

# THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF EARLHAM

England & Wales · Charity number 1199679

## Details

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Other names	EARLHAM PCC
Status	Registered
Legal form	Other
Registered	2022-07-18
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Address	The Parish Office The Vicarage 315 Bluebell Road Norwich
Phone	01603501713
Email	<a href="mailto:hello@earlham.church">hello@earlham.church</a>
Website	<a href="https://www.earlham.church">https://www.earlham.church</a>

## Activities

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

**Activities:** As a growing and active church, we have a mission to reach out to our community with the love of Christ to make a practical difference. This is especially true for children and families who we meet in schools, our community and church activities.

## Classification

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

## Geography

- Norfolk

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£177,452	£179,278	-	-
2024-12-31	£124,501	£149,218	-	-
2023-12-31	£227,140	£182,333	-	-

## Trustees

Name	Role	Appointed
Anna Kelly-Struntz		2020-04-01
Christine Joyce Moreton		2025-04-22
Dr David MAXEY		2025-04-22
Jessica GLAUERT		2025-04-01
Kerrie Bryant		2026-05-19
Kevin Cunnane		2026-05-19
Lynda Waterson		2023-04-26
Nicholas Vitkovitch BSc, FloD		2020-04-04
Peter Gosling		2025-04-22
Rev Rosemary Houghton		2015-04-01
Rev Sam Lees		2025-08-19
Ross ORAM		2026-05-19
Steven BRYANT		2026-05-19
Tom Woods		2024-04-23

**THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF EARLHAM**

England & Wales - Charity number 1199679

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# Accounts

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**CROSSROADS**

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EARLHAM, NORWICH

**Earlham PCC  
Annual Report  
and Financial Statements  
of the Parochial Church Council  
for the year ended 31<sup>st</sup> December 2025**

Reference and administrative details	3
Structure, governance and management	4
Governance	4
Membership of the PCC	4
PCC Meetings	5
The Finance and Standing Committee of the PCC	5
PCC training	5
Church Membership	5
Safeguarding	5
Objectives and activities	7
Churchwardens' Report	7
Clergy's Year Review 2025	8
Café Church at St Elizabeth's	9
St. Anne's Café Church	9
St. Anne's Bible Study	10
Coffee morning at St Mary's Church Hall	10
Schools, Families, Children and Youth	10
St Mary's Toddler Group	10
Community Partnerships in Earlham Parish	11
Sustainability	12
Energy	12
Cleaning and housekeeping	12
Our four sites	12
A Rocha benchmark	12
EcoChurch Group	12
Achievements and performance	13
Financial Review	15
Reserves policy	15
Related parties	16
Grants Received	16
Exemptions from disclosure	16
Funds held as holding trustee on behalf of others	16
Independent Examiner's Certificate	17
Financial statements	20

## Reference and administrative details

### Name

*The Parochial Church Council of the Ecclesiastical Parish of Earlham* is the full name of the PCC registered as a charity in England & Wales number: 1199679. In 2023 the PCC applied to the Charity Commission for permission to use *Crossroads Earlham* as its working name. This is still under review.

### Vicar

Revd. Sam Lees (since August 2025)

### Associate Vicar

Revd. Ben Rogers

### Assistant Curate

Revd. Julian Bryant (*until May 2025*)

### Independent Examiner

Mr Richard Calton

### Banks

Cooperative bank, Gentlemans Walk, Norwich  
CCLA, One Angel Street, London

### Website

<https://earlham.church>

## Structure, governance and management

### Governance

The PCC has the responsibility of “co-operating with the vicar and licensed ministers in promoting in the ecclesiastical parish the whole mission of the church: pastoral, evangelical, social, and ecumenical”. It also has the maintenance responsibilities for the churches of St. Anne, St. Elizabeth and St. Mary, and for the Church Halls of St. Anne’s, and St. Mary’s and the John Moreton Hall (also on the St Anne’s site).

The Parochial Church Council of the Ecclesiastical Parish of Earlham is a charity registered in England & Wales. All PCC members are trustees of the charity and directors under Company Law.

The Vicar & Associate Vicar are paid by the Norwich Diocesan Board of Finance and are ex-officio members of the PCC.

### Membership of the PCC

Members of the PCC are either ex-officio or elected by the Annual Parochial Church Meeting (APCM) in accordance with the Church Representative Rules. During 2025 the following served as members of the PCC:

#### *Ex-officio*

<b>Vicar</b>	Revd. Sam Lees ( <i>from August 2025</i> )
<b>Associate Vicar</b>	Revd. Ben Rogers
<b>Assistant Curate</b>	Revd. Julian Bryant ( <i>until May 2025</i> )
<b>Ex-Officio</b>	Revd. Rosemary Houghton

#### Churchwardens

Colin Grey  
Simon Rous (*until 21 December 2025*)  
Jessica Glauert (*from April 2025*)

#### *Elected*

##### Representatives on Deanery Synod

John Greenaway  
Revd. Rosemary Houghton  
Jennie Vitkovitch (*until April 2025*)  
Anna Kelly Struntz (*from April 2025*)

##### PCC Members

Peter Gosling (*from April 2022*)  
John Greenaway (Secretary)(*from April 2021 re-elected in April 2024 for two-year period*)  
Lucy Hewett (*until April 2025*)  
David Maxey (*from April 2024 elected for one-year period*)  
Joshua Rayner (*until July 2025*)

Esgrid Sikahall (from April 2024 elected for three year-period)  
Anna Kelly-Struntz (from April 2021 re-elected in 2024 for three-year period)  
Chrisine Moreton (from April 2025)  
Jennie Vitkovitch (from April 2021 re-elected in 2024 for one-year period))  
Nik Vitkovitch (Treasurer) (elected in April 2024 for three-year period)  
Lynda Waterson (from April 2023)  
Tom Woods (Safeguarding Officer) (from April 24 elected for three-year period)

### PCC Meetings

During 2025 the PCC met six times. Items discussed included: safeguarding, Dignity at Work, finance and giving, worship and prayer, the future of the missional house and of the John Moreton Hall, community and outreach work, the work of the Schools and Families Worker, caring for God's creation, fair trade, children and communion, management of the grounds and buildings.

Any matters requiring urgent attention and decisions of the PCC between meetings may be dealt with by an Extraordinary PCC Meeting, with at least one third of the current members attending. There were no Extraordinary meetings in 2025.

PCC minutes are displayed in our church buildings.

### The Finance and Standing Committee of the PCC

This consists of the vicar, associate vicar and curate, the churchwardens, the treasurer, the secretary and two representatives for the parish. This committee met once in 2025.

### PCC training

All new PCC members are directed towards the Charity Commission's *Charity Trustee welcome pack*.

In addition to the mandated Safeguarding training, PCC members and all employees received the training on Sexual Harassment in the Workplace (part of implementing the "all reasonable steps" aspects of *The Worker Protection (Amendment and Equality Act 2010) Act 2023*).

### Church Membership

Membership on the Electoral Roll in early 2026 was 75

### Safeguarding

At the heart of our Christian faith, safeguarding is essential to the work of Crossroads Earlham. We work in line with the Church of England Safeguarding Policy and Practice Guidance to ensure the safety of children, young people, and vulnerable adults. It is a standing item on our PCC agendas, and all PCC members are required to complete safeguarding training.

In 2025 Tom Woods was the Parish Safeguarding Officer, with Kate Rogers stepping down from her role as Deputy PSO, and Anna Kelly-Struntz being appointed as her replacement. Jennie Vitkovitch provided DBS and administrative support.

Compliance with the Parish Safeguarding Dashboard ensures we have required policies and procedures in place and provides our action plan.

The PCC recruited one employee during 2025. The recruitment of a part-time ministry assistant (maternity cover) to the Schools and Families Team followed the Safer Recruitment & People Management guidance.

All safeguarding concerns raised this year were dealt with according to diocesan guidance. And we further ingrained safeguarding into the culture of the church partly through holding three safeguarding themed services on safeguarding Sunday, reinforcing the message that safeguarding is everyone's responsibility.

Tom Woods, Parish Safeguarding Officer

## Objectives and activities

As a growing and active church, we take seriously our mission to reach out to our community with the love of Christ and make a practical difference. This is especially true for the children and families who we meet in schools, our community and church activities; the age profile of the Parish is much younger than average and there are six primary schools and one secondary.

## Churchwardens' Report

We praise God we can report that 2025 has been a further year during which our sites and facilities have been a blessing for so many in our community. We were so grateful to welcome Revd. Sam Lees in the Summer and hugely thankful to Simon who finished his service as Church Warden in December 2025 and did much to support the church through the interregnum. This year we also welcomed Jess Glauert as warden.

Points of note relating to the fabric and grounds of our assets are:

### *St Anne's church*

- i. We investigated insulating the roof of the main church building, have a Faculty for the work, and have applied for funding.
- ii. A window was damaged and repaired by RCCG Church.
- iii. There was a power cut in November, which resulted in the cancelation of some groups. However, power was restored in time for the Sunday service.

### *John Moreton Hall*

The scouts surrendered the hall after their lease ended and the PCC renamed it the *John Moreton Hall*. There is a large group of volunteers who would like to be involved with determining and realising its future.

### *St Anne's church hall*

Walls repainted and Artwork hung at both ends

### *St Elizabeth's church*

In August there was damage to the alarm system, which was repaired with difficulty. The alarm system components are obsolete.

### *St Mary's Hall*

- i. Creation of a Sensory Room for our Toddler Group.
- ii. Completion of refurbishment works in the former Gents' lavatory making it a unisex facility.

### *St Mary's Church*

- i. In July the roof of the porch was repaired.
- ii. There was much tree work done in the grounds, and a Tree Preservation Order was placed on the large cedar to the south east of the church.
- iii. The handrail for the steps from the Earlham Road was repaired.
- iv. PCC decided to remove the rear steps from the river path into the churchyard, which will be done in 2026.

A huge 'thank you' to all the dedicated folk who invest many hours of caring and ongoing maintenance, and to the donors who enabled much of the work.

Colin Grey and Jessica Glauert

## Clergy's Year Review 2025

### *In Brief*

2025 was all-in-all another very encouraging year for Crossroads Church; we have sustained growth in both Sunday worship and mid-week fellowship, we have made impact within the community, and, most importantly, have taken the light of the Gospel into the darker corners of our parish as we continue to “know Jesus, make Him known and do this together.”

### *Worship and Outreach*

In January we received permission from Bishop Graham to admit children to Holy Communion before confirmation. This was a great pastoral development for the parish, helping us to respond more fully to families and to nurture children's faith within the life of the church.

During February and March, the 5pm service hosted a 'Women of the Bible' sermon series, preached by a mix of lay and visiting preachers. This series was a real encouragement to the congregation, celebrating the gifts of a wide range of voices and offering fresh perspectives on Scripture.

In the Spring we were delighted to welcome Sudeep Athanti, who joined us as our intern in April. He quickly played an active and valued part in parish life and ministry.

Holy Week and Easter were marked by a prayerful, and joyful set of services. Maundy Thursday and Good Friday were observed at St Anne's, Celebrate Easter took place at St Elizabeth's, and two joyful services were held on Easter Day. These services were well attended and provided people from across the parish different ways to engage with the Easter story and respond to the good news of the cross and resurrection.

Around this time, Jess Glauert was appointed as a new Churchwarden. We are very grateful for her willingness to serve the parish in this important role.

In the early summer we said goodbye to Rev. Julian Bryant, our curate, as he took up his new post as Vicar of Heartsease. We are so thankful for Julian's family and their ministry among us and continue to pray for them as they begin this next chapter.

Over the summer months, the church embarked on a sustained journey through the Book of Exodus. This proved to be a real joy and provided a unifying thread through the season, helping us reflect together on what it means to be God's people in times of change and transition, as we prepared to welcome Sam as our new Vicar.

In July, we enjoyed our annual Prosecco and Praise service at St Mary's. We were also grateful for the support of visiting preachers during this period, including Archdeacon Keith and Rural Dean Patrick Richmond, who preached towards the end of the interregnum and offered both encouragement and wisdom.

The summer also included the wedding of David and Beth from the evening service at St Anne's - a joyful celebration of love and commitment within the church community.

In August, we were delighted to formally welcome Sam, Becci and family at his licensing as our new Vicar, it was a moment of great thanksgiving and hope for the parish. Later in the month, Holiday Club took place at St Mary's Church Hall and was a great success. With a space-themed programme, we welcomed many local children and families, reflecting together on our place within his world, and offering a joyful witness to the local community. We also welcomed Shelley Oram to the Schools and Families team as maternity cover for Eve Bryant's position, Shelley quickly found her feet and brought fresh insight and experience into the SFM team.

Autumn began with a great Harvest celebration, including services at St. Anne's, St. Elizabeth's and Ivy Court care home from which we were able to support many local projects with donations of food and toiletries. The annual Halloween Drop-in at St. Mary's Church Hall was another highlight for community engagement as hundreds of local families came along to experience 'the Light that shines in the darkness'. Remembrance Sunday was well attended, and we also held remembrance services in both Ivy Court and Dell Rose Court residential care homes with the support of the Pastoral Team. We also had the joy of seeing three young people confirmed by Bishop Graham in a service at St. Anne's.

December brought with it the usual and expected rush of services and community engagement: the good news being that attendance was up across the board year-on-year and we expanded our welcome with new Christmas services. We held candlelight carols at St. Mary's, Christmas Unwrapped, Community Carols and Midnight Communion at St. Anne's and Car Park Carols and Celebrate Christmas (Crisp-mas!) at St. Elizabeth's. We supported local families by hosting Future Projects at St. Mary's hall as they prepared hampers for those in need, and we also provided some last-minute Christmas dinner supplies to two families who missed the cut-off for the hampers. Within all of the rush and Joy of Advent and Christmas we also said goodbye to Simon Rous, one of our Church Wardens, and, though he will be greatly missed, we fully support his need to live closer to his family.

### *Life Groups*

Life Groups are in a season of transition at Crossroads as a couple of groups have closed, and the number of those seeking Life Groups has increased, so plans have been introduced to bring some new Life Groups into being which is very exciting for the discipleship journey offered at our Church.

Rev. Sam Lees and Rev. Ben Rogers.

### **Café Church at St Elizabeth's**

This runs on Wednesday mornings, drawing in people from the local community. We start with tea, toast and chat. The bible discussion is relaxed with everyone contributing and learning from one another. Topics covered included the book of Daniel, the gospel of Luke, and what we can discover about God from everyday items. Sessions were led by Lynda Waterson (using Godly Play), Peter Gosling, Simon Rous and Jennie Vitkovitch.

### **St. Anne's Café Church**

The group, started by Rev. Juian Bryant last year, has continued in much the same vein. We usually have a quiz and end with an optional time to share communion or a time of prayer and reflection. There is a deepening sense of friendship and the group remains consistent in its attendance with an

average of twenty, five of whom don't come to other church services. The main change to the previous year is the holding of afternoon prayers as an alternative to communion, which makes the provision more inclusive and less clergy-dependant.

### St. Anne's Bible Study

In September 2025 Rosemary Houghton and Lynda Waterson decided to start a Bible Study at St. Anne's on the alternating Wednesdays to Café Church, the plan was to further explore the readings and sermon from the Sunday just gone. This has been well received by a small group, depending on uptake the feasibility of this provision will be discussed in the new year.

### Coffee morning at St Mary's Church Hall

The coffee morning held at St Mary's Church Hall has now been running for over 30 years and is going from strength to strength. In the past year we averaged an attendance of 24 people from our local community who love to enjoy a coffee or tea, lots of cake and chat. Drew, who has become the mainstay of the meeting, also does a quiz each week; some weeks the questions are easy and sometimes more difficult, but they always provoke discussion. He also organises meals out at intervals over the year. Several members knit garments which are sent abroad for children in need. We hope to carry on being a hub that provides a warm welcome.

Rosemary Houghton

### Schools, Families, Children and Youth

2025 saw God at work in our Children's and Youth Work. We continued building on the excellent relationships we enjoy with six schools within our parish. Within this work we have facilitated joyous visits to our buildings, been part of educational debates and information days, mentored multiple pupils, attended school fetes, led bible-based assemblies and RE Lessons, and generally become even more engrained within the life of these schools. As a result, children, young people and families continue to be very receptive to invitations to church-run, bible-based endeavours and even church services. Holiday clubs and special events were a great success enabling us to build relationships with families and helping them grow in faith.

Within the Church our Family Life Group continues to provide a space and opportunity for our young families to enjoy food and fellowship as well as being able to support each other in practical and prayerful ways. Children's activities are part of our traditional 10am service and we've seen amazing learning and growth there. Our all-age services continue to allow families and individuals to worship in a way they really enjoy.

In October we appointed Shelley as maternity cover for Eve, who has welcomed her first child Elijah to the world in recent months. Shelley has had an outstandingly positive impact in schools, fitting in perfectly within our team.

Tom Woods – Schools and Families Minister

### St Mary's Toddler Group

St Mary's Toddler Group runs every Monday during term time in conjunction with Kings Church's City West-plant and attracts around 30 babies and toddlers each session. It's free to attend, and the group has provided a warm and safe environment where children have grown in their abilities and

confidence, and parents have formed strong friendships and support networks. We have a wide range of toys and equipment and offer a variety of activities including: a different craft each week, dancing and games, singing, story and prayer time.

Led by one of the toddlers' mums, we further developed the sensory room to meet the special educational needs of the local community.

In addition, we provide the opportunity to sit down and eat together as a group - children and adults. There are snacks for the children and hot drinks and biscuits for parents. We also have a give-and-take table which families regularly donate to or take food and toiletries from. Prayers are held at the beginning of the sessions, followed by the reading of a bible story, the singing of a worship song and further prayer.

2025 saw the women of the toddler group team facilitate women's nights, where time was spent together sharing testimonies and encouraging each other either towards a faith or in their faith in Jesus.

Tom Woods – St Mary's Toddler Group Leader

### Community Partnerships in Earlham Parish

During 2025 Crossroads continued to extend and deepen its relationships with the local community in many ways. There's only space to mention a few here:

- Collaborating with the NR5 Community Hub: e.g. in the successful Carols in the Car Park at St Elizabeth's, and through Crossroads members supporting Hub initiatives, like the Community Meal and Paul's Pals, a new group for men.
- Through the NR5 Family Partnership providing a point of contact and encouragement across a wide range of agencies and organisations working in Earlham: schools, police, GP surgery, Children's Services, City Council, the Science Festival, the Sainsbury Centre...
- Crossroads members serving as governors/trustees at local schools and charities, including the Henderson Trust and Earlham Community Shop.
- Café Church at St Elizabeth's and at St Anne's and coffee mornings at St Mary's Church Hall.
- Providing venues for significant community initiatives, like Norwich Family Time and the Foodbank.

