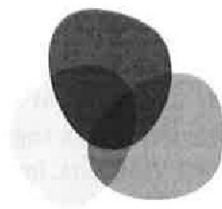


Diocese of Bristol



PARISH OF
**BISHOPSTON
& ST.ANDREWS**

Annual Report and the Financial Statements
of the Parochial Church Council
of the Ecclesiastical Parish of
Bishopston and St Andrews, Bristol
for the year ended 31st December 2015

Objectives and activities for the public benefit

Our vision is to change the city one life at a time. We are part of a family who follow Jesus. We have been rescued by Him and together we are building a culture of discipleship. At the heart of who we are is Little Church. This is where we do life together, groups of all ages (between 15-25 adults and children) seeking to live out Jesus' love and hope in their neighbourhood and with their friends and family.

A review of our achievements and performance

2015 was a year of transition for us as a parish. In the first few months of the year the PCC developed and refined its strategy at the same time as completing the Governance Review which began in 2013. This strategy was brought to the APCM in April. A plan to communicate and to discuss its implications was agreed and implemented by the PCC together with the leadership team. By the end of 2015 we had travelled further on our journey to being one, were more confident in what we needed to do in order to grow and were preparing to face some difficult questions about the future of our buildings in 2016.

Leadership

For the first time in the history of the team ministry Church Wardens were appointed at the APCM with no specific site responsibility. Their task was to work with the clergy in leading the parish together whilst delegating the responsibilities for the buildings and the services to Assistant Wardens. In this new pattern the clergy and the wardens meet weekly to pray together and to talk through the key issues facing the parish.

In the Parish office at St Michael's the staff team remained committed and stable. In September we said farewell to Neil Shepherd who began training for ordination at Trinity College and welcomed Naomi Fensome as his replacement.

Governance Review

In early 2015 the PCC began the final part of the Governance Review having spent the previous eight months inviting comments from the parish about various aspects of the proposed new governance structure. The Diocese informed the PCC in early 2015 that the previous Bishop's Instrument, setting out the Terms of Reference and committee structures for the PCC and DCCs, had passed its expiry date and that the PCC had the power to dissolve its DCCs replacing them with a new governance structure. The PCC voted to do this unanimously, agreeing that we should remain a Team Ministry. The PCC resolved to continue creating new sub-committees with terms of reference through the rest of the ecclesiastical year beginning May 1st 2015. The Governance Review also passed through the PCC with the recommendation that the Church Warden's role should adjust (as mentioned above) and that the number of lay representatives on PCC (excluding wardens and deanery synod representatives) should be reduced from 12 to 6 over a three year period starting in 2016 (with 2 new representatives elected for three year terms from 2016 onwards).

Strategy

At the start of 2015, the PCC had spent four months considering the implications of making Little Church our strategy for mission. We discussed the inadequacy of the Sunday service as the strategy for mission in 'post-Christendom' and agreed that Little Church was what God was calling us to pursue as our strategy for mission as a church. It was agreed that this change would be significant for us as a parish with possible implications for our Sunday service pattern and our buildings. It was also agreed that it would therefore be beneficial to appoint someone to the staff team with experience of change management. Catherine East was appointed shortly after the APCM.

It was clear from the first few years Little Churches that each Little Church needs to be able to identify the people with whom they are trying to share God's love, whether that were a neighbourhood or another grouping of people. 2015 began with the swift and uncomfortable collapse of the Gloucester Road Little Church. In this painful lesson we learnt that each Little Church ideally needs a team of at least 6 adults who lead together. There also remained a commitment to the practice of SPACE (Story, Prayer, Acts of service, Celebration and Eating together).

In the summer of 2015, we transitioned from 7 Little Churches to 12, ranging from 3 to 25 in number. They varied in their shapes, as well as their sizes, with different Little Churches seeking to share the love of God with the elderly, families and heavy metal fans. Each Little Church had a designated leader or leaders. All of the leaders met with the Clergy (and Neil in the first part of 2015) in a huddle (a monthly discipleship group for leaders). Towards the end of 2015 the number of adults involved in Little Churches had grown from 100 to 140. It was proving to be an invaluable way of discipling new believers and building fellowship across the church.

