

REGISTERED CHARITY NUMBER: 1129065

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 DECEMBER 2022
FOR**

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

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for the Year Ended 31 December 2022**

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**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

The Trustees present their report with the financial statements of the charity for the year ended 31 December 2022. The Trustees have adopted the provisions of *Accounting and Reporting by Charities: Statement of Recommended Practice* applicable to charities preparing their accounts in accordance with the Financial Reporting Standard, applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

The PCC is committed to enabling all people to worship at the church and to become part of the parish community at All Saints'. The PCC maintains an overview of worship throughout the parish and makes suggestions on how services can involve the many diverse groups that live within the parish. The services and worship express and nurture faith through prayer, scripture, music and sacramental worship – a place for our whole community to encounter God. That faith is put into practice through missional, pastoral, evangelistic, social and ecumenical engagement, with the parish, town and wider world.

When planning activities for the year, the Rector, PCC, Shared Leadership Team and Ministry Team consider the Charity Commission guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. In particular, emphasis is given to enable ordinary people to live out their faith as part of our parish community through:

- Worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus;
- Providing pastoral care for all people living in the parish;
- Missionary and outreach work;
- Making the church available for greater community use within Christian and secular groups; and,
- Encouraging greater fellowship, cooperation and understanding within the local community.

To facilitate this work, it is important that the fabric of the Church of All Saints' is maintained to the highest possible standard commensurate with the resources that are provided for this task. In the past this task has fallen to rich benefactors and the congregation; however, for the future, as a Grade I listed Building at the heart of the town, with a history dating back to the 11th century, it is appropriate that the wider community within High Wycombe is aware of the historical and architectural importance of the building. In support of this objective, extended hospitality, together with improved access and availability has been achieved, to enable the local community to share in the use and contribute towards the upkeep of the building.

Fund-raising activities this year have ranged from humanitarian aid for those affected by the war in Ukraine, to supporting the ongoing work and maintenance of the Church. Planning has also continued on the major projects, which will require significant additional fundraising activity. These projects will safeguard the heritage, but also improve the functionality and amenities within the building, thereby increasing its use and appeal for the wider community.

Although the impact of Coronavirus has continued to affect activities and the cost of living pressures are squeezing finances, we have seen a continued recovery during 2022. This is centred on communal gathering and worship. Inclusiveness, a warm welcome and encouragement are at the heart of our community engagement and support, with services, hospitality, concerts and a variety of activities thriving again.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

ACHIEVEMENT AND PERFORMANCE

All Saints - Review of the Year 2022

Spring & Covid recovery

The early part of 2022 saw the establishment of a “new normal” following Covid pandemic Plan B measures at the end of 2021. A small number remained on zoom for Sunday worship before we fully returned to onsite worship at Easter with the continuation of a live stream via Facebook. Other social activities were gradually restarted and it was great to meet in person for our Lent book club. The chalice was reintroduced from Maundy Thursday.

Easter

After a lively Palm Sunday morning service with outside procession, we entered the solemnity of Holy week with a liturgical performance of Gabriel Faure’s requiem in support of the people of Ukraine. The sorrow of the Overnight watch and Three Hours Devotion on Good Friday was followed by the joy of Easter morning with the First Mass of Easter dawn service, then a Festival Eucharist with Holy Baptism, Admission to Communion and the rousing Hallelujah chorus sung by our choir.

May & June

May and June saw Platinum Jubilee celebrations up and down the country. At All Saints we were pleased to host Her Majesty’s Lord Lieutenant of Buckinghamshire, Countess Howe, for a Service of Thanksgiving on Sunday 29 May. This was a great opportunity to celebrate with the civic community and showcase local art with a fantastic exhibition of work by Women’s Cultural arena, schools, local artists, and congregation members.

At the start of June, we said a big thank you and farewell to Liam Cartwright, our Director of Music as he left All Saints after 10 years to be ordained deacon and begin a curacy in the Cowley Team Ministry. The following week we were delighted to hold the postponed 2021 Christmas Sparkle fundraising event. Although we didn’t have 30 Christmas trees in the building, we did still manage plenty of twinkling lights.

July & August

On 9 July, we held the first All Saints community day and offered visitors the chance to find out more about what we offer throughout the week. There were activities for families, art and crafts, a hymn jukebox from the choir and heritage tours and of course hospitality.

This was also a great opportunity to celebrate the life of All Saints as we said goodbye to our Vicar & Team Rector Revd Hugh Ellis on 10 July, ahead of his official retirement at the end of September. It was lovely to be able to gather across the weekend to express our appreciation and gratitude for Hugh’s ministry and to say a fond farewell to him, his wife Jenny and their family.

During the school holiday, Robyn our Children and Families minister and members of our congregation supported Wycombe Lighthouse, a non-residential holiday club for children run by local churches.

Saturday 20 August was another busy day in All Saints as we undertook the Summer big clean and tackled high level cobwebs, sweeping, dusting, wax removal and cleaning under the grates, to name just a few of the tasks. Although hard work, it was enjoyable to spend time with fellow volunteers and enjoy a rewarding lunch together.

