

ALL HALLOWS BERKYNGECHIRCHE BY THE TOWER WITH ST. DUNSTAN-IN-THE-EAST

ANNUAL REPORT AND FINANCIAL STATEMENTS OF THE PAROCHIAL CHURCH COUNCIL

FOR THE YEAR ENDED 31 DECEMBER 2020

Charity Commission Registration Number: 1129137

ANNUAL REPORT AND FINANCIAL STATEMENTS OF THE PAROCHIAL CHURCH COUNCIL

FOR THE YEAR ENDED 31 DECEMBER 2020

INDEX

| Page 2 | Details of Church, Parish Office and Professional Advisors |
|------------|--|
| Page 3-4 | The Parochial Church Council |
| Page 5-7 | Parish Annual Report: Review of Progress and Achievements |
| Page 8-9 | Review of Financial Activities |
| Page 10 | Independent Examiner's Report |
| Page 11 | Statement of Financial Activities |
| Page 12 | Balance Sheet |
| Page 13-24 | Notes to Financial Statements |

All Hallows by the Tower – year ended 31 December 2020 Details of Church, Parish Office and Professional Advisors

PARISH CHURCH

All Hallows by the Tower

Byward Street

London EC3R 5BJ

PARISH WEBSITE

www.ahbtt.org.uk

BANKERS

HSBC Bank plc

I-3 Bishopsgate London EC2N 3AO

Unity Trust Bank plc Four Brindley Place Birmingham B1 2HB

CCLA Investment Management Ltd

Senator House

85 Queen Victoria Street

London EC4V 4ET

CUSTODIAN TRUSTEE

London Diocesan Fund London Diocesan House

36 Causton Street London SWIP 4AU **PARISH OFFICE**

All Hallows by the Tower

Byward Street London EC3R 5BJ

Telephone: 020 7481 2928 Email: parish@ahbtt.org.uk

Operations & Finance Manager: Angie Poppitt

LEGAL ADVISER

Mr John Woodhead

SA Law LLP Gladstone Place

36-38 Upper Marlborough Road

St Albans

Herts ALI 3UU

INDEPENDENT EXAMINER

Mr Rassoul Jam SSA Accountants Ltd 44 Furzedown Road

Sutton SM2 5QF

QUINQUENNIAL INSPECTOR

Mr Bob Wilson Edwards Wilson

The Gallery, St Margaret Pattens Church

Rood Lane

London EC3M 1HS

All Hallows by the Tower – year ended 31 December 2020 The Parochial Church Council

The PCC is required, as stated in the Parochial Church Councils (Powers) Measure 1956, to co-operate with the Vicar in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. It is a charity registered with the Charity Commission, and is supported by a connected charity, the Friends of All Hallows. Members of the PCC are either ex-officio or elected by the Annual Parochial Church Council Meeting (APCM) in accordance with the Church Representation Rules.

The PCC meets 4-6 times during the year to discuss reports and plan activities. There are two sub-committees of the PCC, members of which are elected by and from the full PCC.

- Finance Sub-Committee normally meets 4 times each year. The committee's role includes preparing a draft financial budget for adoption by the PCC and monitoring and reviewing financial performance against the agreed budget. The committee also discusses matters of a general financial nature in advance of debate by the PCC.
- Fabric Sub-Committee normally meets 3-4 times each year to monitor and manage the fabric and contents of All Hallows by the Tower church and the building of St Dunstan in the East.

There is a Standing Committee formed of the Vicar, Churchwardens and PCC Hon Treasurer. The Standing Committee meets to discuss matters of the general parish administration. No binding decisions are made other than at the PCC.

In line with current legislation, the PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to House of Bishops' guidance on safeguarding children and vulnerable adults. The House of Bishops has produced policy statements which can be found at this link: www.churchofengland.org/more/safeguarding

Responsibilities of Members of the Parochial Church Council in relation to these Financial Statements

The Council Members are required under the Church Accounting Regulations to prepare Financial Statements which give a true and fair view of the Council's financial activities during the year and of its financial position at year end. In preparing Financial Statements giving a true and fair view, the Council Members should follow best practice and:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that this applies.

The Council Members are responsible for keeping accounting records, which disclose with reasonable accuracy the financial position of the Council and which enable them to ensure that the financial statements comply with applicable law and regulations. They are also responsible for safeguarding the assets of the Council and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

All Hallows by the Tower - year ended 31 December 2020 Members of The Parochial Church Council

The Rev'd Katherine Hedderly

The Rev'd Sophia Acland (ex officio)

Mr Kenneth Marshall

Miss Diana Robertshaw

Ms Angie Poppitt (in attendance)

Mr Martin Carr (ex officio)

Mr John Hunt (from September 2020)

Mrs Jemma Lawley (until September 2020)

Dr Siobhan Martin

Mr Robin Moore (from September 2020)

Mrs Anne Palmer (from September 2020)

Mrs Catherine Price

Mr Howard Redgwell (from September 2020)

Dr Szabina Soptei (from September 2020)

Mr David Risley (until September 2020)

Mr Robert Stichbury

Mr Emlyn Williams

Vicar

Associate Vicar

Churchwarden, Finance Committee, Fabric Committee

Churchwarden, Children's Champion, Deanery Synod Representative,

Finance Committee, Fabric Committee,

PCC Secretary, Electoral Roll Officer, Finance Committee, Fabric Committee

Hon. Treasurer - position currently vacant

(Role undertaken by Churchwardens until a replacement is determined.)

Licensed Lay Minister

Fabric Committee

Safeguarding Officer

Finance Committee

All Hallows by the Tower – year ended 31 December 2020 Parish Annual Report: Review of Progress and Achievements

A Challenging Year

2020 was a challenging year, as the Covid-19 pandemic swept across the world and affected all of our lives in significant and costly ways. It has highlighted inequalities in our society and made us more aware of and grateful for those who support our lives and well-being, the hidden workers, those in the NHS and all healthcare workers. And it has been a year in which we have come to recognise more clearly the gifts of one another, and the calling of the church to reach out in practical ways to support those in greatest need. Here at All Hallows, situated on the interface between the City of London and the Borough of Tower Hamlets, we have seen the cost both to livelihood and businesses and to families and those who have been isolated and struggling. It has given us a renewed vision to be a more compassionate community, to be more confident as we share the hope of our Christian faith and the transforming presence of God who brings renewal and new life, and to be more creative as we seek to build on what we have learned during this time, including the importance of our online presence, as we grow the life of the church.

