

All Saints **Fordham & Eight Ash Green** **Colchester**

Parochial Church Council
Annual Report
January - December 2019

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Reference Information

Staff and Contact Information

Incumbent	Vacant	All Saints Church Office John Owen Barn Church Road Fordham CO6 3NL 01206 243261 www.fordhamchurch.org.uk
Associate Minister	Revd Francis Blight	
Schools Worker	Ruth Reynolds	
Church Manager	Rachel Gage (16 hours per week)	
Administrative Assistant	Linda Stenner (14 hours per week)	
Administrative Assistant	Joanna Arthur (14 hours per week)	

Committee Members and Representatives

	Up to APCM on 29 April 2018	From APCM on 28 April 2019
General Synod	Mary Durlacher	Mary Durlacher
Deanery Synod	Mary Durlacher	Mary Durlacher
	Alistair Grote	Sheona Farruggio
	Grace Lee	Grace Lee
	Revd John Parker	Revd John Parker (to July 2019)
	David Taylor	Revd Francis Blight (from June 2019)
Parochial Church Council	Amy Carbonero (co-opted for 1 yr)	Revd Francis Blight (Chair from July 2019)
	Mary Durlacher	Mary Durlacher
	Rachel Gage	Nicholas Durlacher (Churchwarden)
	Julian Griffiths	Sheona Farruggio
	Alistair Grote	Rachel Gage (Secretary)
	Nigel Impey	Julian Griffiths
	Grace Lee	Alistair Grote (Churchwarden)
	Ray Mc Guinness (Churchwarden)	Grace Lee
	Roger Miles (Treasurer)	Roger Miles (Treasurer)
	Roy Miller	Roy Miller (Deputy Warden)
	Revd John Parker (Chair)	Revd John Parker (Chair to July 2019)
	Lesley Southern (co-opted for 1 yr)	Christopher Reynolds
	David Taylor (Churchwarden)	Lesley Southern (co-opted for 1 yr)
		Linda Stenner (Parish Safeguarding Officer co-opted)
		Christopher Willis

Administrative Information

Charity Number	1131590	
Bankers	Barclays Bank	9 High Street, Colchester, Essex CO1 1DA
	CAF Bank	25 Kings Hill Ave, Kings Hill, West Malling, Kent, ME19 4JQ
Independent Examiner	Ajay Rajani FCIE	Stewardship, 1 Lamb's Passage, London, EC1Y 8AB

Objectives and Vision

We state our aim simply, "To know Jesus Christ and to make Him known"

Why we do what we do

1. In all that we do, we shall remember that our aim is to please and honour God and to receive his approval of our work on the last day.

What we will do

2. We shall try to bring people to receive Christ as Lord and Saviour and to join our church family, not being distracted from this activity which we alone and no other organisation can accomplish
3. We shall try to make the Christians in our church people who have a firm grasp of the Christian message and are making steady progress in living it out
4. We shall encourage each member of the church to find and use the gifts that God has given them
5. We shall make spending on gospel workers a top priority and encourage suitably gifted people within the congregation to consider 'full time' Christian work
6. We shall do what we can lovingly to help people, especially within the congregation but also outside it, who are in physical, emotional, social or material need

How we do what we do

7. We shall rely on prayer and the work of the Holy Spirit in all that we do
8. Believing that the Bible is what God says to the church today we will make every effort to understand its message and teach it to one another
9. We shall make plans prayerfully and be sensitive to the Lord's leading looking for a common mind on the way forward and events contributing to make it possible

For whom we do what we do

10. We shall consider not only the villages of Fordham and Eight Ash Green but also the tens of thousands of people in our area who have no meaningful contact with a biblically based gospel ministry to be our mission field, and will use our network of contacts, acquaintances, friends and colleagues, in order to spread the word of the gospel
11. We shall have specific ministries to the people of different age groups whom God is drawing to our congregation.

In 2013 the "Four P's" were introduced as an easy to remember structure into which all our church activities fit:

Praying – We believe that we need to depend on God the Holy Spirit in all we do through prayer, before each service and in our regular prayer meetings.

Proclaiming – We believe that God's voice is heard as the Bible is expounded and the person of Jesus Christ is proclaimed Sunday by Sunday.

Pastoring – We believe that Christian care is seen in loving relationships where the ministry team enable us all to speak the truth in love to one another as children of our heavenly Father.

Partnering – We believe that we should partner with those who are also committed to the unity found in the one God, Father, Son and Holy Spirit and expressed in his final and sufficient revelation in his Holy Word.

All of these objectives are supported by upholding 'The 39 Articles of the Church of England' and 'The Jerusalem Declaration'. In planning the activities the PCC have applied the guidance on public benefit issued by the Charity Commission.

Praying

“We shall rely on prayer and the work of the Holy Spirit in all that we do” (decision seven made by the PCC in the year 2000).

There are five main ways that prayer is embedded into the monthly pattern of our church life:

1. **Prayer before the Sunday morning services at 9.35am.** Peter Squires and Francis made a change to incorporate the All Saints Club leaders’ prayer meeting into this time so that we can pray together for the teaching of God’s Word across the whole church family. This has worked well. This prayer time is open to all who would like to participate.

2. **Prayers in Sunday services** led by members of the church community. We are grateful to those of you who prepare to lead us in our intercessions Sunday by Sunday.

3. Prayer in the regular **Growth Group** meetings.

4. The monthly **Prayer Focus** is the prayer engine at the heart of our church life. All adults who consider All Saints to be their church are encouraged to participate. Prayer focus is part of the Growth Groups programme. Francis took over leading these monthly meetings in July. The evening generally begins with sung worship and time to give thanks to God. During July to December we have prayed for the following:

<i>July</i>	All Saints Sunday Club (ASC) for children and young people, John and Mim Parker, Eight Ash Green Festival Outreach Team (Saturday 20th July 2019) & General Synod Matters.
<i>August</i>	no prayer focus
<i>September</i>	Personal Prayer Needs, Growth Groups, Brexit, Outreach Teaching Courses & The Harvest Thanksgiving Weekend
<i>October</i>	Rector Recruitment Process, Outreach Teaching Courses (Christianity Explored & Life Explored), Colin and Margaret Munday Through Faith Missions Trip to Cavan in Ireland, Paul and Lesley Southern serving as locum chaplain for the Anglican congregation in Pollenca, Mallorca, Fruit from the Harvest Thanksgiving Weekend and School Harvest Services.
<i>November</i>	Rector Recruitment Process, Churches in Algeria facing persecution & Transgender Policy for Church of England Schools in Chelmsford Diocese
<i>December</i>	Christmas & Epiphany Services and Outreach, Life Explored (starting Feb 2020), the Parish Schools & the proposed All Saints Church Community Hub (Post Office) Project.

5. **Monthly Prayer Diary** We are grateful to Janette Miller who works with Francis to publish this each month. This is a very useful resource for the life of our church. The diary is printed on card and available digitally through the Prayermate App www.prayermate.net

Proclaiming

All Saints Church Fordham & Eight Ash Green Sunday Services

We are thankful to God for the preaching of God's word, Sunday by Sunday. Our conviction is that when the Bible is preached, God the Holy Spirit speaks to us, pointing us to the saving work of Jesus Christ and enabling faith in Him. As people come to faith, they are adopted into the family of God the Father. By the preaching of God's word, Christians grow in maturity and in turn can speak and live for Jesus Christ as they worship God in every hour of every day in relationship with him. We celebrate this when we gather to worship corporately.

Fordham Church and the John Owen Barn Services were held on Sundays at 10.00am in the Fordham Church with an All Age Service in the John Owen Barn on the first Sunday of the month. Holy Communion was celebrated on the third Sunday of the month.