On the same day, we had a stall for Wycombe Pride, handing out rainbow cupcakes and a reassuring message that all are welcome at All Saints. We plan to become more involved in this event in the future.

September & October

Following the sad death of Her Majesty Queen Elizabeth II on 8 September, All Saints was open daily for our local community to light candles, sign the book of condolence or just simply sit quietly. Approximately 1000 people visited the church during the week following the late Queen’s death and we are extremely grateful to the staff and volunteer team who enabled us to open for extended hours. We also hosted a civic memorial service on 18 September welcoming leaders from different faith communities in the town.

**THE PAROCHIAL CHURCH COUNCIL OF THE
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ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

ACHIEVEMENT AND PERFORMANCE

All Saints – Review of the year 2022 – continued

In October we celebrated Harvest with a glorious floral display and food donations to support the work of both One Can trust and Wycombe Food Hub. We also saw the return of the All Saints quiz organised by the PCC and enjoyed an evening of fun with questions for all while raising vital funds for the church. The month ended with our patronal festival and a special Choral Evensong with Bishop Alan to celebrate the 10th anniversary of the installation of the new church bells and All Saints Gift Day – thank you to everyone who responded so generously.

November & December

We were honoured to host the civic service of Remembrance on 13 November and the Rennie Grove Light up a life service towards the end of the month.

This year at the Christmas Lights switch on, we had a trail in the church where visitors could learn about and build their own Christingle. The contrast of the buzz in the church with the awe on the faces of those who had their Christingle individually lit and blessed was fantastic.

December is always a very busy month at All Saints with multiple school carol services, the mayor's festival of carols and our own services. It is also the time of year for major fundraising events such as the Christmas Craft Fayre, Tree festival and Sparkle which were all incredibly well supported. Thank you to everyone who gives their time and energy to make these such a success.

2023

The formal process to appoint a new Team Rector is underway and the churchwardens are working with the Wycombe team and deanery, Bishop Alan and the PCC to discern the way forward before the position is advertised.

It is vital that All Saints continues to move forward during the vacancy, and various opportunities for gathering, learning and activities have been planned for Lent including a series of congregational lunches. Development of our music programme is also underway and background work on the Sound, Light & Space project continues.

We are extremely grateful to everyone who has enabled services and activities at All Saints to continue as normal following the departure of both our Rector and Director of Music in 2022.

We are incredibly blessed to have such a faithful ministry staff and leadership team along with an inspirational and talent acting director of music and assistant Organist and thank them all for their dedication and enthusiasm.

Finally, an enormous thank you to all the volunteers who enable our whole community to encounter God and ensure All Saints continues to offer an inviting, inclusive welcome in the heart of High Wycombe.

Lis Burns
Churchwarden & PCC Vice-Chair

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

FINANCIAL REVIEW

Results for the Year

The results for the year and financial position of the Parish are as shown in the annexed financial statements.

Summary

Total income for the year was £245,782 with total expenditure amounting to £240,829 – Giving a headline surplus of £4,953. Although planned giving has fallen and additional expenditure on Church maintenance was budgeted, there were also savings from staff vacancies and utilities. There were net revaluation gains, making an accounts surplus of £29,660. Focussing on normal budgeted items, (excluding £11,198 of 1-off grants and legacies), regular income was £234,584 against a budget of £233,565. Although the impact of COVID-19 continued, particularly in the first third of the year, collections and event income recovered later on. Planned giving was more affected than had been expected, due to the cost of living pressures. However, there were several very generous responses from the congregation to our Parish Gift Day appeal. It was also good to see the community response to our fundraising for Ukraine aid and our main Christmas fundraisers: the Craft Fayre and the Tree Festival.

As planned, expenditure was higher on fabric projects, but utilities and mission spend were below budget. Together with lower staff costs, this reduced total expenditure to £240,829, restricting the budget item deficit to £6,245.

Following the previous year's property sale, a replacement property was purchased, completing in December.

The start of 2023 is seeing an increase in planned activities, as well as maintenance. The financial situation will continue to bring challenges, particularly for increasing planned giving, but we hope that greater community engagement, together with a new Rector (and rental income) will make for a positive year.

Funds

Income and expenditure for nominated activities such as the Café, Organ, Children & Families, Community Meals, Church Fabric etc. are allocated to their own individual funds. This allows for direct payments or transfers to be made from the general fund to the designated fund in accordance with the budget approved by the PCC. During 2022 the main transfers were from general funds: £3,000 to cover the cost of Organ Maintenance and £7,540 to the Mission and Ministry fund, for anticipated future spend. In overall value, all funds are in credit.

The future costs of the Sound, Light & Space project (including the South Porch restoration, audio/visual and organ restoration works) will significantly exceed the current fund holdings, so fundraising and grants will be required.

Money Received from Government

Normally, the only monies received from Government sources are the Gift Aid refunds from HMRC, made on donations received from UK taxpayers and the Gift Aid Small Donations Scheme. In 2022 these amounted to £34,388. (In 2020 and 2021, some staff salaries were partly supported by Government Coronavirus Job Retention Scheme grants).