Peter Gosling

## Sustainability

### Energy

All electricity contracts are for 100% renewable energy. The John Moreton Hall and St Elizabeth's church have gas heating; all other sites have electric heating. The John Moreton Hall boiler is at least ten years old, and consideration will be given to renewable solutions (air or ground source, solar) as part of the building's regeneration. The St Elizabeth's boiler was installed in 2023.

The JM Hall and St Anne's church both have large roofs ideally suited to solar panels; the cellar of St Anne's could be a battery room. The PCC is awaiting the next round of Diocesan initiatives to pursue this.

All gardening equipment is manual or rechargeable electric (except one chainsaw and one strimmer which are owned by members of the grounds teams).

### Cleaning and housekeeping

With three buildings available for hire, there is a significant cleaning burden. As far as possible, we use cleaning products that are effective but ecologically sound. We minimise the use of disposable plastic by choosing dilute-on-site concentrate, and in this way we minimise transport costs, reuse the containers for glass cleaner and surface cleaner and also make modest financial savings. We purchase hand soap in bulk and refill dispensers.

### Our four sites

We manage the four very different sites in the parish with a view to encouraging biodiversity and wildlife friendly areas where possible.

### A Rocha benchmark

The churches of St Anne's and St Elizabeth's attained Bronze status on the A Rocha benchmark in 2024 and we aim to move towards Silver.

### EcoChurch Group

The small EcoChurch group met regularly throughout the year. Ecological and Creation themes were emphasized in church services and in the teaching of young people; links were made between ecological degradation and social justice in Christian Aid Week. We have worked on the grounds at St Anne's to create wildlife-friendly spaces and conducted a survey of wildflowers at St Mary's. We have publicised and promoted the use of Fair Trade products in the parish and produced a leaflet outlining ways in which the congregation might live more sustainable lives. We organised two litter picks and attended a Norfolk Wildlife Trust workshop at the Cathedral. Group member Helen Blake has been made a diocesan Eco Chaplain.

John Greenaway



## Achievements and performance

The PCC's mission is to reach our community with the love of Christ and make a practical difference. We think about this as having many dimensions

Sort	Dimension	Achievements in 2025	Additions for 2026
1	Easy access for all	Anyone can come. An intergenerational intercultural church with no class, gender and socioeconomic barriers. No payment is required to participate in any Crossroads event. <i>Warm Space</i> two days a week	Work on our unconscious biases and make our welcome even more impactful
2	Being a Christian Church of England presence	Regular provision of church services, celebration of major Christian festivals throughout the year. Baptisms, renewals of vows, weddings and funerals	Extend the range of non-Sunday services offered
3	Transforming lives	New people coming to faith and being baptised. Supporting vulnerable people in our community, standing alongside them, loving them, providing long term friendship and hospitality	
4	Building social capital/cohesion	Working across cultural barriers to break down prejudices	
5	Active in all primary schools	Our Schools & Families team is welcomed into all six primary schools in the parish: mentoring pupils in three schools. We take assemblies, host church visits and run Zumba sessions in schools	Extend relationships into the secondary age range
6	Using our resources wisely	Hall charges reflect the community contribution of the users	Work with RCCG and others to rejuvenate the John Moreton Hall

		<p>Halls only available to groups whose purposes align and which engage locally</p> <p>Collections at Christmas services given to local charities</p> <p>Contributing to UEA CU's mission week</p>	
7	Being a good employer	<p>Real Living Wage employer status maintained, RLW cost of living increase paid to all employees and interns</p> <p>Safer Recruitment used in all recruitment exercises.</p>	
8	Working in partnership	<p>We partner with a wide range other organisations working in the parish to further our mission and to support them in theirs.</p> <p>We don't charge partners for our premises</p>	
9	Visible in the community	<p>Residential home visits and regular monthly services</p> <p>Pastoral visits</p> <p>Trustees in local schools and charities</p> <p>Well-publicised and well attended festival celebrations</p>	

## Financial Review

The PCC distinguishes between its General funds which are used for the general activities, its Designated funds which it sets aside for specific purposes but which it can use for alternative purposes, and its Restricted funds which can only be used for the purpose the donor specified.

The PCC's income was greater than in 2024 at £177,452 (£124,500), bolstered by a £40,000 December grant from Norwich Freeman's Charity – a Restricted sum for the Schools and Families (S&F) team available from September 2026.

General donations at £48,700 were similar in volume and amount to 2024 (£47,172).

The PCC continued to invest in its buildings, with work at all sites. There was significant work on the trees at St Mary's Church and at St Mary's Hall.

The PCC met its Parish Share request in full, for the fourth consecutive year.

Schools and Families work continued to be the focus of the PCC's work across the Parish. The PCC had a payroll of five at the end of the year (2024 three), with four members of the S&F team and our cleaner. During the year, the Restricted Funds given by Norwich Consolidated Charities and Norwich Freeman's Charity in 2023 for the S&F Minister were exhausted, and the PCC's Designated funds were used to pay the S&F team..

The PCC maintained its Living Wage accreditation, using their 6.75% index for a cost of living increase for all employee pay in November.

In September 2023, the PCC signed a three-year agreement with the Diocesan Board of Finance to lease 75 Cadge Road as a base for the Missional Community. The PCC recognised the significant financial risk of this arrangement. In 2025, income from this venture exceeded costs modestly. The PCC will surrender 75 Cadge Road to the Diocese at the end of August 2026.

At the end of March 2025, the arrangement with the 33 Norwich Scouts finally ended and the PCC took full responsibility for that hall, renaming it the John Moreton Hall. At the close of 2025, it was being used regularly by the Schools & Families team, our partners RCCG and by the 38 Norwich Brownies.

## Reserves policy

The PCC aims to hold reserves equivalent to three months of general expenditure (including salaries). For this purpose, its Designated Funds are considered as part of the reserves. The funds for the S&FM team (48, 52, 66 and 46) cover at least one year, so the S&FM team and its funding are excluded from the reserves calculation.

At the end of 2025, Reserves (total General and Designated funds excluding Schools and Families team moneys in Funds 52 and 48) represented five months of general expenditure (excluding S&F team costs).

### Related parties

Donations from related parties (PCC members and their partners) totalled £48,174 (2024: £37,169). Payments to PCC members and their families are detailed in Note 5a.

### Grants Received

The PCC gratefully acknowledges grants received during 2025 from

		For
Norwich Freeman's Charity	40,000	Schools and Families team from September 2026
Norwich Diocese CPRE	7,500	S&F team Zumba capability
Norwich Diocese YCSM	5,000	Sports ministry
Maurice and Hilda Laing Charitable Trust	1,000	Warm spaces



### Exemptions from disclosure

None

### Funds held as holding trustee on behalf of others

None

## Independent Examiner's Certificate

## Independent Examiners Certificate

<b>Report to the trustees/ members of:</b>	EARLHAM P.C.C.
<b>On accounts for the year ended:</b>	31st DECEMBER 2025
<b>Charity no (if any):</b>	1199679

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2025

### 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 Trust's accounts carried out under section 145 of the 2011 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

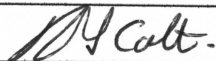
~~[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [ \_\_\_\_\_ ]]. Delete [ ] if not applicable.~~

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (~~other than that disclosed below \*~~) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

*\* Please delete the words in the brackets if they do not apply.*

Signed:		Date:	18/2/2026
Name:	RICHARD JOHN CALTON		

Relevant professional qualification(s) or body (if any)

*[Empty box with a diagonal line drawn through it]*

Address:

*5 CHAPEL COURT*  
*HELLESDON*  
*NORWICH NR6 5NU*

**Section B**

**Disclosure**

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose

*[Large empty box with a diagonal line drawn through it]*

## Financial statements

Earlham PCC  
Financial statements for the year to 31 December 2025

**Statement of Financial Activities  
for the year ending 31 December 2025**

	Note	General funds	Designated funds	Restricted funds	Total 2025	Total 2024
<b>Incoming resources</b>						
Voluntary Income	2(a)	75,234.66	7,767.67	58,305.36	141,307.69	87,925.34
Activities for generating funds	2(b)	760			760.00	1,564.15
Income from investments	2(c)	927.29	1,849.12	971.80	3,748.21	5,934.47
Income from church activities	2(d)	31,450.96	185.37		31,636.33	29,077.00
<b>Total incoming resources</b>		<b>108,372.91</b>	<b>9,802.16</b>	<b>59,277.16</b>	<b>177,452.23</b>	<b>124,500.96</b>
<b>Resources expended</b>						
Church activities	3(a)	38,610.16	2,138.73	515.52	41,264.41	42,108.17
Mission	3(b)	1,867.74	549.26		2,417.00	4,298.33
Costs of generating funds	3(c)	241.02			241.02	355.84
Utility, rates & insurance costs	3(d),12	29,255.84			29,255.84	28,891.53
Staff costs	3(e), 5	9,938.43	6,521.67	46,011.50	62,471.60	43,336.17
Governance costs	3(f), 4	2,013.12			2,013.12	2,666.45
Other resources expended	3(g)	20,907.90	3,932.00	13,475.92	38,315.82	20,131.90
Depreciation	7	600.00	2,699.07		3,299.07	4,225.98
Bad debt write off	8(d)	0.50			0.50	541.00
<b>Total resources expended</b>		<b>103,434.71</b>	<b>15,840.73</b>	<b>60,002.94</b>	<b>179,278.38</b>	<b>146,555.37</b>
<b>Net of incoming/outgoing resources</b>		<b>4,938.20</b>	<b>(6,038.57)</b>	<b>(725.78)</b>	<b>(1,826.15)</b>	<b>(22,054.41)</b>
<b>Reconciliation of funds</b>						
Total funds brought forward	10,11	26,367.22	52,029.60	41,858.61	120,255.43	142,309.84
Transfers between funds	10,11	(10,024.58)	8,054.57	1,970.01		
Net movement in funds		(5,086.38)	2,016.00	1,244.23	(1,826.15)	(22,054.41)
<b>Total funds carried forward</b>	10,11	<b>21,280.84</b>	<b>54,045.60</b>	<b>43,102.84</b>	<b>118,429.28</b>	<b>120,255.43</b>

Earlham PCC  
Financial statements for the year to 31 December 2025

Balance sheet at 31 December

	Notes	2025	2024
Fixed assets			
Tangible	7	533.93	2,765.13
Investment	7	0.00	0.00
		533.93	2,765.13
 Current assets			
Investments	8	0.00	0.00
Debtors and prepayments	8	2,822.83	3,700.83
Cash at bank and in hand	8	113,269.40	114,283.92
		116,092.23	117,984.75
 Liabilities			
Creditors ; Short term	8, 9	(1,043.00)	494.45
Payroll taxation	9	(760.12)	
Creditors : Fees	9	0.00	0.00
		(1,803.12)	494.45
 Total net assets		118,429.28	120,255.43
 Funds			
General	10	21,280.84	26,367.22
Designated	10	54,045.60	52,029.60
Endowment	10	0.00	0.00
Restricted	10	43,102.84	41,858.61
		118,429.28	93,888.21
 Capital and reserves			
Total funds		120,255.43	142,309.84
P&L account		(1,826.15)	(22,054.41)
		118,429.28	120,255.43

Approved by the PCC on 10 March 2026 and signed on its behalf by Sam Lees (Incumbent)



## **1. Accounting Policies**

### **Basis of preparation**

The PCC is a public benefit entity within the meaning of FRS102. The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 governing the individual accounts of PCCs, and with the Regulations' "true and fair view" provisions, together with FRS102 (2016) as the applicable accounting standards and the 2016 version of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP(FRS102)).

The financial statements have been prepared under the historical cost convention.  
The PCC has no investment assets.

### **Incoming resources**

These are included in the Statement of Financial Activities (SOFA) when:

1. the PCC becomes legally entitled to the use of the resources;
2. and inflow of economic benefit is probable; and
3. the monetary value can be measured with sufficient reliability.

### **Grants and donations**

Grants and donations are included in the SOFA when any preconditions preventing their use by the PCC have been met. For collections and planned giving this is when the funds are received.

### **Gift Aid Tax claims, etc.,**

Gift Aid and other tax claims are included in the SOFA at the same time as the cash donations to which they relate.

### **Gifts in kind**

Gifts in kind are accepted only against a receipted invoice of the cost of their purchase or for the service provided and are accounted for at the time of gift, if feasible, or else at the amount actually realised from their disposal.

Gifts in kind for sale to fund the PCC are included in the accounts at their estimated fair value at the date of gift, if feasible – or else recognised when sold by the charity.

### **Volunteer help**

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

### **Rental income**

Rental income from the letting of the Benefice's buildings and other assets is recognised when the rental is due.

## **Expenditure and Liabilities**

### **Liability recognition**

Liabilities are recognised as soon as there is a legal or constructive obligation and settlement is probable and quantifiable.

**Earlham PCC**  
**Financial statements for the year to 31 December 2025**

**Governance costs**

Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters. Costs of DBS checks are also included.

**Grants payable without performance conditions**

These are recognised in the accounts when a commitment has been made externally and there are no pre-conditions still to be met for entitlement to the grant which remain within the control of the PCC.

**Support costs**

The PCC does not allocate support costs across headings.

**Assets**

**Consecrated and benefice property**

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of “charity” by Section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

**Moveable church furnishings**

These are capitalised at cost and depreciated over their useful economic life where the cost exceeds £5,000 per item. Otherwise the item is not capitalised, but all items valued over £150 are included in the Church’s inventory in any case.

**Tangible fixed assets for use by charity**

These are capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt.

Depreciation is calculated to write off the capitalized cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows:

- |                            |         |
|----------------------------|---------|
| • Land                     | Nil     |
| • Buildings*               | Nil     |
| • Fixtures & Fittings      | Nil     |
| • Computers, AV kit, Plant | 2 years |

\*No depreciation is provided on buildings as the currently estimated residual value of the properties is not less than their carrying value and the remaining useful life of these assets currently exceeds 50 years, so that any depreciation charges would be immaterial.

**Investments**

Investments quoted on a recognised stock exchange or whose value derives from them (CIFs, etc.) are valued at market value at the year end. Other investment assets are included at trustees’ best estimate of market value. *The PCC has no Investments. Its CCLA holding is an interest-bearing account.*

**Earlham PCC**  
**Financial statements for the year to 31 December 2025**

**Funds**

**Unrestricted Funds**

These represent the remaining income funds of the PCC that are available for spending on the general purposes of the PCC, including amounts designated by the PCC for fixed assets for its own use or for spending on a future project and which are therefore not included in its 'free reserves' as disclosed in the trustees' report.

The PCC distinguished between its **General Funds**, where amounts have not been designated for fixed assets for its own use or for spending on a future project, and its remaining Unrestricted funds, which it terms **Designated funds**.

**Restricted Funds**

These are income funds that must be spent on restricted purposes and details of the funds held and restrictions provided are shown in the notes to the accounts.

**Endowment Funds**

These are restricted funds that must be retained as trust capital either permanently or subject to a discretionary power to spend capital as income, and where the use of any income or other benefit derived from the capital may be restricted or unrestricted. Full details of all their restrictions are shown in the notes to the accounts. *The PCC has no Endowment funds.*

**Earlham PCC**  
**Financial statements for the year to 31 December 2025**

**2. INCOME AND ENDOWMENTS**

**2(a) Voluntary income**

	General funds	Designated funds	Restricted funds	Total 2025	Total 2024
<i>Donations not subject to GA</i>					
Donations	6,743.36			6,743.36	5,636.53
Stewardship (GA at source)	1,929.97	1,447.45		3,377.42	4,831.11
Other donations					
	<u>8,673.33</u>	<u>1,447.45</u>	<u>          </u>	<u>10,120.78</u>	<u>10,467.64</u>
<i>Tax efficient giving</i>					
Collections and sundry donations	3,375.48	128.50		3,503.98	4,756.42
Tax Efficient Giving - SOs etc	41,930.94	838.00	200.00	42,968.94	40,922.50
Tax Efficient Giving - envelopes	40.00			40.00	160.00
Card donations	<u>2,188.00</u>			<u>2,188.00</u>	<u>1,333.69</u>
	<u>47,534.42</u>	<u>966.50</u>	<u>200.00</u>	<u>48,700.92</u>	<u>47,172.61</u>
Tax Reclaimed	12,539.79	951.85	961.58	14,453.22	12,427.38
<i>Grants received</i>					
Norfolk County Council - Early Childhood Community funding					1,054.31
Norwich Freeman's Charity			40,000.00	40,000.00	
NDBF CPRE funding			7,500.00	7,500.00	7,500.00
NDBF YCSM			5,000.00	5,000.00	
Warm Support			1,000.00	1,000.00	
UK Shared Prosperity / Norfolk CC					<u>2,500.00</u>
			<u>53,500.00</u>	<u>53,500.00</u>	<u>11,054.31</u>
<i>Gifts</i>					
Gifts in kind	3,551.12	1,361.87	143.78	5,056.77	3,398.84
Di Rowlandson leaving Gifts	105.00	540.00		645.00	870.00
	<u>2,831.00</u>	<u>2,500.00</u>	<u>3,500.00</u>	<u>8,831.00</u>	<u>2,534.56</u>
	<u>6,487.12</u>	<u>4,401.87</u>	<u>3,643.78</u>	<u>14,532.77</u>	<u>6,803.40</u>
	<u>75,234.66</u>	<u>7,767.67</u>	<u>58,305.36</u>	<u>141,307.69</u>	<u>87,925.34</u>
<b>2(b) Activities for generating funds</b>					
Fees due to PCC	760.00			760.00	1,395.00
Recycling bins					169.15
	<u>760.00</u>	<u>          </u>	<u>          </u>	<u>760.00</u>	<u>1,564.15</u>
<b>2(c) Income from investments</b>					
	927.29	1,849.12	971.80	3,748.21	5,934.47
<b>2(d) Income from church activities</b>					
Hall hire (all objects related)	19,388.50			19,388.50	18,844.00
Scout hall hire (al;l objects related)					5,000.00
Mission House income	9,000.00			9,000.00	4,061.00
Mission house contributions to utilities	2,886.00			2,886.00	1,142.00
Hospitality income (eg Passover meal)					30.00
Other income	176.46			176.46	
SMP Compensation		185.37		185.37	
	<u>31,450.96</u>	<u>185.37</u>	<u>          </u>	<u>31,636.33</u>	<u>29,077.00</u>
<b>Total income</b>	<u><b>108,372.91</b></u>	<u><b>9,802.16</b></u>	<u><b>59,277.16</b></u>	<u><b>177,452.23</b></u>	<u><b>124,500.96</b></u>

