation	Financial	In Kind	Organisation	Financial	In Kind	Organisation	Financial	In Kind
LB Waltham Forest	X		Barnaby Ltd	X		Leyton 6th Form	X	
City Bridge Trust	X		Providus Financial	X		Hollands Care	X	
Urbaser Ltd	X		Samaritan's Purse	X		Go Universal Ltd	X	
Yusuf LLP	X		Dendale Construction	X		LotteryCovid Fund	X	
Highams Park CIC	X	X	Stow Residential	X		Red Loft LLP	X	X
			3 Dimension Insulation Ltd	X		Crowdfunder UK		X
			West Essex Football Club	X		All Churches Trust	X	
			Highams Park Baptist Church	X		Lotus Health Ltd	X	
Leyton Orient FC		X	Easy Fundraising		X	Amazon Europe	X	
Arnold Clark Autos	X		The Big Give	X		Frey Bentos		X
Hovis		X	Tesco Stores		X	Morrisons		X
ChingfordCricketClub		X	Handsworth Primary		X	HighamsPkSchool		X

Jon's appointment was not the only change to the church's staffing structure. Peter Rogers was appointed to a new role of Community Development Manager. His previous role as Administrator was filled by Claire Godden who took up the role in July 2021. Claire's hours were increased in the Autumn as she took on the day-to-day financial responsibilities from Mick Holloway, the Treasurer. The final appointment was that of Anita Mottley as Pastoral Assistant, supporting the Vicar. Anita reports to Revd Malcolm Porter whilst Jon, Claire and Chris Joy, the church's caretaker, report to Peter, who in turn reports to Malcolm.

Whilst the number of paid staff has increased, it has been very refreshing to see a significant portion of the congregation volunteering on Sunday mornings, whether it be on the welcome team, intercessions, reading the scriptures, preaching or managing the technology on the back desk, with many of the younger members of the congregation assisting with that function. It has been particularly pleasing to see the worship band expand to being five-strong. There are also all those who volunteer at the Hub during the week or assist with the practical tasks and working parties in the church, hall and grounds. The PCC would like to take this opportunity to thank all those who give time, skills and resources to support the work of the church. The issue of the church's communication with the community, including the website and social media, has been regularly discussed by the PCC and All Saints' is now purchasing communications support from the Mission and Ministry Unit (MMU) based at All Saints' Woodford Wells.

Membership of the MMU has been strengthened in many ways during 2021. In light of the financial pressures facing the Diocese and the need to reduce the number of stipendiary clergy, all clergy posts were reviewed, and given a Red, Amber or Green (RAG) rating. The position of Vicar of All Saints' Highams Park had been rated as an "amber post." Amber posts are those where the diocese want to continue to have stipendiary clergy, resources permitting. That means that the Diocese are planning on the basis that those posts will continue to be filled as and when they become vacant in future. This is dependent on the church paying its Parish Share.

A number of events were held during the year, An Easter Egg hunt for children was held in the church grounds. A church family weekend was held in July to bring the congregation together and join with the teaching and worship from the national New Wine summer conference that was being held online. Hot chocolate and sweets were given out that evening as part of the Winter Lights celebration as a counter-message to those "trick or treating" for Halloween. There were many positive comments from the local community to the poppies display installed inside and outside the church to mark Remembrance Day. The church was open daily for quiet reflection and prayer during the two weeks either side of Remembrance Sunday to enable the congregation and community to consider sorrow and grief, and the hope found in Jesus. The final event of the year was the Nativity Goes Walkabout, an outdoor presentation of the Nativity story throughout Highams Park on Thursday 23 December with thanks due to McCraes Estate Agents for their sponsorship.

One of the priorities for the PCC has been Environmental Sustainability, following a resolution by General Synod that churches should be carbon neutral by 2030. The Diocese expects each church to develop an eco-policy. An all-age working party has been established and the church is exploring the feasibility of having solar panels on its roof which would not only power the church but has the potential of providing green energy to the church's neighbours.