On 23 March the first national lockdown was put in place by the Government, which included the closing of places of worship. The pilot for our Tower Talent project with the First Love Foundation, supporting those coming through crisis into work, which started in January and our Education project with Clio's Company, were both cut short as the country went into lockdown. Our worship at All Hallows went on-line, we created prayer and worship resources that members of the community could use in their own homes, we set up a Pastoral Network of support and we reached out, in creative ways, through our online presence, to continue our ministry and mission of the church. Our church community has grown in depth and numbers through this time.

Following Government and Church of England guidelines, with a comprehensive Covid-safe risk assessment in place, we re-opened the church for private prayer on 16 June, and for public worship on Sunday 12 July. We continued to follow the guidance through the year, and were open for private prayer only during the second national lockdown 5 Nov - 2 Dec.

The local area that we serve here in the City of London, which is part of the Central Activity Zone, has seen numbers coming to work fall drastically by up to 90%. This, combined with international and domestic travel being curtailed due to the pandemic, meant that the regular pre-Covid numbers attending All Hallows for worship and footfall of visitors to this important heritage site, adjacent to the Tower of London, fell away. The Byward Kitchen and Bar had to close and our regular sources of income were significantly reduced: including donations, income from events, our Education activities, as well as the income from the café. Over the course of the year, we lost 25% of our regular income. We took steps to alleviate this by reviewing all expenditure, putting all capital projects on hold, making use of the Government's Job Retention Scheme, reducing staff hours where possible and reviewing our opening hours. Along with support from our regular grant making trusts, we were delighted to be given a Covid-19 emergency grant from the Wakefield Trust during this time which, along with the prudent stewarding of our resources, meant that we were able to come to the end of the year without needing to go into our reserves. This will stand us in good stead for 2021, which again will be an uncertain year.

Parish Life

The PCC met six times during the year, along with its committees and transitioned well online and the Vicar and Churchwardens, with our excellent staff team, have managed the life of the parish well through this demanding year. We have been developing our Mission Action Plan 2021-2023. Through the use of Zoom we have sustained and grown our community over the year and been able to maintain connections and pastoral care and welcomed people from around the country and around the world, as well as locally in the parish here on Tower Hill.

Our regular Sunday and Taizé services have continued and thrived and a new online midweek Morning Prayer has been spiritually sustaining. We have held three study course through the year and grown in our discipleship and faith. We have been blessed by our own musicians, with the online Taizé choir going from strength to strength, our own singers and organ for Sundays both in person and online and the musical resources of St Martin-in-the-Fields that we have used through the year enhancing our worship.

Church Year & Festivals

Our journey through Lent, Holy Week and Easter began with 'Ashes to go' for commuters at the Tower Hill Tube Station. Along with our neighbour Rev'd Arani Sen, Rector of St Olave, Hart Street, we were able to ash a steady stream of people at this early hour. Our Holy Week services were fully on-line and included reflections from members of the community on the meaning of the cross in a time of the pandemic. Ascension Day included virtual Beating of the Bounds prayers for the parish and later in Remembrance-tide when the church could again be open, we welcomed families in person and online for a poignant All Souls service to remember loved ones. At our Patronal Festival for All Saints, the new icon of our founder St Ethelburga, by icon painter Aidan Hart, was blessed. It is a gift of Richard Walduck OBE DL, Alderman of Tower Ward 2003-2007. Our preacher was the Rev'd Canon Tricia Hillas, Priest in Charge, St Mary at Hill, and Chaplain to the Speaker of the House of Commons. We were joined by representatives of the Guild of Entrepreneurs, for whom St Ethelburga is their patron saint.

We held an extraordinary Advent and Christmas, with hybrid or online services for all of our associated Livery Companies, charities, businesses and organisations, including services for Toc H, the Worshipful Company of Bakers, the Company of Watermen and Lightermen, the Worshipful Company of World Traders and the Water Conservators. Our own Christmas services of Lessons and Carols, Carols by Candlelight, Midnight Mass and Christmas Day brought people together both in church and online. We were able to celebrate and give thanks even in these extraordinary and challenging times and were filled with hope of the coming of Christ among us, light for all the world. We were joined by City and Civic friends, our Alderman, Nicholas Lyons, the Headmaster, Nicholas Hewitt and choir of our link school of St Dunstan's College, for a rich celebration of the season. Other special services of note during the year included the Water Conservator's Myddleton and Rededication service with Bishop Rose Hudson Wilkin preaching, the Marathon Thanksgiving Service in October with a reflection by Bishop Libby Lane, the Church of England's lead bishop for Sport, along with marathon organisers and Christian Aid, and the Installation Service for the Master of the Worshipful Company of Bakers.

Our rich connections with our Livery Companies continued through the year, with Masters of two of the companies as well as some members joining our regular worship. Ongoing pastoral care continued, particularly with members who had lost loved ones, or been affected by Covid-19 in other ways. Our Vicar joined online Livery Company events, including the Installation of Sue Algeo as Master of the World Traders, and the first of their Prayer Breakfasts, due to take place in the Byward Kitchen café, but held online for now and the Tacitus Lecture. We look forward to welcoming them in person in the coming year. We also hosted and led worship online for the Friends of Cyprus and the Gulf's annual gathering in August.

Mission and Outreach

We continued to support the First Love Foundation and look forward to re-starting our Tower Talent project in the coming months. We have maintained our links with local businesses and organisations and those who live in the parish and to pray for them. Our charitable giving continued with a brilliant reading of the whole of the New Testament in one day, raising funds for Christian Aid, where we were joined by theologian Paula Gooder, members of the All Hallows community and friends. Our work in bringing issues of social justice and global development into the City was marked by our involvement in JustShare, with events exploring the Plastic Water Crisis, The Future of Fairtrade and Care for our Common Home, reflecting on the Pope's encyclical Laudato si, all themes that resonate with All Hallows' commitment to a fairer and more just world, and to action on climate change through our Green City initiative.