**Earlham PCC**  
**Financial statements for the year to 31 December 2025**

**3 EXPENDITURE**

**3(a) Church activities**

	General funds	Designated funds	Restricted funds	Total 2025	Total 2024
Costs to provide services	3,144.59	198.22		3,342.81	4,863.18
Hospitality	1,132.11	13.34	54.43	1,199.88	1,678.60
Clergy expenses	2,188.07			2,188.07	3,426.70
Children and Youth	556.91	58.85	176.88	792.64	988.72
Goods for distribution (NCF)	1,000.00	300.00		1,300.00	357.50
Zumba licence and training	(161.88)	648.14	284.21	770.47	787.49
Parish Share	28,827.00			28,827.00	27,552.00
Training and admin	1,923.36	920.18		2,843.54	2,453.98
	<u>38,610.16</u>	<u>2,138.73</u>	<u>515.52</u>	<u>41,264.41</u>	<u>42,108.17</u>

**3(b) Mission**

Charitable Expenditure - Grants Payable	403.28			403.28	
Direct relief of poverty		49.26		49.26	
Alpha	340.38			340.38	448.00
Mission	1,124.08	500.00		1,624.08	3,850.33
Mission & Evangelism	1,867.74	549.26		2,417.00	4,298.33
Gift Day tithe					
	<u>1,867.74</u>	<u>549.26</u>		<u>2,417.00</u>	<u>4,298.33</u>

**3(c) Costs of generating funds**

PR materials	241.02			241.02	233.94
Signage					121.90
	<u>241.02</u>			<u>241.02</u>	<u>355.84</u>

**3(d) Utility, rates and insurance costs**

Water Rates	2,312.89			2,312.89	1,697.66
Premises Insurance	5,797.59			5,797.59	5,530.20
Electricity	14,976.89			14,976.89	17,651.22
Gas	3,746.77			3,746.77	4,260.25
Internet	2,421.70			2,421.70	2,415.10
	<u>29,255.84</u>			<u>29,255.84</u>	<u>31,554.43</u>

**3(e) Staff costs**

Gross Wages		6,293.47	43,872.43	50,165.90	34,011.13
Volunteer expenses	3,428.10			3,428.10	2,146.82
Cleaner	5,327.70			5,327.70	5,080.80
Employers NI					
Employers Pensions	266.39	228.20	2,139.07	2,633.66	1,954.62
Recruitment Expenses	831.04			831.04	60.00
HR and similar costs	85.20			85.20	82.80
	<u>9,938.43</u>	<u>6,521.67</u>	<u>46,011.50</u>	<u>62,471.60</u>	<u>43,336.17</u>

**3(f) Governance costs**

Audit Fees	265.00			265.00	250.00
PCC Governance Costs	67.41			67.41	10.00
Immigration expenses					536.00
Accountancy Fees	1,169.21			1,169.21	1,128.05
Professional Fees					228.00
DBS checking costs	133.50			133.50	158.00
HR Consultancy fees	378.00			378.00	356.40
	<u>2,013.12</u>			<u>2,013.12</u>	<u>2,666.45</u>

**3(g) Other resources expended**

New St Anne's heating	306.00			306.00	210.00
St Anne's foyer					43.50
Eco church					10.48
Other premises costs	9,005.55	3,824.00	8,482.14	21,311.69	7,226.02
Mission House costs	8,400.00			8,400.00	8,400.00
Small asset purchases	1,268.18	108.00	4,993.78	6,369.96	16.96
Licences and other sundries	1,928.17			1,928.17	1,562.04
	<u>20,907.90</u>	<u>3,932.00</u>	<u>13,475.92</u>	<u>38,315.82</u>	<u>17,469.00</u>
Depreciation	600.00	2,699.07		3,299.07	4,225.98
Bad Debt Write Off	0.50			0.50	541.00
<b>Total resources expended</b>	<u><b>103,434.71</b></u>	<u><b>15,840.73</b></u>	<u><b>60,002.94</b></u>	<u><b>179,278.38</b></u>	<u><b>146,555.37</b></u>

**Earlham PCC**  
**Financial statements for the year to 31 December 2025**

**4. ANALYSIS OF SUPPORT COSTS INCLUDING ALLOCATION OF SUPPORT COSTS**

Support costs are not allocated.

The PCC paid a gratuity of £265 (2024: £250) to the PCC's examiner for the examination of the financial statements.

The PCC's Treasurer used SAGE for accounting and (new in 2024) HR software, a subscription service costing £1,169.21 (2024: £1,107.60).

**5. STAFF COSTS**

	2025	2024
Wages and salaries	55,493.60	39,091.93
Pension (NEST Defined Contribution scheme)	2,633.66	1,954.62
Number of employees at year end	5	3

In 2022, the PCC appointed Mr Tom Woods as Schools and Families Minister. Tom is a PCC member (see 5(a) below)

The PCC is an accredited Living Wage Employer. The PCC used this as the cost of living index for all its employees, awarding a cost of living increase in November.

There were no employees with packages > £60,000

**5(a) RELATED PARTIES**

PCC member Mr T Woods was employed as Schools and Families Minister.

	2025	2024
Mr Woods		
Salary	33,899.14	32,192.66
Pension contributions	1,694.96	1,609.66
Employer's NI	0.00	0.00
	35,594.10	33,802.32

PCC members were reimbursed upon the production of receipts for goods bought on behalf of the PCC.

Rev Lees and Rev Rogers (ex-officio members of the PCC) were paid monthly expenses.

Donations from related parties (PCC members and their partners) totalled £48,174 (2024 £37,169).

The largest single related party donation was £13,399

**6. ANALYSIS OF TRANSFERS BETWEEN FUNDS**

The PCC transferred funds for the Schools and Families team

<b>Transfer involving General Funds</b>	<b>Target Fund</b>	<b>2025</b>	<b>2024</b>
Schools and Families team	48 (Designated)	(10,000.00)	(7,000.00)
to Mission fund	18 (Designated)		(1,500.00)
For doors	54 (Designated)		5,200.00
leaving gift for Rev Rowlandson	53 (Designated)		(150.20)
Leaving gift for Rev Bryant	53 (Designated)	5.42	
Late Arrival of gift for Rev Lees	62 (Designated)	(30.00)	
Missional community	43 (Designated)		107.01
		(10,024.58)	(3,343.19)

**Earlham PCC**  
**Financial statements for the year to 31 December 2025**

**7. FIXED ASSETS**

The PCC's fixed assets (its Halls and Church Buildings) are held in trust by the Norwich Diocese Board of Finance and do not form part of these accounts. The Mission House is owned by NDBF and leased to the PCC.

In 2022, the PCC invested in a new AV solution for St Anne's. In 2023 the PCC purchased an electric lawn mower and PC for St Elizabeth's. In 2024, the PCC upgraded the AV solution in St Elizabeth's, and purchased another mower for St Anne's. There were no asset disposals.

In 2025 the PCC purchased a laptop for the Schools and Families Team (Maternity Cover) post

		Office equipment	Plant and Machinery	AV equipment	Total
Cost	1 January 2025	1,721.69	2,400.00	34,371.00	38,492.69
	additions	1,067.87			1,067.87
	31 December 2025	<u>2,789.56</u>	<u>2,400.00</u>	<u>34,371.00</u>	<u>39,560.56</u>
Depreciation	1 January 2025	1,721.69	1,800.00	32,205.87	35,727.56
	Charge for the year	533.94	600.00	2,165.13	3,299.07
	31 December 2025	<u>2,255.63</u>	<u>2,400.00</u>	<u>34,371.00</u>	<u>39,026.63</u>
Net book value	31 December 2024	1,067.87	600.00	2,165.13	3,833.00
	31 December 2025	533.93	0.00	0.00	<u>533.93</u>

**8. CURRENT ASSETS**

8a. Bank accounts

	Balance at 31 December 2025	31-Dec-24
Co-op Community Directplus	11,141.97	17,932.83
CCLA Deposit Account	102,117.78	96,369.57
Stripe	9.65	
Gifts in kind account		<u>(18.48)</u>
	<u>113,269.40</u>	<u>114,283.92</u>

8b. Investments

The PCC has no investments.

The PCC has an instant access interest-bearing account with CCLA to hold its reserves (see Note 8a).

8c. Debtors

	2025	2024
33 Norwich Scouts (prepayment)		
Hall hirers	920.50	825.50
Tax recoverable	1,902.33	2,254.71
Funeral directors		500.00
Stewardship		120.62
Norfolk County Council		
Other sundry debtors	<u>2,822.83</u>	<u>3,700.83</u>

8d. Bad Debt write off

The PCC agreed that 2025 and 2024 debt not yet recovered should be written off.

**Earlham PCC**  
**Financial statements for the year to 31 December 2025**

**9. LIABILITIES**

	2025	2024
Amounts falling due in one year		
TotalEnergies Gas & Power	(2.96)	26.05
Scottish Power	(2,612.47)	(2,580.45)
Norwich Diocesan Board of Finance	217.00	544.00
Octopus Energy	10.67	15.58
Amazon	(10.93)	
Anstey	570.00	670.00
Wave	249.54	187.56
Others < £200	526.15	(25.39)
HMRC payroll taxation	(1,053.00)	1,657.10
		494.45

HMRC owed the PCC £760.12 for SMP and Compensation.  
There was a £10 funeral expense payment not yet paid to the officiant.

9(a)

Prior year adjustments

In 2024 the PCC paid Business Rates on the John Moreton Hall and Council Tax on the Mission House (75 Cadge Road) totalling £2662.9. This was refunded in 2025, and all 2024 balances have been adjusted appropriately.

**10. FUNDS**

The PCC maintains a number of funds for specific purposes. The Restricted funds (see notes 1 and 11) can only be used for the purpose specified by the Donor. The PCC may use its Designated and General funds for any purpose consistent with its objects.

The PCC has no endowment funds.

Earlham PCC  
Financial statements for the year to 31 December 2025

11. FUND MOVEMENTS

Fund	Fund name	b/f	Incoming	Outgoing	Transfers	Fund total
1	<b>1 General funds</b>	<b>26,367.22</b>	<b>108,372.91</b>	<b>103,434.71</b>	<b>(10,024.58)</b>	<b>21,280.84</b>
4	Organ St Anne	1,171.17	40.31	130.00		1,081.48
5	Community Cafe St Elizabeth	263.04	9.69			272.73
13	Hall St Mary	510.03	320.68			830.71
14	Toddler Group St Mary		18.87		(18.87)	-
16	Community Meal Grant					-
18	Mission	3,227.51	100.40	500.00		2,827.91
22	Give and Take (U)	230.91	8.50			239.41
24	ThoseInNeed - Vicar's discretion	515.57	1,276.57	49.26		1,742.88
27	New St Anne's 6 o'clock service		250.00		(250.00)	-
28	Adopt a Space	75.47	2.78			78.25
29	Congregation funding					-
30	SF & Intern 2022					-
31	Zumba	221.68		221.68		-
32	SEC Children & Young People	206.26	6.99	22.80		190.45
33	St Elizabeth's ministry	677.13	1,482.38	834.23		1,325.28
34	Fabric St Anne	648.60	395.03	294.00	150.00	899.63
37	Church's toddler group SMH	104.04	2.50	36.05	18.87	89.36
39	Summer Food Project					-
40	Stipend fund					-
41	SUSPENSE					-
42	NEET work	480.98	17.70			498.68
48	Schools & Families Team (U)	32,358.23	3,689.64	4,961.22	8,029.99	39,116.64
52	Ministry Experience Scheme	7,194.54	2,061.90	6,508.55		2,747.89
53	Julian Bryant leaving		540.81	535.39	(5.42)	-
54	Gifts from legacies received by donors	3,889.94	1,123.37	3,530.00		1,483.31
59	Young Adults	254.50	340.38			594.88
61	Fairtrade Hospitality		26.11			26.11
62	Sam Lees arriving		268.13	398.13	130.00	-
	<b>Total designated</b>	<b>52,029.60</b>	<b>11,982.74</b>	<b>18,021.31</b>	<b>8,054.57</b>	<b>54,045.60</b>
<b>Restricted</b>						
2	Hall St Anne	855.32	31.48			886.80
12	Fabric St Mary	1,451.92	279.67	1,731.59		-
46	Schools & Families Minister (R)	32,931.78	2,662.32	35,594.10		-
47	Children's work resources	292.09	10.75			302.84
55	Micro Warm Welcome	206.14	4.76	124.20		86.70
57	Norfolk CC Community Offer (Sensory)	307.72	7.39	107.11		208.00
58	CPR Extension	3,289.41	7,807.04	13,066.46	1,970.01	-
60	SMH Uni WC Refurb	2,524.23	7,385.39	9,750.55		159.07
63	YCSM Grant		5,049.60	4,850.00		199.60
65	Warm Space 2026		1,006.32			1,006.32
66	S&FM 2026-28		40,253.51			40,253.51
	<b>Total restricted</b>	<b>41,858.61</b>	<b>64,498.23</b>	<b>65,224.01</b>	<b>1,970.01</b>	<b>43,102.84</b>
	<b>Total</b>	<b>120,255.43</b>	<b>184,853.88</b>	<b>186,680.03</b>	<b>-</b>	<b>118,429.28</b>
	Prior year adjustment					
	<b>Balances at 31 December</b>	<b>120,255.43</b>	<b>184,853.88</b>	<b>186,680.03</b>	<b>-</b>	<b>118,429.28</b>
<hr/>						
	<b>By funds</b>	<b>General</b>	<b>Designated</b>	<b>Restricted</b>	<b>Total</b>	
	Incoming	108,372.91	9,802.16	59,277.16	177,452.23	
	Outgoing	103,434.71	15,840.73	60,002.94	179,278.38	
	Surplus / (Loss)	4,938.20	(6,038.57)	(725.78)	(1,826.15)	
	Resources brought forward 1 Jan 25	26,367.22	52,029.60	41,858.61	120,255.43	
	Transfers between funds	(10,024.58)	8,054.57	1,970.01		
	Resources at 31 Dec	21,280.84	54,045.60	43,102.84	118,429.28	
	<b>Gain on year to date</b>	<b>(5,086.38)</b>	<b>2,016.00</b>	<b>1,244.23</b>	<b>(1,826.15)</b>	

**Earlham PCC**  
**Financial statements for the year to 31 December 2025**

**12. Analysis of Utilities**

	2025					
	<b>Water &amp; Sewerage</b>	<b>Insurance</b>	<b>Electricity</b>	<b>Gas</b>	<b>Internet</b>	<b>Total</b>
St Anne's Church & Hall	754.56	1,122.26	8,908.78		417.60	11,203.20
John Moreton Hall		1,122.26	339.44	363.34		1,825.04
St Elizabeth's	440.62	1,122.26	2,193.63	1,862.91	518.32	6,137.74
St Mary's Church		1,122.26	256.02			1,378.28
St Mary's Hall & Flat	330.04	1,122.26	2,403.02		344.40	4,199.72
St Elizabeth's Missional Community	787.67	186.30	876.00	1,520.52	439.83	3,810.32
Parish Office includes Vicarage and Hosting					701.55	701.55
	<b>2,312.89</b>	<b>5,797.59</b>	<b>14,976.89</b>	<b>3,746.77</b>	<b>2,421.70</b>	<b><u>29,255.84</u></b>

*The Missional Community is insured seperately from the single Parish policy covering the other sites. The PCC does not insure the Vicarages, and only funds telephony and broadband for the St Anne's Vicarage on Bluebell Road. The insurance premium for the other sites has been equally apportioned.*

	2024					
	<b>Water &amp; Sewerage</b>	<b>Insurance</b>	<b>Electricity</b>	<b>Gas</b>	<b>Internet</b>	<b>Total</b>
St Anne's Church & Hall	747.76	1,077.89	9,236.44		407.74	11,469.83
St Anne's Scout Hall		1,077.89				1,077.89
St Elizabeth's	396.80	1,077.89	2,093.69	2,937.82	394.32	6,900.52
St Mary's Church		1,077.89	(332.33)			745.56
St Mary's Hall & Flat	315.45	1,077.89	6,098.06		269.97	7,761.37
St Elizabeth's Missional Community	237.65	140.75	555.36	1,322.43	452.40	2,708.59
Parish includes Vicarage and Hosting					312.00	312.00
	<b>1,697.66</b>	<b>5,530.20</b>	<b>17,651.22</b>	<b>4,260.25</b>	<b>1,836.43</b>	<b><u>30,975.76</u></b>

**THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF EARLHAM**

England & Wales - Charity number 1199679

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# Accounts

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**Earlham PCC**  
**Annual Report and Financial Statements of the Parochial**  
**Church Council for the year ended 31<sup>st</sup> December 2024**

**Vicar**

Revd. Di Rowlandson (*until October 2024*)  
(Incumbency vacant from 6<sup>th</sup> October 2024)

**Associate Vicar**

Revd. Ben Rogers (*from May 2024*)

**Assistant Priest**

Revd. Carol Pritchard (*until January 2024*)

**Assistant Curate**

Revd. Ben Rogers (*until May 2024*)

Revd. Julian Bryant

**Independent Examiner**

Mr Richard Calton

**Banks**

Cooperative bank, Gentlemen's Walk, Norwich  
CCLA, One Angel Street, London

Website

<https://earlham.church>

A Charity registered in England and Wales number 1199679

## Contents

Contents.....	3
Governance.....	4
Membership of the PCC .....	4
PCC Meetings.....	4
The Finance and Standing Committee of the PCC.....	5
Church Membership.....	5
Safeguarding 2024 .....	5
Churchwardens' Report.....	5
Clergy's Year Review 2024.....	6
Café Church at St Elizabeth's .....	7
Café Church at St Anne's .....	7
Coffee morning at St Mary's Church Hall .....	8
Schools, Families, Children and Youth.....	8
Toddler Group.....	8
Life groups .....	9
Community Partnerships in Earlham Parish .....	9
EcoChurch Group.....	9
Grants received.....	9
Financial Review .....	10
Reserves policy .....	11
Related parties .....	11
Independent Examiner's Certificate .....	12
Financial Statements .....	13

## Governance

The PCC has the responsibility of co-operating with the vicar and licensed ministers in promoting in the ecclesiastical parish the whole mission of the church: pastoral, evangelical, social, and ecumenical. It also has the maintenance responsibilities for the churches of St. Anne, St. Elizabeth, St. Mary, and for St. Anne's and St. Mary's Church Halls.