Transition

In April 2015 the PCC appointed Catherine East as project manager with a brief to help us to transition from our Sunday services being our priority to Little Churches being the primary way in which we express ourselves as church. This would involve helping people to understand why we wanted to do this and what it has and could look like so that more people might think about joining a Little Church. It would also involve helping us to think about how Sunday services interacted with Little Churches, especially if the latter's configuration distracted energy and focus from the former.

In the summer of 2015 the congregations were invited to attend one of 11 sessions where the clergy explained in more detail the reasons for prioritising Little Church and what it has and could look like. These sessions were attended by 120 people and were well received. In the autumn four follow up 'conversations' were arranged where 80 people were encouraged to think about the implications of the Little Church strategy for our services and our buildings. It was clear that, whilst there was considerable enthusiasm for the Little Church strategy, there was an impasse between it and historical affiliation to and love of particular services in particular buildings. This impasse was broken by the unforeseen intervention of the boiler breaking at St Bart's.

The transition project then had to adjust its sights somewhat as the clergy helped lead the PCC to a new pattern of services and to arranging a new pattern of Christmas services. Whilst this happened Catherine, James, Wayne and Ann began to develop plans to prioritise areas of ministry for 2016 to further develop the Little Church strategy in the context of the whole parish.

Monitoring achievements

In 2015 we were ever conscious of Rev Dr Ron Jackson's saying that churches are often distracted by the ABCs (Attendance, Buildings and Cash) rather than focusing on the ever important D - discipleship. In this and previous years much of our measurements have reflected that value system which is typical of a Christendom model of church. In 2017 the Annual Report will carry other measurements of our activities in 2016 formulated from research we do in 2016 on how other churches have effectively measured discipleship. What follows here is an assessment of Attendance, Buildings and Cash in 2015.

CHURCH ATTENDANCE

<u>St Bartholomew</u>	2008	2009	2010	2011	2012	2013	2014	2015
Electoral Roll	117	119	114	118	165	142	152	160
Normal Sunday Attendance	57	60	56	57	108	135	120	114
<16 Sunday Attendance	17	17	15	14	31	50	46	40
Baptisms	13	12	8	9	3	11	9	5
Confirmations	0	0	1	2	0	3	0	0

<u>St Michael & All Angels</u>	2008	2009	2010	2011	2012	2013	2014	2015
Electoral Roll	107	107	101	101	109	74	64	53
Normal Sunday Attendance	52	58	59	67	70	80	35	28
<16 Sunday Attendance	18	19	19	19	27	20	9	5
Baptisms	3	1	2	6	3	1	4	0
Confirmations	2	0	1	0	0	0	0	0

<u>The Good Shepherd</u>	2008	2009	2010	2011	2012	2013	2014	2015
Electoral Roll	83	82	79	73	69	60	62	55
Normal Sunday Attendance	57	54	53	49	42	39	34	30
<16 Sunday Attendance	8	7	7	5	4	3	3	3
Baptisms	2	1	2	3	3	2	0	1
Confirmations	0	0	0	0	0	1	0	0

Normal Sunday attendance calculated for the year up to and including November 15th 2015

OCCASIONAL OFFICES

	2008	2009	2010	2011	2012	2013	2014	2015
Weddings	3	7	6	4	3	7	4	4
Thanksgiving for Gift of a Child	4	4	4	4	0	3	0	0
Funerals	6	7	4	4	7	10	11	5

BUILDINGS

In 2015 there were no quinquennial reviews of our worship centres. There were no major works undertaken during that period.

Church of the Good Shepherd

The PCC applied for a faculty to place carpet in Church of the Good Shepherd. The carpet was proposed in order to cover the crumbling tiles under which it was understood that there might be asbestos. This faculty received 4 objections from members of the Good Shepherd on the basis that the acoustic would be damaged by the carpet being installed. The PCC took the decision not to contest these objections and has chosen to postpone the decision. In addition small decorations were completed in the hall.

St Michaels of All Angels

At St Michael's the front hall decoration was completed. Screens were installed in the main worship area in February 2015 after a Faculty was obtained. With the new administration team taking over halls bookings in late 2014, 2015 was a bumper year for Halls bookings income. In late 2014 the PCC voted to terminate the booking of a Yoga class at St Michael's. The notice period was extended until the end of January 2015. This matter reached the local and national press and provoked much reaction locally. Legal advice was sought on the matter, which supported our stance.