Communications

We have further developed our online resources and soon will be able to share the 3-D online model of the church which will enhance the experience of virtual visitors to the church and encourage in-person visiting. Our City Guides contributed to our Our City Together and in-house podcasts. Members of the congregation were interviewed for the BBC World Service, 'Heart and Soul' series about faith communities' engagement with online resources for prayer and worship, including apps and smart speakers. The Vicar led BBC R4's Daily Service for Ascension Day.

Education, Training and Nurture

Our Arts in Education project with Clio's Company, engaging with local children in neighbouring boroughs off Tower Hamlets, Hackney and Southwark, managed one course in Feb/March and then went online for the remainder of the year. The Vicar and Churchwardens continued the important link as governors of St Dunstan's College. We have held three study courses through year: our Lent Pilgrim Course on the Creeds, Six Weeks with the Gospel of Mark, and an exploration of the Acts of the Apostles 'Missionary Journeys, Missionary Church'. Our training this year included session for our intercessors and servers in January.

Staff and Volunteers

Thanks are due to our ministry team; Rev'd Sophia Acland (Associate Vicar) and Martin Carr (LLM) have given tirelessly to support the pastoral care, worship and ministry of All Hallows through this year of uncertainty. Our staff team Angie Poppitt (Operations & Finance Manager), Adey Grummet (History & Education Officer), Jonathan Melling (Director of Music), Sean Boyle (Verger), John Simpkins (Caretaker) and Patricia de Moura Carara (Cleaner) have done a wonderful job and those on furlough have come through with patience and good humour. We thank our churchwardens, PCC and volunteers and all who have contributed generously to the life of All Hallows. We enjoyed meeting with our welcomers and City Guides for our volunteers' lunch at the beginning of the year, as well as our online zoom teas, and look forward to the return of their welcoming, informative presence in the church in 2021.

As Area Dean for the City Deanery the Vicar has worked with Archdeaconry colleagues to support local clergy and churches as we have come through the pandemic. Early in the year she continued to contribute to the Humanitarian Assistance Group following the Fishmonger's Hall terrorist attack and has become a trustee of the London Centre for Spiritual Direction, based in the City. She led the ordination retreat for deacons and priests in the Diocese of Salisbury at Salisbury Cathedral in September.

A Future of Hope

In our Mission Action Plan we are exploring our vision for the next few years, as we come through the pandemic, to be a compassionate community, deepening our faith and becoming more confident in our discipleship, and seeking ways creatively to grow both in numbers and in depth of love of God. We will take what we have learned during this time to help and inform our vision for the future, to support local and global projects, as well as supporting City workers who are coming through this difficult year and coming back to the workplace, adapting to changing working patterns. The growth in our community this year, of friendship, depth and numbers, has been a source of encouragement and we will be seeking ways to build on this in the year ahead. It has been heartening in what has been such a difficult year, to be upheld by God's abiding, compassionate and strengthening love in so many ways. Thanks be to God!

The Rev'd Katherine Hedderly, Vicar

Cathelia Geddely

April 2021

All Hallows by the Tower – year ended 31 December 2020 Review of Financial Activities

(To be read in conjunction with the Balance Sheet, Statement of Financial Activities and associated Notes). This report, together with the parish annual report and the rest of this booklet, forms an important part of fulfilling the accounting requirements of the Church Accounting Regulations (CAR) 2006 and the Charities Act 2011.)

Summary

This report covers an extraordinary year when, for a substantial part of the year, the church was in lockdown due to the Coronavirus pandemic. Accordingly it is not realistic to seek an item by item comparison with 2019, since both Income and expenditure are down in consequence of the church building being lengthily closed, or only open for private prayer, due to Covid regulations. However, the Charity's financial situation remains satisfactory. Continued application of strong management of income and expenditure has again resulted in a positive outcome. The Statement of Financial Activities shows that overall income has decreased by £158,371 and overall expenditure has reduced by £84,311. We ended the year with a surplus of £12,923 compared with the previous year's surplus of £86,983, although it should be noted that the 2019 surplus included a substantial legacy.

Despite the adverse conditions, the grant-making trusts who regularly support All Hallows - the Wakefield and Tetley Trust, and the Northcott Foundation - very generously continued their grants for which the parish is indebted. This annual funding, as well as a Covid-19 emergency grant from the Wakefield Trust, has been even more crucial this year as it has enabled All Hallows to continue our ongoing ministry and outreach on Tower Hill. We are extremely grateful for the continued provision of this historical support at this difficult time. To all our benefactors we give sincere thanks for their support of our ongoing ministry and outreach.

Income

The rental income from the Queen Mother Centre, All Hallows House, church flat and mobile phone mast reduced to £117,736 (£141,145), and negotiations are approaching a conclusion regarding the increase in rent which is due for the telecoms transmitter. The rental of these facilities provides us with a regular and reliable income stream, which is essential to sustaining our missional and financial objectives. We must note that there remain arrears of rent due for the Byward Kitchen and Bar. Due to the Byward Kitchen's closure, as required by the Covid regulations, amendments have been agreed to the repayment scheme and put in place to recover the debt over a period of 3 years, and the arrears have been included under Other Debtors (Note 20).

Income from our sundry church activities was inevitably significantly reduced due to closure, when almost all activities were virtual. The receipts were down to £9,899 from £23,705. We received £8,367 (£12,575) from the Church Rate, and we are most grateful to the local businesses who paid this voluntary contribution during such difficult times.

Investment income has increased slightly to £3,889 (£3,300), while the level of these investments has increased to £115,000 from £108,000 due to an increase in the value of the funds.

The Government's Furlough Scheme has provided support in the sum of £11,029.

Expenditure

The PCC continued their policy of meeting our full Common Fund and Clergy Stipends costs and made due payment of £73,000 (£70,500).