Reserves policy

The PCC holds reserves in a number of funds, most of which are designated as per the name of the fund, pending the expected expenditure as outlined in the paragraphs above. The CBF General Deposit, Lloyds and CAF Bank accounts hold the working reserve for the charity - ideally to cover 3 months' salaries and fees. However, in previous years, it has always been difficult to maintain a consistent level of reserve. As of 31 December 2022, the charity has only achieved this target through the balance of the property sale. This will mainly be used for urgent works and the Sound, Light & Space project. The General Deposit and CAF Bank higher interest accounts are used to hold restricted and designated funds, but the interest rates still remain relatively low. Given the continued uncertainty of the financial sector, a conservative approach to investment has been taken. Although low risk, the gains continue to be very modest.

Value of the Church

It is impossible to give an accurate figure for the value of the Church and its contents, in terms of the Statement of Recommended Practice. The Church is a Grade I Listed Building of great beauty. The contents are accurately recorded in the Terrier and Inventory, last presented at the Annual Meeting of Parishioner on 8th May 2022. A valuation for insurance purposed was completed by the Ecclesiastical in March 2022.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

FINANCIAL REVIEW – continued

Legacies Policy

The PCC, through the Finance and Stewardship Group, periodically remind members of the congregation as to the benefits of leaving a legacy to the Church in their wills. The policy towards expenditure is that any unrestricted money received should be earmarked to capital projects where recognition of the donor can be made rather than just deemed to be an additional source of revenue. Unrestricted legacies and memorial donations, of which there were two in 2022, are placed in the Legacies Fund until the PCC designates where such monies are to be allocated or spent. Restricted legacies, of which there were none in 2022, are allocated in accordance with the terms of the donation, or agreement with the family.

EVENTS SINCE THE END OF THE YEAR

Following the sale of the former minister's house, the new property has been rented out.

The urgent need to repair and replace some of the tower steps has turned out to be a much larger project than originally expected. However, the "Stairway to Heaven?" appeal has had a very generous response, with much of the funding already raised. Other work on the tower and the toilet block was committed and started in 2022, but not completed until 2023.

We continue to be grateful for all of the volunteers and staff who have enabled the services and so many other activities to continue during the vacancy, as we look forward to the appointment of our new Team Rector. Prayer, preparation and patience are required, as this process progresses.

Whilst we focus on the most pressing maintenance needs, preparation also continues for the Sound, Light & Space project, which will need significant fundraising.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Background

The Parish of High Wycombe All Saints' is the Parish Church of the High Wycombe Team Ministry. The Parochial Church Council (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council (Powers) Measure 1956. The PCC co-operates with the Rector in promoting the whole Mission and Vision of the Church: pastoral, evangelistic, social and ecumenical.

Governing Document

The PCC registered as a charity with the Charity Commission with effect from 8th April 2009. The PCC is governed under the PCC Powers Measure (1956), as amended and the Church Representation Rules.

PCC Organisational Structure

Membership

Members of the PCC are either ex officio or elected at the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules. The day-to-day management of the PCC is delegated to the Rector and Church Wardens.

All Saints' High Wycombe is also part of the High Wycombe Team Ministry, a town-wide benefice of six parishes over which the Reverend Hugh Ellis was Team Rector. There are individual parish PCCs and a separate Team Benefice Council.

The PCC is also the Managing Trustee of a charity known as "the Oakley Memorial Church Lads Brigade Drill Hall in the Borough of High Wycombe in the County of Buckingham comprised in a conveyance dated 24th December 1906" ("the Oakley Hall Trust") under which the premises comprised in that conveyance (now represented by the premises comprised in a lease dated 6th November 1975) were to be held as a church hall, mission room, parish room, classroom, meeting room or lecture room etc., with power to let etc. The accounts of the Oakley Hall Trust are not consolidated in these accounts.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
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**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT
PCC Organisational Structure – continued

During the year the following served as Trustees and members of the PCC:

Clergy:

Rector:	Reverend Hugh Ellis *#	(to September 2022)
Associate Priest:	Reverend Jackie Lock *#	
Curate:	Reverend Gareth Morley *#	

Licensed Lay Ministers:	Miss Maureen Lampard #	(Not Trustee)
	Mr Derek Lancaster *#	

Children & Families Minister: (Formally Roger Vere Youth Worker)	Mrs Robyn Connelly *#	
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Church Wardens:	Mrs Elisabeth Burns *	
	Mrs Jennifer Cartledge *	

Honorary Deputy Church Warden:	Mr Edgar Samuel *	
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Deanery Synod Members:	Mr Nick Cousins	(to June 2022)
	Mr Barry Titchen	(to 2023)
	Mr David Knights	(to 2023)
	Mr Raymond Levy	(to 2023)