John Parker preached his final sermon on 14th July entitled *Stand Firm in the True Grace of God* (1 Peter 5:8-14). This was followed by a farewell Hog Roast for the Parker family with speeches and children's activities on the field.

This year we have had preaching series in:

John's Gospel chapters 1- 5 (January - March)

Esther (May – June)

Jonah (September - October)

1 Timothy (November – December) continuing in 2020

There was a Stewardship Focus on Sunday 20th October with preaching on *Jesus' Parable of the Silver Coins* (Matthew 25: 14-30). A free book called 'Simply Generous' produced by the organisation Stewardship was available for all who attended the service.

The All Age Services followed a series through key events in the book of Genesis from January – August. In the autumn we looked at events and teaching from Jesus' life.

On Remembrance Sunday after a service in Fordham church we walked to the war memorial cross in Fordham for the annual Act of Remembrance. This was followed by refreshments in the village hall.

The average Sunday attendance during 2019 was 88 [Adults (16+) = 72, Children (15 years and under) = 16]. The regular worshipping community is 141 (that is those who regularly attend Sunday services and All Saints Club).

10.00am Sunday Service Regular Worshipping Community 2019	
Children Aged 0-10	15
Young People Aged 11-17	15
Adults Aged 18-69	89
Adults 70+	22
Total	141

Eight Ash Green Two Holy Communion services were held in the Eight Ash Green church building each month during 2019, one at 11.15am on the first Sunday of the month and a second on the third Thursday of each month at 11.00am. We are grateful to Harry & Rosemary Boreham who have been the backbone for the service leading, preaching and music leading at the services, along with Alistair and Lynda Grote who have stewarded and looked after the building.

The average Sunday attendance during 2019 was 32 [Adults (16+) = 32, Children (15 years and under) = 0]. The regular worshipping community is 31 (that is those who regularly attend Sunday services). The majority of people who attend the services attend services at the Fordham church building on other Sundays during the month.

11.15am Sunday Service Regular Worshipping Community 2019	
Children Aged 0-10	0
Young People Aged 11-17	0
Adults Aged 18-69	15
Adults 70+	16
Total	31

In the autumn Harry and Rosemary Boreham organised a 'Songs of Praise' evening and a 'Time for Tea' event in the EAG Church building. These events helped to build relationships amongst the church family and were much appreciated.

Christianity Explored

A group of eight church members met with Francis to plan for an autumn Christianity Explored course. On the first night no guests joined the course so we weren't able to run the course. Following this Francis made plans to introduce the new Life Explored series aiming to run three courses during the year in 2020 alternating between Life Explored and Christianity Explored.

Provisional All Saints Outreach Courses Programme 2020		
Feb - Mar 2020	Summer 2020	Autumn 2020
		

Schools Work and Jesus At School Club (JAS Club)

Ruth Reynolds, our Schools Worker writes:

"Train up a child in the way he should go and when he is old he will not depart from it."

Proverbs 22 v 6

Our two local church schools provide a welcoming place where the message of Jesus can be shared. The daily act of Collective Worship is a wonderful vehicle where children can listen and absorb Christian truths from the Bible. Over the year the children hear a variety of Bible stories, sing Christian songs and often learn verses. I continue to plan the terms schedule and lead Collective Worship each week based on a theme linked to the school's Christian Values, e.g. Justice and Friendship. This includes a lively age-appropriate multimedia presentation. Many children are now confident to pray out loud in front of the whole school.

There has been a renewed vision at Holy Trinity school and we now host a regular SIAMs meeting in the JOB. Francis and I have been involved, basically encouraging the school to develop their Christian ethos. Here is an update:

- Permanent prayer space set up in the library
- 1 Corinthians 13 v 13 verse painted boldly on the school assembly hall wall
- I had the chance to run a Collective Worship staff training evening
- New school prayer written and used every day
- New school song produced based on the Corinthians verse
- 90 Bibles given to children jointly funded by school/church (thank you for your generous financial support)

It is a privilege to be able to have the lunch time JAS clubs (Jesus at School) in both schools. We have been doing a series on the "I am" saying of Jesus. They keenly learnt the verses and listened well. It is an

opportunity to get to know individual children, but the numbers vary (around 15-30 in each school) depending on the weather!

Finally, the school seasonal services in church (Harvest, Christmas, Easter) continue to provide a great community link with often well over 200 attending. Consequently, Francis has had an opportunity to share the Christian message with a wide audience.

Thank you to all the church family who have helped and supported these services, the JAS club team members and those who are school governors. Your time and effort is invaluable.

Prayer Points

- Please pray that some of the local school families would become more connected with our church and start to regularly attend All Age services
- Continued good relationships with both schools
- Provision of regular volunteers

Babies & Toddlers

“Jesus said, ‘Let the little children come to me and do not hinder them...”

Matthew 14v19

Every Tuesday morning in term time our Babies and Toddlers group meets in the John Owen Barn. We have playtime, craft, snack time and Bible story time with singing.

We have 35 children and 20 families registered with us. If they all came at once we would be overwhelmed! We have seen an increase in new families joining recently.

However, we have yet to see families making the leap from our group to coming to Church and most important, to knowing Jesus. They will come to events like the pancake party (10 families with Toddler contacts came) and one wonders should the Church be putting on similar events to help bridge the gap? Are we making the most of the contacts we have in reaching families for Jesus?

This is a vital and enjoyable service to our community. If anyone would like to come and join us, not necessarily every week, you would be welcome. At present the group is run by Rachel Gage, Janette Miller and Margaret Munday.

Prayer Points

- Please pray that we will be able to help our families to get to know the church family better
- Please pray for people to come forward to help on a Tuesday morning

Pastoring

Growth Groups

Growth groups form an essential part of our church life together and play an important part in fulfilling our great priority 'To know Jesus Christ and to make him known.' Each of our groups is made up of a small number of church members and in this environment personal relationships are built up to help one another to understand and to put the gospel into practice in every day life. At the core, our Groups are committed to God's word, to loving one another, to prayer and to reaching out with the life transforming news of Jesus.

Over this past year our Groups have studied Bible passages which have been the basis of the regular Sunday teaching series, the books of Esther, Jonah and 1 Timothy. This has been a most exciting and stimulating programme revealing in colourful and dramatic Bible history the wonder of God's overriding sovereignty and the extent of his patience, grace and mercy. The studies of 1 Timothy were a relevant reminder of the essentials in church leadership as the interregnum unfolded during the year, as well as an encouragement to the whole church family in building the household of God.

Our prayer is that over this coming year more will join the Groups and that they will grow in a deeper knowledge and love of Jesus Christ, continuing to provide a place for friendships to flourish as we study and learn together under God's hand.

Children's and Youth Work

All Saints Club

Peter Squires, our All Saints Club Leader writes:

"2019 was a slow start for ASC. Numbers dropped slightly at the start of the year, but as the year progressed, numbers have increased and we are having 12 -15 in Matthew group (11yrs secondary and upwards) and 10-12 in the Luke group (5yrs - 11yrs primary). We must give full credit to our Lord and pray that growth continues throughout 2020.

Through the year, we have seen leaders grow in confidence and ability, adding strength to the team, and we are thankful to God that ASC has five brilliant and confident leaders for Luke group who are able to lead ASC sessions faithfully, but the lack of numbers for volunteers in support is of concern. Less helpers means we have to ask more of the leaders that we have. So, we need to look how we can find or encourage others from the church to work in this ministry. This would require a love for our Lord Jesus, a good knowledge of the Bible and a desire to teach children this truth.

Matthew Group leaders have been amazing in their continued commitment to the ASC ministry and helping our young teens to know Jesus, There's nothing more important than this. Matthew group have been using some great Christian resources and have looked at studies titled 'Foundations for Christian Living', 'Luke : Jesus' Parables', 'Sticking with it' and 'Work Rest and Play' through 2019.