Finally thanks are due to Rev Malcolm and Chris Porter for their leadership over the past year, and for the

pastoral care, love, support and encouragement that happen each week, unseen by many. They are a blessing to the whole church and to the Highams Park community, especially those most in need.

Safeguarding

Having reconfirmed its formal adoption of the Church of England's safeguarding policy 'Promoting a Safer Church' in 2020, the PCC re-appointed Steve Whitlam as the Parish Safeguarding Officer. All members of the PCC agreed to undertake the Diocesan online safeguarding training which would also be rolled out to all those who work with children and vulnerable adults.

There has been one safeguarding concern that has been reported to the Diocese during 2021 which was a follow-up to a concern raised in 2020.

Risk Assessment

The PCC is responsible for carrying out the assessment of Reputational, Organisational, Financial and Legal risks prior to engaging in any proposed activity.

Risk	Mitigation
Reputational	• Provide appropriate safeguarding training to relevant staff and volunteers • Ensure Health and Safety procedures are followed • Ensure publicity material is checked for accuracy and kept up-to-date
Organisational	• Succession planning and cover arrangements for key roles • Ensure job and volunteer task descriptions are clear and regularly reviewed
Financial	• Ensure sufficient funding is raised to cover committed project costs • Ensure best practice financial procedures are followed with respect to expenditure authorization and the handling of cash
Legal	• Ensure compliance with all relevant legislation with regard to public buildings, Health and Safety and Employment

FINANCIAL REVIEW

Reserves policy

The PCC is expected to disclose its policy on reserves. Reserves are defined as that part of the PCC's income that is freely available. This therefore excludes permanent or expendable endowment funds, restricted income funds, and any part of unrestricted funds which is not currently available for spending. All Saints aims to hold reserves sufficient to maintain cash flows needed to meet all day-to-day operating costs and expenses and to cover 6 months of committed employment costs. The PCC reviews the cash flow and financial situation of the church at each of its regular meetings.

Financial Review

The PCC is pleased to note an end of year deficit of £28,050, well under the £35,000 it set aside in the budget from Joy Farrow's legacy to underwrite Hub expenditure until grant funds were raised, as it finished the year with net assets totaling £204,175 of which £138,750 was unrestricted. This compares with £232,225 and £181,541 in the previous year.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

ALL SAINTS CHURCH HIGHAMS PARK
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

There is a Parochial Church Council to govern the parish established by Act of Parliament and operated under the Parochial Church Councils (Powers) Measure 1956 as amended and the Church Representation Rules contained in Schedule 3 to the Synodical Government Measure 1969 as amended. The method of appointment of PCC members is set out in the church representation rules. All church attendees are encouraged to register on the electoral roll and stand for election to the PCC.

REFERENCE AND ADMINISTRATIVE DETAILS

All Saints Church Highams Park is an exempt charity for tax purposes X80090 and, since 22nd January 2021, a registered charity in England and Wales No.1193213

Principal address

All Saints Church
Church Avenue
London E4 9QZ

Trustees

Incumbent: Revd Malcolm Porter

Licensed Lay Minister: Michael Holloway

Churchwardens: Elton Mottley

Mairwen Russell

Deanery Synod Mairwen Russell

Members Diane Jameson

Elected Members: Steven Whitlam

Anthony Clanza (to 25 January 2021)

Dino Chapman

Carolyn De'Ath

Colin Dupey (from 18 April 2021)

Michelle Henry

Tracey Rogers

Jo Whitlam

Treasurer

Vice Chair of the PCC

Independent examiner

Caton Fry & Partners Limited
Essex House
7-8 The Shrubberies, George Lane
South Woodford
London E18 1BD

Bankers

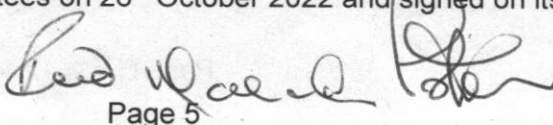
CAF Bank Ltd
25, Kings Hill Avenue,
Kings Hill,
West Malling
Kent ME19 4JQ

Standing Committee

This is the only committee required by law. It has the power to transact the business of the PCC between its meetings, subject to any directions given by the Council. The members of the Standing Committee are the Vicar, the Lay Vice-chair, the two Churchwardens and the treasurer. The Standing Committee agree the agendas for the PCC meetings.