PCC Members:	Mrs Estelle Williams	(to February 2022)
	Mrs Lynda Moorcroft *	(to 2025)
	Miss Lauren Harvey	(to 2024)
	Mr Philip Hynard	(to 2024)
	Mrs Megan Vockins *	(to May 2022)
	Miss Elizabeth Martin	(to 2024)
	Mrs Michelle Neudecker	(to May 2022)
	Mr John Lord	(to 2024)
	Mrs Sheila Doig	(to 2024)
	Mr Edgar Samuel	(to 2024)
	Mrs Dawn Segrue *	(to 2024)
	Mr M Johnson	(From May 2022)
	Mrs B Bowman	(From May 2022)
	Mrs J Johnson	Co-opted May 2022

Honorary Treasurer:	Mr John Lord *	
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PCC Secretary:	Mr Philip Hynard *	
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Director of Music:	Mr Liam Cartwright	(to June 2022. Not Trustee)
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Electoral Roll Officer:	Mr Errol Baker	(Not Trustee)
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Parish Administrator:	Miss Elizabeth Martin	
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* Denotes membership of the PCC Standing Committee / Shared Leadership Team

Denotes membership of the Ministry Team

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT
PCC Organisational Structure - continued

Other Officers (not Trustees, unless otherwise stated)

Activities and Hospitality:	Mr Stephen Linger
Arts and Spirituality:	Miss Elizabeth Martin (Trustee)
Safeguarding Officer:	Mrs Jo Norman

Management Organisation

The PCC operates through a number of delegated groups, headed by members of the Shared Leadership Team (SLT):

Shared Leadership Team & Standing Committee:	Key members of the PCC (as indicated by *) responsible for formulating strategic parish policy and co-ordinating management.
Ministry Team:	Clergy, Licensed Lay Ministers and the Children & Families Minister (as indicated by #) responsible for all staff, Ministry and pastoral matters.
Children & Families:	Responsible for the organising of activities and the pastoral care of children, young people and families. Also for All Age Worship, preparation for Communion, Confirmation and work with schools.
Mission & Evangelism:	Responsible for the missional use of the building(s), hospitality, engagement with the wider community, faith in action and communication of the Gospel.
Worship & Liturgy:	Responsible for the planning and delivery of worship; Liturgy, Music, Choir, Servers, Sidespeople and visiting speakers.
Stewardship & Finance Group:	Responsible for financial planning and management of the church accounts, together with, risk management, planned and tax efficient giving.
Buildings & Fabric Group:	Responsible for the planned inspections, maintenance and repair of the church building and houses owned or managed by the PCC.
Education & Discipleship:	Responsible for enabling and co-ordinating study and education groups; vocational development, projects and courses.
Communications:	Responsible for interfacing with the wider public, through use of the website, social media, publicity, design and displays.
Art & Spirituality:	Expanding the community use and experience of the church through art and creativity; developing non-liturgical spiritual connections and the Quiet Garden.
Oakley Hall Management Group:	This group is responsible for the day-to-day management and running of the Oakley Hall.
Project Development:	Managing re-ordering projects; developing longer-term plans for the church building; and organising fund raising for these projects.
Fund Raising:	Oversees major fund raising across all aspects of church life, mission and vision.

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT – continued

Risk management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Shared Leadership Team (SLT), on behalf of the PCC, maintains overall supervision of the key areas of finance, buildings and staff through direct line management or through nominated groups responsible to the PCC:

Finance

The Hon Treasurer is responsible for the day-to-day financial management of the charity and providing specialist advice to the PCC, SLT and task groups. With the exception of internal transfers of money between accounts, all expenditure requires the authorisation of two nominated members of the Church. Additionally, all members of the PCC and congregation who are required to handle church money are certified as 'fit and proper persons' and required to sign the associated declaration.

The PCC is very aware that its income, while drawn from a large number of parishioners, is substantially dependent on the significant donations of a comparatively small number of people, or in the case of the Children and Families Minister, mainly a single donor. The withdrawal of support from those individuals or that Charity would result in immediate financial embarrassment and it would be necessary to curtail the activities of the PCC or to undertake fundraising or both.

The key financial risk is that day-to-day planned expenditure is not covered by regular income. It is essential that a balanced budget is maintained to ensure long term financial stability.

Building

The PCC recognises that there are many risks to the building and contents; however, all practical and affordable measures are taken to minimise this risk. When open, the building is always manned by a minimum of 2 people and the 3/4 usable entrances all have double locks. A number of additional precautions are taken to protect valuable items. Fire and emergency evacuation plans are in place and are maintained by the Church Activities Team. The PCC maintains appropriate insurance cover where possible to do so and a full insurance valuation/inspection was last undertaken by the Ecclesiastical Insurance Company in 2022. The church is highly dependent on the willingness of volunteers to assist the clergy and paid staff in maintaining the Church's role and mission with the local community and its availability, on a daily basis, to that community. We are all grateful to them.

In addition to implementing the recommendations from Quinquennial inspections, the Fabric committee - a sub-group of the PCC - carries out timely inspections of the church building and all the Church properties and, in the course of such inspections, draws attention to any hazards within the properties and makes recommendations for the reduction or elimination of any risks. Only Gas Safe (formerly Corgi) registered fitters are used to repair the gas installations, and appropriately qualified electricians for any electrical work (other than changing light bulbs or replacing fuses). The solicitors to the Diocese approve tenancy agreements. Where it is considered appropriate, legal advice is sought in relation to other tenancy and potential liability matters.