Creche needs to be mentioned as this does have some issues due to a lack of helpers and always relying on the same people to keep this going. Creche leaders have left over the past year and no-one has come forward to assist and that's not due to a lack of asking or trying to motivate new leaders for creche. This has meant that those who should be supporting Luke group are staffing the creche.

It has been a real blessing to see ASC grow and our young children coming on a regular basis and I believe that's down to great leaders, a happy atmosphere and blessings from our Lord."

Prayer Points:

- Thanks for leaders committed to teaching our children the truths of the Bible
- For more willing helpers so that this ministry can grow

421 Youth Group

421 meets on Friday evenings during term time in the John Owen Barn (19:30-21:00), and is for 11-18 year olds. It aims to provide an evening which the young people will look forward to, with great Bible teaching, fun, games, craft and the opportunity to talk through how to follow Christ. Each week there is a short talk on a Bible passage followed by a short time to discuss Bible passage in age specific small groups (called Trough Groups). In the summer term the activity programme made good use of the field with Martian Football, Archery, Sumo, Gladiator and Ultimate Frisbee.

Prior to his departure in July, John Parker handed the leadership to Rev Mark Wallace vicar of St Peter's church. During 2019, 421 was the key part of our informal partnership with St Peter's Church Colchester. Mark and Lizzie Wallace did a fantastic job leading 421 during the autumn through to the end of 2019, working with Francis and a team made up of leaders from the two churches. The teaching focused on weekly material from Luke's gospel.

There were two social events during the autumn: a trip to Jump Street and McDonalds in Colchester and a Christmas dinner. Through the autumn about 50 young people attended with a regular weekly attendance of about 25.

Women's Breakfast

In 2019 the Women's Breakfast met on the third Saturday of the month at 8:15am-9:30am in the John Owen Barn. Attendance averaged 18-20 women and the event is self-funding. Most women were from the Fordham and Eight Ash Green church family but we were delighted to have some visitors from time to time.

From January to June we looked at how we could be more like Jesus in our friendships, in the ups and downs of life, by way of the Cross, and by His Grace. Speakers were women from the Church and each meeting ended with a time of prayer. There was a two month break in the summer. In the Autumn we considered the topic of Wellbeing, dealing with our thoughts, stress, loneliness and beauty.

Prayer points:

- Thank the Lord for the number of women who came along and for the willing participation in discussion on the topics.
- Pray for more helpers to set out the breakfast and tidy away afterwards.

Pastoral Care Team

The Pastoral Care Team did not meet formally in 2019 after John Parker's departure. The Care team was set up to see that the needs of individuals in the church family are being properly addressed, but there is a limit to what the team can do, partly because they are not always aware of who is needing attention. They realise that many of these needs are being met primarily within the growth groups and would like this to be encouraged further. Growth groups should also feel free to inform the church care team through the church office where they feel that they or the ministry team should be informed.

Friendship Club

The aims of the group which was formed in 1989, 'For the lonely, elderly or those just needing Friendship' are still relevant today. We have 34 members, with approximately just under 30 attending the monthly meetings held in the John Owen Barn. The range of speakers and two outings during the year were well supported and enjoyed by all.

Soup Run

As a church we want to reach out with the love of Jesus and His gospel in a practical way. One way we do this is by joining fifteen other churches in the Colchester District on the Colchester Soup Run which operates 365 nights of the year serving the homeless and disadvantaged in our society.

On the third Thursday every month, members of our church generously provide soup or sandwiches or serve on the night. There are 3 teams of 9, so each of us are involved every 3 months.

The number using the soup run can vary from twenty to forty, and they are always appreciative of what we can provide. We spend a happy and friendly time together, listening to their problems and we take any opportunity to talk about Christianity and give a gospel of Luke or John for them to take away.

Partnering

Away Giving

For many years now, our parish, in addition to prayer support, has made financial donations to support external gospel-based activity, to the extent of 10% of our regular donation income. As has been mentioned in previous years, we now distinguish between "personal giving" and "mission partners". We give primarily to our mission partners and encourage church members individually to respond to areas of personal giving. This distinction, we hope, enables us to develop deeper relationships and more faithful prayer for our mission partners, whilst also preserving a healthy response as a church to immediate need and to make expressions of practical love.

Mission Partners

Mission Partners are those individuals, churches and agencies whose focus is on promoting the proclamation of the gospel of Jesus Christ or of practical Christian support within this context. Central to these partnerships is the opportunity to meet with those to whom we give, and receive personal updates and contact. Hence, seeking to follow this principle, we have given support this year to the following:

All Saints Fordham & Eight Ash Green Away Giving to Mission Partners 2019		
Mission Partner	What they do	Amount Given
Oak Hill College	Oak Hill is a conservative evangelical theological college located in Southgate, North London. Its aim is to prepare men and women from the Church of England and Independent churches for ministry in the real world.	£2,500
The True Freedom Trust	Seeking to support those struggling with same sex attraction and to educate us all in this important area of the church's ministry.	£2,200
Release International	Work around the globe in the areas of relief and defending the persecuted church.	£2,200
Open Door	A ministry to the homeless in Colchester.	£500
Essex University Christian Union	Supporting UCCF's work with the Essex University Christian Union.	£250
Christian Concern	Supporting their work to make Jesus and his ways known, to protect the freedom to live and speak for him, and to empower Christians to be compassionate and courageous ambassadors.	£500
Anglican Mission in England (AMiE)	The Anglican Mission in England is a mission society that seeks to establish Anglican churches in England outside the Church of England. It seeks to support Anglican churches and individuals both within and outside present Church of England structures.	£500
Sandy and Kirsten Russell (Serving in Mission)	Sandy and Kirsten Russell seek to bring the gospel of hope and relief to Northern Iraq. Part of the amount we give to this goes directly to supporting the work they do and the 'Calendar Project'.	£7,375
St Peters Colchester	Supporting the work the church does based in the centre of Colchester.	£250
Mahabba Colchester (S. Yousif)	Supports outreach to Muslims in the Colchester area.	£500
Total		£16775

This year we also sent a financial gift to Pastors in the Maralal region of Kenya whom John Parker had met at GAFCON in 2018.

Personal Giving

The distinction between personal giving and mission partners enables us also to support the communication of information about other causes and concerns to which we can all respond individually. This prevents our mission partners multiplying to the extent that we can no longer sustain meaningful ties of personal relationship and regular updates. Examples might include our participation in the Samaritans Purse Christmas Box appeal encouraged by Sarah Holt and Janette Miller, and updates and encouragements from Alistair and Lynda Grote regarding our commitment to the Colchester Soup Run and others who have encouraged responses to need in other areas. Further details on our giving may be obtained from the Treasurer, Roger Miles.

PCC Reports

Electoral Roll

At the end of 2019 the number of people on the Electoral Roll stands at 100. 46 people are residents of the Parish and 54 people live outside the Parish.

PCC General Report

Our Parochial Church Council (PCC) is a body corporately established by the Church of England. The PCC operates under the Parish Council Powers Measure and the appointment of PCC members is governed by the Church Representation Rules. All church members are encouraged to register on the Electoral Roll. The PCC is a charity and is registered with the Charity Commission under number 1131590. Under church law, the PCC has the responsibility of co-operating with the incumbent in promoting in the ecclesiastical parish, the whole mission of the church, pastoral, evangelistic, social and ecumenical.