The cost of staffing, including the organist and part time staff was almost the same £110,271 (£111,156), although this was partially offset by the furlough grant.

Our programme of church repairs and maintenance was of necessity curtailed, apart from some small painting works before the pandemic bore down. In consequence church repairs and maintenance reduced by £33,008 to £14,259 (£47,267).

By effecting every possible saving, church running costs reduced to £57,842 (£69,231) and Parish House running costs reduced by £2,518 to £27,164 from £29,682 due to continued careful supervision of the detailed expenditure.

Charitable giving slightly decreased to £4,112 (£6,929), in our support for missional projects at home and overseas through Christian Aid, A Rocha, Just Share, National Churches Trust and the Tower Hamlets Foodbank/First Love Foundation. However, a proportion of giving to local and international charities was made by members of the congregation directly this year, due to Covid-19 restrictions.

Reserves Policy

It is the PCC's policy to maintain an amount of reserves equating to six months normal running expenditure. The PCC has continued to work towards building a level of designated funds commensurate with short to medium term needs for the operation, and the repair and maintenance of the fabric of All Hallows by the Tower and St Dunstan in the East. We are mindful that we have major works to the north store facilities, roofing and insulation, crypt and undercroft and organ which need to be undertaken within the next few years, for which part grant funding will be essential. Meantime the PCC, together with its Inspecting Surveyor, Mr Bob Wilson of Edwards Wilson, continue to work hard on implementing an appropriate timescale for assessment of need and determining a prudent level of funding for the regular aspects of preservation required by our two Grade One listed building as soon as the pandemic permits.

Appreciation

We are extremely grateful for the valuable contributions made by the PCC, Finance, Fabric and other Committees which have met frequently on Zoom throughout the year to oversee the best use of resources in this very difficult period. These accounts demonstrate how indebted we are to our Operations and Finance Manager, Angie Poppitt, whose daily focus and careful control has again, together with guidance of the Independent Examiner, kept our accounts in good order.

These Accounts were approved by the Parochial Church Council at their meeting on 18 March 2021.

The Rev'd Katherine Hedderly, Vicar

Matheba Meddely

Mr Kenneth Marshall, Churchwarden

Independent Examiner's Report on the accounts to members/trustees of the Parochial Church Council of All Hallows by the Tower

We report to the trustees on our examination of the accounts of the above charity ("the Trust") for the year ended 31 December 2020, which are set out on pages 11 to 24.

Responsibilities and basis of report

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

We report in respect of our examination of the Trust's accounts carried out under Section 145 of the 2011 Act and in carrying out our examination, we have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's statement

The Charity's gross income exceeded £250,000 and we are qualified to undertake the examination by being a qualified member of the Association of Chartered Certified Accountants (ACCA).

We have completed our examination. We confirm that no material matters have come to our attention in connection with the examination which gives us cause to believe that in, any material respect:

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

We 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.

Rassoul lam, Independent Examiner

For and on behalf of SSA Accountants Ltd

Chartered Certified Accountants, 44 Furzedown Road, Sutton, Surrey SM2 5QF

Date: 28/4/2021

ALL HALLOWS BERKINGECHIRCHE BY THE TOWER WITH ST DUNSTAN-IN-THE-EAST STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2020

| Note | |
|------|--|
| | INCOME |
| 2 | Planned giving |
| 3 | Collections & other giving |
| · 4 | Other voluntary receipts |
| 5 | Gift Aid recovered |
| 6 | Other receipts |
| 7 | Activities for generating funds |
| 8 | Investment income |
| , 9 | Receipts from church activities |
| | TOTAL INCOME |
| | EXPENDITURE |
| 10 | Cost of generating funds |
| , | Missionary & charitable giving |
| 12 | Parish Share/Common Fund |
| 13 | Clergy & staffing costs |
| | Church running expenses |
| | Church repairs & maintenance |
| 16 | Other property upkeep |
| 17 | Other support costs |
| | TOTAL RESOURCES USED |
| | NET INCOME/(EXPENDITURE) |
| | GAINS & LOSSES ON INVESTMENTS |
| | Realised |
| | Unrealised |
| | NET MOVEMENT IN FUNDS |
| | Balances brought forward at 1/1/2020 |
| | Transfers between funds |
| | BALANCES CARRIED FORWARD AT 31/12/2020 |

| | Designated | | · IOIAL | IOIA |
|-----------|---------------------|----------|---------|--------|
| & General | Funds | Funds | 2020 | 201 |
| Funds | | l | 2020 | 201 |
| £ | £ | £ | £ | i |
| 14,004 | 0 | 50 | 14,054 | 12,34 |
| 4,354 | 0 | 1,087 | 5,441 | 15,59 |
| 74,394 | 50,701 | 7,660 | 132,755 | 224,41 |
| 4,344 | . 0 | 182 | 4,526 | 8,76 |
| 42,538 | 0 | 5,181 | 47,719 | 64,07 |
| 3,050 | 0 | 312 | 3,362 | 4,41 |
| 121,625 | 0 | 0 | 121,625 | 144,44 |
| 9,899 | 0 | 0 | 9,899 | 23,70 |
| 274,208 | 50,701 | 14,472 | 339,381 | 497,75 |
| | | | | |
| 33,753 | 0 | 0 | 33,753 | 45,995 |
| 2,850 | 0 | 1,262 | 4,112 | 6,92 |
| 73,000 | 0 | 0 | 73,000 | 70,50 |
| 97,465 | 35,228 | 5,181 | 137,874 | 143,14 |
| 36,843 | 5,838 | 15,161 | 57,842 | 69,23 |
| 3,109 | 10,000 | 1,150 | 14,259. | 47,26 |
| 0 | 0 | 0 | 0 | 22,94 |
| 5,618 | 0 | 0 | 5,618 | 4,758 |
| 252,638 | 51,066 | 22,754 | 326,458 | 410,76 |
| 21,570 | (365) | (8,282) | 12,923 | 86,983 |
| · | . 0 | | 0 | (|
| | 7,000 | · | 7,000 | 13,00 |
| 21,570 | | | 19,923 | |
| 165,893 | 99, 4 72 | 45,030 | 310,395 | 210,41 |
| | | | | |
| 187,463 | 106,107 | 36,748 | 330,319 | 310,39 |

Restricted

Unrestricted Designated

TOTAL

TOTAL

The Notes on pages 13 to 24 form part of these accounts.