Staff

Prior to employment or the provision of specialist services, all permanent members of staff and fee-receiving individuals undergo standard pre-employment vetting to minimise the risk of fraud or other failings to the PCC. Employer's Liability and Personal Accident insurance are maintained. Where it is considered appropriate, legal advice is sought in relation to formal dealings with staff.

THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS

REPORT OF THE TRUSTEES
for the Year Ended 31 December 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Registration Number: 1129065

Principal address: The Church Office, Oakley Hall
8 Castle Street
High Wycombe
Buckinghamshire
HP13 6RF

Trustees: E Burns
J Cartledge

Independent Examiner: Mr T Fulker BSC (Econ) FCA
Seymour Taylor Limited
57 London Road
High Wycombe
Buckinghamshire
HP11 1BS

EVENTS SINCE THE END OF THE YEAR

Information relating to events since the end of the year is given in the notes to the financial statements.

Approved by order of the board of trustees on *16 April 2023* And signed on its behalf by:



Elisabeth Burns
(Church Warden)



Jennifer Cartledge
(Church Warden)

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2022 which are set out on pages eleven to twenty one.

Respective responsibilities of trustees and examiner

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

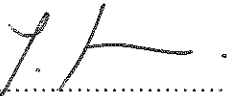
I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act..

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination .

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



.....
Tim Fulker BSC (Econ) FCA

Seymour Taylor Limited
57 London Road
High Wycombe
Buckinghamshire
HP11 1BS

Date: 20 APRIL 2023

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 December 2022**

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	2022 Total funds £	2021 Total funds £
INCOMING RESOURCES						
Incoming resources from generated funds						
Voluntary income	2	199,338	29,132	-	228,470	201,053
Investment income	3	1,256	1,145	-	2,401	734
Activities for generating funds	4	4,911	-	-	4,911	5,305
Other incoming resources	5	10,000	-	-	10,000	13,241
Total incoming resources		215,505	30,277	-	245,782	220,333
RESOURCES EXPENDED						
Costs of generating funds						
Fundraising	6	7,767	2,890	-	10,657	5,043
Charitable activities						
Work of the church	7	136,393	33,404	-	169,797	161,381
Grants	8	7,121	2,666	-	9,787	7,847
Governance & Administration	9	50,588	-	-	50,588	63,616
Total resources expended		201,869	38,960	-	240,829	237,887
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS						
		13,636	(8,683)	-	4,953	(17,554)
Gross transfers between funds	15	(3,173)	3,173	-	-	-
Net incoming/(outgoing) resources before other recognised gains and losses		10,463	(5,510)	-	4,953	(17,554)
Other recognised gains/losses						
Gains/losses on investment assets	12	25,347	-	(640)	24,707	93,490
Gains/losses on revaluation		-	-	-	-	-
Net movement in funds		35,810	(5,510)	(640)	29,660	75,936
RECONCILIATION OF FUNDS						
Total funds brought forward		652,365	85,071	5,433	742,869	666,933
TOTAL FUNDS CARRIED FORWARD		688,175	79,561	4,793	772,529	742,869

The notes form part of these financial statements

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**BALANCE SHEET
At 31 December 2022**

		Unrestricted funds	Restricted funds	Endowment fund	2022 Total funds	2021 Total funds
	Notes	£	£	£	£	£
FIXED ASSETS						
Tangible assets	12	501,658	-	-	501,658	226,311
Endowments	12	<u>-</u>	<u>-</u>	4,793	<u>4,793</u>	<u>5,433</u>
		501,658	-	4,793	506,451	231,744
CURRENT ASSETS						
Debtors	13	5,143	60	-	5,203	2,738
Cash at bank and in hand		<u>198,935</u>	<u>81,156</u>	<u>-</u>	<u>280,091</u>	<u>521,741</u>
		204,078	81,216	-	285,294	524,479
CREDITORS						
Amounts falling due within one year	14	<u>(17,562)</u>	<u>(1,654)</u>	<u>-</u>	<u>(19,216)</u>	<u>(13,354)</u>
NET CURRENT ASSETS		<u>186,517</u>	<u>79,561</u>	<u>-</u>	<u>266,078</u>	<u>511,125</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>688,175</u>	<u>79,561</u>	4,793	<u>772,529</u>	<u>742,869</u>
NET ASSETS		<u>688,175</u>	<u>79,561</u>	<u>4,793</u>	<u>772,529</u>	<u>742,869</u>
FUNDS						
Unrestricted funds	15				437,817	427,354
Restricted funds					79,561	85,071
Endowment funds					4,793	5,433
Revaluation reserve					<u>250,358</u>	<u>225,011</u>
TOTAL FUNDS					<u>772,529</u>	<u>742,869</u>

The financial statements were approved by the Board of Trustees on 16 April 2023 and were signed on its behalf by:



Elisabeth Burns
(Church Warden)



Jennifer Cartledge
(Church Warden)

**THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF HIGH WYCOMBE
ALL SAINTS**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Incoming resources

Voluntary income and capital sources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Collections are recognised when received by or on behalf of the PCC.