The full PCC met for formal business on 16 occasions during 2019, 5 more than in previous years. This was caused by John Parker's departure and a critical policy issue in the Parish:

- Review of the Maundy Thursday Passover meal and the 2019 Easter services.
- Reviewing giving within the church family and organising APCM communication
- Appointment of 2 new Churchwardens following the resignations of Raymond McGuinness and David Taylor
- Interviewing and the appointment of Rev. Francis Blight as Associate Minister.
- Preparation of the 2020 Parish profile for the appointment of a new Rector
- Finalising the 2018 finances, and considering the budget for 2020.
- Monitoring the continuing financial deficit and relevant preaching on the subject of giving.
- Organisation of John and Mim Parker's farewell event.
- Partnership with St. Peters North Hill on youth work, and exploring other possibilities
- A response to the Deanery Vision Plan that parishes combine into voluntary and informal Mission and Ministry Units (MMUs) with financial contributions via Parish Share.
- The appointment of Rachel Gage as Office Manager from 1st May following resignation of Viv McGuinness
- Approval of annual report and accounts.
- Adoption of the Diocesan safeguarding policy and our own annual report
- Annual review of the Health and Safety Policy and implementation of recommendations.
- Organisation of harvest barn dance as an outreach event for the villages
- Consideration of ideas to increase revenue from the John Owen Barn
- Continuing to plan the 'cremated remains' area at Fordham church.
- Replacement of John Owen Barn flooring and perimeter decking
- Formulating a response to the diocese on transgender policy and training in C of E Schools
- Nomination of Francis Blight as foundation governor at both Fordham and Eight Ash Green Schools
- Nomination of Roy Miller as foundation governor at Eight Ash Green School

The PCC delegates various duties to subcommittees which report to the PCC and a description of their work over the past twelve months is as follows:

Standing Committee

Required by law and has power to transact the business of the PCC between its meetings, subject to any directions given by the PCC. (Chair: John Parker to July 2019 then Francis Blight from July 2019). The Standing Committee did not meet during 2019.

Finance Subcommittee

Meets regularly to manage church finances and other business matters referred to it by the PCC.

(Chair: Roger Miles)

Fabric & Property Subcommittee

Responsible for the maintenance and repair of the churches, churchyards, John Owen Barn and The Rectory (Fordham Heath). (Chair: Mary Durlacher)

All Saints, Eight Ash Green

The main feature of 2019 was the Quinquennial Inspection, completed by Quinlan Terry architects on 1st November 2019. The report found the church to be in generally good condition, with a good level of safety for users and visitors. A fire alarm and self-closing fire doors have been added to the kitchen. There are signs of continuing movement for which a programme of monitoring is in place.

Most recommendations relate to the removal of leaf and debris in the gutters and downpipes which John Revett cleared in December. The recommendations are listed in order of recommended need; items to note: the chancel and nave will need redecorating at some stage.

Items from the list already addressed:

- the nave pendants have been upgraded to LED energy-efficient versions
- a tree inspection carried out by Chris Wynne recommended major deadwood removal on a mature lime and oak tree, with similar work on a second oak with the additional removal of a the lower limb
- garden seats: one has been removed and a second one, on the north side of the church, replaced.

In addition:

Alastair Grote has kindly supplied and installed two new brass handles to the internal doors making them easier to pull open.

Work still to be done - exterior:

- The white picket fence needs redecorating and a number of rotten staves and posts replaced and consideration to be given to fencing the east boundary.
- Church noticeboard likewise in poor condition and in need of attention.
- Lantern – the bottom of the concrete post has become loose and needs urgent attention
- Re-siting of the Car Park entrance bollard to allow access of cars without the need to remove the bollard whilst still limiting the access for larger vehicles

All Saints, Fordham

The main feature of the year was the long-awaited completion of the cremated ash area. The central Welsh slate plaques inscribed with the John 11:25 verse - *"I am the Resurrection and the Life: whoever believes in me shall never die"*, was carved by Gary Breeze, the Suffolk-based artist. He has also cut a number of templates from the same source of Welsh slate onto which the names of those interred here will be inscribed. Ian Cannon sourced the English oak for the rails, and laid out the site with the help of Kevin Tebbutt of KWT Services Ltd. The flint infilling of the central path and corners was done by David Smith, of The Flintman Co.Ltd, using Norfolk flints knapped on site by John, a colleague who had worked all his life at Grimes Graves, the neolithic centre for flint working. Barbara

Jones' husband Reg, was the first to be interred at the site, and she kindly donated the memorial bench at one end of the site.

Other items for All Saints, Fordham

Continuing movement as seen in the church cracks to the interior continue to be monitored, as recommended by Ed Morton, consultant Structural Engineer at the Morton Partnership, in his follow-up visit to the 25th October 2017 Quinquennial inspection. Some are closing, and others are opening – for instance, the porch, possibly related to the extremes of weather encountered over the past year.

Ongoing maintenance in both churches

- regular testing of electrical appliances and fire extinguishers
- clearance of gutters and drainpipes

John Owen Barn

- replacement of the exterior decking - another long-planned project where the cost was halved by the remarkable team work of many church members who helped prepare the site by taking up old planking and removing.
- new Marmoleum floor in replacement of a flood-damaged one, thankfully covered by insurance.
- emergency lighting system: replacement of the current system with self-testing LED fittings is underway and due to be completed shortly by R. L Lissimore

The Rectory

Thanks to all who gave their time to help prepare the Rectory for the Blight family in a very tight interval between their arrival and the departure of the previous tenants.

Thanks also, to all who contribute time and energy to helping care for our church buildings, from flower arranging, to cleaning and serving on various committees.

Media and Communications Subcommittee

To maintain and develop the use of media and technology within our churches. (Chair: Julian Griffiths)

With Francis' enthusiastic input the website is continuing to be updated and proving popular. We have seen a growing number of people finding the site through popular search engines. There has been an increase in the number of incoming requests and messages by people using the contact us page.

The projection in Fordham Church is now being used to a greater extent with slide packs being used to help illustrate the Sunday sermons, and projection has been extended to run on every Sunday. This has been supported by a small, but enthusiastic team. We pray that others will join the team!

IT in the office has been uneventful this year and has continued to function in an efficient manner. The additional security introduced last year has thwarted a number of potentially harmful attacks

Safeguarding

Linda Stenner continues as the Parish Safeguarding Officer (PSO).

With regard to the PCC's obligations to safeguard children and vulnerable adults, the members of the PCC confirm that they have complied with their duties under section 5 of the Safeguarding and Clergy Discipline Measure 2016.

DBS CERTIFICATES During 2019 we had nine people who were added to our DBS files and six renewed applications giving us a total of 42 people on our register. All DBS certificates are up to date, bar one PCC member who has yet to complete the application.

SAFEGUARDING TRAINING Within the forty-two, we have five people who have not completed the C0 & C1 online safeguarding training, although the link has been sent, and four people requiring C2 or C3 Face to Face training. The later training is usually delivered by the Diocese, but, as yet, we have received no new training dates for the coming year. We have also offered the facilities of the John Owen Barn for the training, but to date have not been asked to host. The last training day in the Colchester area was October 2019.

There have been new guidelines given for the training and we will ensure these are implemented.

Our formal statement of Adopting the House of Bishops 'Promoting a Safer Church Safeguarding Statement' was updated and signed by Francis on the 10th September 2019, witnessed by Alistair Grote and Nick Durlacher and displayed along with the official poster with contact details of the PSO, Minister and the Diocese Safeguarding Team.

Access to the Parish Safeguarding Handbook and the Diocese Safeguarding Policy Document continues to be given in the office.

We have updated our application form and confidential Declaration in line with recommendations laid down by the Diocese. We are currently implementing the Recruitment of Ex-offenders Policy Statement and the conditions for group bookings of the John Owen Barn for functions.

Job Descriptions for voluntary roles within the youth work are presently being compiled, and leaders for Creche and JAS club have been completed.

Health & Safety

We endeavour to maintain the highest health and safety standards. PCC reviews the Health and Safety policy document annually. Rachel Gage and Joanna Arthur monitor the schedule of work required to maintain all the equipment and ensure any risk is reduced. They work closely with the Fabric Committee to ensure that all the buildings are a safe environment to work and meet in.