Approved by order of the board of trustees on 26th October 2022 and signed on its behalf by:

Rev Malcolm Porter – Chair of Trustees



**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ALL SAINTS CHURCH HIGHAMS PARK**

I report to the charity trustees on my examination of the accounts of the All Saints Church Highams Park for the year ended 31 December 2021

Responsibilities and basis of report

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

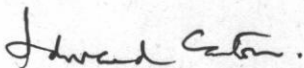
I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

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.



Mr E.O. Caton FCA
Caton Fry & Partners Limited
Essex House
7-8 The Shrubberies George Lane
South Woodford
London E18 1BD

26 October 2022

ALL SAINTS CHURCH HIGHAMS PARK
STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations		40,870	24,453	65,323	47,972
Legacies		500	-	500	154,912
	2	41,370	24,453	65,823	202,884
Investment income	4	71	20	91	137
Charitable activities					
Church Activities		4,666	-	4,666	28,143
Other trading activities	3	18,271	-	18,271	15,416
Grant Income	8	1,604	18,550	20,154	43,650
Total		65,982	43,023	109,005	290,230
EXPENDITURE ON					
Depreciation of assets		1,075	1,220	2,295	309
Raising funds		22,051	-	22,051	23,402
Charitable activities					
Church Activities		85,647	27,062	112,709	93,122
Total		108,773	28,282	137,055	116,833
NET (EXPENDITURE)/INCOME		(42,791)	14,741	(28,050)	173,397
RECONCILIATION OF FUNDS					
Total funds brought forward		181,541	50,684	232,225	58,828
TOTAL FUNDS CARRIED FORWARD		138,750	65,420	204,175	232,225

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

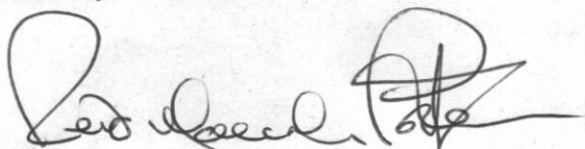
ALL SAINTS CHURCH HIGHAMS PARK

BALANCE SHEET

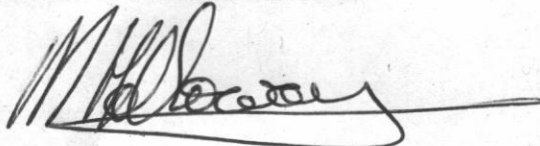
AT 31 DECEMBER 2021

	Note	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Investments	6	137,981	6,726	144,707	31,425
Other fixed assets		1,532	7,263	8,795	6,267
Total		139,513	13,989	153,502	37,692
CURRENT ASSETS					
Debtors	9	8,289	6,410	14,699	29,434
Cash at bank and in hand			47,916	47,916	21,285
Held in CCLA Holding Account		-	-	-	154,912
Total		8,289	54,326	62,615	205,631
CREDITORS					
Amounts falling due within one year	10	9,052	2,890	11,942	11,098
NET CURRENT ASSETS		-763	51,436	50,673	194,533
TOTAL ASSETS LESS CURRENT LIABILITIES		138,750	65,425	204,175	232,225
NET ASSETS		138,750	65,425	204,175	232,225
FUNDS					
Unrestricted funds	11	138,750	-	138,750	181,541
Restricted funds		-	65,425	65,425	50,684
TOTAL FUNDS		138,750	65,425	204,175	232,225

The financial statements were approved by the Board of Trustees on 26th October 2022 and were signed on its behalf by:



Rev Malcolm Porter – Chair of Trustees



M Holloway – Treasurer

The notes form part of these financial statements

ALL SAINTS CHURCH HIGHAMS PARK
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements and assessment of going concern

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice' applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern

Incoming resources

- All incoming resources are accounted for on the Statement of Financial Activities (SOFA) once the Parochial Church Council is legally entitled to the funds, it is probable that the income will be received and the amount can be measured reliably.
- Collections are accounted for when received by or on behalf of the PCC. Planned giving receivable under Gift Aid is accounted for only when received.
- Incoming resources from tax reclaims are included in the SOFA at the same time as the gift to which they relate.
- Government Grants, Grants and legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt is reasonably certain.
- Funds raised by the bazaar and similar events are accounted for gross.
- Income from the hire of church premises are accounted for when the payment is due.
- Interest is accounted for on a receivables basis.
- Realised gains or losses are capitalised when investments are sold. Unrealised gains or losses are accounted for on revaluation of investments at 31 December.
- The value of any voluntary help received or goods acquired for fundraising purposes is not included in the accounts.

Expenditure

Liabilities are accounted for as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources

Governance costs

Governance Costs are costs relating to the Independent Examination of the charity's Statutory Account
Independent Examiners costs were as follows:

	2021	2020
	£	£
Independent Examination	1,500	1,200
Accounts preparation	1,750	-

Taxation

The charity is exempt from tax on its charitable activities

NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2021

1. ACCOUNTING POLICIES – continued

Fixed assets and depreciation

Consecrated and beneficed property is excluded from the accounts by s.10(2)(a) of the Charities Act 2011. Movable church furnishings held by the Vicar and Church wardens on special trust for the PCC and which require a faculty for disposal are accounted for as inalienable property unless consecrated. They are listed in the Church's Inventory which can be inspected at any reasonable time. For inalienable property acquired prior to 2001 there is insufficient cost information available and therefore such assets are not valued in the accounts. Items acquired since 1 January 2001 have been capitalised and depreciated in the accounts over their anticipated useful economic life as described in the following table. Investment assets are included at market value.

Asset	Date of Acquisition	Cost of Acquisition	Annual Depreciation Duration	
Expenditure on consecrated or beneficed buildings	Any time	n/a	Written off	
Repairs to moveable church furnishings	Prior to 1 st Jan 2001			
Inalienable property	Post 31 st Dec 2000			
		< £1000		
		>£1000	20%	5 years
Other fixtures, fittings and office equipment	Any time	<£500	Written off	
		>£500	25%	4 years
Freehold Buildings <i>The PCC acts as Managing Trustee and the Chelmsford Diocesan Board of Finance acts as Custodian Trustee</i>	Any time	No limit	2%	50 years
Building and garden maintenance*	Any time	No limit	Written off	

*The premises have a "value in use" which is assumed to be zero to cover operating costs

2. DONATIONS AND LEGACIES

	2021	2020
	£	£
Planned giving	31,679	33,797
Collections	2,182	960
Legacies	500	154,912
Church donations	832	5,879
Income tax recovered including GASDS	6,177	7,336
Total	41,370	202,884

	2021			2020
	Unrestricted	Restricted	Total	Total
	£	£	£	£
The total amount of voluntary income given by Parochial Church Council members, their close family members and associates through standing orders and planned giving including income tax recoverable is	20,045	1,444	21,489	25,633

3. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Activities for generating funds	18,271	15,416

4. INVESTMENT INCOME

	2021	2020
	£	£
Bank and CBF deposit account interest	91	137

5. TRUSTEES' REMUNERATION AND BENEFITS

There was no Trustees' remuneration or other benefits for the year ended 31 December 2021

Trustees' expenses

The vicar's expenses amounted to £510 during the year compared to £1,175 in the previous year

ALL SAINTS CHURCH HIGHAMS PARK
NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2021