ALL HALLOWS BERKINGECHIRCHE BY THE TOWER WITH ST DUNSTAN-IN-THE-EAST BALANCE SHEET AT 31ST DECEMBER 2020

| | 2020 | 2019 |
|--|-----------|----------|
| Note | £ | £ |
| FIXED ASSETS | | |
| 18 Tangible assets | 0 | 10,526 |
| 19 Investments | 115,000 | 108,000 |
| | 115,000 | 118,526 |
| CURRENT ASSETS | | |
| Stock | 3,085 | 3,559 |
| 20 Debtors & prepayments | 36,512 | 48,190 |
| Short term deposits | 195,485 | 124,800 |
| Cash at bank | 81,849 | 101,919 |
| | 316,931 | 278,468 |
| CURRENT LIABILITIES | • | |
| 21 Creditors: amounts falling due within one year | (7,448) | (12,473) |
| NET CURRENT ASSETS | 309,483 | 265,995 |
| TOTAL ASSETS LESS CURRENT LIABILITIES | 424,483 | 384,521 |
| 22 Creditors: amounts falling due after more than one year | (9,165) | (9,126) |
| 23 Provisions for liabilities and charges | (85,000) | (65,000) |
| | 330,318 | 310,395 |
| 24 NET ASSETS | 330,318 | 310,395 |
| FUNDS | | |
| Unrestricted | 187,463 | 165,893 |
| 25 Designated | 106,107 | 99,472 |
| 26 Restricted | 36,748 | 45,030 |
| | 330,318 | 310,395 |

Approved by the PCC on 18 March 2021 and signed on its behalf by

The Rev'd Katherine Hedderly, Vicar

Mr Kenneth Marshall, Churchwarden

The Notes on Pages 13 to 24 form part of these accounts

Note

| ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Charities SORP (FRS102) and with the Charities Act 2011. The financial statements have been prepared under the historical cost convention except for the valuation of investment assets, which are shown at market value when materially different from book value.

la FUNDS

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for application on the general purposes of the PCC.

Funds designated for a particular purpose by the PCC are also unrestricted.

The accounts include all transactions, assets and liabilities for which the PCC is responsible in law.

They do not include the accounts of church groups that owe their main affiliation to another body nor those that are informal gatherings of church members.

The church's overall reserve policy is based on cover for six months of its operating costs.

1b INCOMING RESOURCES

VOLUNTARY INCOME AND CAPITAL SOURCES

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

Planned giving is recognised only in the year in which it is received.

Income tax recoverable on gift aid donations is recognised when the income is received.

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

OTHER ORDINARY INCOME

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

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.

lc RESOURCES EXPENDED

GRANTS

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

ACTIVITIES DIRECTLY RELATING TO THE WORK OF THE CHURCH

The parish contribution to the London Diocesan Common Fund is accounted for when payable.

Note

[d FIXED ASSETS

CONSECRATED LAND AND BUILDINGS AND MOVEABLE CHURCH FURNISHINGS

Consecrated and benefice property is excluded from the accounts by Section 10 of the Charities Act 2011.

The All Hallows Queen Mother Centre has been built on benefice land and, being a physical extension to the church, is subject to Ecclesiastical Faculty Jurisdiction. It, like the church, is therefore excluded from the statement of assets on the PCC Balance Sheet.

No value is placed on moveable church furnishings held by the churchwardens 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 benefice buildings and moveable church furnishings, whether maintenance or improvement, is written off as expenditure in the SOFA and separately disclosed.

OTHER FIXTURES, FITTINGS AND OFFICE EQUIPMENT

Equipment is depreciated to write off its cost, less estimated residual value, on a straight-line basis at the rate of 20% pa. Individual items of equipment with a purchase price of £750 or less are written off when the asset is acquired.

le) **INVESTMENTS**

Investments are valued at market value at 31 December when materially different from book value.

if) - CURRENT ASSETS

Amounts owing to PCC at 31 December in respect of fees, rents or other income are shown as debtors less provision for amounts that may prove uncollectable.

Short-term deposits include cash held on deposit either with the Central Board of Finance of the Church of England Fund or at the bank.

(g) CASH FLOW STATEMENT

No cash-flow statement is prepared for the current year because, as a small reporting entity, the PCC is exempt from the requirements to prepare such a statement under FRS102.

Ih) STOCK

Stock is valued at the lower of cost and net realisable value after making due allowance for obsolete and slow moving items.

(i) PENSION

All Hallows by The Tower participates in the Church of England Funded Pensions Scheme for stipendiary clergy, a defined benefit pension scheme. This scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Responsible Bodies. Each participating Responsible Body in the scheme pays contributions at a common contribution rate applied to pensionable stipends. The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This means it is not possible to attribute the Scheme's assets and liabilities to each specific Responsible Body, and this means contributions are accounted for as if the Scheme were a defined contribution scheme. All Hallows by the Tower has one member of this scheme at the year end (2019:1). The pensions costs charged to the SOFA in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficit contributions. A valuation of the Scheme is carried out once every three years. The most recent Scheme valuation completed was carried out as at 31 December 2018, which revealed a deficit of £50m for all the employers in this multi-employer scheme.