## Membership of the PCC

Members of the PCC are either ex-officio or elected by the Annual Parochial Church Meeting (APCM) in accordance with the Church Representative Rules. During the year the following served as members of the PCC:

<b>Vicar</b>	Revd. Di Rowlandson ( <i>until October 2024</i> )
<b>Associate Vicar</b>	Revd. Ben Rogers
<b>Assistant Curate</b>	Revd. Julian Bryant
<b>Ex-Officio</b>	Revd. Rosemary Houghton Revd. Carol Pritchard ( <i>until January 2024, Safeguarding Officer</i> )

### Churchwardens

Colin Grey  
Simon Rous

### Representatives on Deanery Synod

John Greenaway  
Revd. Rosemary Houghton  
Jennie Vitkovitch

### Elected Members

ShirlyAnn Aldis (*until April 2024*)  
Peter Gosling (*from April 2022*)  
John Greenaway (*Secretary*)(*re-elected in April 2024 for two-year period*)  
David Maxey (*from April 2024 elected for one-year period*)  
Joshua Rayner (*from April 2023*)  
Alex Sellers (*until April 2024*)  
Esgrid Sikahall (*from April 2024 elected for three year-period*)  
Anna Kelly-Struntz (*from April 2021 re-elected in 2024 for three-year period*)  
Jennie Vitkovitch (*from April 2021 re-elected in 2024 for one-year period*)  
Nik Vitkovitch (*Treasurer*) (*elected in April 2024 for three-year period*)  
Lynda Waterson (*from April 2023*)  
Tom Woods (*Safeguarding Officer from January 2024*) (*from April 24 elected for three-year period*)

## PCC Meetings

During 2024 the PCC met six times. Items discussed included: safeguarding, finance and giving, worship and prayer, the diocesan pastoral vision, the future of the missional house, community and outreach work, the work of the Schools and Families Worker, life groups, caring for God's creation, fair trade, children and communion, management of the grounds and buildings, and preparation of the parish profile for the incumbency vacancy.

Any matters requiring urgent attention and decisions of the PCC between meetings may be dealt with by an Extraordinary PCC Meeting, with at least one third of the current members attending. No Extraordinary PCC Meetings were held.

### The Finance and Standing Committee of the PCC

This consists of the vicar, associate vicar and curate, the churchwardens, the treasurer, the secretary and two representatives for the parish. This committee did not meet in 2024.

### Church Membership

Membership on the Electoral Roll in early 2024 was 74.

### Safeguarding 2024

At the heart of our Christian faith, safeguarding is essential to the work of Crossroads Earlham. We work in line with the Church of England Safeguarding Policy and Practice Guidance to ensure the safety of children, young people, and vulnerable adults. It is a standing item on all PCC agendas, and all PCC members are required to complete safeguarding training.

For most of 2024 Tom Woods was the Parish Safeguarding Officer, Kate Rogers Deputy PSO, and Jennie Vitkovitch provided DBS and administrative support.

The Parish Safeguarding Dashboard confirms we have the required policies and procedures in place and provides our action plan.

The PCC recruited one employee during 2024. The recruitment of a part-time ministry assistant to the Schools and Families Team followed the Safer Recruitment & People Management guidance. We have reviewed how the Safer Recruitment & People Management guidance should apply to volunteers and this has been approved by the PCC.

All safeguarding concerns raised this year were dealt with according to diocesan guidance. In the coming year we will look to further ingrain safeguarding into the culture of our church, reinforcing the message that safeguarding is everyone's responsibility.

Tom Woods, Safeguarding Officer

### Churchwardens' Report

Our sites and facilities have been a blessing for many and varied users. This is only ever possible thanks to the dedicated folk who have devoted many hours towards the maintenance and care of our buildings and grounds and who keep our facilities open as welcoming spaces that serve our community, and us, so well.

This year St Elizabeth's church joined St Anne's in securing a Bronze A Rocha award as we continue to develop awareness of our environmental responsibilities. We undertook some redecoration at St Elizabeth's in the main space and the prayer room along with installation of a new sound system and re-positioning of the main screen. At St Mary's Hall we created a Sensory Room for our Toddler Group and completed refurbishment works in the Gents' lavatory.

Colin Grey and Simon Rous

## Clergy's Year Review 2024

2024 was a significant year in the life of Crossroads Church, marked by change, growth and shared life together.

The main Sunday service was a 10 am Communion service at St Anne's, except on the first Sunday of the month when there was a 45-minute Family Service followed by a simple spoken Communion service. These Sunday services regularly attracted around 50, including a growing number of families with children. The Evening Service of contemporary worship attracted around 20-25 persons including young adults and families; at the start of the year, we moved the time from 6pm to 5pm. The all-age afternoon service at St Elizabeth's generally took place on the third Sunday of the month. It is the only Sunday service held at this church building and is geared towards the community in its style and accessibility. It attracts around 30 people, with considerably higher numbers on special occasions. It is facilitated and supported by a great team of volunteers and led by Julian and Tom. We are considering whether we can offer more regular Sunday services at St Elizabeth's in due course. St Mary's church continues to be used on an occasional basis, in 2024 we held a service of praise and worship in the summer months and a carols-by-candlelight service over Christmas. It has also hosted times of prayer and school visits.

In the spring, we joined Pastor Kalu's church for a joint evening service and gathered for a litter pick around St Mary's Church Hall as part of our Easter preparations. Our Easter services marked the events of Holy Week, including Maundy Thursday at St Elizabeth's, Good Friday services reflecting on the passion of Christ, and Easter Sunday, when we gathered to celebrate Jesus' resurrection and his victory over sin, death, and evil. A highlight of the season was our whole-church potato lunch on March 18th.

April was an exciting month; we celebrated as Steve Bryant was baptised and Rosemary Effiong reaffirmed her baptism vows. May brought another key moment in our church life when we formally welcomed our Associate Vicar, Ben Rogers. Early summer saw more baptisms and weddings: Martin, Holly, and little Ronnie were baptised and Steve and Kerry Bryant were married. The bereavement group began to meet, offering much-needed space for support and comfort. Bishop Graham visited for a confirmation service, where ten candidates were confirmed in a spirit of celebration and faith. During this season, we said goodbye to Pippa Gregory, a member of the Mission House and an intern.

In the summer months we mourned the loss of Peter English, Di's father, whose funeral we held. Summer also brought moments of community engagement and outreach. Tom Woods ran a hugely successful holiday club in partnership with King's City West, which was a real blessing to many local families. As the new academic year began, we welcomed Jerusalem and Lael into the Mission House.

Autumn saw more moments of transition. One of the most significant was saying goodbye to our much-loved vicar, Di, as she retired. Her leaving service was a wonderful day of thanksgiving, joy and sorrow, as we gathered for a joint celebration with Pastor Kalu's church and other local leaders to honour her years of faithful service and prayerful ministry. We trust in God's continued work among us and look forward with expectancy for a new incumbent to lead us in the years ahead.

This season also saw additions to our team: we welcomed Eve Bryant as a Ministry Assistant. She works alongside Tom Woods, our Schools and Families Minister, and they continue the vital work of bringing the gospel to local schools and families. We were joined by Jessica Bannister, an ordinand on placement for three weeks each term for the next two years as part of her ordination training.

In November, we held our well-attended Remembrance Service, as well as the *In Loving Memory* service, offering space for those who had lost loved ones in the past year to come and remember. The Evening Service gathered for a bonfire night social. December was a season of joy celebrating the coming of God to earth in Christ. We gathered for Christingle services, Christmas Unwrapped, Crib and Communion, and carol services. Our Crossroads Christmas Scratch Choir was a particular highlight, as a group of singers came together to join in sung worship across several of our Christmas events. Celebrate Christmas, Midnight Communion, and our Christmas Day All-Age service brought our celebrations to a joyful conclusion. The collections taken at the special Christmas services were given to The Children's Society. In the midst of this, we celebrated the life of John Moreton and mourned our loss. John had served the church at St Anne's for many years in different roles, from carpenter to safeguarding officer, and will be greatly missed.

Through all these changes, our regular gatherings and activities —life groups, café churches, food banks, coffee mornings, Give-and-Take, toddler group, care home services, and prayer meetings and more—have continued to bring encouragement, life, hope, and strength. We long to see the gospel lived out in every part of our parish, and our deepest prayer is that the light, hope, and life of Jesus would shine ever more brightly in our community. We are very grateful to all those who have served and contributed to the life of our church and community in Earlam.

Revd. Ben Rogers and Revd. Julian Bryant

## Café Church at St Elizabeth's

Café Church met weekly at St Elizabeth's on Wednesdays 10-10.45. It's a relaxed and informal service exploring the bible. Sessions are designed to allow everyone freedom to contribute and ask questions about the passages we study. Between 10 and 18 people attend. We explored many topics in 2024 including the 'I ams', the Lord's Prayer, and the themes of trees and mountains in the Bible. Lynda has introduced us to Godly Play, and this is an invaluable resource to open discussions and deepen understanding. We find that no matter where you are in your journey with Christ there is always more to learn!

Jennie Vitkovitch

## Café Church at St Anne's

Some twenty people met as Café Church twice a month in St Anne's Church Hall. Each session includes an ice breaker quiz, often created by people who attend, refreshments, a reflection and an interactive and inclusive prayer time. People also share some of their talents and life experiences. There is a lot of laughter and occasional tears as we explore different subjects. There is an optional short Holy Communion service afterwards and most people stay on for this. About a third of the people do not attend Sunday church and live locally. Some people say this is the only time they have to get out to enjoy company with others and receive Holy Communion.

Revd. Julian Bryant

## Coffee morning at St Mary's Church Hall

This continues to meet between 10am and 12pm each Thursday in St Mary's church hall on Hutchinson Road. We have on average 20 regulars who come to enjoy chat, a quiz, coffee and cake and much more. In December Drew organised a Christmas lunch at the Village Inn at Little Melton which proved a great success. We hope that this time will continue to be an important part of life in Earham, a place of warmth where everyone is welcome. Thank you to all who have helped over the year.

Rosemary Houghton

## Schools, Families, Children and Youth

2024 saw God at work in our Children's and Youth Work. Funding from the diocese allowed us, in October, to employ Eve as a ministry assistant focussing on young people and exercise. This has already had a most positive impact. We continued building on the fantastic relationships we enjoy with five schools within our parish. Within this work we have facilitated joyous visits to our buildings, been part of educational debates, mentored several pupils, attended school fetes, led assemblies and RE Lessons, and generally become ingrained within the life of these schools. As a result, children, young people and families become very receptive to invitations to church-run, bible-based endeavours and even church services. Holiday clubs and special events were a great success enabling us to build relationships with families and helping them grow in faith. Internally our Church family life group continues to provide a space and opportunity for our young families to enjoy food and fellowship as well as being able to support each other in practical and prayerful ways. Children's activities are part of our traditional 10am service and we've seen amazing learning and growth there. Our all-age services continue to allow families and individuals to worship in a way they really enjoy.

Tom Woods

## Toddler Group

St Mary's toddler group is run weekly in conjunction with Kings Church's City West and attracts around 25 babies and toddlers each session. The group has provided a warm and safe environment where babies and toddlers have grown in their abilities and confidence and where parents have formed strong friendships and support networks. We have a wide range of toys and equipment and offer an extensive range of activities including: a different craft each week, dancing and games, singing and story time. We also have a sensory room, set up to meet the special educational needs of the local community. In addition, we provide the opportunity to sit down and eat together as a group - children and adults. Here hot drinks and biscuits are provided for parents who also use our give-and-take table where families regularly donate or take food and toiletries from one of our side rooms. Prayers are held at the beginning and end of each session; a bible story is read and a worship song sung. 2024 saw us run an Alpha course in conjunction with Kings, intentionally targeting parents at the toddler group; this enabled people to meet and journey with God in amazing ways.

Tom Woods

## Life groups

Life Groups continue to meet the needs of different people within the church and parish, enabling many people to feel they belong to the church and to develop their faith. The seven life groups vary in how they operate, offering various forms of Bible study and prayer to meet the different needs of participants and this diversity is a strength. A new monthly family group started, and the student group successfully transitioned to become a young adults group. The first season of the Chosen was shown at St Anne's Church Hall which engaged up to 30 people who took part in informal discussion groups. We are very grateful to life group leaders, including Harry and Lucy Hewett who led the student group.

Revd. Julian Bryant

## Community Partnerships in Earlham Parish

2024 was primarily a year of continuing service and patient building, rather than embarking on new initiatives. We supported people through regular NR5 Family Partnership meetings by building relationships with a wide range of agencies and organisations, including local schools, police, GP surgery, Children's Services, Foodbank, City Council, community connectors, the Sainsbury Centre and other churches. The Partnership promotes the exchange of information about local issues, current activities, and opportunities for working together. Several people in Crossroads serve as governors or trustees at local schools and charities, including the Henderson Trust and Earlham Community Shop. We provided venues for a number of community initiatives. We support the Foodbank held each Thursday at St Elizabeth's, where other support agencies offer complementary advice on housing, benefits, and debt issues. We maintained our links with the local Neighbourhood Policing Team and continued our strong relationship with the NR5 Community Hub led by Rainy Waller.

Peter Gosling

## EcoChurch Group

The EcoChurch group met regularly throughout the year and ecological themes were emphasized in church services, especially in the September 'Season of Creation'. We devoted time to the grounds, particularly the small area at St Elizabeth's aiming to create a community wild-life friendly garden and applied for a grant to help this work; draft plans were discussed with a range of community groups who used the building. Gratifyingly, reflecting this work, during the year St Elizabeth's joined St Anne's in being awarded an A Rocha Bronze award status. Community engagement is important and we organised three successful litter picks in different areas of the parish. We have promoted Fair Trade practices for the parish to follow and emphasised that being an 'Eco Church' needs to involve the congregation as a whole.

John Greenaway

## Grants received

The PCC gratefully acknowledges the support it has received from various organisations:

- Norwich Consolidated Charities and Norwich Freeman's Charity funded the work of our Schools and Families Minister throughout the year.
- Norfolk County Council's Early Childhood Community Fund helped create a Sensory Room for the toddler group in St Mary's Hall.

- Team VIY also helped by painting the Sensory Room, small Meeting Room and Kitchen at St Mary's Hall, and funding the new floor covering for the Sensory Room.
- Norwich Diocese's Church Planting and Revitalisation Fund enabled us to employ and train a Ministry Assistant focused on Exercise and Young People, and to upgrade the AV capability in St Elizabeth's for Zumba.
- Norwich City Council provided UK Government funds to upgrade the St Mary's Hall universal WC with new partitioning and hot water through the UK Shared Prosperity initiative.
- Warm Welcome UK helped us keep the Give & Take shelves at St Elizabeth's stocked and provide refreshments free of charge on Wednesdays & Thursdays during 2024.



Warm Welcome UK



## Financial Review

The PCC distinguishes between its General funds which are used for the general activities, its Designated funds which it sets aside for specific purposes but which it can use for alternative purposes, and its Restricted funds which can only be used for the purpose the donor specified. We received significant Restricted grants in 2023 to establish the Schools and Families Team. This year, PCC income was significantly less at £124,500 (2023: £227,140). with underlying income falling by £10k as donors departed for one reason or another. Restricted income also fell, and the PCC was grateful for grants from the Diocese's CPRE funding and from Norwich City Council Shared Prosperity fund. The PCC invested in new Audio-Visual facilities at St Elizabeth's to make it suitable for Zumba and a greater variety of worship and conference use.

The PCC had a payroll of three people at the end of the year (2023 two employees), with two members of the Schools and Families team and a cleaner. The PCC maintained its Living Wage accreditation. The Parish Share request was paid in full, and the £4,298 spend on Mission was less than 2023's £6k reflecting the fall in income. Energy costs rose 50%, with new contracts demanding higher monthly payments.

In September 2023, the PCC signed a three-year agreement with the Diocesan Board of Finance to lease 75 Cadge Road as a base for the Missional Community. The PCC recognised the significant financial risk of this arrangement. In 2024, the costs associated with the Missional Community exceeded the income from residents. The picture should change from September 2025.

On 1 January 2024 the Scout Hall on the St Anne's campus reverted to the PCC. This generated modest rental income as the Scouts continued to use it on weekdays throughout 2024. RCCG hired

the Scout Hall at weekends. The PCC insured the property but had no maintenance responsibilities; these begin in April 2025.

The Balance Sheet reflects the reduced General Funds income and the use of the Restricted Funds to pay the Schools and Families team.

### Reserves policy

The PCC will aim to hold reserves equivalent to three months of general expenditure (including salaries). For this purpose, its Designated Funds are considered as part of the reserves. The substantial grants towards the S&FM post cover at least two years, so the S&FM post and its funding are excluded from the reserves calculation.

At the end of 2023, Reserves (total General and Designated funds excluding Schools and Families team moneys in Fund 48) represented over four months of general expenditure.

### Related parties

Donations from related parties (PCC members and their partners) totalled £37,169 (2023 £39,883). Payments to PCC members and their families are detailed in Note 5a.

## Independent Examiners Certificate

<b>Report to the trustees/ members of:</b>	EARLHAM P. C. C.
<b>On accounts for the year ended:</b>	31 <sup>st</sup> DECEMBER 2024
<b>Charity no (if any):</b>	

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/24.