6. FIXED ASSETS

	2021	2020
	£	£
Investments held on deposit with CCLA	144,707	31,425
<i>There were no investment assets outside the UK.</i>		
Other Tangible Assets (See Note 13)	8,795	6,267
Total Fixed Assets	153,502	37,692

7. STAFF COSTS*

	2021			2020
	Unrestricted	Restricted	Total	Total
	£	£	£	£
*Salaries are assigned to restricted costs in proportion to the hours spent on activities covered by restricted funds				
Wages and salaries				
Employees' salaries, tax, NICs and pension contributions	38,475	1,759	40,234	23,526
Employers NIC	1,588	40	1,628	874
Employers' Pension Contributions	2,235	101	2,336	2,101
Total	42,298	1,900	44,198	26,501
The total remuneration given to Parochial Church Council members, close family members and associates for work carried out on behalf of All Saints Church is	20,109	-	20,109	17,552
Average monthly number of full-time equiv. employees during the year	1.5	0.1	1.6	1.0

No employees received emoluments in excess of £60,000.

The Charity 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; also classed as defined benefit schemes.
 - a. a deferred annuity section known as Pension Builder Classic, and,
 - b. a cash balance section known as Pension Builder 2014.

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

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65. There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable (2021: £4201.22, 2020: £3,734.23). (It should be noted that, in addition, one member of staff requested their pension contribution of £1341.94 be paid into their Scottish Widows Personal Pension Plan.

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

For the Pension Builder Classic section, the valuation revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review, the Board chose to grant a discretionary bonus of 3% following improvements in the funding position over 2021. There is no requirement for deficit

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ALL SAINTS CHURCH HIGHAMS PARK
NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2021

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

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

8. GRANT INCOME:

Funder	Amount £		Objective
	2021	2020	
HMRC	1,604	819*	Furlough Scheme during COVID lockdown
Lottery Covid Support for Nicodemus	-	10,000	Mentoring work at Highams Park School by the Nicodemus Charity
Samaritans' Purse	-	1,000	
All Churches Trust Hope Beyond	8,050	-	
LB Waltham Forest Covid Support	500	-	
LBWF Hatch Lane Ward,	4,000	5,000	
LBWF Hale End & Highams Park Ward	3,000	4,000	Highams Park Food Hub
LBWF Endlebury Ward	-	3,000	
LBWF Larkswood Ward	3,000	-	
City Bridge Trust (CBT)	-	9,650	
Lottery Covid Support for Food Hub	-	10,000	
CBT via LBWF Community Hub	-	1,000	
Total for Food Hub	18,550	33,650	
Total Grant Income	20,154	43,650*	

*Furlough grant was omitted from schedule in 2020

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2021	2020
	£	£
Other debtors	14,699	29,434

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2021	2020
	£	£
Other creditors	11,942	11,098

11. MOVEMENT IN FUNDS	At 1/1/21	Net movement in funds	Transfers between funds	At 31/12/21
	£	£	£	£
Unrestricted funds				
General fund	4,946	(42,861)	38,684	769
Joy Farrow Legacy	154,912	59	(38,564)	116,407
Farr Legacy Fund	21,683	11	(120)	21,574
Total Unrestricted funds	181,541	(42,791)	-	138,750
Restricted funds				
Organ Fund	6,723	4	-	6,727
Flower Fund	308	(108)	-	200
Halex Music Society Concert Fund	-	-	-	105
Food Hub	41,828	14,844	-	56,672
Chairs Fund (using emptied hall fund account)	1,825	1	-	1,826
Total Restricted funds	50,684	14,741	-	65,425
TOTAL FUNDS	232,225	(28,050)	-	204,175