Planned giving receivable under covenants or gift aid is recognised only when received.

Income tax recoverable on covenants or gift aid donations is recognised when income is recognised.

Grants and legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement and the amount is due.

Wherever possible income generated by fêtes and similar events are accounted for gross.

Other ordinary income

Rental income from the letting of the church or PCC premises is recognised when the rental is due.

Investments

Investments including properties and shares, are recognised initially at fair value which is normally transaction price excluding transaction costs. Subsequently, they are measured at fair value through the profit and loss if the shares are publicly traded or their fair value can otherwise be measured reliably.

Income from investments

Dividends and interest are accounted for when receivable. Tax recoverable on such income is recognised in the same accounting year.

Gains and losses on investments

Realised gains or losses are recognised when investments are sold.

Unrealised gains or losses are accounted for on revaluation of investments at 31 December.

Resources expended

Allocation and apportionment of costs

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources. Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Grants

Grants and donations are accounted for when paid over, or awarded, if that award creates a binding obligation on the PCC.

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**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

1. ACCOUNTING POLICIES – continued

Activities directly relating to the work of the church

The diocesan parish share is accounted for when payable. Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Consecrated land and buildings and movable church furnishings

Consecrated and beneficed property is excluded from the financial statements by s.96 (2)(a) of the Charities Act 1993.

No value is placed on movable church furnishings held by the church wardens on special trust for the PCC and which require a faculty for disposal since the PCC considers this to be inalienable property. All expenditure incurred during the year on consecrated or beneficed buildings and movable church furnishings, whether maintenance or improvement, is written off as expenditure in the Statement of Financial Activities and separately disclosed.

Other fixtures, fittings and office equipment

Equipment used within the church premises is depreciated on a straight line basis over 4 years. Individual items of equipment with a purchase price of £3,000 or less are written off when the asset is acquired.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for application for the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the PCC for a particular purpose. The cost of raising and administering such funds is charged against the unrestricted reserve.

The accounts include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of any church groups that owe their main affiliation to another body nor those that are informal gatherings of Church members.

Pension costs and other post-retirement benefits

All Saints' PCC participates in the Pension Builder Scheme section of the Church Workers Pension Fund (CWPF) for lay staff. CWPF is administered by the Church of England Pensions Board (CEPB), which holds the CWPF assets separately from those of the employer and other participating employers. The CWPF has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014. Both sections of the Pension Builder Scheme are classed as defined benefit schemes. PB Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the CEPB from time to time. Discretionary increases may also be added, depending upon the investment returns and other factors. PB 2014 is a cash balance scheme that provides a lump that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared, is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme. The scheme is a multi-employer scheme as described in Section 28 of FRS 102, as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the employer contributions payable: £4,372 (2021: £5,307).

A valuation of the PB scheme is carried out once every three years. The most recent was carried out as at 31 December 2019. The next valuation is due as at 31 December 2022. For PB the Classic section, this revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review, the Board chose to grant a discretionary bonus of 10.1%, following improvements in the funding position over 2022. There is no requirement for deficit payments at the current time.

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**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

1. ACCOUNTING POLICIES – continued

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

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

The PCC had 3 active members and 9 deferred members in the Pension scheme at 31 December 2022.

2. VOLUNTARY INCOME

	2022	2021
	£	£
Planned Giving	101,100	103,678
Donations other than planned giving	81,784	58,204
Gift Aid	34,388	34,901
* Legacies	6,452	940
VAT recoverable	-	-
* Grants	4,746	3,330
	<u>228,470</u>	<u>201,053</u>

* Includes £11,198 of 1-off grants and legacies, so the Budgeted Voluntary Income was £217,272.

Donations included in the above are as follows:

Gift Aid and covenants	88,493	92,241
Taxation recoverable	34,388	34,901
Other planned giving	12,607	11,437
Collections	5,141	1,102
*Other donations	71,178	51,877
*Fundraising	11,480	7,007
Unplanned gift aid	5,183	2,488
	<u>228,470</u>	<u>201,053</u>

* Includes £12,115 of donations as part of the All Saints' Gift Day and £5,193 raised for Ukraine aid.

3. INVESTMENT INCOME

	2022	2021
	£	£
Interest and dividends	1,029	542
Deposit account interest	1,372	192
	<u>2,401</u>	<u>734</u>

4. ACTIVITIES FOR GENERATING FUNDS

	2022	2021
	£	£
Fees payable to the PCC	1,140	1,623
Non-statutory fees	1,266	2,338
Trading income	49	-
Vergers' fees	770	700
Concert fees and Church hire	1,686	644
	<u>4,911</u>	<u>5,305</u>

**THE PAROCHIAL CHURCH COUNCIL OF THE
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**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