### 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 Trust's accounts carried out under section 145 of the 2011 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

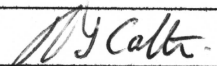
~~[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [ ]]. Delete [ ] if not applicable.~~

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination ~~(other than that disclosed below \*)~~ which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

*\* Please delete the words in the brackets if they do not apply.*

Signed: 

Date: 27/2/2025

Name: RICHARD JOHN CARLTON

Earlham PCC  
Financial statements for the year to 31 December 2024

**Statement of Financial Activities  
for the year ending 31 December 2024**

	Note	General funds	Designated funds	Restricted funds	Total 2024	Total 2023
<b>Incoming resources</b>						
Voluntary Income	2(a)	73,359.74	3,310.82	11,254.78	87,925.34	200,162.91
Activities for generating funds	2(b)	1564.15			1,564.15	808.66
Income from investments	2(c)	1,088.45	2,274.53	2,571.49	5,934.47	438.29
Income from church activities	2(d)	<u>29,077.00</u>			<u>29,077.00</u>	<u>25,730.29</u>
<b>Total incoming resources</b>		<b>105,089.34</b>	<b>5,585.35</b>	<b>13,826.27</b>	<b>124,500.96</b>	<b>227,140.15</b>
<b>Resources expended</b>						
Church activities	3(a)	39,153.32	1,421.92	1,532.93	42,108.17	41,199.70
Mission	3(b)	2,923.33	1,375.00		4,298.33	6,418.42
Costs of generating funds	3(c)	355.84			355.84	694.24
Utility, rates & insurance costs	3(d),12	31,554.43			31,554.43	24,432.28
Staff costs	3(e), 5	7,624.46		35,711.71	43,336.17	39,798.85
Governance costs	3(f), 4	2,616.45		50.00	2,666.45	2,235.08
Other resources expended	3(g)	20,057.84	41.68	32.38	20,131.90	49,568.68
Depreciation	7	861.64	1,460.84	1,903.50	4,225.98	12,915.50
Bad debt write off	8(c)	541.00			541.00	5,070.00
<b>Total resources expended</b>		<b>105,688.31</b>	<b>4,299.44</b>	<b>39,230.52</b>	<b>149,218.27</b>	<b>182,332.75</b>
<b>Net of incoming/outgoing resources</b>		<b><u>(598.97)</u></b>	<b><u>1,285.91</u></b>	<b><u>(25,404.25)</u></b>	<b><u>(24,717.31)</u></b>	<b><u>44,807.40</u></b>
<b>Reconciliation of funds</b>						
Total funds brought forward	10,11	23,121.14	47,400.50	67,262.86	137,784.50	97,502.44
Transfers between funds	10,11	(3,343.19)	3,343.19			
Prior year adjustment	9(a)	4,525.34			4,525.34	
Total funds carried forward	10,11	<u>23,704.32</u>	<u>52,029.60</u>	<u>41,858.61</u>	<u>117,592.53</u>	<u>142,309.84</u>
Net change		583.18	4,629.10	(25,404.25)	(20,191.97)	44,807.40

**Earlham PCC**  
**Financial statements for the year to 31 December 2024**

Balance sheet at 31 December

	Notes	2024	2023
Fixed assets			
Tangible	7	2,765.13	1,460.84
Investment	7	0.00	0.00
		2,765.13	1,460.84
 Current assets			
Investments	8	0.00	0.00
Debtors and prepayments	8	3,700.83	5,432.79
Cash at bank and in hand		111,621.02	135,532.94
		115,321.85	140,965.73
 Liabilities			
Creditors ; Short term	8, 9	494.45	(249.27)
Creditors : Fees	9	0.00	366.00
		494.45	116.73
 Total net assets		117,592.53	142,309.84
 Funds			
General	10	23,704.32	23,121.14
Adjustment	9a		4,525.34
			27,646.48
Designated	10	52,029.60	47,400.50
Endowment	10	0.00	0.00
Restricted	10	41,858.61	67,262.86
		117,592.53	142,309.84
 Capital and reserves			
Total funds		142,309.84	92,997.10
P&L account		(24,717.31)	0.00
		117,592.53	142,309.84

Approved by the PCC on 11 March 2025 and signed on its behalf by Simon Rous (Lay chairperson)



## **1. Accounting Policies**

### **Basis of preparation**

The PCC is a public benefit entity within the meaning of FRS102. The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 governing the individual accounts of PCCs, and with the Regulations' "true and fair view" provisions, together with FRS102 (2016) as the applicable accounting standards and the 2016 version of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP(FRS102)).

The financial statements have been prepared under the historical cost convention.  
The PCC has no investment assets.

### **Incoming resources**

These are included in the Statement of Financial Activities (SOFA) when:

1. the PCC becomes legally entitled to the use of the resources;
2. and inflow of economic benefit is probable; and
3. the monetary value can be measured with sufficient reliability.

### **Grants and donations**

Grants and donations are included in the SOFA when any preconditions preventing their use by the PCC have been met. For collections and planned giving this is when the funds are received.

### **Gift Aid Tax claims, etc.,**

Gift Aid and other tax claims are included in the SOFA at the same time as the cash donations to which they relate.

### **Gifts in kind**

Gifts in kind are accepted only against a receipted invoice of the cost of their purchase or for the service provided and are accounted for at the time of gift, if feasible, or else at the amount actually realised from their disposal.

Gifts in kind for sale to fund the PCC are included in the accounts at their estimated fair value at the date of gift, if feasible – or else recognised when sold by the charity. *There were none in the financial years 2021 or 2022.*

### **Volunteer help**

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

### **Rental income**

Rental income from the letting of the Benefice's buildings and other assets is recognised when the rental is due.

## **Expenditure and Liabilities**

### **Liability recognition**

Liabilities are recognised as soon as there is a legal or constructive obligation and settlement is probable and quantifiable.

**Earlham PCC**  
**Financial statements for the year to 31 December 2024**

**Governance costs**

Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters. Costs of DBS checks are also included.

**Grants payable without performance conditions**

These are recognised in the accounts when a commitment has been made externally and there are no pre-conditions still to be met for entitlement to the grant which remain within the control of the PCC.

**Support costs**

The PCC does not allocate support costs across headings.

**Assets**

**Consecrated and benefice property**

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of “charity” by Section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

**Moveable church furnishings**

These are capitalised at cost and depreciated over their useful economic life where the cost exceeds £5,000 per item. Otherwise the item is not capitalised, but all items valued over £150 are included in the Church’s inventory in any case.

**Tangible fixed assets for use by charity**

These are capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt.

Depreciation is calculated to write off the capitalized cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows:

- |                            |         |
|----------------------------|---------|
| • Land                     | Nil     |
| • Buildings*               | Nil     |
| • Fixtures & Fittings      | Nil     |
| • Computers, AV kit, Plant | 2 years |

\*No depreciation is provided on buildings as the currently estimated residual value of the properties is not less than their carrying value and the remaining useful life of these assets currently exceeds 50 years, so that any depreciation charges would be immaterial.

**Investments**

Investments quoted on a recognised stock exchange or whose value derives from them (CIFs, etc.) are valued at market value at the year end. Other investment assets are included at trustees’ best estimate of market value. *The PCC has no Investments. Its CCLA holding is an interest-bearing account.*

**Earlham PCC**  
**Financial statements for the year to 31 December 2024**

**Funds**

**Unrestricted Funds**

These represent the remaining income funds of the PCC that are available for spending on the general purposes of the PCC, including amounts designated by the PCC for fixed assets for its own use or for spending on a future project and which are therefore not included in its 'free reserves' as disclosed in the trustees' report.

The PCC distinguished between its **General Funds**, where amounts have not been designated for fixed assets for its own use or for spending on a future project, and its remaining Unrestricted funds, which it terms **Designated funds**.

**Restricted Funds**

These are income funds that must be spent on restricted purposes and details of the funds held and restrictions provided are shown in the notes to the accounts.

**Endowment Funds**

These are restricted funds that must be retained as trust capital either permanently or subject to a discretionary power to spend capital as income, and where the use of any income or other benefit derived from the capital may be restricted or unrestricted. Full details of all their restrictions are shown in the notes to the accounts. *The PCC has no Endowment funds.*

**Earlham PCC**  
**Financial statements for the year to 31 December 2024**

**2. INCOME AND ENDOWMENTS**

**2(a) Voluntary income**

	General funds	Designated funds	Restricted funds	Total 2024	Total 2023
<i>Donations not subject to GA</i>					
Donations	5,636.53			5,636.53	4,004.05
Stewardship (GA at source)	4,010.87	820.24		4,831.11	9,653.58
Other donations					307.00
	<u>9,647.40</u>	<u>820.24</u>		<u>10,467.64</u>	<u>13,964.63</u>
<i>Tax efficient giving</i>					
Collections and sundry donations	4,556.42		200.00	4,756.42	4,234.95
Tax Efficient Giving - SOs etc	39,827.50	1,095.00		40,922.50	41,650.42
Tax Efficient Giving - envelopes	160.00			160.00	150.00
GA Donations one off					3,400.41
Cash (not Sunday collections)					604.42
Card donations	1,333.69			1,333.69	3,278.45
	<u>45,877.61</u>	<u>1,095.00</u>	<u>200.00</u>	<u>47,172.61</u>	<u>53,318.65</u>
Tax Reclaimed	11,816.33	610.58	0.47	12,427.38	20,013.70
<i>Grants Received</i>					
MES Scheme					500.00
NDBF Sharing Good News					600.00
Norfolk County Council - Early Childhood Community funding			1,054.31	1,054.31	
Norwich Freeman's Charity					20,000.00
Norwich Consolidated Charities					50,000.00
NDBF CPRE funding			7,500.00	7,500.00	
NDBF Energy grants					6,750.00
Warm Welcome					1,000.00
Norwich City Council					1,000.00
UK Shared Prosperity / Norfolk CC			2,500.00	2,500.00	939.00
Anne French St Anne's WC					
Norwich Spear Trust					
			<u>11,054.31</u>	<u>11,054.31</u>	<u>80,789.00</u>
<i>Gifts</i>					
Gifts in kind	3,398.84			3,398.84	5,331.71
Di Rowlandson leaving in mem Elizabeth Gooda	85.00	785.00		870.00	459.58
Gift Day					
Gifts where donor wishes to remain anonymous	2,534.56			2,534.56	26,285.64
	<u>6,018.40</u>	<u>785.00</u>		<u>6,803.40</u>	<u>32,076.93</u>
	<u>73,359.74</u>	<u>3,310.82</u>	<u>11,254.78</u>	<u>87,925.34</u>	<u>200,162.91</u>
<b>2(b) Activities for generating funds</b>					
Fees due to PCC	1,395.00			1,395.00	575.00
Tombolas					
Recycling bins	169.15			169.15	233.66
	<u>1,564.15</u>			<u>1,564.15</u>	<u>808.66</u>
<b>2(c) Income from investments</b>					
	1,088.45	2,274.53	2,571.49	5,934.47	438.29
<b>2(d) Income from church activities</b>					
Hall hire (all objects related)	18,844.00			18,844.00	19,307.30
Scout hall hire (all objects related)	5,000.00			5,000.00	
Sale of goods					3.99
Mission House income	4,061.00			4,061.00	4,550.00
Mission house contributions to utilities	1,142.00			1,142.00	1,839.00
Hospitality income (eg Passover meal)	30.00			30.00	
Other income					30.00
	<u>29,077.00</u>			<u>29,077.00</u>	<u>25,730.29</u>
<b>Total income</b>	<b><u>105,089.34</u></b>	<b><u>5,585.35</u></b>	<b><u>13,826.27</u></b>	<b><u>124,500.96</u></b>	<b><u>227,140.15</u></b>

**Earlham PCC**  
**Financial statements for the year to 31 December 2024**

**3 EXPENDITURE**

**3(a) Church activities**

	General funds	Designated funds	Restricted funds	Total 2024	Total 2023
Costs to provide services	4,619.33	151.56	92.29	4,863.18	3,484.53
Hospitality	1,288.13	112.53	277.94	1,678.60	2,264.63
Clergy expenses	3,426.70			3,426.70	3,460.00
Children and Youth	482.77	102.63	403.32	988.72	1,123.24
Goods for distribution (NCF)			357.50	357.50	881.87
Zumba licence and training	425.46		362.03	787.49	436.34
Parish Share	27,552.00			27,552.00	26,235.00
Training and admin	1,358.93	1,055.20	39.85	2,453.98	3,314.09
	<u>39,153.32</u>	<u>1,421.92</u>	<u>1,532.93</u>	<u>42,108.17</u>	<u>41,199.70</u>

**3(b) Mission**

Direct relief of poverty					135.00
Alpha	73.00	375.00		448.00	193.12
Mission	<u>2,850.33</u>	<u>1,000.00</u>		<u>3,850.33</u>	<u>6,090.30</u>
Mission & Evangelism	2,923.33	1,375.00		4,298.33	6,418.42
Gift Day tithe					
	<u>2,923.33</u>	<u>1,375.00</u>		<u>4,298.33</u>	<u>6,418.42</u>

**3(c) Costs of generating funds**

PR materials	233.94			233.94	596.94
Signage	<u>121.90</u>			<u>121.90</u>	<u>97.30</u>
	355.84			355.84	694.24

**3(d) Utility, rates and insurance costs**

Water Rates	1,697.66			1,697.66	1,015.46
Premises Insurance	5,530.20			5,530.20	5,919.10
Electricity	17,651.22			17,651.22	11,803.91
Gas	4,260.25			4,260.25	3,565.26
Internet	<u>2,415.10</u>			<u>2,415.10</u>	<u>2,128.55</u>
	31,554.43			31,554.43	24,432.28

**3(e) Staff costs**

Gross Wages			34,011.13	34,011.13	32,400.34
Volunteer expenses	2,146.82			2,146.82	4,770.42
Cleaner	5,080.80			5,080.80	0.00
Employers NI					
Employers Pensions	254.04		1,700.58	1,954.62	1,620.14
Recruitment Expenses	60.00			60.00	249.63
HR and similar costs	<u>82.80</u>			<u>82.80</u>	<u>758.32</u>
	7,624.46		35,711.71	43,336.17	39,798.85

**3(f) Governance costs**

Audit Fees	250.00			250.00	250.00
PCC Governance Costs	10.00			10.00	210.48
Immigration expenses	536.00			536.00	
Accountancy Fees	1,128.05			1,128.05	633.60
Professional Fees	228.00			228.00	335.00
DBS checking costs	108.00		50.00	158.00	146.00
HR Consultancy fees	<u>356.40</u>			<u>356.40</u>	<u>660.00</u>
	2,616.45		50.00	2,666.45	2,235.08

**3(g) Other resources expended**

New St Anne's heating	210.00			210.00	438.43
St Anne's foyer	43.50			43.50	14,040.62
Eco church	10.48			10.48	143.75
Other premises costs	8,442.80	41.57	32.38	8,516.75	17,667.47
Mission House costs	9,772.06	0.11		9,772.17	11,071.12
Small asset purchases	16.96			16.96	4,369.01
Licences and other sundries	<u>1,562.04</u>			<u>1,562.04</u>	<u>1,838.28</u>
	20,057.84	41.68	32.38	20,131.90	49,568.68

Depreciation	861.64	1,460.84	1,903.50	4,225.98	12,915.50
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Bad Debt Write Off	541.00			541.00	5,070.00
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<b>Total resources expended</b>	<u><u>105,688.31</u></u>	<u><u>4,299.44</u></u>	<u><u>39,230.52</u></u>	<u><u>149,218.27</u></u>	<u><u>182,332.75</u></u>
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**Earlham PCC**  
**Financial statements for the year to 31 December 2024**

**4. ANALYSIS OF SUPPORT COSTS INCLUDING ALLOCATION OF SUPPORT COSTS**

Support costs are not allocated.

The PCC paid a gratuity of £250 (2023: £250) to the PCC's examiner for the examination of the financial statements.

The PCC's Treasurer used SAGE for accounting and (new in 2024) HR software, a subscription service costing £1,107.60 (2023: £633.60).

**5. STAFF COSTS**

	2024	2023
Wages and salaries	39,091.93	32,400.34
Pension (NEST Defined Contribution scheme)	1,954.62	1,620.14
Number of employees at year end	3	2

In 2022, the PCC appointed Mr Tom Woods as Schools and Families Minister. Tom is a PCC member (see 5(a) below)

The PCC is an accredited Living Wage Employer. The PCC used this as the cost of living index for all its

There were no employees with packages > £60,000

**5(a) RELATED PARTIES**

PCC member Mr T Woods was employed as Schools and Families Minister.

	2024	2023
Mr Woods		
Salary	32,192.66	23,461.02
Pension contributions	1,609.66	1,182.03
Employer's NI	0.00	0.00
	33,802.32	24,643.05

PCC members were reimbursed upon the production of receipts for goods bought on behalf of the PCC.

Clergy (ex-officio members of the PCC) were paid monthly expenses.

Donations from related parties (PCC members and their partners) totalled £37,169 (2023 £39,883).

The largest single related party donation was £15,641

**Earlham PCC**  
**Financial statements for the year to 31 December 2024**

**6. ANALYSIS OF TRANSFERS BETWEEN FUNDS**

In 2023 the PCC transferred funds for the Schools and Families team. The PCC continued this approach in 2024 with a transfer of £7,000 to the Schools and Families Team, and £1,500 to the Mission fund. The PCC also made a contribution to a leaving gift for Rev D Rowlandson. The PCC transferred £5,200 from Fund 54 (Designated) to General Funds to cover the costs of the new main doors at St Anne's Church.

<b>Transfer involving General Funds</b>	<b>Target Fund</b>	<b>2024</b>	<b>2023</b>
Schools and Families team	48 (Designated)	(7,000.00)	(27,000.00)
Ministry Experience Worker	52 (Designated)		(3,500.00)
safeguard anonymous donations	54 (Designated)		(4,000.00)
to Mission fund	18 (Designated)	(1,500.00)	
For doors	54 (Designated)	5,200.00	
leaving gift for Rev Rowlandson	53 (Designated)	(150.20)	
Missional community incorrectly credited	43 (Designated)	107.01	
		<u>(3,343.19)</u>	<u>(34,500.00)</u>

**Earlham PCC**  
**Financial statements for the year to 31 December 2024**

**7. FIXED ASSETS**

The PCC's fixed assets (its Halls and Church Buildings) are held in trust by the Norwich Diocese Board of Finance and do not form part of these accounts. The Mission House is owned by NDBF and leased to the PCC.

In 2022, the PCC invested in a new AV solution for St Anne's. In 2023 the PCC purchased an electric lawn mower and PC for St Elizabeth's. In 2024, the PCC upgraded the AV solution in St Elizabeth's, and purchased another mower for St Anne's. There were no asset disposals.

		Office equipment	Plant and Machinery	AV equipment
Cost	1 January 2024	1,721.69	1,200.00	30,040.73
	additions		1,200.00	4,330.27
	31 December 2024	<u>1,721.69</u>	<u>2,400.00</u>	<u>34,371.00</u>
Depreciation	1 January 2024	860.85	600.00	30,040.73
	Charge for the year	860.84	1,200.00	2,165.14
	31 December 2024	<u>1,721.69</u>	<u>1,800.00</u>	<u>32,205.87</u>
Net book value	31 December 2023	860.84	600.00	0.00
	31 December 2024	0.00	600.00	2,165.13

**8. CURRENT ASSETS**

8a. Investments

The PCC has no investments.