The Church also operates a defined contribution pension scheme for non-clergy salaried staff. Contributions payable for the year are charged in the SOFA.

| INCOME | Unrestricted | Designated | Restricted | 2020 | 2019 |
|---|--------------|------------|------------|---------|---------|
| | £ | £ | £ | £ | £ |
| 2 Planned Giving | | | | | |
| Gift Aid - standing orders received at bank | 11,888 | - | 50 | 11,938 | 10,216 |
| Other planned giving - GAYE | 1,381 | - ' | - | 1,381 | 953 |
| Other planned giving - CAF Vouchers | 15 | - | - | 15 | 210 |
| Other planned giving - non gift aided | 720 | - | - | 720 | 970 |
| | 14,004 | 0 | 50 | 14,054 | 12,349 |
| 3 Collections & Other Giving | | | | | |
| Plate collections - Sunday services | 495 | - | * | 495 | 2,657 |
| Plate collections - special services | 622 | - | - | 622 | 3,055 |
| One-off Gift Aid gifts | 3,237 | - | 1,087 | 4,324 | 9,879 |
| | 4,354 | 0 | 1,087 | 5,441 | 15,591 |
| 4 Other Voluntary Receipts | | | | | |
| Giving through church boxes - donations | 2,407 | - | 10 | 2,417 | 11,600 |
| Giving through church boxes - candles | 1,537 | - | ~ | 1,537 | 6,014 |
| Other donations and appeals | 2,775 | | - | 2,775 | 2,948 |
| Other funds generated - flowers | _ | - | - | 0 | 268 |
| Legacies | - | - | - | 0 | 74,211 |
| Recurring grants | | | | | |
| - Wakefield & Tetley Trust | 34,650 | 10,350 | - | 45,000 | 58,500 |
| - Northcott Foundation | 27,650 | 10,350 | • - | 38,000 | 36,000 |
| - City Burial Ground Fund | 2,750 | - | - | 2,750 | 2,750 |
| - Trust for London | 1,125 | - | - | 1,125 | 1,125 |
| - Worshipful Company of World Traders | 1,000 | - | - | 1,000 | 1,000 |
| Non-recurring one-off grants | _ | - | - | | |
| - City Churches Grants Committee | - | • | 6,500 | 6,500 | 30,000 |
| - Wakefield & Tetley Trust | | 30,001 | - | 30,001 | 0 |
| - Northcott Foundation | - | - | 1,150 | 1,150 | 0 |
| - Worshipful Company of World Traders | 500 | _ | _ | 500 | 0 |
| | 74,394 | 50,701 | 7,660 | 132,755 | 224,416 |

| INCOME | Unrestricted | Designated | Restricted | 2020 | 2019 |
|---|--------------|------------|------------|---------|---------|
| | £ | £ | £ | £ | i |
| 5 Gift Aid Recovered | | | | | |
| Tax recoverable on Gift Aid | 4,344 | - | 182 | 4,526 | 8,760 |
| | 4,344 | 0 | 182 | 4,526 | 8,760 |
| 6 Other Receipts | | | | | |
| Other funds generated - Church Rate | 8,367 | - | - | 8,367 | 12,575 |
| Other funds generated - hospitality | 8 | - | - | 8 | 567 |
| Refund of utilities and bills - Queen Mother Centre | 10,365 | - | - | 10,365 | 20,760 |
| Refund of utilities and bills - church flat | - | _ | - | 0 | 298 |
| Refund of utilities and bills - mobile phone mast | 10,403 | - | | 10,403 | 6,002 |
| Refund of utilities and bills - Vicarage | 2,366 | | | 2,366 | 3,369 |
| Reimbursement of interregnum expenses | | - | - | 0 | 682 |
| Reimbursement of Area Deans' expenses | _ | - | 5,181 | 5,181 | 340 |
| Government Furlough Scheme | 11,029 | | _ | 11,029 | 0 |
| VAT refund - Listed Places of Worship scheme | _ | _ | - | 0 | 19,480 |
| | 42,538 | 0 | 5,181 | 47,719 | 64,073 |
| Activities for Generating Funds | | | | | |
| PCC fundraising events/activities | 2,100 | | - | 2,100 | 2,352 |
| Other funds generated - recitals | - | | 312 | 312 | 1,193 |
| Other funds generated - guided tours | 950 | | - | 950 | 868 |
| | 3,050 | 0 | 312 | 3,362 | 4,413 |
| 3 Investment Income | | • | | | |
| Interest on CCLA deposit a/c | 646 | _ | - | 646 | 747 |
| Income from CCLA investment fund | 3,243 | - | | 3,243 | 2,553 |
| Rent - All Hallows House | 56,873 | _ | _ | 56,873 | 56,545 |
| Rent - Queen Mother Centre | 12,324 | _ | _ | 12,324 | 36,639 |
| Rent - church flat | 32,201 | _ | _ | 32,201 | 31,961 |
| Rent - mobile phone mast | 16,338 | - | | 16,338 | 16,000 |
| • | 121,625 | 0 | 0 | 121,625 | 144,445 |

| INCOME | Unrestricted | Designated | Restricted | 2020 | 2019 |
|--|--------------|------------|------------|---------|---------|
| | £ | £ | £ | £ | £ |
| Receipts from Church Activities | | | | | |
| PCC statutory fees - weddings | - | - | - | 0 | 570 |
| PCC statutory fees - funeral/deposition | - | - | - | 0 | 89 |
| Bookshop sales | 1,109 | <u>-</u> ' | - | 1,109 | 8,350 |
| Porch Room lettings | 210 | - | - | 210 | 690 |
| Hire of church building | - | · - | - | 0 | 3,185 |
| PCC non statutory fees - wedding | | - | | 0 | 220 |
| PCC non statutory fees - funeral/deposition | | - | - | ^ O | 310 |
| PCC non statutory fees - memorial services | - | - | - | 0 | 1,340 |
| PCC non statutory fees - carol services | 1,720 | - | - | 1,720 | 2,243 |
| PCC non-statutory fees - Livery Company services | 180 | - | - | 180 | 805 |
| PCC non statutory fees - faculty charges | - | - | - | 0 | 1,303 |
| Printing orders of service | 50 | - | - | 50 | 50 |
| Education - Clios' workshops | 6,450 | - | - | 6,450 | 3,950 |
| Education - other school workshops | 180 | - | • | 180 | 600 |
| | 9,899 | 0 | 0 | 9,899 | 23,705 |
| INCOME - GRAND TOTALS | 274,208 | 50,701 | 14,472 | 339,381 | 497,752 |