Once again the John Owen Barn kitchen was awarded the highest rating for Food Safety and Hygiene. We can give thanks to God for the diligence of our cleaner and to those serving in the kitchen for maintaining the highest standards of Food Safety and Hygiene.

Deanery Synod Report

This Deanery Synod report comes at a time of great uncertainty with regard to the future role of Deaneries, and their sustainability. Several factors are involved, principally how the existing legal status of parishes interact with Mission and Ministry Units (MMUs), which is the system of mutual support which the Diocese has been keen to see enacted in every Deanery. The proposals have received mixed responses, with those who seek a consistency of provision and participation looking to better-resourced churches to support less well-resourced churches in the same MMU. Those still seeking clarification raise difficulties of differences of theology within an MMU, especially relating to same-sex marriage, and unresolved questions of leadership and succession- planning, particularly with each participating parish in the unit entitled to attend and vote at the different PCC meetings, fuelling concerns that an objecting parish could 'block the will of

the majority'. The legality of the reconfigured parish link-ups and the role of patrons are also unresolved as yet.

Two factors are cited for the shift away from the initially more flexible, permissive approach taken by 'Transforming Presence' at its launch in 2012, to a more prescriptive attitude today: early signatories to MMUs became impatient with the more reluctant parishes, calling for the more consistent approach of an MMU.

Secondly, the pressure from increasing diocesan budget deficits has made it difficult to set a Budget for 2021. With 80% of diocesan income derived from parish share, the uncertainties caused by lock-down has led to a 20% drop in giving by an ageing and reducing membership, who are already struggling to meet the expenses of looking after church buildings, parish share and other ministry expenses out of their own reduced income. The other source of income, from nationally funded subsidies and grants given by the Church Commissioners, has come to an end, leading to an expected deficit for the diocese of nearly £4 million for December 2020.

How to address this has been the principal subject for discussion at diocesan synods for the past few years, especially the recent one held on June 6th, which set out a proposal to further reduce numbers of paid clergy posts, and for those parishes that would not or could not pay their way and were unable to justify the retention of a full time paid incumbency, to face pastoral reorganisation.

Two other factors contributed to this viewpoint: the high percentage of clergy retirements expected in 2025, and the large-scale housing developments planned in the Colchester area which is expected to increase population by 10%. As a result, the date for reducing stipendiary clergy numbers has been brought forward from 2025 to 2021, and reduced further from 215 to 202. Every stipendiary post in the diocese, every deanery parish, will be 'RAG-rated' according to their strategic importance, whether in an MMU or not.

'Green' posts will be recognised as having strategic importance for mission and ministry, but with a maximum of 150 'green' posts for the whole diocese. 'Amber' posts will be acknowledged as strategic, but dependent on financial availability. Where a post is deemed to be 'red', conversations will take place about alternative forms of ministry, e.g. LLM (Licensed Lay Minister), SSM (Self-Supporting Minister), house for duty, working with other parishes etc. This task must be completed by 11th July which means initial conversations will be limited to Archdeacons and Area Deans, Lay Chair, and in our case, the DSPC, who will explore principles and criteria that relate to our context of mission and ministry.

Once the parishes have been 'RAG'd' using the criteria, the decisions will then need to be justified and ratified at the November Diocesan Synod, when the 2021 budget will be agreed.

There are 48 vacancies across the diocese at the moment, but these do not coincide with posts that may be deemed 'red'. It is hoped that there can be flexibility with clergy moving around, early retirements, etc to try to avoid redundancies.

The diocese is itself reducing expenditure by furloughing 40 members of staff (but not curates, many of whom have been involved in the move to online ministry). It may be necessary to sell investments and property. A change in Diocesan Bishop is not expected to affect the process.

Through all these changes, Deanery plans will remain the main basis for decision-making and local assessment of stipendiary numbers, and MMUs will continue as the mainstay of mission and ministry development. It is an indication of the resolve of our Area Dean, Revd. Paul Norrington and the Deanery Standing & Pastoral Committee (DSPC) to find the right balance that 'Your Kingdom Come', that the deanery plan which has replaced 'Going for Growth' should be on its thirteenth version. It now incorporates strategy in the title: the 'Deanery Vision and Strategy Plan (DSVP) 2020-2030.

Four MMU vision plans were approved at the deanery synod held on 11th February 2020, placing Fordham and Eight Ash Green in a group with Aldham, Marks Tey, Stanway, Lexden and Shrub End. The other three are already in agreement but final approval awaits the recently added supporting appendices that incorporate the discussions on financial sustainability agreed at the 6th June Diocesan Synod.

The timing for final adoption has been brought forward from 2025 to Advent 2021. Opt-out is not an option.

Staffing

There were some major changes in the staffing during 2019.

Also, early in 2019 we said goodbye to Vivienne Mc Guinness who worked as our Pastoral Administrator for 5 years and who had taken on many other tasks well beyond her job description. We are very grateful for the time and energy that Viv gave in her service of the Fordham and Eight Ash Green Church Family.

In May 2019 Rachel Gage was appointed Church Manager. The role involves managing the church office, the office staff and volunteers and ensuring that all we do as a church family runs as smoothly as possible.

In June we were delighted to welcome Revd Francis Blight who joined us as Associate Minister from the Diocese of Europe. In July, our Rector John Parker ended his time of ministry with us and we thank God for John's ministry over the six years that he and his wife, Miriam were here. We remain in vacancy.

Financial Review

Income for the year of £214,620 (2018: £187,871) included grant income of £50,445 (2018: £23,000) from the Fordham Trust. The Trust has supported the church in previous years and it is anticipated that this funding support will continue into the future.

Expenditure for the year was £255,425 (2018: £197,502) including missionary and charitable giving to institutions of £18,871 (2018: £16,250). The net movement in funds showed an outflow for the year of £40,773 (2018: £9,699) leaving total funds carried forward at the end of the year at £58,521 (2018: £99,294).

Unrestricted non-designated funds at the end of the year are £27,951 (2018: £33,180). The designated fund of £8,187 (2018: £24,525) relates to future refurbishment, redecoration and upkeep of the John Owen Barn, whilst the restricted funds of £22,383 (2018: £41,589) represents monies held for the funding of the post of Associate Minister and also the Mission Fund. Full details of all funds are set out in the financial statements.

Reserves Policy

The trustees consider that reserves should be maintained at a level equivalent to 3 months operating costs (approx. £50,000). The trustees recognise that unrestricted non-designated funds of £27,951 (2018: £33,181) at year end fall below this level, but are confident that given the relationship with the Fordham Trust that additional funds would be made available if required. The trustees will continue to monitor the reserves policy and underlying financial position, which is regularly discussed at Finance Committee and PCC meetings.

Trustee Responsibilities

The PCC is responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the PCC to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity as at the balance sheet date and of its incoming resources and application of resources for the financial year. In preparing these financial statements, the PCC are required to:

1. Select suitable accounting policies and apply them consistently;
2. Observe the methods and principles in the Charities SORP;
3. Make judgements and estimates that are reasonable and prudent;
4. State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
5. Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The PCC is responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Corona Virus Pandemic

In early 2020 the Corona virus began to spread around the world. It has had a profound effect on the way we live our lives and on the ministry of All Saints, Fordham and Eight Ash Green. These changes will be fully set out in our 2020 Report and Accounts however, early observations show that we have adapted what we do and how we do it and are continuing to serve the church family and our community in both formal and informal ways. Whilst we are unable to meet together we have embraced new technology and are using podcasts, video teaching and video conferencing to pray, proclaim and pastor. Our hope is that during this time we will reach out into our community and beyond our boundaries more than ever before.