In 2023 the PCC opened an instant access interest-bearing account with CCLA to hold its reserves.

8b. Debtors

	2024	2023
33 Norwich Scouts (prepayment)		(1,500.00)
Hall hirers	825.50	2,205.00
Tax recoverable	2,254.71	2,850.35
Funeral directors	500.00	661.00
Stewardship	120.62	277.44
Norfolk County Council		939.00
Other sundry debtors		
	<u>3,700.83</u>	<u>5,432.79</u>

8c. Bad Debt write off

The PCC agreed that 2022 & 2023 debt not yet recovered should be written off.

**Earlham PCC**  
**Financial statements for the year to 31 December 2024**

**9. LIABILITIES**

	2024	2023
Amounts falling due in one year		
Ecclesiastical Insurance		4,330.92
TotalEnergies Gas & Power	26.05	(4,301.43)
Scottish Power	(2,580.45)	(2,534.48)
Norwich Diocesan Board of Finance	544.00	
Octopus Energy	15.58	(1,082.53)
Amazon		
Anstey	670.00	
Wave	187.56	805.82
Others < £200	(25.39)	137.47
VJC		
Rous		342.02
Windows24		4,700.00
HMRC payroll taxation	<u>1,657.10</u>	<u>1,878.28</u>
	494.45	4,276.07

9(a)

Prior year adjustments

The PCC changed the way it handled its Insurance accounts, moving to a true Accrual position. This resulted in a Prior Year Adjustment of £4,330.92. There was also a minor correction to the HMRC payroll taxation: this should have been £1,683.86 not as shown above, a further £194.42, giving £4,525.34 Prior Year Adjustment in total

**10. FUNDS**

The PCC maintains a number of funds for specific purposes. The Restricted funds (see notes 1 and 11) can only be used for the purpose specified by the Donor. The PCC may use its Designated and General funds for any purpose consistent with its objects.

The PCC has no endowment funds.

Earlham PCC  
Financial statements for the year to 31 December 2024

11. FUND MOVEMENTS

Fund	Fund name	b/f	Incoming	Outgoing	Transfers	Fund total
1	<b>1 General funds</b>	<b>23,121.14</b>	<b>105,089.34</b>	<b>105,688.31</b>	<b>(3,343.19)</b>	<b>19,178.98</b>
4	Organ St Anne	1,234.00	61.17	124.00		1,171.17
5	Community Cafe St Elizabeth	250.00	13.04			263.04
13	Hall St Mary		10.03		500.00	510.03
16	Community Meal Grant	592.65	19.88	112.53	(500.00)	-
18	Mission	2,632.79	94.72	1,000.00	1,500.00	3,227.51
22	Give and Take (U)	219.45	11.46			230.91
24	ThoseInNeed - Vicar's discretion	490.00	25.57			515.57
28	Adopt a Space	71.73	3.74			75.47
31	Zumba	209.36	12.32			221.68
32	SEC Children & Young People	222.69	11.13	27.56		206.26
33	St Elizabeth's ministry	663.59	874.38	860.84		677.13
34	Fabric St Anne	11.75	636.85			648.60
36	2022 Gift Day		9.02	0.10	(8.92)	-
37	Church's toddler group SMH	609.13	14.01	519.10		104.04
42	NEET work	457.12	23.86			480.98
43	Missional community		107.12	0.11	(107.01)	-
48	Schools & Families Team (U)	24,091.66	1,257.65		7,008.92	32,358.23
52	Ministry Experience Scheme	6,244.58	949.96			7,194.54
53	Di Rowlandson leaving		905.00	1,055.20	150.20	-
54	Gifts from legacies received by dor	9,400.00	289.94	600.00	(5,200.00)	3,889.94
59	Young Adults		254.50			254.50
	<b>Total designated</b>	<b>47,400.50</b>	<b>5,585.35</b>	<b>4,299.44</b>	<b>3,343.19</b>	<b>52,029.60</b>
<b>Restricted</b>						
2	Hall St Anne	812.89	42.43			855.32
12	Fabric St Mary	1,186.00	265.92			1,451.92
46	Schools & Families Minister (R)	64,430.67	2,303.43	33,802.32		32,931.78
47	Children's work resources	277.60	14.49			292.09
55	Micro Warm Welcome	915.00	18.87	727.73		206.14
56	UK Shared Prosperity	22.50	9.88	32.38		-
57	Norfolk CC Community Offer (Sens	(381.80)	1,066.91	377.39		307.72
58	CPR Extension		7,580.11	4,290.70		3,289.41
60	SMH Uni WC Refurb		2,524.23			2,524.23
	<b>Total restricted</b>	<b>67,262.86</b>	<b>13,826.27</b>	<b>39,230.52</b>		<b>41,858.61</b>
	<b>Total</b>	<b>137,784.50</b>	<b>124,500.96</b>	<b>149,218.27</b>	<b>-</b>	<b>113,067.19</b>
	Prior year adjustment	4,525.34				4525.34
	<b>Balances at 31 December</b>	<b>142,309.84</b>	<b>124,500.96</b>	<b>149,218.27</b>	<b>-</b>	<b>117,592.53</b>
<hr/>						
	<b>By funds</b>	<b>General</b>	<b>Designated</b>	<b>Restricted</b>	<b>Total</b>	
	Incoming	105,089.34	5,585.35	13,826.27	124,500.96	
	Outgoing	105,688.31	4,299.44	39,230.52	149,218.27	
	Surplus / (Loss)	(598.97)	1,285.91	(25,404.25)	(24,717.31)	
	Resources brought forward 1 Jan 2	23,121.14	47,400.50	67,262.86	137,784.50	
	Transfers between funds	(3,343.19)	3,343.19			
	Previous Year Adj	4,525.34			4,525.34	
	Resources at 31 Dec	23,704.32	52,029.60	41,858.61	117,592.53	
	<b>Gain on year to date</b>	<b>583.18</b>	<b>4,629.10</b>	<b>(25,404.25)</b>	<b>(20,191.97)</b>	

**Earlham PCC**  
**Financial statements for the year to 31 December 2024**

**12. Analysis of Utilities**

	<b>Water &amp; Sewerage</b>	<b>Insurance</b>	<b>Electricity</b>	<b>Gas</b>	<b>Internet</b>	<b>Total</b>
St Anne's Church & Hall	747.76	1,077.89	9,236.44		407.74	11,469.83
St Anne's Scout Hall		1,077.89				1,077.89
St Elizabeth's	396.80	1,077.89	2,093.69	2,937.82	394.32	6,900.52
St Mary's Church		1,077.89	(332.33)			745.56
St Mary's Hall & Flat	315.45	1,077.89	6,098.06		269.97	7,761.37
St Elizabeth's Missional Community	237.65	140.75	555.36	1,322.43	452.40	2,708.59
Parish includes Vicarage and Hosting					312.00	312.00
	<b>1,697.66</b>	<b>5,530.20</b>	<b>17,651.22</b>	<b>4,260.25</b>	<b>1,836.43</b>	<b><u>30,975.76</u></b>

*The Missional Community is insured seperately from the single Parish policy covering the other sites. The PCC does not insure the Vicarages, and only funds telephony and broadband for the St Anne's Vicarage on Bluebell Road. The insurance premium for the other sites has been equally apportioned.*

	Business Rates / Council Tax
St Anne's Church & Hall	
St Anne's Scout Hall	1,448.28
St Elizabeth's	
St Mary's Church	
St Mary's Hall & Flat	
St Elizabeth's Missional Community	1,372.17
Parish includes Vicarage and Hosting	
	<u>2,820.45</u>

*The Council Tax shown for the Missional Community does not reflect the fact that there were two students in residence for part of the year. Students are exempt from Council Tax.*

**THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF EARLHAM**

England & Wales - Charity number 1199679

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# Accounts

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**Earlham PCC**

**Annual Report and Financial Statements  
of the Parochial Church Council  
for the year ended 31<sup>st</sup> December 2023**

Vicar  
Revd. Di Rowlandson

Associate Vicar  
Revd. Andy Woodman (*until July 2023*)

Assistant Priest  
Revd. Carol Pritchard

Assistant Curate  
Revd. Julian Bryant  
Revd Ben Rogers (from September 2023)

Independent Examiner  
Mr Richard Calton

Bank  
Cooperative Bank, London Street, Norwich

Website  
<https://earlham.church>

## Contents

Governance	3
Safeguarding 2023	4
Churchwardens' Report	4
Vicar's report 2023	5
Other activities	6
Financial Review	10
Independent Examiner's Certificate	11
Financial statements for the year 1 Jan – 31 Dec 2023	12

## Governance

The PCC has the responsibility of co-operating with the vicar and licensed ministers in promoting in the ecclesiastical parish the whole mission of the church: pastoral, evangelical, social, and ecumenical. It also has the maintenance responsibilities for the churches of St. Anne, St. Elizabeth, St. Mary, and for St. Anne's and St. Mary's Church Halls.

## Membership of the PCC

Members of the PCC are either ex-officio or elected by the Annual Parochial Church Meeting (APCM) in accordance with the Church Representative Rules. During 2023 the following served as members of the PCC:

<b>Vicar</b>	Revd. Di Rowlandson
<b>Associate Vicar</b>	Revd. Andy Woodman ( <i>until July 2023</i> ) Revd. Ben Rogers ( <i>from September 2023</i> )
<b>Assistant Curate</b>	Revd. Julian Bryant
<b>Ex-Officio</b>	Revd. Rosemary Houghton Revd. Carol Pritchard ( <i>Safeguarding Officer</i> )

Churchwardens	Colin Grey Simon Rous
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## Representatives on Deanery Synod

John Greenaway  
Revd. Rosemary Houghton (*from July 2023*)  
Emily Saunders (*until June 2023*)  
Jennie Vitkovitch (*2021*)

<b>Elected Members</b>	Shirlyann Aldis ( <i>from April 2021</i> ) Peter Gosling ( <i>from April 2022</i> ) John Greenaway ( <i>Secretary</i> ) Joshua Rayner ( <i>from April 2023</i> ) Emily Saunders ( <i>until July 2023</i> ) Alex Sellers ( <i>from April 2023</i> ) Anna Kelly-Struntz ( <i>from April 2021</i> ) Jennie Vitkovitch ( <i>from April 2021</i> ) Nik Vitkovitch ( <i>Treasurer</i> ) Lynda Waterson ( <i>from April 2023</i> )
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<b>Co-opted Members</b>	Rebekah Wakefield ( <i>until July 2023</i> ) Tom Woods ( <i>from May 2023</i> )
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### **PCC Meetings**

During 2023 the PCC met six times and held an away day in June. The main items discussed were: safeguarding, finance and giving, worship and prayer, the Diocesan pastoral vision, progress of the 6 pm service, the future of the missional community, community and outreach work, the work of the Schools and Families Worker, Life Groups, caring for God's creation, and the progress of building works to improve St Anne's and St Elizabeth's. Some of the meetings included training sessions on the role of the PCC led by Revd. Pritchard.

Any matters requiring urgent attention and decisions of the PCC between meetings may be dealt with by an Extraordinary PCC Meeting, with at least one third of the current members attending.

### **The Finance and Standing Committee of the PCC**

This consists of the vicar, associate vicar and curate, the churchwardens, the treasurer, the secretary and two representatives for the parish. This committee met three times in 2023.

### **Church Membership**

Membership on the Electoral Roll in early 2024 was 74.

### **Safeguarding 2023**

Safeguarding is at the heart of our Christian faith and is essential to the work of Crossroads Earlham as we work in line with the Church of England Safeguarding Policy and Practice Guidance to ensure the safety of children, young people, and vulnerable adults. It is a standing item on our PCC agendas, and all PCC members are required to complete safeguarding training.

During 2023 Rev Carol Pritchard was the Parish Safeguarding Officer, and Jennie Vitkovitch was the DBS and administrative support. The Parish Safeguarding Dashboard ensures we have required policies and procedures in place and provides our action plan.

Church Activities in 2023:

- Those involved in the new pastoral team were DBS checked and required to undertake appropriate safeguarding training.
- The recruitment of our Schools & Families Minister adhered to the Safer Recruitment & People Management guidance.

The safeguarding concerns raised this year were dealt with according to Diocesan guidance.

In the coming year we will review how the Safer Recruitment & People Management guidance should apply to volunteers.

Jennie Vitkovitch, Safeguarding Administrator

### **Churchwardens' Report**

The parish has responsibility for a number of buildings, the maintenance and upkeep of which presents considerable challenges. We are grateful to all who have served throughout the year to keep our facilities heart-warming venues within and from which our Lord and our neighbours have been blessed and served. This has involved many hours of caring, ongoing maintenance.

We are pleased to report that 2023 has been another year where we have improved our buildings, to make the interiors more attractive, and to enhance worship and outreach activities in the parish. This has been possible through grants and donations.

St Anne's church has been redecorated, a new screen installed to support those leading the

congregation, and the very tired lavatory transformed. This and the south entrance porch work were part of the 2022 Gift Day promise. There is now a fully insulated welcome area that doubles as a soft play space and a meeting room. This, along with ecological-oriented work in the grounds, has helped St Anne's achieve a bronze A ROCHA award; next target is silver in 2025.

At St Elizabeth's an office space was created for Tom, our Schools & Families Minister. St Elizabeth's kitchen was redecorated, and LED lights and new blinds installed.

At St Mary's Hall the Gents lavatory has been refurbished and new kitchen blinds installed. The storage area used by Toddler Group has been expanded and in 2024 a sensory space will be opened.

Essential repairs and cleaning at St Mary's church were undertaken to enable the church to be opened in the summer for prayer and occasional worship.

Colin Grey and Simon Rous, Church Wardens

### **Vicar's report 2023**

*The Lord will watch over your coming and going both now and forever more. Psalm 121:8*

One of my highlights from 2023 was our Crossroads Church Barbecue. People who worship at different times and places and in different styles across the parish came together to enjoy being together as the church family. There was plenty of laughter, good food and fun. Reading the APCM report from 2015, we find Revd Simon Ward commented that although the three churches were united as one parish, there was in reality little drawing them together. We thank God for the way he has faithfully been drawing us together and slowly adding to our number.

**Prayer and Worship** remains central to our church life. This happens across the parish throughout the week from the larger Sunday gatherings to the smaller life groups or times of prayer. As part of the diocesan vision to be transformed by Christ - prayerful, pastoral and prophetic - this year we were encouraged to deepen our **pastoral care**. At the start of the year we had a number of people struggling with poor health. We streamed the morning worship on Zoom to help them stay connected. We preached through the book of James and ran some training in preparation for developing a pastoral team. Three members of the congregation did some bereavement course training with Rosedale Funeral Home and hope to run a course in Earlham in 2024. We thank God for Joy Bradshaw, Christine Kinrade and Terry Hall who died this year and are greatly missed.

**Community Outreach:** We are grateful to the Norfolk Community Foundation for the grants they gave us to create **warm places of welcome during the winter** and from their Household support fund for items to help households keep warm.

An **Easter Event for Families** was held in partnership with King City West on Easter Saturday. We welcomed around 200 people to St Mary's Hall for this happy afternoon of Easter Crafts, Bouncy Castle, Egg hunt, Easter Story, Songs, food and more! Partnering with Kings Church enabled us to connect with more people by sharing our resources.

**Holiday Club:** Again, it was so good to come together with Kings City West to offer this two-day holiday club at St Mary's Hall. There was a deep sense of joy throughout, with many people using their gifts behind the scenes as well as up front.

**Christmas:** We had a range of events from traditional to informal in a variety of locations across the parish. It was good to welcome many guests at these.

**Eco Church:** Our Eco church team has increased our awareness of the importance of Caring for God's creation and each making a difference with small changes to our lifestyle. Sunday worship in June was devoted to this theme. St Anne's church achieved AROCHA Bronze award and St Elizabeth's is working towards this.

**Schools and Families Minister:** It was a joy to welcome Tom, Emma and Arlo Woods to our church family. Their daughter Marnie Belle was born on May 10th. Tom is already making many connections with primary schools and families in Earlham.

**Missional Community:** We thank God for Emily, Rebekah, Pippa and Jaz who served Christ, Crossroads and our wider community until July. To comply with regulations for a house with multiple occupancy the Diocese carried out significant work on the Vicarage and as a result it remained vacant for the rest of the year. We look forward to re-launching the Missional Community in 2024.

**Team Changes:** In July Revd. Julian Bryant was priested in Norwich Cathedral. Many church family members were present to support Julian and the family. Aidan Buckmaster ended his Ministerial Experience Year with us in July. His quiet unassuming manner made an impression on many at the Toddler Group, Cafe church, with young people and young adults. His baptism was a special occasion. Andy and Jo, Emelia and Bethany Woodman moved to Cambridge in July, having lived in Earlham for six years. As associate vicar for the previous 18 months Andy, with Jo, was instrumental in starting the young adults evening congregation with a more informal style. We trust God will continue to build on the foundations that have been established. In September we welcomed Revd Ben Rogers with his wife Kate and son Elliot (1 year old). Ben took on Andy's role as part-time chaplain at UEA and part-time with us at Crossroads initially completing his curacy before becoming Associate Vicar. Revd Carol Pritchard took a partial sabbatical from September in order to focus on her diocesan role as Bishop's advisor for self-supporting ministers. In December Carol was appointed as Priest in Charge of St Mary Magdalene's Silver Rd for a year leaving us shortly after the end of the year.

Our church family life and ministry is sustained by many people using their gifts to make Christ known. I thank God for each of you and the generous way you give of yourselves to serve Christ and his church.

Revd. Di Rowlandson

## **Other activities**

### **The 6pm Service at St Anne's**

The evening service has seen much change in 2023. We said goodbye to Andy Woodman in the summer along with Sue & Phil Parker and Theo & Abi Lynds. We also said farewell to Emily Saunders as she and the missional community cohort of 2022/23 moved out and into new seasons of life. Ben Rogers arrived in September 2023 and has sought to listen and discern the next steps for the service alongside Pippa Gregory, who has rejoined in the role of intern. It has been so encouraging to see all that God is doing through this new season of the life of the evening service, we are seeing new faces, deeper faith and fresh encounters with God's grace and mercy.