The transition to two services in November exposed the problem of gathering any more than 100 adults plus children at St Michael's on a weekly basis.

St Bartholomew's Church

8 Walsingham Road continued to be rented from the Diocese of Bristol on a 'licence to occupy' basis in order for Kingdom Kids to have space on a Sunday morning.

At St Bart's the heating system was condemned in October, having been serviced in September. The heating system was first installed in 1904 and the manufacturers ceased making our boiler in 1983. This made the building unusable. On November 21st key items were transferred between St Bart's and St Michael's in order to facilitate the new service pattern. In late 2015, dry rot was discovered in the hall at St Bart's.

Financial review

Since the arrival of the Church Graft from Christ Church, Clifton in January 2012 we have been in a unique arrangement with the Diocese of Bristol. Whilst other parishes were encouraged to pledge their parish share freely the appointment of the Team Vicar in 2012 came on the condition of an increased parish share on our part. In 2012/3 we paid £133k plus £10k contribution to the Team Vicar stipend. In 2013/4 we paid £133k plus £20k contribution to the Team Vicar stipend. In 2014/15 we paid £133k plus £30k contribution to the Team Vicar stipend. In 2015/16 it was hoped that we would be able to pledge £173k to the parish share.

Whilst the congregational growth associated with the church graft brought new giving to the parish, decreasing giving elsewhere meant that new giving made less of an impact than we had hoped. Giving decreased elsewhere as a result of people moving away, moving to other churches, death and changes in personal income.

Income overall fell to £289,670 in 2015 (2014: £320,027) primarily due to a lower value of legacies in 2015 and the ending of a specific trust grant.

In previous years we had used surplus in order to stimulate congregational growth. This also came within the context of cutting costs in all areas, from heating to staffing. The Finance Committee and Ann Tizzard have done excellent work in this respect. However a loss of £37,340 prior to depreciation was made in 2015 (2014: £44,204). We remain in a vulnerable position financially because of the spread of our giving across the congregations; we rely on a small amount of people to contribute to a high percentage of our total giving.

Given that we had not seen the congregational growth and growth in giving we had hoped in the first half of 2015, the PCC made the decision to drop its parish share contributions from £173k to £133k. This caused understandable concern at the Diocesan offices. We have offered assurances that increased income will translate into increased parish share in the future. In the latter part of 2015 a concerted effort was made to increase congregational giving. This brought about an increase in November and December 2015, however the loss of St Bart's on Sunday mornings contributed to a dip in collections.

Reserves policy

The trustees aim to maintain free reserves in unrestricted funds at a level which equates to approximately three months of unrestricted charitable expenditure, excluding parish share. The trustees consider that this level will provide sufficient funds to cover payments and requirements and consider that a level of three months is sufficient due to the nature of expenditure. The balance held as unrestricted funds at 31 December was £92,395. The reserve policy requires a level of £50,000. The current level of reserves is therefore higher than is needed and amounts above this are viewed as surplus and to be used wisely for the activities of the parish.

Structure governance and management

Having ceased in March 2015, to use the Pastoral Scheme created for the Team Ministry in 1998 the PCC now operates as a standard PCC in a Team Ministry. Elections to PCC are not site-specific.

Where previously Wardens have operated with a site-specific brief wardens now work with the clergy on the leadership of the whole parish and delegate the site-specific responsibility to Assistant Wardens.

The role of the PCC, its sub-committees, the clergy and wardens are consistent with those set out in Canon Law and other relevant documents.

PCC members are recruited for three year terms (except in the case of replacing people mid-term) on a rotating basis and are elected annually at the APCM.

Key management personnel remuneration

The PCC is the body with the responsibility for setting the strategic direction of the parish. The members of the PCC are considered to be the key management personnel in charge of directing and controlling the charity. All PCC members give of their time freely and no trustee remuneration was paid in the year.

Conclusion

At the end of 2015, we found ourselves with two functioning buildings and one out of action. All three were tired and in desperate need of attention inside and out. With no clear understanding of how each or any of them could effectively serve our strategy, the most pressing thing on the agenda of the PCC in early 2016 is going to be the Buildings Strategy.