Our income has remained steady and we have set up a benevolent fund to help those within the church family particularly affected at this time.

APPROVAL

This report was approved by the PCC and signed on their behalf by:

Name: Revd Francis Blight

Date: 13 October 2020

Name: Nicholas Durlacher

Name: Alistair Grote

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF
FORDHAM & EIGHT ASH GREEN PAROCHIAL CHURCH COUNCIL
('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2019 on pages 21 to 31 following, which have been prepared on the basis of the accounting policies set out on pages 23 to 25.

Responsibilities and basis of report

As the charity's trustees of the Trust 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 matters have come to my attention in connection with the examination giving me cause to believe:

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

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

Ajay Rajani FCIE
Stewardship
1 Lamb's Passage
London
EC1Y 8AB

21 October 2020

FORDHAM & EIGHT ASH GREEN PAROCHIAL CHURCH COUNCIL

**STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT**

FOR THE YEAR ENDED 31 DECEMBER 2019

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £	Total Funds 2018 £
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3	175,321	15,644	190,965	163,166
Charitable activities	4	10,163	-	10,163	9,626
Other trading activities: property letting		12,084	-	12,084	12,084
Investments		145	-	145	45
Other income		1,263	-	1,263	2,950
Total income and endowments		198,976	15,644	214,620	187,871
EXPENDITURE ON:					
Charitable activities	5	220,175	35,250	255,425	197,502
Total expenditure		220,175	35,250	255,425	197,502
Net gains/(losses) on investments		32	-	32	(68)
Net income/(expenditure)		(21,167)	(19,606)	(40,773)	(9,699)
Transfers between funds	13	(400)	400	-	-
Net movement in funds		(21,567)	(19,206)	(40,773)	(9,699)
Reconciliation of funds:					
Total funds brought forward		57,705	41,589	99,294	108,993
Total funds carried forward	13	36,138	22,383	58,521	99,294

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing operations.

The notes on page 23-31 form part of these accounts.

FORDHAM & EIGHT ASH GREEN PAROCHIAL CHURCH COUNCIL

BALANCE SHEET

AS AT 31 DECEMBER 2019

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £	Total Funds 2018 £
FIXED ASSETS					
Tangible assets	8	-	-	-	-
Investments		1,463		1,463	1,431
		<u>1,463</u>	<u>-</u>	<u>1,463</u>	<u>1,431</u>
CURRENT ASSETS					
Debtors	9	22,669	1,811	24,480	24,636
Cash at bank and in hand	10	15,631	23,804	39,435	76,557
		<u>38,300</u>	<u>25,614</u>	<u>63,915</u>	<u>101,193</u>
CREDITORS: Amounts falling due within one year	11	(3,625)	(3,232)	(6,857)	(3,330)
		<u>34,675</u>	<u>22,383</u>	<u>57,058</u>	<u>97,863</u>
Net current assets					
		<u>34,675</u>	<u>22,383</u>	<u>57,058</u>	<u>97,863</u>
TOTAL NET ASSETS		<u>36,138</u>	<u>22,383</u>	<u>58,521</u>	<u>99,294</u>
FUND BALANCES	13				
Unrestricted Funds					
General funds		27,951	-	27,951	33,180
Designated funds		8,187	-	8,187	24,525
		<u>36,138</u>	<u>-</u>	<u>36,138</u>	<u>57,705</u>
Restricted Funds		-	22,383	22,383	41,589
		<u>36,138</u>	<u>22,383</u>	<u>58,521</u>	<u>99,294</u>

The financial statements were approved by the Board of Directors on 13 October 2020 and were signed on its behalf by:

Revd Francis Blight

Charity number: 1131590

The notes on page 23-31 form part of these accounts.

FORDHAM & EIGHT ASH GREEN PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2019

1 Statutory Information

The Parochial Church Council of Fordham and Eight Ash Green is a charity registered with the Charity Commission in England & Wales. The charity's registered number is 1131590 and the charity has its offices at John Owen Barn, Church Road, Fordham, CO6 3NL.

2 Accounting Policies

These financial statements are prepared on a going concern basis, under the historical cost convention as modified by the revaluation of certain assets, which are measured at fair value through the Statement of Financial Activities. The financial statements include all activities for which the PCC is legally responsible; the activities of informal gatherings of church members and groups that owe their main affiliation to another body and are excluded.

These financial statements have been prepared in accordance with The Church Accounting Regulations 2006, the 'Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)' ('the Charities SORP'), with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland ('FRS 102') and with the Charities Act 2011. The charity meets the definition of a public benefit entity as set out in FRS 102.

The Charities (Accounts and Reports) Regulations 2008 (the '2008 Regulations') requires charities to prepare their accounts in accordance with 'Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005' but this accounting standard has since been withdrawn and has been replaced by the Charities SORP mentioned in the preceding paragraph. The charity has prepared these financial statements in accordance with the new Charities SORP; this departure from the 2008 Regulations is believed to be necessary for these financial statements to give a 'true and fair view'.

The principles adopted in the preparation of the financial statements are set out below.

a) Going concern

The PCC have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The PCC have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the PCC have considered the charity's forecasts and projections and the possible implications should projected income or expenditure vary unexpectedly. The PCC have concluded that there is a reasonable expectation that the charity has adequate resources to continue to operate for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

b) Income

Income (which includes planned giving, collections and other donations) is recognised in the period in which the charity becomes entitled to receipt, the amount receivable can be measured with reasonable certainty, and receipt is probable. For the most part income is generally recognised when it is received by, or on behalf of, the PCC. Income is only deferred when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Income from donations and legacies includes:

- i) Recoverable gift aid. This is recognised when the related donation is received. Gift aid that has not been recovered by the balance sheet date is included as a debtor.
- ii) Donated facilities. The estimated value of these facilities to the charity is recognised as income when they are made available to the charity. Expenses include a charge for rent in respect of the charity's use of these facilities.

The charity relies on volunteers to carry out many of its activities. However, in accordance with the SORP, the value of these services has not been included in these financial statements as they cannot be reliably measured.

Income from charitable activities represents income receivable from goods, services and facilities supplied in furtherance of the charity's charitable objects. It includes income from fees for weddings, baptisms and funerals, other church activities and the church bookstall.

Income from property letting is recognised for letting periods that fall within the financial year.

FORDHAM & EIGHT ASH GREEN PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2019

c) Expenditure

Expenditure, including irrecoverable VAT, is recognised when it is incurred or, if earlier, when a legal or constructive obligation for a payment arises provided that it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Contributions in respect of the diocesan parish share are included in the Statement of Financial Activities for all amounts agreed to being payable for the financial year. Any contributions that have not been paid over by the year end are included as a creditor.

The charity makes grants to other institutions and individuals to further its charitable objectives. Grants payable are recognised as constructive obligations arise, which is generally when the charity expresses a commitment to the recipient that can be measured reliably and then only to the extent that any conditions associated with the grant are outside of the control of the charity.

Governance costs, which are included in expenditure on charitable activities but are identified separately in the notes to the accounts, includes costs associated with the independent examination of the financial statements, compliance with constitutional and statutory requirements and any other expenditure incurred on the strategic management of the charity.

d) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the PCC in furtherance of the general objectives of the charity. Designated funds comprise unrestricted funds that have been set aside by the PCC for particular purposes. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects.

e) Tangible fixed assets

Consecrated and beneficed property is not included in these financial statements by virtue of s.10(2) of the Charities Act 2011. All expenditure on consecrated or beneficed buildings is written off in the year in which it is incurred.

Movable church furnishings held by the incumbent and Churchwardens on special trust for the PCC and which require a faculty for disposal are capitalised in accordance with the policy set out below. These items are regarded as inalienable property and are listed in the church's inventory which can be inspected at any reasonable time. Inalienable property acquired prior to 2000 has not been capitalised as there is insufficient cost information available.