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2021**

.Net movement in funds, included in the above is as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	64,530	(68,707)	(4,177)
Farr Legacy Fund	11	(120)	(109)
Joy Farrow Legacy	59	(38,564)	(38,505)
Total Unrestricted funds	64,600	(107,391)	(42,791)
Restricted funds			
Charitable Giving	2,802	(2,802)	-
Organ Fund	4	-	4
Flower Fund	0	(108)	(108)
Food Hub	44,535	(29,691)	14,844
Chair fund	1	-	1
Total Restricted funds	47,342	(32,601)	14,741
TOTAL FUNDS	111,942	(139,992)	(28,050)

12. RELATED PARTY DISCLOSURES

Related party transactions have been disclosed under the notes headed 'Donations and Legacies' and 'Staff Costs' of these financial statements

13. FIXED ASSETS – DETAILED

	Freehold Buildings	Inalienable property	Fixtures & Fittings	Total
COST				
As at 1 January 2021	2,500	800	20,796	24,096
Additions	-	-	6,430	6,430
At 31 December 2021	<u>2,500</u>	<u>800</u>	<u>27,226</u>	<u>30,526</u>
DEPRECIATION				
As at 1 January 2021	2,500	800	14,528	17,828
Charge for the Year	-	-	3,903	3,903
At 31 December 2021	<u>2,500</u>	<u>800</u>	<u>18,431</u>	<u>21,731</u>
NET BOOK VALUE				
At 31 December 2021	<u>-</u>	<u>-</u>	<u>8,795</u>	<u>8,795</u>
At 31 December 2020	<u>-</u>	<u>-</u>	<u>6,268</u>	<u>6,268</u>

ALL SAINTS CHURCH HIGHAMS PARK
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021

INCOME AND ENDOWMENTS		2021	2020
Donations and legacies		£	£
Planned giving		31,679	33,797
Collections		2,182	960
Legacies		500	154,912
Donations		832	5,879
Income tax recovered including GASDS		6,177	7,336
Total Donations and legacies		41,370	202,884
Other trading activities			
Activities for generating funds		18,271	15,416
Investment and other income			
Bank and CBF deposit account interest		75	137
Charitable activities			
Parochial fees		774	45
Church activities		90	197
HMRC Furlough Grant		1,604	819*
Food Hub	Individual Donations	17,185	18,535
	Hub Café Donations	496	-
	Income tax recovered	161	2,308
	Business donations	5,007	6,200
	Interest received	16	-
	Grant Income	20,154	33,650
Total Income for Food Hub		43,019	60,693
Charity fundraising		2,802	497
Sponsorship for mission activity		1,000	10,361
Total Charitable activities		46,821	71,793
Total incoming resources		109,005	290,230
EXPENDITURE			
Raising Income			
Wages		16,958	17,447
Fundraising Admin Costs		752	-
Hall operating costs		4,082	3,080
Food Hub Restricted Fundraising costs		259	2,875
Total on Raising Income		22,051	23,402
Charitable activities			
Diocesan parish share		29,343	29,460
Parochial Fees		517	-
Church operating costs		7,298	10,468
Clergy expenses		510	1,175
Upkeep of services		1,018	3,205
Upkeep of churchyard		2,445	2,197
Charitable activities		17,336	110
Total Charitable Activities expenditure		58,467	46,615
Charitable giving	Royal British Legion	73	-
	Support for AW's South American Project	-	56
	Nicodemus Trust grant	-	10,000
	Children's Society	2,429	441
	Christian Aid	300	-
Total Charitable Giving		2,802	10,497
Charitable Expenditure carried forward		61,269	57,112

ALL SAINTS CHURCH HIGHAMS PARK
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021 - CONTINUED