This annual report was approved by the Parochial Church Council and signed on their behalf by



**The Reverend James Stevenson,
Priest in Charge**

31 March 2016

Administrative Information

The Parish of Bishopston and St Andrew's has three parish centres of worship:

- Church of St Bartholomew, Maurice Road, St Andrew's.
- Church of the Good Shepherd, Bishop Road, Bishopston.
- Church Centre of St Michael and All Angels, 160a Gloucester Road, Bishopston.

The Parish is part of the Diocese of Bristol within the Church of England.

The correspondence address is: The PCC Secretary, c/o The Parish Office, St. Michael's Church 160a Gloucester Road Bristol BS7 8NT

The Parochial Church Council (PCC) is a charity with the Registration Number 1133747.

PCC members (the trustees of the parish) who have served from 1 January 2015 until the date this report was approved are:-

James Stevenson	Priest in Charge	
Wayne Massey	Team Vicar	
Karen Broussine	Warden	
Jeremy Peters	Warden	
Emily Astbury-Head	Elected Member	Since April 20th 2015
William Bevan	Elected Member	Since April 20th 2015
Jerry Dart	Elected Member	Until January 19th 2015
Jane Davies	Elected Member	
Rosemarie Derry	Deanery Synod Representative	
Claire Foster	Elected Member	Since April 20th 2015
Tom Hampton	Warden	Until April 20th 2015
Mike Hillman	Elected Member	
Anne Iles	Vice Chair and Deanery Synod Representative	
Sheila Melot	Deanery Synod Representative	Until September 7th 2015
Austin Milne	Elected Member	
John Moppett	Elected Member	Until April 20th 2015
Julia O'Shea	Secretary and Elected Member	
Stephen O'Shea	Elected Member	
Joanne Peters	Elected Member	Until April 20th 2015
Ann Tizzard	Elected Member	
David Trist	Elected Member	Since April 20th 2015
Jacqueline Uren	Treasurer and Elected Member	
Cilia Weir	Elected Member	Since April 20th 2015

Bankers:

The Parochial Church Council:

Lloyds Bank plc.
Westbury on Trym Branch
PO Box 1000
BX1 1LT

Church of St Bartholomew's DCC:

The Co-operative Bank plc.
1 Balloon Street
Manchester
M60 6EP

CCLA Investment Management Ltd
The CBF Church of England Funds
Senator House
85 Queen Victoria St
London
EC4V 4ET

Church of St Michael and All Angels' DCC:

Charities Aid Foundation Bank Ltd
25 Kings Hill Avenue,
Kings Hill,
West Mailing,
Kent ME19 4JQ

Lloyds Bank plc.
Westbury on Trym Branch
PO Box 1000
BX1 1LT

Church of The Good Shepherd DCC:

The Co-operative Bank plc.
Deft House
Southway
Skelmersdale
WN8 6WT

Hall account

Santander
Bridle Road
Bootle
Merseyside
L30 4GB

Deposit account

CCLA Investment Management Ltd
The CBF Church of England Funds
Senator House
85 Queen Victoria St
London
EC4V 4ET

Independent Financial Advisor:

Jonathan Marchant
Chartered Accountant
Mazars LLP, Bristol
90 Victoria Street
Bristol BS1 6DP

Independent Examiner's Report to the Trustees of The Parochial Church of the Ecclesiastical Parish of Bishopston and St Andrew, Bristol

I report on the financial statements of the charity for the year ended 31 December 2015, which comprise the Statement of Financial Activities, the Balance Sheet and the related notes.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the financial statements under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

This report, including my statement, has been prepared for and only for the charity's trustees as a body. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body for my examination work, for this report, or for the statements I have made.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the financial statements present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare financial statements which accord with the accounting records and comply with the accounting requirements of the 2011 Acthave not been met; or
- to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Jonathan Marchant FCA
Chartered Accountant
Mazars LLP
Clifton Down House
Beaufort Buildings
Clifton, Bristol
BS8 4AN

Date:

6 April 2016.

BISHOPSTON AND ST ANDREWS PCC
BALANCE SHEET
For the year ended 31 December 2015

BISHOPSTON AND ST ANDREW'S PCC
PARISH CONSOLIDATED
BALANCE SHEET

	Note	2015 £	2014 £
FIXED ASSETS			
Tangible fixed assets	4a	630,481	648,447
Investment assets	4b	10,589	10,447
		<u>641,070</u>	<u>658,894</u>
CURRENT ASSETS			
Debtors	6	23,783	14,794
Short term deposits			
CBF Deposit Accounts		8,663	34,465
Other Deposit Accounts		54,046	51,739
Cash at bank and in hand			
Cash		100	340
General Current Accounts		28,243	76,119
		<u>114,835</u>	<u>177,457</u>
CURRENT ASSETS			
LIABILITIES: AMOUNTS FALLING DUE WITHIN ONE YEAR	7	14,850	39,989
NET CURRENT ASSETS		<u>99,985</u>	<u>137,468</u>
NET ASSETS		<u>741,055</u>	<u>796,362</u>
FUNDS			
Unrestricted		92,395	130,215
Restricted		648,660	666,147
BALANCE		<u>741,055</u>	<u>796,362</u>

Approved by the Parochial Church Council on 31 March 2016 and signed on their behalf by:

The Revd James Stevenson  Priest in Charge

Jacqueline Uren  Treasurer

BISHOPSTON AND ST ANDREWS PCC
STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2015

	Note	2015 Unrestricted Funds £	2015 Restricted Funds £	2015 Total Funds £	2014 Unrestricted Funds £	2014 Restricted Funds £	2014 Total Funds £
INCOME AND ENDOWMENTS FROM							
Donations and legacies	2a	215,542	5,539	221,081	261,286	1,002	262,288
Income from charitable activities	2d	9,597	-	9,597	7,635	-	7,635
Other trading activities	2b	58,221	-	58,221	46,257	3,000	49,257
Income from investments	2c	434	337	771	570	277	847
TOTAL INCOME AND ENDOWMENTS		283,794	5,876	289,670	315,748	4,279	320,027
EXPENDITURE ON							
Expenditure on charitable activities	3a	299,913	22,505	322,418	337,632	31,809	369,441
Other expenditure	3b	21,701	1,000	22,701	13,243	-	13,243
TOTAL EXPENDITURE		321,614	23,505	345,119	350,875	31,809	382,684
NET GAINS ON INVESTMENTS							
Unrealised		-	143	143	-	487	487
NET INCOME/(EXPENDITURE)		(37,820)	(17,486)	(55,306)	(35,127)	(27,043)	(62,170)
NET MOVEMENT IN FUNDS		(37,820)	(17,486)	(55,306)	(35,127)	(27,043)	(62,170)
RECONCILIATION OF FUNDS							
BALANCE BROUGHT FORWARD		130,215	666,147	796,362	165,342	693,190	858,532
BALANCE CARRIED FORWARD		92,395	648,660	741,055	130,215	666,147	796,362

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2015

ACCOUNTING POLICIES

Basis of preparation and assessment of going concern

The accounts have been prepared in accordance with the Church Accounting Regulations 2006 together with applicable accounting standards and 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) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011. The accounts have been prepared under the historic cost convention modified by the revaluation of investments. The PCC constitutes a public benefit entity as defined by FRS 102. The PCC consider that there are no material uncertainties about the parish's ability to continue as a going concern.

Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 a restatement of comparative items was needed. No restatements were required. In accordance with the requirements of FRS 102 a reconciliation of opening balances and net income/(expenditure) for the year is provided with the net income/(expenditure) under previous GAAP adjusted for the presentation of investment gains/(losses) as a component of reported income.

Reconciliation of reported net income	£
Net expenditure as previously stated	(62,657)
Adjustment for gains on investments now treated as a component of net income	487
2014 net expenditure as restated	<u>(62,170)</u>

Incoming Resources

All income is recognised when the PCC has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Collections, gift aid and planned giving received are recognised when received.

Income Tax recoverable on donations under gift aid is recognised when the income is recognised.

Grants and legacies are accounted for when notification is received of the PCC's entitlement and the amount due.

Funds raised by social events are accounted for gross.

Dividends and interest are all received without the deduction of tax, and are accounted for when received.

Fees and rental income are recognised when due and are accounted for gross.

Gains and losses on investments

Realised gains or losses are recognised when the sale takes place. Unrealised gains or losses are accounted for on revaluation at 31 December. Investments are valued at market value at 31 December each year.