Revd. Ben Rogers

### **St Elizabeth's Sunday Service**

The all-age service at St Elizabeth's generally takes place on the 3rd Sunday of the month. It is the only Sunday service held at this church building. It is facilitated and supported by a great team of volunteers and led by Julian and Tom. The service is geared towards the community in its style and accessibility. The average attendance is around 30 people which numerically is our largest worship activity in this community. This compares well to attendance at similar C of E settings and to

attendance in St Elizabeth's history. There are higher numbers on special occasions where attendance can double or more. From the eyes of the community there is no regular perceived pattern for the services and so it is not easy to 'know when services are'. This makes communication about the services challenging relying as it does on social media and word of mouth. Likewise, if people are looking for a local church to attend regularly on a Sunday, then St Elizabeth's does not currently offer this. It would be helpful to consider when we can offer more services on a Sunday in due course and how we can offer a 'worshipping church' to the community.

Revd. Julian Bryant

### **Café Church at St Elizabeth's**

Café Church continued to run every Wednesday 10-10.45 at St Elizabeth's as a relaxed and informal service exploring the bible. Sessions are designed to allow folks to feel free to contribute and ask questions about the passages we study. Between 10 and 15 people attended. Among other topics, explored were learning from the lives of Peter and Jonah, and considered the 'manifesto' of Jesus. The way God's grace and love pours out for us extravagantly continued to be a strong theme. We find that no matter where you in your journey with Christ there is always more to learn!

Jennie Vitkovitch

### **Café Church at St Anne's**

This started on 4th October 2023 on a pilot basis for three months. It has provided a monthly opportunity for people from the church and the wider community to come together to meet others, chat over refreshments, engage in a reflection about Jesus and be involved in a prayer activity. It offers an opportunity to engage with people as a first step who may go on to become part of Crossroads. There is also an optional time afterwards to take part in a simple Holy Communion service. It is hosted by a team of wonderful volunteers and led by Julian. Attendance in the first three months varied between 13 and 17 people and approximately 22 people are 'regulars', most of whom are church members. Feedback from those who have attended has been very positive.

Revd. Julian Bryant

### **Coffee morning at St Mary's Church Hall**

Our Thursday coffee morning really grew over the past year. It has become a place where people can meet in a warm friendly environment to chat and share their news, either happy or sad; and there is always someone who you can talk to. We now average 20-25 attending each week. We open from 10am- 12pm and the kettle is always on for coffee and tea, biscuits and most weeks cake. A number of the ladies knit for a charity in Armenia. Each week we have a quiz, now organised by Drew, which is good fun and causes a lot of discussion. Maureen is still very much the leading light. There are a few gentlemen who join in, but we would always welcome more. These Thursday mornings have become an important part of the life of Earlham and we thank to everyone who has made this venture such a success.

Revd. Rosemary Houghton

### **Schools, Families, Children and Youth**

2023 was an exciting year in terms of Schools and Families work as well as Children and Youth Work, with lots to be thankful to God for. We regularly engaged with five schools within our parish, with a whole range of different provisions. All those schools have had multiple visits to our Church buildings, with the overriding emotion in them being joy, experiencing God so tangibly at work. I've also had the privilege of being able to go into all the different schools on a regular basis, again with a whole range of provisions being provided. These include regular mentoring of certain pupils, assemblies, RE lessons and more.

Our Church Family Life Group has started up and has provided a space and opportunity for our young families to enjoy food and fellowship as well as being actively able to support each other in practical and prayerful ways. Zumba has progressed and expanded thanks to excellent leadership of Sam. Finally, our wonderful kid's team has also continued to run our Sunday morning provisions for our young people, and our all-age services continue allow a host of families to worship in way they really enjoy.

Tom Woods

### **Toddler Group**

It has been a delight and a joy for me to have led this group and seen God's Spirit at work. It is a valuable place for play but also somewhere for people to explore Christian faith. The collaboration between Crossroads and King's became firmly established during the year and is a main reason why Toddler Group has flourished.

At the start of 2023 we received funding to provide hot food and a warm place during the winter, and good friendships were cemented during this period. Another development was a social evening for women called 'Come as we are'. This was an opportunity for relaxation, craft and sharing personal stories; the latter included a variety of subjects, one of which was about growth in faith. One Mum said to me that this 'Christian stuff' was rubbing off on her!

Watching the children grow and develop was a delight and their owning of 'the song' and the story-time was special. The song is now a regular item at King's for small children. By the end of 2023, several men started attending with their children. Outside agencies were coming in regularly to support families and funding has been awarded to create and establish a sensory group. This will be led by one of the Mums, supported by two others whose children have now left but who have stayed on as assistant leaders.

Revd. Carol Pritchard

### **Life groups**

Following Andy's departure, Julian has overseen life groups since July 2023. Life groups are flexible and diverse in their approach, frequency and what they offer. Life groups have increased in number from three to six in the latter half of 2023. Some life groups are more targeted and reach out to students, young adults, and the area around St Elizabeth's. Others are more general. We have an excellent team of enthusiastic and committed life group leaders who meet each term for training and mutual support and Julian seeks to meet with each life group leader each term. At a very rough estimate approximately 50 people attend life groups; and in addition to this, others attend Alpha and café churches for an opportunity to share, learn about Jesus and pray. Nevertheless, there is a need for perhaps two more life groups over the next year if we wish to engage more people in feeling part of Crossroads and in discipleship - especially those who are new to Crossroads.

Revd. Julian Bryant

### **Community Partnerships in Earlham Parish**

Crossroads continues to connect with and serve people across the whole Parish to extend the Kingdom of God. Many people serve in different ways. During 2023 we furthered relationships through monthly NR5 Family Partnership meetings on-line and in person with a wide range of agencies and organisations (e.g. local schools, police, GP surgery, Children's Services, Foodbank, City Council, community connectors, the Sainsbury Centre and other churches) supporting people within the parish, particularly in North and West Earlham. The meeting allows for the exchange of information about local issues, current activities, and opportunities to work together. Several people in Crossroads serve as governors or trustees at local schools and charities, e.g. the Henderson Trust and Earlham Community Shop. We provided venues for a range of community initiatives including Bold Moves, Action for Children's Play and Stay group, and Foodbank on Thursdays at St Elizabeth's

when representatives of other support agencies are present offering advice on housing, benefits, and debt issues. We have worked with the NR5 Community Hub led by Rainy Waller and staged a couple of events together at St Elizabeth's. We have continued to grow our links with the local Neighbourhood Policing Team.

Peter Gosling

### **EcoChurch Group**

The small EcoChurch group met regularly throughout the year. Sunday services devoted to the ecological themes in June, green tips put in the regular newsletters, and a dedicated noticeboard all helped raise awareness of the issue among the congregation. Insulation was installed as part of the minor building projects and ecological work carried out on the grounds at St Anne's. Gratifyingly, St Anne's church achieved Bronze A Rocha award and it is hoped that St Elizabeth's may soon achieve this as well.

John Greenaway

### **Grants**

The money received in 2022 from Norfolk Community Foundation to help support our community during the winter months was fully spent as required by the end of March 2023.

1. Warm Places: £5,432 was received to refurbish the back room at St Elizabeth's, offset energy costs, and to offer free refreshments on Wednesday and Thursday mornings. A small community has developed as a result, with folks seeking warmth, conversation, and food.
2. Hot Spot: £2,000 specifically to develop and support Toddler Group at St Mary's Hall. The grant enabled us to remove the charge for those attending, and to offer free weekly lunches in January - March 2023.

During 2023 we received two grants from Norwich City Council for building improvements. The works will be done in 2024.

1. £1000 towards the toilet refurbishment in St Mary's Hall
2. £939 for blinds on doors and windows at St Elizabeth's.

St Elizabeth's continues to be open on Wednesday and Thursday mornings as a Warm Space; we received a £1000 microgrant in December from Warm Welcome UK towards resourcing supplies for this in 2024.

PCC is particularly grateful to Norwich Consolidated Charities and the Norwich Freeman's Charity for grants of £50,000 and £20,000 respectively towards the Schools and Families Minister (S&FM) post. These grants underpin the employment of the S&FM for three years, and an appointment was made in March 2023.

Jennie Vitkovitch

## Financial Review

The PCC distinguished between its General funds which are used for the general activities, its Designated funds which it sets aside for specific purposes but which it can use for alternative purposes, and its Restricted funds which can only be used for the purpose the donor specified. The PCC's income was over £225,000, with underlying income steady around £75,000 (2022: £70,000).

There was a high level of Restricted income at £72k (2022 £28k) and the PCC is particularly grateful to Norwich Consolidated Charities and the Norwich Freeman's Charity for grants towards the Schools and Families Minister (S&FM) post. These grants underpin the employment of the S&FM for the three years, and the PCC opened an instant access interest-bearing account with CCLA to hold these grants until they are required. Hall hire generated £4,000 more than in 2022, and one-off gifts were comparable to 2022.

The PCC did not have a Gift Day in 2023 and focused on completing the initiatives promised for Gift Day 2022: the opening up of the St Anne's foyer, the refurbishment of the St Anne's church WC, and remodelling the Gent's WC at St Mary's Hall. As anticipated, there was a significant outflow of both Restricted and Designated funds.

The PCC was accredited as a Living Wage employer in mid-23.

The Parish Share request was paid in full, and the £6,418 spend on Mission was similar to 2022. Energy costs were slightly down on 2022.

VJC Limited carried out the significant electrical works at St Anne's in 2022 and 2023 for the new heating system and the foyer. An overpayment was shown as a £5,040 debt in the 2022 accounts. VJC went into liquidation in November 2023 and £5,040 is shown as a Bad Debt in the 2023 accounts. The PCC shows a modest surplus of £4.8k on its General funds in 2023 (2022: £700 loss).

In September 2023, the PCC signed a three-year agreement with the Diocesan Board of Finance to lease 75 Cadge Road as a base for the Missional Community. The PCC recognised the significant financial risk of this arrangement, and from September 2024 expects to raise more in rent income from the building than it spends on the lease.

Despite spending 2022 Gift Day income and other Funds on the refurbishments, the Balance Sheet was very healthy because of the grants for the S&FM post.

### Reserves policy

The PCC will aim to hold reserves equivalent to three months of general expenditure (including salaries). For this purpose, its Designated Funds are considered as part of the reserves. Also, for this purpose only, any Restricted Funds that directly fund staff expenditure (for example, staff costs funded by a specific Grant) are also included. The substantial grants towards the S&FM post cover that for at least two years, so that post is excluded from the reserves calculation.

At the end of 2023, Reserves (total General and Designated funds excluding S&FM money in Fund 48) represented four months of general expenditure.

### Related parties

Donations from related parties (PCC members and their partners) totalled £39,883 (2022 £42,693). Payments to PCC members and their families are detailed in Note 5a.

Nik Vitkovitch, Treasurer

# Earlham Parish Independent Examination 2023: Report

## Summary

This report presents an independent examination of the 2023 accounts for the Parish of Earlham. I have followed the Charity Commission checklist for Independent Examinations.

I find that the accounts have been rigorously prepared, on an accrual basis, and there are no issues that need to be addressed before issuing the Independent Examiner's Certificate.

## 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 which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not record the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Report) 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.

Signed:



Date:

2<sup>nd</sup> March 2024

Name: Richard Calton

**Earlham PCC**  
**Financial statements for the year to 31 December 2023**

**Statement of Financial Activities**  
**for the year ending 31 December 2023**

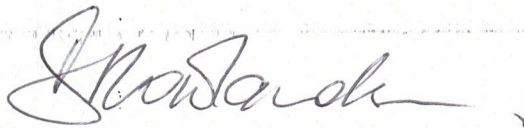
	Note	General funds	Designated funds	Restricted funds	Total 2023	Total 2022
<b>Incoming resources</b>						
Voluntary Income	2(a)	105,022.49	22,427.70	72,712.72	200,162.91	150,723.65
Activities for generating funds	2(b)	808.66			808.66	1,678.38
Income from investments	2(c)	438.29			438.29	
Income from church activities	2(d)	25,726.30		3.99	25,730.29	20,064.21
<b>Total incoming resources</b>		<b>131,995.74</b>	<b>22,427.70</b>	<b>72,716.71</b>	<b>227,140.15</b>	<b>172,466.24</b>
<b>Resources expended</b>						
Church activities	3(a)	37,974.85	558.38	2,666.47	41,199.70	43,622.33
Mission	3(b)	3,242.31	3,176.11		6,418.42	7,799.85
Costs of generating funds	3(c)	671.24		23.00	694.24	11,282.46
Utility, rates & insurance costs	3(d)	23,712.28		720.00	24,432.28	26,102.09
Staff costs	3(e), 5	8,129.33	14,579.81	17,089.71	39,798.85	12,979.90
Governance costs	3(f), 4	2,235.08			2,235.08	1,582.00
Other resources expended	3(g)	24,273.16	13,690.42	11,605.10	49,568.68	28,388.49
Depreciation	7	860.85	12,054.65		12,915.50	15,020.37
Bad debt write off	8(c)	5,060.00	10.00		5,070.00	
<b>Total resources expended</b>		<b>106,159.10</b>	<b>44,069.37</b>	<b>32,104.28</b>	<b>182,332.75</b>	<b>146,777.49</b>
<b>Net of incoming/outgoing resources</b>		<b>25,836.64</b>	<b>(21,641.67)</b>	<b>40,612.43</b>	<b>44,807.40</b>	<b>25,688.75</b>
<b>Reconciliation of funds</b>						
Total funds brought forward	10, 11	18,289.53	47,077.86	27,609.71	92,977.10	68,962.47
Transfers between funds	10,11	(21,005.03)	21,964.31	(959.28)		
Total funds carried forward	10,11	<b>23,121.14</b>	<b>47,400.50</b>	<b>67,262.86</b>	<b>137,784.50</b>	<b>92,977.10</b>
Net change		4,831.61	322.64	39,653.15	44,807.40	24,014.63

**Earlham PCC**  
**Financial statements for the year to 31 December 2023**

Balance sheet at 31 December

	Notes	2023	2022
<b>Fixed assets</b>			
Tangible	7	1,460.84	11,454.65
Investment	7	0.00	0.00
		1,460.84	11,454.65
 <b>Current assets</b>			
Investments	8	0.00	0.00
Debtors and prepayments	8	5,432.79	3,021.19
Cash at bank and in hand		135,532.94	80,481.31
		140,965.73	83,502.50
 <b>Liabilities</b>			
Creditors ; Short term	8, 9	4,276.07	1,709.05
Creditors : Fees	9	366.00	271.00
		4,642.07	1,980.05
 <b>Total net assets</b>		137,784.50	92,977.10
 <b>Funds</b>			
General	10	23,121.14	18,635.74
Designated	10	47,400.50	47,077.86
Endowment	10		0.00
Restricted	10	67,262.86	27,609.71
Adjustment (late invoice for Energy costs)			(346.21)
		137,784.50	92,977.10

Approved by the PCC on 12 March 2024 and signed on its behalf by Rev D Rowlandson



## **1. Accounting Policies**

### **Basis of preparation**

The PCC is a public benefit entity within the meaning of FRS102. The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 governing the individual accounts of PCCs, and with the Regulations' "true and fair view" provisions, together with FRS102 (2016) as the applicable accounting standards and the 2016 version of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP(FRS102)).

The financial statements have been prepared under the historical cost convention.

The PCC has no investment assets.

### **Incoming resources**

These are included in the Statement of Financial Activities (SOFA) when:

1. the PCC becomes legally entitled to the use of the resources;
2. and inflow of economic benefit is probable; and
3. the monetary value can be measured with sufficient reliability.

### **Grants and donations**

Grants and donations are included in the SOFA when any preconditions preventing their use by the PCC have been met. For collections and planned giving this is when the funds are received.

### **Gift Aid Tax claims, etc.,**

Gift Aid and other tax claims are included in the SOFA at the same time as the cash donations to which they relate.

### **Gifts in kind**

Gifts in kind are accepted only against a receipted invoice of the cost of their purchase or for the service provided and are accounted for at the time of gift, if feasible, or else at the amount actually realised from their disposal.

Gifts in kind for sale to fund the PCC are included in the accounts at their estimated fair value at the date of gift, if feasible – or else recognised when sold by the charity. *There were none in the financial years 2021 or 2022.*

### **Volunteer help**

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

### **Rental income**

Rental income from the letting of the Benefice's buildings and other assets is recognised when the rental is due.

## **Expenditure and Liabilities**

### **Liability recognition**

Liabilities are recognised as soon as there is a legal or constructive obligation and settlement is probable and quantifiable.

**Earlham PCC**  
**Financial statements for the year to 31 December 2023**

**Governance costs**

Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.

**Grants payable without performance conditions**

These are recognised in the accounts when a commitment has been made externally and there are no pre-conditions still to be met for entitlement to the grant which remain within the control of the PCC.

**Support costs**

The PCC does not allocate support costs across headings.

**Assets**

**Consecrated and benefice property**

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of “charity” by Section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

**Moveable church furnishings**

These are capitalised at cost and depreciated over their useful economic life where the cost exceeds £5,000 per item. Otherwise the item is not capitalised, but all items valued over £150 are included in the Church’s inventory in any case.

**Tangible fixed assets for use by charity**

These are capitalised if they can be used for more than one year, and cost at least £5,000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt.

Depreciation is calculated to write off the capitalized cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows:

- |                            |         |
|----------------------------|---------|
| • Land                     | Nil     |
| • Buildings*               | Nil     |
| • Fixtures & Fittings      | Nil     |
| • Computers, AV kit, Plant | 2 years |

\*No depreciation is provided on buildings as the currently estimated residual value of the properties is not less than their carrying value and the remaining useful life of these assets currently exceeds 50 years, so that any depreciation charges would be immaterial.

**Investments**

Investments quoted on a recognised stock exchange or whose value derives from them (CIFs, etc.) are valued at market value at the year end. Other investment assets are included at trustees’ best estimate of market value. *There were no investments in 2021 or 2022.*

**Earlham PCC**  
**Financial statements for the year to 31 December 2023**

**Funds**

**Unrestricted Funds**

These represent the remaining income funds of the PCC that are available for spending on the general purposes of the PCC, including amounts designated by the PCC for fixed assets for its own use or for spending on a future project and which are therefore not included in its 'free reserves' as disclosed in the trustees' report.

The PCC distinguished between its **General Funds**, where amounts have not been designated for fixed assets for its own use or for spending on a future project, and its remaining Unrestricted funds, which it terms **Designated funds**.

**Restricted Funds**

These are income funds that must be spent on restricted purposes and details of the funds held and restrictions provided are shown in the notes to the accounts.