Charitable Expenditure carried forward		61,269	57,112
Mission Tithe	Archdeacon's charity	1,506	1,617
	Forest Churches Winter Shelter	1,506	-
	Christian Aid	1,506	-
	Children's Society	1,506	1,617
	Nicodemus Trust	-	1,617
	Africa Inland Mission (Ruth)	-	1,616
Total Mission Tithe		6,024	6,467
Highams Park Food Hub	Staff costs	1,900	-
	Volunteer Training	795	-
	Composting	504	-
	Food and toiletries	16,555	11,900
	Sanitiser & PPE	267	416
	Deliveries	1,547	546
	Catering	-	2,193
	Waste Disposal	320	356
	Equipment and containers	1,824	1,303
	Equipment depreciation	1,220	1,220
	Stationery, phones etc	790	677
	Utilities	2,043	-
	Hub Café	519	-
Total Highams Park Food Hub		28,284	18,611
Total Charitable Activities Expenditure		95,577	82,190
Support costs			
Management			
	Wages	13,851	6,070
	Administration	923	2,459
	Equipment, furniture and fittings	121	1,075
	Depreciation	1,075	309
Total Management		15,970	9,913
Finance			
	Bank charges	207	128
Governance costs			
	Independent Examination	3,250	1,200
Total resources expended		137,055	116,833
Net (Deficit)/Income		(28,050)	173,397

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ALL SAINTS CHURCH HIGHAMS PARK
TABLE OF NON-INVESTMENT ASSETS

	Acquisition Year	Cost £	Depreciation %	Book Value 2021 £	2020 £
Church Hall	1935	2,500.00	100	-	-
Selwyn Lounge, Office, Toilets and Vestry	1960s	?	100	-	-
Inalienable property					
Pipe Organ (from original parish church post WWII)	Pre 1912	?	100	-	-
Choir stalls	1895	?	100	-	-
Lectern (from original parish church post WWII)	1912	?	100	-	-
Bishop's Chairs (from original parish church post WWII)	1912	?	100	-	-
Church Pews (5)	1895	?	100	-	-
Font	1947	?	100	-	-
Church Plate (from original parish church post WWII)	1912	?	100	-	-
Congregational Chairs (130)	2015	800.00*	100	-	-
Other fixtures, fittings and office equipment					
Food Hub Storage Container and racking	2020	4879.80	50	2439.90	3,659.85
Second Food Hub Storage Container	2021	3000.00	25	2250.00	-
2Garden shed	2014	donated	n/a	-	-
Electric Organ	1978	5500.00	100	-	-
Grand Piano	?	donated	n/a	-	-
Music Equipment	2015	800.00	100	-	-
Electric drum kit	2016	417.00	100	-	-
Foldback speaker	2016	279.00	100	-	-
Guitar Amplifier (Marshall RS50)	2018	249.00	100	-	-
Vestry Table (from original parish church post WWII)	1932	?	100	-	-
Hymn and Prayer Bookcase	1947	?	100	-	-
Office Desk	2015	donated	n/a	-	-
Office Chair	2017	donated	n/a	-	-
Hall Blinds	2016	1056.00	100	-	-
Nursery Chairs (20)	Pre 2013	?	100	-	-
Nursery Chairs (10)	2016	40.99	100	-	-
Hall Chairs (100)	2013	502.57	100	-	-
Go-pac Table trolley	2013	290.44	100	-	-
Go-Pac Tables (12)	Pre 2013	?	100	-	-
Go-Pac Tables (12)	2015	665.93	100	-	-
900x900 folding tables (8)	2016	221.84	100	-	-
Nursery Tables (10)	Pre 2013	?	100	-	-
Office Printer/Copier	2019	101.00	100	-	-
Administrator's Laptop	2017	561.99	100	-	-
Router booster	2019	171.00	100	-	-
Hub Laptops	2021	2188.42	75	1641.31	-
Hub Picnic tables and benches	2021	1242.07	75	931.55	-
Worship Laptop	2018	1236.00	100	-	309.00
Sound system	2020	3064.50	50	1532.25	2,298.38
Hall Oil Heaters	2015	129.98	100	-	-
Gas Cooker	2016	438.00	100	-	-
Hall Kitchen Fridge	2016	71.79	100	-	-
Church Kitchen Fridge	2016	118.94	100	-	-
Coffee Machine (2)	2016	donated	n/a	-	-
Total remaining book-value				8795.01	6,267.23

- Haulage cost an additional £539.99

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