The church halls and certain clergy accommodation are held in trust by the Diocese on behalf of the PCC. These properties are essential for the mission of the church and have been in use for many years but they have not been included in these financial statements as there is insufficient cost information and their depreciated cost is unlikely to be material.

Expenditure on maintaining facilities donated to the PCC (namely the John Owen Barn) are charged to the Statement of Financial Activities as they are incurred.

Other items purchased or donated for the charity's own use are capitalised when the cost of purchased items, or the fair value of donated items, is more than £1,000 and the item is expected to benefit the charity over more than one accounting period. Depreciation is charged on a straight line basis so as to write down the value of each asset to its estimated residual value (if any) over its expected useful economic life. To achieve this objective the vehicles are depreciated over 5 years on a straight line basis.

The carrying values of tangible fixed assets are reviewed for impairment in periods when events or changes in circumstances indicate that the carrying value may not be recoverable.

f) Investments

Fixed asset investments comprise fixed interest securities. These securities are held to generate income and for their investment potential and have been included at their market value at the balance sheet date.

g) Pension scheme arrangements

The charity operates defined contribution pension schemes for its employees. Obligations for contributions to these schemes are recognised as an expense when the liability arises. The assets of these schemes are held separately from those of the charity in independently administered funds.

h) Taxation

The charity has taken advantage of the various reliefs from taxation available to charities and no tax is payable on the charity's income.

FORDHAM & EIGHT ASH GREEN PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2019

i) Financial instruments

The charity's financial assets and financial liabilities all qualify as basic financial instruments, as defined by FRS102. Except for loans, creditors and debtors are measured at their expected settlement value (normally the amount of cash that the charity expects to pay or receive). The charity recognises liabilities for the principal of those loans that remains outstanding at the year end (i.e. the liabilities exclude any interest chargeable on the loans in future years).

j) Exemption from preparing a cashflow statement

The charity has taken advantage of an exemption conferred by the Charities SORP and has not prepared a cash flow statement.

k) Critical accounting estimates and areas of judgement

The members of the PCC do not consider that there are any material sources of estimation or uncertainty at the balance sheet date that could result in a material adjustment to the carrying values of assets and liabilities in the next reporting period.

3 Donations and legacies

	2019	2018
	£	£
Donations of cash and similar	113,289	104,818
Donated facilities	5,000	5,000
Other grants receivable (note 3a)	50,445	28,000
Income tax recoverable	22,231	25,347
	<u>190,965</u>	<u>163,166</u>

Donated facilities comprise the John Owen Barn, which has been let to the charity rent free by the Trafalgar Nominees.

3a Grant income

	2019	2018
	£	£
The Fordham Trust	50,445	23,000
Friends of Essex Churches Trust	-	5,000
	<u>50,445</u>	<u>28,000</u>

The Fordham Trust is an independent charity with Christian objectives registered in the UK. It has supported the gospel ministry of All Saints Fordham and Eight Ash Green for some time. The PCC and the Fordham Trust do not have any trustees in common however one of the Trust's six trustees is closely related to a member of the PCC.

4 Income from charitable activities

	2019	2018
	£	£
Fees from weddings, funerals, baptisms and similar	5,627	5,653
Church activities	4,222	3,039
Book sales	314	934
	<u>10,163</u>	<u>9,626</u>

FORDHAM & EIGHT ASH GREEN PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2019

5 Charitable expenditure

	2019 £	2018 £
a Costs incurred directly on specific activities		
Parish share	83,291	81,301
Staff costs, travel and expenses	57,798	27,451
Other ministry costs	10,685	9,429
Parsonage House (Forham Hall)	9,442	10,570
Parsonage house (Ash Green rectory) redecoration	3,592	-
Other staff housing	-	41
Church running expenses (inc. maintenance)	5,848	8,317
Churchyard upkeep	3,624	3,477
Minibus expenses	225	1,916
Training costs	-	26
JOB maintenance and running costs	38,676	18,514
Equipment costs	-	430
Rental property expenses	5,027	4,418
Miscellaneous expenses	3,655	1,081
Grants payable (note 6c)	18,871	16,250
	<u>240,733</u>	<u>183,221</u>
b Costs incurred on support & administration		
Governance costs		
Independent examiner's fee for preparing and examining the accounts	1,800	1,260
Office and administration costs	6,384	7,734
Payroll processing	715	687
Staff recruitment	654	-
Bank charges	452	-
Insurance	4,687	4,600
	<u>14,692</u>	<u>14,281</u>
Total expenditure	<u>255,425</u>	<u>197,502</u>

The fee payable to the independent examiner for preparing and examining the accounts was £1,800 (2018: £1,260); in addition the charity paid £715 (2018: £721) to Stewardship for payroll bureau.

c Grants payable

	Institutions £	Individuals £	2019 £
Grants for UK and overseas mission	<u>18,371</u>	<u>500</u>	<u>18,871</u>

The comparatives for the previous year are as follows:

	Institutions £	Individuals £	2018 £
Grants for UK and overseas mission	<u>16,250</u>	<u>-</u>	<u>16,250</u>

FORDHAM & EIGHT ASH GREEN PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2019

The charity's principal grants to institutions comprised:

	2019	2018
	£	£
Serving in Mission	7,375	7,000
True Freedom Trust	2,200	2,200
Oak Hill College	2,500	3,100
Release International	2,200	2,500
AMIE	500	1,500
Open Door Colchester	500	1,500
Maralel (Kenyan pastors)	1,581	-
Good Stewards Trust	-	(2,000)
Grants to institutions for less than £1,000 each	1,515	450
	<u>18,371</u>	<u>16,250</u>

6 Analysis of staff costs, the cost of key management personnel and trustee remuneration and expenses

The average monthly number of employees during the year was 4 (2018: 4). Most of the charity's activities are carried out by volunteers.

No staff received salaries at a rate of more than £60,000 per annum.

The charity's key management comprise the members of the PCC. Total employment benefits payable to key management for the year were as follows.

	Wages & salaries	Employer pension contrib.	Total 2019 £
Members of the PCC:			
R Gage	6,656	-	6,656
F Blight	17,887	5,318	<u>23,205</u>
			<u>29,861</u>

F Blight serves as a clergy and R Gage serves as an administrator; they received the above emoluments for serving in those capacities, not for serving as members of the PCC. These payments are permitted by the PCC's governing document. No emoluments were paid to members of the PCC in the previous year.

J Parker, who was a clergy member of the PCC, received a stipend from the Diocese and was not an employee; some of the Parish Share paid to the Diocese was used to help meet the cost of this stipend. J Parker and F Blight were both provided with accommodation (which is customary for clergy) by the Diocese and the cost of this accommodation to the PCC was £9,442 (2018: £10,570) and £3,592 (2018: £nil) respectively.

7 Tangible fixed assets

	Vehicles £	Total 2019 £
Cost		
At 1 January 2019	20,225	20,225
Disposals in year	<u>(20,225)</u>	<u>(20,225)</u>
At 31 December 2019	<u>-</u>	<u>-</u>
Accumulated depreciation		
At 1 January 2019	20,225	20,225
Eliminated on disposal	<u>(20,225)</u>	<u>(20,225)</u>
At 31 December 2019	<u>-</u>	<u>-</u>
Net book value		
At 31 December 2019	<u>-</u>	<u>-</u>
At 31 December 2018	<u>-</u>	<u>-</u>

FORDHAM & EIGHT ASH GREEN PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2019

8 Fixed asset investments

	Fixed interest securities	2019 £	2018 £
Cost or fair value brought forward	1,431	1,431	1,498
Change in value of investments	32	32	(68)
Cost or fair value carried forward	<u>1,463</u>	<u>1,463</u>	<u>1,431</u>

9 Debtors

	2019 £	2018 £
Tax recoverable	24,480	24,636
	<u>24,480</u>	<u>24,636</u>

10 Cash at Bank and in Hand

	2019 £	2018 £
Cash at bank with immediate access	39,389	76,512
Petty cash	45	45
	<u>39,435</u>	<u>76,557</u>

11 Creditors: liabilities falling due within one year

	2019 £	2018 £
Accruals	6,857	3,330
	<u>6,857</u>	<u>3,330</u>

12 Pension commitments

During the year employer's pension contributions totalling £525 (2018: £996) were payable to defined contribution personal pension schemes. No pension contributions were owing at the balance sheet date (2018: £nil).