| EXPENDITURE | Unrestricted | Designated | Restricted | 2020 | 2019 |
|---|----------------|------------|------------|--------|--------|
| | £ | £ | £ | £ | £ |
| 0 Cost of Generating Funds | | | | | |
| Fees paid to fund raisers Church Rate | 1,200 | - | - | 1,200 | 1,200 |
| Bookshop purchases | 784 | - | - | 784 | 3,192 |
| Electricity - church flat | 806 | - | - | 806 | 458 |
| Minor fabric repairs - Church Flat | - | - | _ | 0 | 31 |
| Rent payable - St Dunstan in the East | 10,125 | - | - | 10,125 | 10,127 |
| Minor fabric repairs - St Dunstan in the East | 78 | - | - | 78 | 2,194 |
| Gas - Queen Mother Centre | 795 | - | - | 795 | 2,857 |
| Electricity - Queen Mother Centre | 4,591 | - | - | 4,591 | 9,859 |
| Water rates - Queen Mother Centre | 2,178 | | - | 2,178 | 2,550 |
| Minor fabric repairs - Queen Mother Centre | 1,980 | - | - | 1,980 | 0 |
| Repairs fixtures & fittings - Queen Mother Centre | 1,865 | - | _ | 1,865 | 1,825 |
| Maintenance agreements - Queen Mother Centre | 1,140 | - | - | 1,140 | 1,107 |
| Professional fees - Queen Mother Centre | , - | - | - | 0 | 2,400 |
| Electricity - mobile phone mast | 8,211 | ,- | - | 8,211 | 8,195 |
| | 33,753 | 0 | 0 | 33,753 | 45,995 |
| I Missionary & Charitable Giving | | | | | |
| Relief and development agencies | - | - | - | 0 | 1,273 |
| Home mission | 2,850 | - | _ | 2,850 | 3,250 |
| Secular charities | - | _ | 1,262 | 1,262 | 2,406 |
| | 2,850 | 0 | 1,262 | 4,112 | 6,929 |

| EXPENDITURE | Unrestricted | Designated | Restricted | 2020 | 2019 |
|---|--------------|----------------|------------|---------|---------|
| | £ | £ | £ | £ | £ |
| 12 Parish Share | | | | | |
| Common Fund | 73,000 | | | 73,000 | 70,500 |
| | 73,000 | 0 | 0 | 73,000 | 70,500 |
| 13 Clergy & Staffing Costs | | | | | |
| Salaries and staffing costs | 75,900 | 20,348 | 5,181 | 101,429 | 102,509 |
| Pension contributions | 3,961 | 4,880 | - | 8,842 | 8,647 |
| Volunteers costs, inc luncheon vouchers | 304 | - | - | 304 | 1,576 |
| Clergy expenses - travel, hospitality etc | 136 | - | - | 136 | 73 I |
| Gas - vicarage | 1,920 | - | - | ١,920 | 1,973 |
| Electricity - vicarage | 1,926 | | | 1,926 | 1,047 |
| Water rates - vicarage | 474 | - | - | 474 | 464 |
| Telephone (inc mobile) - vicarage | 639 | - | - | 639 | 560 |
| Minor fabric repairs - vicarage | _ 288 | , - | - | 288 | 683 |
| Repairs fixtures & fittings - vicarage | 9,034 | _ | ~ | 9,034 | 10,104 |
| Maintenance contracts - vicarage | 1,730 | - | - | 1,730 | 2,295 |
| Cleaning contracts - vicarage | 1,153 | = | - | 1,153 | 1,344 |
| Major fabric repairs - vicarage | _ | 10,000 | - | 10,000 | 11,212 |
| • | 97,465 | 35,228 | 5,181 | 137,874 | 143,145 |

The average number of employees during the year was 3 (2019: 3) and no employee (2019: Nil) received a remuneration of more than £60,000 per annum.

The key management personnel of the Charity comprises the Trustees and management teams as listed on page 4. The total amount of employee emoluments (including salaries, employer pension and national insurance contributions) received by the key management personnel for their services to the Charity was £72,597 (2019: £71,879).

| EXPENDITURE | Unrestricted | Designated | Restricted | 2020 | 2019 |
|---------------------------------------|--------------|------------|------------|--------|--------|
| | £ | £ | £ | £ | £ |
| Church Running Expenses | | | | | |
| Membership fees | 662 | - | - | 662 | 493 |
| Insurance - church | 1,036 | | - | 1,036 | 1,083 |
| Professional fees - architect, etc | 6,210 | 5,838 | - | 12,048 | 0 |
| Telephone - church office | 318 | - | - | 318 | 309 |
| Broadband & fax - church office | 753 | - | - | 753 | 697 |
| Organ tuning & maintenance | 1,394 | - | - | 1,394 | 4,932 |
| Organ repairs | | _ | - | 0 | 6,400 |
| Piano tuning | | - | - | 0 | 170 |
| Maintenance contracts - church | 3,967 | - | - | 3,967 | 5,284 |
| Cleaning contracts - church | _ | - | - | 0 | 1,518 |
| Cleaning materials - church | 644 | - | - | 644 | 868 |
| New fixtures and fiting - church | _ | - | 4,636 | 4,636 | 0 |
| CCTV | 818 | - | - , | 818 | 1,668 |
| Upkeep of services - altar requisites | 1,176 | - | - | 1,176 | 2,584 |
| Flowers/Christmas trees | 780 | - | - | 780 | 2,184 |
| Hospitality | 476 | - | | 476 | 6,889 |
| Office staff expenses | - | - | - | 0 | 628 |
| Office equipment | 1,453 | - | | 1,453 | 415 |
| Office equipment: rental | 1,325 | - | - | 1,325 | 1,413 |
| Office equipment: maintenance/repair | 614 | - | - | 614 | 690 |
| Postage | 462 | - | - | 462 | 294 |
| Photocopying, printing & stationery | 1,526 | _ | - | 1,526 | 2,661 |
| Depreciation | _ | | 10,525 | 10,525 | 10,525 |
| Advertising & marketing | 731 | - | _ | 731 | 887 |
| Music, licenses, royalty fees etc | 2,795 | | - | 2,795 | 2,784 |
| Books, magazine subs etc | 466 | | _ | 466 | 406 |
| Bank charges | 241 | - | _ | 241 | 272 |
| Electricity - church | 4,601 | - | | 4,601 | 8,461 |
| Gas - church | 3,789 | - | | 3,789 | 4,124 |
| Water rates - church | 606 | - | · - | 606 | 592 |
| | 36,843 | 5,838 | 15,161 | 57,842 | 69,231 |