Resources Expended

Donations are accounted for when they can be quantified and have been voted in principle by the PCC. Expenditure is accounted for when payable.

Governance costs include those costs incurred in the governance of the church and its assets and are primarily associated with constitutional and statutory matters.

Fixed Assets

Consecrated land and buildings and moveable Church furnishings

Consecrated and benefice property is excluded from the accounts, as required by s.10(2)(a) and (c) of the Charities Act 2011.

No value is placed on moveable Church furnishings, which require a faculty for disposal since the PCC considers this to be inalienable property. All expenditure on such property is written off as incurred.

Other land and buildings

The St Michael's Church Centre is valued by the PCC at historic cost.

Depreciation

Depreciation is calculated to write off the cost or re-valued amount less estimated residual value of fixed assets on a straight line basis over their estimated life, as follows:

Freehold buildings 50 years

Fixtures and fittings 7 years

De Minimus

Fixed Assets under £1,000 are not capitalised.

Investments

Investments comprise a holding in the Charities Official Investment Fund (COIF) unit trust and are valued at market rate at 31 December 2015. Any gains or losses on investments are included in the Statement of Financial Activities.

UNRESTRICTED FUNDS

The *General Fund* and other unrestricted funds of the PCC are listed below. They 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.

General funds encompass most of the day to day activities of the PCC.

Designated funds – all designated funds have been designated for a particular purpose by the appropriate DCC.

The *St Bartholomew's Hall Fund* deals with income and expenditure relating to the operation and maintenance of the St Bartholomew's Church Hall.

The *St Bartholomew's Reserve Fund* relates to legacies bequeathed for the general purposes of the Church, to be decided by the PCC.

The *St Michael's Youth Fund* is for the purpose of youth activities at St Michael's and Church of the Good Shepherd.

The *St Michael's Development Fund* relates to income and expenditure for the development of the Church Centre on Gloucester Road.

The *St Michael's Fabric Fund* relates to income and expenditure for the maintenance of the fabric of the Church Centre

The *Church of the Good Shepherd Hall Fund* deals with income and expenditure relating to the operation and maintenance of the Church of the Good Shepherd Hall.

RESTRICTED FUNDS

The restricted funds held by the PCC are set out below, all restricted funds are those derived from gifts which are restricted to a particular purpose.

The *St Andrew's Charity Fund* is to be used for the religious education of the children of the parish of St Andrew's.

The purposes of the *Hedlam* and the *R.H. Carpenter Funds* are not known to the current PCC. It is intended to request that these funds be released and applied to the Development Fund.

The *Richard's Poor Fund* is to be allocated at the discretion of the wardens and clergy for needy parishioners.

The *Richard's Prize Fund* is to be allocated at the discretion of the Sunday School Leaders. The fund is for the benefit of members of St Michael and All Angels or Church of the Good Shepherd who have attended each Sunday School group and have been confirmed. The prize is awarded to young people who are between 15 and 17 on the Advent Sunday on which the award is made.

The *Payne Prize and Sunday School Funds* are allocated at the discretion of the Sunday School Leaders to young people within St Michael and All Angels who are showing promising churchmanship. The *General Fund* represents money that has been given to specific nominated charities.

Staff costs note

	2015	2014
	£	£
Clergy stipend	-	24,430
Wages and salaries	45,532	66,743
Employer's National Insurance	3,348	6,569
Clergy Pension costs	-	8,492
	48,880	106,234

There were no employees who earned more than £60,000.

The average monthly head count was 3 staff (2014: 3 staff) and the average monthly number of full time equivalent employees (including casual and part time staff) during the year was as follows