5. OTHER INCOMING RESOURCES

	2022	2021
	£	£
House lettings	10,000	13,241
	10,000	13,241

6. COST OF GENERATING FUNDS - FUNDRAISING

	2022	2021
	£	£
Tree Festival, Craft Fayre, Stewardship & other costs	2,677	1,284
Community survey costs	99	-
Mustard Seed Café costs	4,991	2,004
Weekly Concerts – Performer fees	2,890	1,755
	10,657	5,043

7. CHARITABLE ACTIVITIES – WORK OF THE CHURCH

	2022	2021
	£	£
Parish Share	66,988	68,326
Worship, mission & pastoral care	8,532	11,338
Housing letting fees & maintenance	10,715	4,694
Music, fees & organ maintenance	17,356	17,959
Church insurance & maintenance (Includes work on the tower and the toilet block)	36,217	32,186
Sound System project	628	-
Children, families & youth	27,729	26,694
Mustard Club, Community Meals	1,632	184
	169,797	161,381

8. GRANTS PAYABLE

	2022	2021
	£	£
Missionary societies	911	1,217
Relief & development agencies	5,823	1,615
Home Church societies	1,560	1,857
Secular Charities	1,483	2,789
Wycombe Homeless Connection	10	369
	9,787	7,847

9. SUPPORT COSTS

	2022	2021
	£	£
Utilities & running costs	14,602	18,268
Church activities & event management	14,408	23,269
Administration, printing & stationery	17,910	17,960
Governance	3,668	4,119
	50,588	63,616

Note: Governance includes £2,940 for the Independent Examination of the 2022 Accounts, which was accrued.

**THE PAROCHIAL CHURCH COUNCIL OF THE
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10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2022 nor for the year ended 31 December 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2022 or for the year ended 31 December 2021.

11. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	56,908	70,384
Social security costs	-	-
Other pension costs	<u>4,372</u>	<u>5,307</u>
	<u>61,280</u>	<u>75,691</u>

The average monthly number of employees during the year was as follows:

	2022	2021
Pastoral staff	1.0	1
Administrative staff	1.0	1
Management staff	1.0	2
Director of Music	<u>.5</u>	<u>1</u>
	<u>3.5</u>	<u>5</u>

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

During the current year, the PCC employed a Children and Families Minister, Activities/Hospitality Assistant, Parish Administrator and Director of Music.

12. TANGIBLE FIXED ASSETS

FIXED ASSET INVESTMENTS

	Fixed Asset Investments	Freehold property Investments
COST OR VALUATION		
At 1 January 2022	5,433	226,311
Revaluations	(640)	25,347
Purchase of 46 Great Ground, Aylesbury	<u>-</u>	<u>250,000</u>
At 31 December 2022	<u>4,793</u>	<u>501,658</u>
NET BOOK VALUE		
At 31 December 2022	<u>4,793</u>	<u>501,658</u>
At 31 December 2021	<u>5,433</u>	<u>226,311</u>

Following the sale of the former Verger's house in 2021, a new leasehold property (Purchase of 46 Great Ground, Aylesbury) was purchased at the end of 2022 for £250,000. This is to let on the general property market. The other freehold land and building owned by the PCC is the former Children & Families Minister's house at 3 Castle Place (value £251,658). This has been let on the general property market. The gross book value is based on the value estimated by the PCC as at 31 December 2022 and is considered to be a fair estimate of the current value of the property, based on the Government figures available. During 2022 there has been an upward movement in property values, across the UK (+10.3%) and Buckinghamshire (+11.2%)¹. Specific figures are no longer available for High Wycombe. The PCC considers that, given the size and condition of the property, an overall increase of 11.2% in value is representative for such properties in the year to 31 December 2022. Buildings insurance and maintenance costs are borne by the PCC for this property. The historical cost of this property is £1,300.

¹ Land Registry UK House Price Index.

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**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

12. TANGIBLE FIXED ASSETS – continued

No depreciation is charged on either of these properties. Council tax and utility costs are borne by the tenants, or the PCC when vacant.

The movable church furnishings are recorded in the Inventory maintained by the PCC. These assets cannot be disposed of without a faculty and no value has been placed on them in the accounts.

The functional equipment used for the ongoing work of the PCC includes office equipment which individually cost less than £3,000 each. The cost of these assets was written off in the year of acquisition and the PCC consider that their valuation in use, less depreciation, would be negligible.

There were no investment assets outside the UK.

The PCC own 232 shares in CBF Investment Fund. These had an estimated market value at 31 December 2022 of £4,793. The historical cost of these shares is £1,600.

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Accrued income	1,996	2,310
Prepayments and Other debtors	<u>3,207</u>	<u>428</u>
	<u>5,203</u>	<u>2,738</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Other creditors – Agency Collections	512	448
Accruals and accounts payable	18,704	11,856
Deferred income	-	1,050
	<u>19,216</u>	<u>13,354</u>

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**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

15. MOVEMENT IN FUNDS

Transfers between funds

As in previous years a number of inter-fund transfers have occurred to reflect budget allocations and ensure an accurate position at the end of the financial year. For reasons of cash flow, the PCC authorised the movement of designated funds from time to time as deemed necessary by the Hon Treasurer to maintain credit balances in bank holding accounts.