| EXPENDITURES | Unrestricted | Designated | Restricted | 2020 | 2019 |
|---|--------------|------------|--------------|---------|---------|
| | £ | £ | £ | £ | £ |
| 15 Church Repairs & Maintenance | | | | | |
| Repairs fixtures & fittings - church | 1,695 | - | - | 1,695 | 8,676 |
| Minor fabric repairs - church | 403 | | 1,150 | 1,553 | 2,487 |
| Fire extinguisher maintenance - church | .1,011 | - | | 1,011 | 895 |
| Major repairs - church | - | 10,000 | - | 10,000 | 28,411 |
| Redevelopment of first floor meeting rooms | - | - | - | 0 . | 6,798 |
| | 3,109 | 10,000 | 1,150 | 14,259 | 47,267 |
| 16 Other PCC Property Upkeep | | | • | | |
| Other PCC property upkeep - Queen Mother Centre | - | - | - | 0 | 22,944 |
| | . 0 | 0 | 0 | 0 | 22,944 |
| 17 Other support costs | | | | | |
| Examination/book-keeping/payroll | 5,618 | - | - | 5,618 | 4,758 |
| | 5,618 | 0 | 0 | 5,618 | 4,758 |
| EXPENDITURE - GRAND TOTALS | 252,638 | 51,066 | 22,754 | 326,458 | 410,769 |

Note

18 FIXED ASSETS FOR USE BY THE PCC - Equipment

Tangible Fixed Assets

Cost at 1 January 2020

Additions

Disposals

At 31 December 2020

Less accumulated depreciation at 1 January 2020

Charge for the year

Disposal adjustment

At 31 December 2020

NET BOOK VALUE at 31 December 2020

19 INVESTMENTS

At Market Value

CCLA/CBF Investment Fund - At 1 January 2020

Addition

Surplus on revaluation

At 31 December 2020

20 DEBTORS

Income tax recoverable on donations

Other debtors, prepayments & accrued income

| 2020 | 2019 |
|--------|--------|
| £ | £ |
| 52,626 | 52,626 |
| - | - |
| _ | - |
| 52,626 | 52,626 |
| | |
| 42,100 | 31,575 |
| 10,526 | 10,525 |
| - | - |
| 52,626 | 42,100 |
| | |
| 0 | 10,526 |
| | |

| | 2020 | 2019 |
|---|---------|---------|
| | £ | £ |
| | 108,000 | 75,000 |
| | - | 20,000 |
| ļ | 7,000 | 13,000 |
| | 115,000 | 108,000 |

| 2020 | 2019 |
|--------|--------|
| £ | £ |
| 4,065 | 6,700 |
| 32,447 | 41,490 |
| 36,512 | 48,190 |

| ħ | d | n. | t | E |
|---|---|----|---|---|
| | | | | |

| 21 LIABILITIES | 2020 | 2019 |
|--|--------|--------|
| Amounts falling due within one year | £ | £ |
| Accruals & deferred income | 5,553 | 10,420 |
| PAYE & NIC | 1,895 | 2,053 |
| | 7,448 | 12,473 |
| | | |
| 22 CREDITORS | 2020 | 2019 |
| Amounts falling due after more than one year | | |
| Rent deposit | 9,165 | 9,126 |
| | 9,165 | 9,126 |
| | | |
| 23 PROVISIONS FOR LIABILITIES AND CHARGES | 2020 | 2019 |
| | | |
| Provision for major fabric repairs | 85,000 | 65,000 |
| | 85,000 | 65,000 |

Unrestricted Designated

| 24 | ANA | VCIC | OF NET | VCCETC | BA ELIMD |
|----|-----|------|--------|--------|----------|

| Fixed Assets | |
|-----------------------|--|
| Investments | |
| Current Assets | |
| Liabilities & Charges | |

| | | Funds | Funds | & General |
|--------------|--------|--------|---------|-----------|
| 2020 | | | | Funds |
| £ | £ | £ | 1 | £ |
| 0 | 0 | 0 | (| 0 |
| 115,000 1 | 0 | 15,000 | 115,000 | 0 |
| 316,931 2 | 36,748 | 0 | (| 280,183 |
| (101,613) (8 | 0 | 8,893) | (8,893 | (92,720) |
| 330,318 31 | 36,748 | 6,107 | 106,107 | 187,463 |

Restricted

25 DESIGNATED FUNDS

Ministry Fabric

| 2020 | 2019 |
|---------|--------|
| £ | £ |
| 32,734 | 7,261 |
| 73,373 | 92,211 |
| 106,107 | 99,472 |

TOTAL TOTAL

Note

26 RESTRICTED FUNDS:

Roman Pavement & Crypt

Fabric

Organ

Foodbank (Tower Talent)

Sound System

lcon

| 2020 | 2019 |
|--------|--------|
| £ | £ |
| 4,201 | 4,201 |
| 22,590 | 31,138 |
| 3,597 | 3,218 |
| 6,360 | 0 |
| . 0 | 1,979 |
| 0 | 4,494 |
| 36,748 | 45,030 |
| | |

27 FUND DETAILS

The Restricted Funds include:

- (i) the Roman Pavement & Crypt fund is for the conservation of the Roman floor in the crypt.
- (ii) the Fabric (Restricted) fund included the redevelopment of the first floor meeting rooms, and the refurbishment of the toilets in the Queen Mother Centre.
- (iii) the Icon fund was for the purchase of an icon of St Ethelburga for the church.

28 CONNECTED PERSONS

Clergy Expenses were £136 during the year (2019: £731) for travel, subsistence and hospitality, which expenses were incurred wholly, exclusively and necessarily in the performance of their duties so that no taxable benefit arose in their hands. One member of the PCC received a small remuneration during the year for occasional work in the parish.