	2015	2014
	No	No
Ministry	0.9	1.5
Support	0.9	0.6
	<u>1.8</u>	<u>2.1</u>

BISHOPSTON AND ST ANDREWS PCC
Parish Consolidated
NOTES TO THE ACCOUNTS

BISHOPSTON AND ST ANDREWS PCC
NOTES TO THE STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2015

Note	Unrestricted £	Restricted £	Total Funds 2015 £	2014 £
2 INCOME AND ENDOWMENTS FROM				
Income from generated funds				
2a Planned giving				
Donations and legacies	150,906	-	150,906	171,566
Income Tax recoverable on Gift Aid	35,334	-	35,334	34,923
Grants from trusts	-	-	-	10,000
Donations and Appeals	18,895	5,539	24,434	9,536
Legacies	4,500	-	4,500	27,000
Other giving	5,907	-	5,907	9,263
	215,542	5,539	221,081	262,288
2b Other trading activities				
Fundraising events	2,285	-	2,285	1,405
Church and Hall lettings	55,936	-	55,936	47,852
	58,221	-	58,221	49,257
2c Income from investments				
Bank interest	434	-	434	570
Dividends received	-	337	337	277
	434	337	771	847
2d Income from charitable activities				
Church and Hall lettings - affiliated groups	5,399	-	5,399	2,020
Fees	4,198	-	4,198	5,615
	9,597	-	9,597	7,635
TOTAL INCOME AND ENDOWMENTS	283,794	5,876	289,670	320,027

BISHOPSTON AND ST ANDREWS PCC
Parish Consolidated
NOTES TO THE ACCOUNTS

NOTES TO THE STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2015

Note	Unrestricted £	Restricted £	Total Funds 2015 £	2014 £
3 EXPENDITURE ON				
3a Expenditure on charitable activities				
Grants: Mission giving	16,686		16,686	18,734
Ministry: Parish Share	132,000		132,000	133,000
Staff remuneration	48,880		48,880	103,987
Clergy expenses	3,946		3,946	7,655
Volunteer expenses	2,429	445	2,874	1,347
Worship	17,987	1,100	19,087	8,855
Premises	34,316		34,316	32,586
Outreach & Hospitality	2,672		2,672	3,122
Youth & Children's work	1,356		1,356	1,204
Training and resources	1,007	2,994	4,001	1,500
Development: Development Costs			-	4,353
Depreciation		17,966	17,966	17,966
Hall: Running and upkeep	29,359		29,359	23,024
Vicarage: Running and set-up	7,751		7,751	10,626
Support: Independent examination	1,524		1,524	1,482
3b Other expenditure	298,913	22,505	322,418	369,441
General expenses	16,771	1,000	17,771	13,027
Other expenses	4,930		4,930	216
	21,701	1,000	22,701	13,243
TOTAL EXPENDITURE	321,614	23,505	345,119	382,684

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4 Fixed Assets used by the PCC

4a	Tangible Fixed Assets	Freehold Buildings £	Fixtures & Fittings £	2015 £	2014 £
	Brought Forward	898,290	24,826	923,116	923,116
	Additions	-	-	-	-
	Carried Forward	898,290	24,826	923,116	923,116
	Depreciation				
	Brought Forward	249,843	24,826	274,669	256,703
	Charge in year	17,966	-	17,966	17,966
	Carried Forward	267,809	24,826	292,635	274,669
	Net book value at 31.12.2015	630,481	-	630,481	648,447
	Net book value at 01.01.2015	648,447	-	648,447	

4b Investments

	2015 £	2014 £
Sunday School Trust (No. 479)	1,760	1,736
Richard's Poor - Flannel Petticoats (041310001T)	2,217	2,181
Richard's Poor - Coal (041310002T)	5,514	5,446
Richard's Prize (041310003T)	1,098	1,084
Investment Market Value	10,589	10,447

5 Analysis of Net Assets by Fund

	Unrestricted Funds Total	Restricted Funds Total	Total Funds
Fixed Assets	-	641,070	641,070
Current Assets	107,244	7,591	114,835
Current Liabilities	(14,850)	-	(14,850)
Fund balance	92,394	648,661	741,055

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Note
6 Debtors

	2015 £	2014 £
Gift Aid Tax reclaim	19,638	8,589
Collections & Fees	653	993
Hall	2,401	219
Worship	600	-
Legacy	-	1,000
Insurance prepaid	325	2,935
Music Licence prepaid	166	-
Premises	-	248
Training costs prepaid	-	810
	23,783	14,794

7 Liabilities

	2015 £	2014 £
Mission Giving and Charity		
Church premises	12,228	3,317
Hall	481	718
Office	752	145
HMRC	660	316
Transition project	477	1,307
Staff costs	252	-
Parish Share	-	8,828
Outreach	-	25,000
	14,850	39,989