	At 1.1.22 £	Net movement in funds £	Transfers between funds £	At 31.12.22 £
Endowment funds				
Chancel Repair Fund	5,433	(640)	-	4,793
	<u>5,433</u>	<u>(640)</u>	<u>-</u>	<u>4,793</u>
Unrestricted funds				
General fund	345,966	8,201	(10,577)	343,590
Revaluation Reserve	225,011	25,347	-	250,358
Churchyard Project	-	1,568	-	1,568
Mission & Ministry	26,206	(673)	7,540	33,073
Organ Maintenance	28	(2,235)	3,000	793
Small Saints Activities	32	-	-	32
ARK & children	55	(50)	-	5
Music at All Saints'	103	1,523	104	1,730
Fabric 1 – Church Maintenance	2,614	(1,407)	-	1,207
Stations of the Cross	107	1	-	108
Chancel Repair Fund	100	-	-	100
Choir Robes	165	-	-	165
Choir account	133	1,250	-	1,383
Tea & coffee fund	390	723	-	1,113
Church flowers	451	(38)	(25)	388
PCC Reserve	19,977	35	-	20,012
Special collections	-	-	-	-
West End Redevelopment Project	1,797	(1,797)	-	-
Youth expenditure	-	-	-	-
Youth, Children & Families Minister	4,461	(167)	(3,215)	1,079
Legacies	14,762	5,455	-	20,217
Lighthouse	-	-	-	-
South Porch	1,643	16	-	1,659
Mustard Seed Café	1,007	1,854	-	2,861
Organ Restoration	5,939	165	-	6,104
Community meals	1,418	(788)	-	630
	<u>652,365</u>	<u>38,983</u>	<u>(3,173)</u>	<u>688,175</u>
Restricted funds				
Agency	-	-	-	-
ARK & children	172	-	-	172
Bellringers fund	14,164	521	62	14,747
Fabric 1– Church Maintenance	5,209	(4,647)	-	562
Church Flowers	-	168	25	193
John Clement Parker Trust	1,908	-	-	1,908
Organ Maintenance	-	-	-	-
Special collections	-	22	-	22

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15. MOVEMENT IN FUNDS – continued

Youth, Children & Families Minister	5,636	(8,745)	3,215	106
Choir robes	14	-	-	14
PCC Reserve	6,608	581	-	7,189
Tower & Bells Appeal	-	1,251	-	1,251
West End Redevelopment Project	-	-	-	-
Chancel repair fund	2,907	191	-	3,098
Music at All Saints'	290	1,002	(104)	1,188
Small Saints Activities	613	3	(25)	591
Lighthouse	-	1	-	1
South Porch	8,291	711	-	9,002
Mustard Seed Café	-	-	-	-
Legacies	620	228	-	848
Organ Restoration	38,080	493	-	38,573
Community meals	559	(463)	-	96
	<u>85,071</u>	<u>(8,683)</u>	<u>3,173</u>	<u>79,561</u>
TOTAL FUNDS	<u>742,869</u>	<u>29,660</u>	<u>-</u>	<u>772,529</u>

16. POST BALANCE SHEET EVENTS

The medium to long term vision for the church building is to make enhancements which honour and share its heritage, whilst enabling it to better serve the community. This is the “Sound, Light & Space” project, which will repair, restore and develop the facilities for improved accessibility, inclusion and celebration – in gatherings for worship and community activities. The Quinquennial report and emergency maintenance have set recent priorities, but our main focus is the South Porch, which can currently only be used as an emergency exit, due to the damaged and corroded stonework. The programme of work requires further consultation and is expected to cost in the region of £200,000. As significant funds have already been spent on investigations, correction and safety, there is currently only £10,661 in this fund. Further funds may now be available, following the property down-sizing, but external fundraising will be required, both for the South Porch and the larger elements of this project.

The tower steps became an urgent safety issue at the end of 2022, so £15,000 has had to be budgeted for their repair. There has been a generous response to the appeal for help, which has already gone some way towards paying for this work.

The ongoing financial squeeze is affecting the whole community, so a balanced budget with reduced income has been set for 2023. We hope for more rental income, but reserves may need to be used for the most urgent fabric and maintenance projects. We will keep these plans under review, as the year unfolds.

17. ULTIMATE CONTROLLING PARTY

The parish is controlled by the members of the Parochial Church Council operating under the Parochial Church Council Powers Measure.

18. CONNECTED CHARITIES AND RELATED PARTY TRANSACTIONS

The PCC did not enter into any material transaction, contract or other arrangement with a member or employee of the PCC nor with any connected person.

Travelling, subsistence and out of pocket expenses were reimbursed to members of the clergy and staff, which amounted to a balance of £Nil owed at the year-end (2021: £Nil).

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NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2022**

18. CONNECTED CHARITIES AND RELATED PARTY TRANSACTIONS - continued

Apart from the above, no other members of the PCC received any reimbursement of expenses or remuneration.

The Oakley Hall Trust has not been included in the financial statements of The Parish of High Wycombe All Saints' as it is regarded as a separate ecclesiastical charity. The PCC had free use of the Oakley Hall during the year.