**Endowment Funds**

These are restricted funds that must be retained as trust capital either permanently or subject to a discretionary power to spend capital as income, and where the use of any income or other benefit derived from the capital may be restricted or unrestricted. Full details of all their restrictions are shown in the notes to the accounts. *The PCC had no Endowment funds in 2023 or 2022.*

**Earlham PCC**  
**Financial statements for the year to 31 December 2023**

**2. INCOME AND ENDOWMENTS**

**2(a) Voluntary income**

	General funds	Designated funds	Restricted funds	Total 2023	Total 2022
<i>Donations not subject to GA</i>					
Donations	4,004.05			4,004.05	3,647.73
Stewardship (GA at source)	6,228.52	2,425.06	1,000.00	9,653.58	1,942.44
Other donations	307.00			307.00	595.77
	<u>10,539.57</u>	<u>2,425.06</u>	<u>1,000.00</u>	<u>13,964.63</u>	<u>6,185.94</u>
<i>Tax efficient giving</i>					
Collections and sundry donations	4,113.15	121.80		4,234.95	3,761.03
Tax Efficient Giving - SOs etc	40,430.42	1,220.00		41,650.42	34,811.60
Tax Efficient Giving - envelopes	150.00			150.00	200.00
GA Donations one off	2,543.35	753.37	103.69	3,400.41	8,568.79
Cash (not Sunday collections)	243.33	361.09		604.42	413.32
Card donations	3,249.81	28.64		3,278.45	2,599.33
	<u>50,730.06</u>	<u>2,484.90</u>	<u>103.69</u>	<u>53,318.65</u>	<u>50,354.07</u>
Tax Reclaimed	13,045.57	6,798.10	170.03	20,013.70	16,091.46
<i>Grants Received</i>					
MES Scheme			500.00	500.00	3,098.99
NDBF Sharing Good News		600.00		600.00	
Norfolk Community Foundation					10,732.00
Norwich Freeman's Charity			20,000.00	20,000.00	
Norwich Consolidated Charities			50,000.00	50,000.00	
NDBF Mission Community					10,000.00
NDBF Energy grants		6,750.00		6,750.00	
Warm Welcome		1,000.00		1,000.00	
Norwich City Council			1,000.00	1,000.00	
UK Shared Prosperity / Norfolk CC			939.00	939.00	
Anne French St Anne's WC					3,511.00
Norwich Spear Trust					457.12
		<u>9,350.00</u>	<u>71,439.00</u>	<u>80,789.00</u>	<u>27,799.11</u>
<i>Gifts</i>					
Gifts in kind	5,314.23	17.48		5,331.71	
Rev Woodman leaving in mem Elizabeth Gooda	459.58			459.58	3,737.73
Gift Day					17,649.24
Gifts where donor wishes to remain anonymous	24,933.48	1,352.16		26,285.64	28,906.10
	<u>30,707.29</u>	<u>1,369.64</u>		<u>32,076.93</u>	<u>50,293.07</u>
	<u>105,022.49</u>	<u>22,427.70</u>	<u>72,712.72</u>	<u>200,162.91</u>	<u>150,723.65</u>
<b>2(b) Activities for generating funds</b>					
Fees due to PCC	575.00			575.00	1,314.00
Tombolas					155.55
Recycling bins	233.66			233.66	208.83
	<u>808.66</u>			<u>808.66</u>	<u>1,678.38</u>
<b>2(c) Income from investments</b>					
	438.29			438.29	
<b>2(d) Income from church activities</b>					
Hall hire (all objects related)	19,307.30			19,307.30	15,572.50
Sale of goods			3.99	3.99	
Mission House income	4,550.00			4,550.00	3,446.00
Mission house contributions to utilities	1,839.00			1,839.00	981.70
Hospitality income (eg Passover meal)					64.01
Other income	30.00			30.00	
	<u>25,726.30</u>		<u>3.99</u>	<u>25,730.29</u>	<u>20,064.21</u>
<b>Total income</b>	<u><b>131,995.74</b></u>	<u><b>22,427.70</b></u>	<u><b>72,716.71</b></u>	<u><b>227,140.15</b></u>	<u><b>172,466.24</b></u>

**Earlham PCC**  
**Financial statements for the year to 31 December 2023**

**3 EXPENDITURE**

**3(a) Church activities**

	General funds	Designated funds	Restricted funds	Total 2023	Total 2022
Costs to provide services	2,829.91		654.62	3,484.53	3,651.75
Hospitality	1,651.30	11.60	601.73	2,264.63	2,360.19
Clergy expenses	3,460.00			3,460.00	3,420.00
Children and Youth	199.16	36.98	887.10	1,123.24	(12,979.90)
Goods for distribution (NCF)	302.12	66.48	513.27	881.87	3,171.73
Zumba licence and training	(0.00)	436.34		436.34	807.20
Parish Share	26,235.00			26,235.00	25,226.00
Training and admin	3,297.36	6.98	9.75	3,314.09	4,164.03
	<u>37,974.85</u>	<u>558.38</u>	<u>2,666.47</u>	<u>41,199.70</u>	<u>43,622.33</u>

**3(b) Mission**

Direct relief of poverty		135.00		135.00	355.00
Alpha	193.12			193.12	682.14
Mission	3,049.19	3,041.11		6,090.30	
Mission & Evangelism	3,242.31	3,176.11		6,418.42	5,597.47
Gift Day tithe					2,202.38
	<u>3,242.31</u>	<u>3,176.11</u>		<u>6,418.42</u>	<u>7,799.85</u>

**3(c) Costs of generating funds**

PR materials	596.94			596.94	1,459.05
Signage	74.30		23.00	97.30	9,823.41
	<u>671.24</u>		<u>23.00</u>	<u>694.24</u>	<u>11,282.46</u>

**3(d) Utility, rates and insurance costs**

Water Rates	1,015.46			1,015.46	482.60
Premises Insurance	5,919.10			5,919.10	4,755.15
Electricity	11,803.91			11,803.91	12,584.10
Gas	2,845.26		720.00	3,565.26	4,975.37
Internet	2,128.55			2,128.55	2,088.23
	<u>23,712.28</u>		<u>720.00</u>	<u>24,432.28</u>	<u>26,102.09</u>

**3(e) Staff costs**

Cleaning					5,098.24
Gross Wages	6,782.12	11,643.88	13,974.34	32,400.34	4,874.03
Volunteer expenses		2,595.42	2,175.00	4,770.42	2,250.00
Employers NI	0.00			0.00	0.00
Employers Pensions	339.26	340.51	940.37	1,620.14	307.07
Recruitment Expenses	249.63			249.63	155.00
HR and similar costs	758.32			758.32	295.56
	<u>8,129.33</u>	<u>14,579.81</u>	<u>17,089.71</u>	<u>39,798.85</u>	<u>12,979.90</u>

**3(f) Governance costs**

Audit Fees	250.00			250.00	250.00
PCC Governance Costs	210.48			210.48	
Accountancy Fees	633.60			633.60	498.00
Professional Fees	335.00			335.00	
DBS checking costs	146.00			146.00	180.00
HR Consultancy fees	660.00			660.00	654.00
	<u>2,235.08</u>			<u>2,235.08</u>	<u>1,582.00</u>

**3(g) Other resources expended**

New St Anne's heating	(104.01)		542.44	438.43	17,025.17
St Anne's foyer	5,637.15	8,403.47		14,040.62	
Eco church	143.75			143.75	
Other premises costs	12,621.41	3,459.89	1,586.17	17,667.47	8,448.76
Rent	1,400.00		1,400.00	2,800.00	
Council tax	1,271.12			1,271.12	1,216.64
Mission House refurb contribution			7,000.00	7,000.00	
Mission House costs	2,671.12		8,400.00	11,071.12	
Small asset purchases	2,111.85	1,180.67	1,076.49	4,369.01	2,605.84
Licences and other sundries	1,191.89	646.39		1,838.28	308.72
	<u>24,273.16</u>	<u>13,690.42</u>	<u>11,605.10</u>	<u>49,568.68</u>	<u>28,388.49</u>
Depreciation	860.85	12,054.65		12,915.50	15,020.37
Bad Debt Write Off	5,060.00	10.00		5,070.00	
<b>Total resources expended</b>	<u><b>106,159.10</b></u>	<u><b>44,069.37</b></u>	<u><b>32,104.28</b></u>	<u><b>182,332.75</b></u>	<u><b>146,777.49</b></u>

**Earlham PCC**  
**Financial statements for the year to 31 December 2023**

**4. ANALYSIS OF SUPPORT COSTS INCLUDING ALLOCATION OF SUPPORT COSTS**

Support costs are not allocated.

The PCC paid a gratuity of £250 (2021 £250) to the PCC's examiner for the examination of the 2022 financial statements.

The PCC's Treasurer used SAGE as the accounting software, a subscription service costing £633.60 (2022 £498).

**5. STAFF COSTS**

	2023	2022
Wages and salaries	32,400.34	1,602.14
Number of employees at year end	2	2

During the year, the PCC appointed Mr Tom Woods as Schools and Families Minister. Tom is a PCC member (see 5(a) below)

The PCC is an accredited Living Wage Employer. The PCC used this as the cost of living index for all its employees, awarding a cost of living increase in November.

**5(a) RELATED PARTIES**

The PCC employed PCC member Ms E Saunders in two part-time roles from 1 January until 8 June: Mission House Lead and Community Worker.

	2023	2022
Ms Saunders		
Wages	4,574.34	4,874.03
Pension contributions	231.15	243.69
Employer's NI	0.00	0.00
	4,805.49	5,117.72

During the year, the PCC employed PCC member Mr T Woods as Schools and Families Minister.

	2023	2022
Mr Woods		
Wages	23,461.02	0.00
Pension contributions	1,182.03	0.00
Employer's NI	0.00	0.00
	24,643.05	0.00

During the year, three young people volunteered as Ministry Assistants aligned to the Church of England's Ministry Experience Scheme, and each received £75 per week towards their out-of-pocket expenses. In line with the PCC's Living Wage Accreditation, this weekly amount rose to £82.57 from November 2023. One of these people, Ms R Wakefield, was seconded to the PCC from September 2022 until July 2023.

PCC members were reimbursed upon the production of receipts for goods bought on behalf of the PCC.

Clergy (ex-officio members of the PCC) were paid monthly expenses.

Donations from related parties (PCC members and their partners) totalled £39,883 (2022 £42,693).

**6. ANALYSIS OF TRANSFERS BETWEEN FUNDS**

The PCC transferred funds from its General Funds to Designated funds. The PCC made the decision to close several inactive funds. As in 2022, money was transferred from the Warm Welcome and HotSpot restricted funds to offset the energy costs involved in offering warm spaces for allcomers.

<b>Transfer from General Funds</b>	<b>To Fund</b>	<b>2023</b>	<b>2022</b>
set aside for year 1 of a Schools and Families Worker	48 (Designated)	(27,000.00)	(7,000.00)
establish the work of the Missional Community	43 (Designated)		(4,000.00)
Ministry Experience Worker	52 (Designated)	(3,500.00)	
safeguard anonymous donations	54 (Designated)	(4,000.00)	

Transfers were made into General Funds to pay for work on St Anne's and from the Suspense fund, where money was held pending PCC decisions. See Note 11 for more information.

**Earlham PCC**  
**Financial statements for the year to 31 December 2023**

**7. FIXED ASSETS**

The PCC's fixed assets (its Halls and Church Buildings) are held in trust by the Norwich Diocese Board of Finance and do not form part of these accounts.

The PCC invested in a new AV system for St Anne's in 2021 and 2022, resourced from fund 27 "New St Anne's 6 o'clock service". In 2023 the PCC purchased an electric lawn mower and PC for St Elizabeth's.

	2021	2022	2023	Total
Asset purchase	7,131.42	22,909.31	2,921.69	32,962.42
Depreciation	(3,565.71)	(15,020.37)	(12,915.50)	(31,501.58)

**8. CURRENT ASSETS**

8a. Investments

The PCC has no investments.

In 2023 the PCC opened an instant access interest-bearing account with CCLA to hold its reserves.

8b. Debtors

	2023	2022
33 Norwich Scouts (prepayment)	(1,500.00)	
Hall hirers	2,205.00	1,500.00
Tax recoverable	2,850.35	567.87
Funeral directors	661.00	402.00
Stewardship	277.44	465.38
Norfolk County Council	939.00	
Other sundry debtors	85.94	85.94
	5,432.79	3,021.19

8c. Bad Debt write off

VJC Electrical Ltd carried out the rewiring and electrical heating installation at St Anne's during 2022. An invoicing error resulted in an overpayment of £5040 which was accepted by the company and shown as a Negative Creditor in the PCC's 2022 accounts. In 2023, VJC Electrical Ltd carried out the electrical works for the St Anne's foyer conversion. This was never billed, and the company went into liquidation in November 2023.

The two other bad debt write offs (£10 and £20) corrected GA Claims made for regular donor gifts that were not received.

**Earlham PCC**  
**Financial statements for the year to 31 December 2023**

**9. LIABILITIES**

	2023	2022
Amounts falling due in one year		
Ecclesiastical Insurance	4,330.92	2,105.62
TotalEnergies Gas & Power	(4,301.43)	1,418.52
Scottish Power	(2,534.48)	1,381.15
Norwich Diocesan Board of Finance		584.00
Bulb Energy/Octopus	(1,082.53)	360.23
Amazon		357.38
Anstey		270.00
Wave	805.82	105.48
Others < £200	137.47	166.67
VJC		(5,040.00)
Rous	342.02	
Windows24	4,700.00	
HMRC payroll taxation	<u>1,878.28</u>	
	<u>4,276.07</u>	<u>1,709.05</u>

At year end, Fees of £366 had been received for a funeral to take place in January.

**10. FUNDS**

The PCC maintains a number of funds for specific purposes. The Restricted funds (see notes 1 and 11) can only be used for the purpose specified by the Donor. The PCC may use its Designated and General funds for any purpose consistent with its objects.

The PCC has no endowment funds.

**11. SUMMARY OF FUND MOVEMENTS**

		<b>Fund balances</b>				
<b>Fund</b>		<b>b/f</b>	<b>Incoming</b>	<b>Outgoing</b>	<b>Transfers</b>	<b>Fund total</b>
<b>1</b>	<b>1 General funds</b>	<b>18,289.53</b>	<b>131,995.74</b>	<b>106,159.10</b>	<b>(21,005.03)</b>	<b>23,121.14</b>
4	Organ St Anne	1,234.00				1,234.00
5	Community Cafe St Elizabeth	250.00				250.00
13	Hall St Mary	-	1,000.00	1,449.48	449.48	-
16	Community Meal Grant	592.65				592.65
18	Mission	4,432.79		1,800.00		2,632.79
22	Give and Take (U)	219.45				219.45
24	ThoseInNeed - Vicar's discretion	625.00		135.00		490.00
27	New St Anne's 6 o'clock service	12,753.98		13,118.77	364.79	-
28	Adopt a Space	78.71		6.98		71.73
29	Congregation funding	66.48		66.48		-
30	SF & Intern 2022	1,725.00		2,100.00	375.00	-
31	Zumba	645.70		436.34		209.36
32	SEC Children & Young People	8.28		35.59	250.00	222.69
33	St Elizabeth's ministry	877.10	2,164.59	487.32	(1,890.78)	663.59
34	Fabric St Anne	4,336.03	806.28	659.57	(4,470.99)	11.75
36	2022 Gift Day	10,247.49	188.76	9,467.17	(969.08)	-
37	Church's toddler group SMH	337.15	16.24	12.99	268.73	609.13
39	Summer Food Project	-				-
40	Stipend fund	409.58	1,514.99	900.99	(1,023.58)	-
41	SUSPENSE	-	7,219.09	741.11	(6,477.98)	-
42	NEET work	457.12				457.12
43	Missional community	781.35	44.36	1,220.55	394.84	-
48	Schools & Families Minister (U)	7,000.00		9,908.34	27,000.00	24,091.66
52	MinExp Tom Support	-	3,180.00	495.42	3,560.00	6,244.58
53	Woodman ministry gift	-	366.12	500.00	133.88	-
54	Gifts from legacies received by donors	-	6,000.00	600.00	4,000.00	9,400.00
	<b>Total designated</b>	<b>47,077.86</b>	<b>22,500.43</b>	<b>44,142.10</b>	<b>21,964.31</b>	<b>47,400.50</b>
<b>Restricted</b>						
2	Hall St Anne	1,399.40		586.51		812.89
7	Children & Youth St Elizabeth	-				-
12	Fabric St Mary	1,186.00				1,186.00
35	Ministry Experience Scheme	1,173.56	500.00	2,184.75	511.19	-
38	2022 Gift Day Restricted	853.00		7.99	(845.01)	-
44	NCF Warm Welcome (R)	2,267.97	4.99	2,276.73	3.77	-
45	Missional Community	8,783.36		8,400.00	(383.36)	-
46	Schools & Families Minister (R)	10,000.00	70,000.00	15,569.33		64,430.67
47	Children's work resources	277.60				277.60
49	NCF Hotspot Toddlers (R)	1,240.55	272.72	1,267.40	(245.87)	-
50	NCF Winter Household Support	428.27		428.27		-
51	Sharing good news	-				-
55	Micro Warm Welcome	-	1,000.00	85.00		915.00
56	UK Shared Prosperity	-	939.00	916.50		22.50
57	Norfolk CC Community Offer	-		381.80		(381.80)
	<b>Total restricted</b>	<b>27,609.71</b>	<b>72,716.71</b>	<b>32,104.28</b>	<b>(959.28)</b>	<b>67,262.86</b>
	<b>Total</b>	<b>92,977.10</b>	<b>227,212.88</b>	<b>182,405.48</b>	<b>-</b>	<b>137,784.50</b>
	Prior year adjustment					
	<b>Current fund total</b>	<b>92,977.10</b>	<b>227,212.88</b>	<b>182,405.48</b>	<b>-</b>	<b>137,784.50</b>
	<b>By fund type</b>	<b>General</b>	<b>Designated</b>	<b>Restricted</b>	<b>Total</b>	
	Incoming	131,995.74	22,427.70	72,716.71	227,140.15	
	Outgoing	106,159.10	44,069.37	32,104.28	182,332.75	
	Surplus / (Loss)	25,836.64	(21,641.67)	40,612.43	44,807.40	
	Resources brought forward 1 Jan 23	18,289.53	47,077.86	27,609.71	92,977.10	
	Transfers between funds	(21,005.03)	21,964.31	(959.28)	0.00	
	Resources at 31 Dec	23,121.14	47,400.50	67,262.86	137,784.50	
	<b>Gain on year to date</b>	<b>4,831.61</b>	<b>322.64</b>	<b>39,653.15</b>	<b>44,807.40</b>	