13 Funds

During the year the movements in the charity's funds were as follows:

	Opening balance 2019 £	Incoming resources 2019 £	Outgoing resources 2019 £	Transfers in the year 2019 £	Gains and losses 2019 £	Closing balance 2019 £
<i>Designated Funds</i>						
John Owen Barn	24,525	40	(16,378)	-	-	8,187
	24,525	40	(16,378)	-	-	8,187
<i>General Unrestricted Funds</i>	33,180	198,936	(203,797)	(400)	32	27,951
Total Unrestricted Funds	<u>57,705</u>	<u>198,976</u>	<u>(220,175)</u>	<u>(400)</u>	<u>32</u>	<u>36,138</u>
<i>Restricted Funds</i>						
Associate minister's fund	37,298	7,576	(27,547)	400	-	17,726
Mission fund	3,700	1,328	(372)	-	-	4,656
Maralal appeal fund	591	990	(1,581)	-	-	-
Retiring minister's fund	-	750	(750)	-	-	-
John Owen Barn fund		5,000	(5,000)	-	-	-
	<u>41,589</u>	<u>15,644</u>	<u>(35,250)</u>	<u>400</u>	<u>-</u>	<u>22,383</u>
Aggregate of funds	<u>99,294</u>	<u>214,620</u>	<u>(255,425)</u>	<u>-</u>	<u>32</u>	<u>58,521</u>

FORDHAM & EIGHT ASH GREEN PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2019

Analysis of net assets by fund

The assets and liabilities of the various funds were as follows:

	<u>Unrestricted Funds</u>			
	General funds	Designated funds	Restricted funds	2019
	£	£	£	£
Tangible fixed assets	-	-	-	-
Fixed asset investments	1,463	-	-	1,463
Debtors	22,669	-	1,811	24,480
Cash at bank and in hand	7,444	8,187	23,804	39,435
Creditors falling due within one year	(3,625)	-	(3,232)	(6,857)
	<u>27,951</u>	<u>8,187</u>	<u>22,383</u>	<u>58,521</u>

In the previous year the movements in the charity's funds were as follows:

	Opening balance 2018 £	Incoming resources 2018 £	Outgoing resources 2018 £	Transfers in the year 2018 £	Gains and losses 2018 £	Closing balance 2018 £
<i>Designated Funds</i>						
John Owen Barn	26,186	-	(1,661)	-	-	24,525
<i>General Unrestricted Funds</i>	46,319	177,445	(193,278)	2,763	(68)	33,180
Total Unrestricted Funds	<u>72,505</u>	<u>177,445</u>	<u>(194,939)</u>	<u>2,763</u>	<u>(68)</u>	<u>57,705</u>
<i>Restricted Funds</i>						
Associate minister's fund	36,488	810	-	-	-	37,298
Mission fund	-	4,025	(325)	-	-	3,700
Maralal appeal fund	-	591	-	-	-	591
Church Underpinning fund	-	5,000	(2,237)	(2,763)	-	-
	<u>36,488</u>	<u>10,426</u>	<u>(2,562)</u>	<u>(2,763)</u>	<u>-</u>	<u>41,589</u>
Aggregate of funds	<u>108,993</u>	<u>187,871</u>	<u>(197,501)</u>	<u>-</u>	<u>(68)</u>	<u>99,294</u>

Analysis of net assets by fund

In the previous year, the assets and liabilities of the various funds were as follows:

	<u>Unrestricted Funds</u>			
	General funds	Designated funds	Restricted funds	2018
	£	£	£	£
Tangible fixed assets	-	-	-	-
Fixed asset investments	1,431	-	-	1,431
Debtors	23,961	-	675	24,636
Cash at bank and in hand	11,118	24,525	40,914	76,557
Creditors falling due within one year	(3,330)	-	-	(3,330)
	<u>33,180</u>	<u>24,525</u>	<u>41,589</u>	<u>99,294</u>

Designated funds

The John Owen Barn fund is money set aside by the PCC for the maintenance and redecoration of the John Owen Barn.

FORDHAM & EIGHT ASH GREEN PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2019

Restricted funds

The Associate minister's fund represents donations received by the charity to help fund the position of an associate minister.

The Mission and Malala funds represents donations received by the charity to help fund specific mission projects.

The Retiring minister's fund represents donations received by the charity towards given to the charity's retiring minister.

The John Owen Barn fund represents the estimated value to the charity of the rent free use of a property.

The Church Underpinning fund represents a specific grant received by the charity to help pay for maintenance work to the church buildings used by the charity.

14 Transactions with related parties

During the year the charity:

- a) received donations totalling £25,783 (2018: £36,470) from related parties (which includes members of the PCC, any other members of key management and anyone closely connected to them).
- b) except for the reimbursement of expenses incurred when acting as agent for the charity or incurred when undertaking employment duties not connected with serving as a PCC member, no expenses were reimbursed to the members of the PCC.

Except as disclosed in note 7 'Analysis of staff costs', there have been no other transactions with related parties during the year.

15 Events since the year end

In March 2020 the charity took steps (in line with government advice) to help contain the outbreak of COVID-19. This included the temporary suspension of all physical gatherings and the charity has had to change how it operates; the charity has been able to continue some of its activities using on-line media. The trustees are monitoring income and expenditure and, if it becomes necessary, will take measures to mitigate the impact of COVID-19 on the charity's free reserves. COVID-19 has not yet affected net income materially.

FORDHAM & EIGHT ASH GREEN PAROCHIAL CHURCH COUNCIL
DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES
FOR THE YEAR ENDED 31 DECEMBER 2019

		<u>Unrestricted funds</u>					<u>Unrestricted funds</u>			
		General	Designated	Restricted	Total		General	Designated	Restricted	Total
		2019	2019	2019	2019		2018	2018	2018	2018
Note		£	£	£	£		£	£	£	£
INCOME AND ENDOWMENTS FROM:										
	3	175,281	40	15,644	190,965		152,740	-	10,426	163,166
	4	10,163	-	-	10,163		9,626	-	-	9,626
		12,084	-	-	12,084		12,084	-	-	12,084
		145	-	-	145		45	-	-	45
		1,263	-	-	1,263		2,950	-	-	2,950
Total income and endowments		198,936	40	15,644	214,620	177,445		-	10,426	187,871
EXPENDITURE ON:										
	5	203,797	16,378	35,250	255,425		193,279	1,661	2,562	197,502
Total Expenditure		203,797	16,378	35,250	255,425	193,279		1,661	2,562	197,502
Net gains/(losses) on investments		32	-	-	32	(68)				(68)
Net income/(expenditure)		(4,829)	(16,338)	(19,606)	(40,773)	(15,902)		(1,661)	7,864	(9,699)
	13	(400)	-	400	-		2,763	-	(2,763)	-
Net movement in funds		(5,229)	(16,338)	(19,206)	(40,773)	(13,139)		(1,661)	5,101	(9,699)
Reconciliation of funds:										
Total funds brought forward		33,180	24,525	41,589	99,294	46,319		26,186	36,488	108,993
Total funds carried forward		27,951	8,187	22,383	58,521	33,180		24,525	41,589	99,294