

## **Independent Examiner's Report to the P.C.C of St Paul and St Mark, Old Ford**

I report on the financial statements for the year ended 31<sup>st</sup> December 2015 as set out on pages 1 to 10.

This report is made solely to the P.C.C, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the P.C.C those matters I am required to state to them in this 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 P.C.C as a body, for my work, for this report, or for the opinions I have formed.

### **Respective responsibilities of P.C.C and examiner**

The P.C.C is responsible for the preparation of financial statements. The P.C.C consider that an audit is not required for this year under Section 144(2) of the Charities Act 2011 and that an independent examination is needed.

It is my responsibility to:

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

### **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 P.C.C 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 the P.C.C 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:

- a) 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 Act;
- have not been met; or
- b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Mr P J Ludlow, MAAT  
40 The Lock Building  
72 High Street  
London E15 2QB

20th May 2016

**ST PAUL AND ST MARK, OLD FORD PAROCHIAL CHURCH COUNCIL**

**FINANCIAL STATEMENTS**

for the

**YEAR ENDED 31ST DECEMBER 2015**

STATEMENT OF FINANCIAL ACTIVITIESYEAR ENDED 31ST DECEMBER 2015

	Note	Unrestricted Funds 2015 £	Total Funds 2014 £
<b>INCOMING RESOURCES</b>			
Income from generating funds:			
Voluntary income	2	62,819	80,548
Income from generating funds	3	161,068	128,863
Investment income	4	679	513
Income from charitable activities	6	19,804	18,473
		<u>244,370</u>	<u>228,397</u>
<b>TOTAL INCOMING RESOURCES</b>			
<b>RESOURCES EXPENDED</b>			
Costs of generating funds:			
Premises Lettings Expenses	7	( 46,015 )	( 44,318 )
Charitable activities	8	( 169,707 )	( 163,551 )
Governance Costs	9	( 5,062 )	( 5,062 )
Other resources expended	10	( 3 )	-
		<u>( 220,787 )</u>	<u>( 212,931 )</u>
<b>TOTAL RESOURCES EXPENDED</b>			
NET INCOMING RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES	11	23,583	15,466
OTHER RECOGNISED GAINS AND LOSSES			
Gains/(Losses) on investment assets		-	97
		<u>23,583</u>	<u>15,563</u>
NET MOVEMENT IN FUNDS		23,583	15,563
Carried forward			

The notes on pages 4 to 10 form part of these financial statements

Approved by  
APCM 24th April 2016  
Rev S. Hughes  
(Chair)

ST PAUL AND ST MARK, OLD FORD PAROCHIAL CHURCH COUNCIL

STATEMENT OF FINANCIAL ACTIVITIES (continued)

YEAR ENDED 31ST DECEMBER 2015

Note	Unrestricted	Total Funds
	Funds 2015 £	2014 £
brought forward	23,583	15,563
RECONCILIATION OF FUNDS		
total funds brought forward	362,578	347,015
TOTAL FUNDS CARRIED FORWARD	<u>386,161</u>	<u>362,578</u>

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

1 of the above amounts relate to continuing activities.

**ST PAUL AND ST MARK, OLD FORD PAROCHIAL CHURCH COUNCIL**

**BALANCE SHEET AS AT 31ST DECEMBER 2015**

	Note	2015		2014	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible Assets	13		236,675		239,937
Investments	14		-		487
			<u>236,675</u>		<u>240,424</u>
<b>CURRENT ASSETS</b>					
Debtors	15	15,083		15,929	
Cash at bank and in hand		<u>148,134</u>		<u>122,103</u>	
		163,217		138,032	
<b>CREDITORS: Amount falling due within one year</b>	16	<u>( 13,731 )</u>		<u>( 15,878 )</u>	
<b>NET CURRENT ASSETS</b>			149,486		122,154
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>386,161</u>		<u>362,578</u>
<b>FUNDS</b>					
Unrestricted income funds			386,161		362,578
<b>TOTAL FUNDS</b>			<u>386,161</u>		<u>362,578</u>

These financial statements were approved by the members of the council on the  
signed on their behalf by:

and are

PCC Chairman

The notes on pages 4 to 10 form part of these financial statements

# ST PAUL AND ST MARK, OLD FORD PAROCHIAL CHURCH COUNCIL

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST DECEMBER 2015

### **1. Accounting Policies**

#### Basis of accounting

The financial statements have been prepared under the current Church Accounting Regulations in accordance with applicable accounting standards and the current Statement of Recommended Practice.

The financial statements have been prepared under the historical cost convention except for investment assets, which are shown at market value. The financial statements 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 affiliation to another body, nor those that are informal gathering of church members.

#### Incoming Resources

Planned giving, collections and similar donations are recognised when received. Tax refunds are recognised when the incoming resources to which they relate is received. Grants and legacies are accounted for when the PCC is entitled to the use of the resources, and an inflow of economic benefits is probable and the amounts due are reliably quantifiable. Dividends are accounted for when declared receivable, interest as and when accrued by the payer. All incoming resources are accounted for gross.

# ST PAUL AND ST MARK, OLD FORD PAROCHIAL CHURCH COUNCIL

## NOTES TO THE FINANCIAL STATEMENTS

### YEAR ENDED 31ST DECEMBER 2015

#### **1. Accounting Policies (*continued*)**

##### Resources expended

Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding or constructive obligation on the PCC. The diocesan parish share expected to be paid over is accounted for when due.

All other expenditure is generally recognised when it is incurred and is accounted for gross.

##### Fixed assets

Consecrated and benefice property is not included in the accounts in accordance with s.10 (2)(a) and © of the Charities Act 2011.

Movable church furnishing held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposals are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time). For anything acquired prior to 2000 there is insufficient cost information available and therefore such assets are not valued in the financial statements.

Equipment used within the church premises is depreciated on a straight-line basis over four years. Individual items of equipment with a purchase price of £500 or less are written off when the asset is acquired.

##### Depreciation

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Long Leasehold Property	-	1% per annum on cost.
Fixtures and Fittings	-	25% per annum on cost.

##### Rent receivable

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

##### Legacy income

This comprises amounts received during the year.

##### Activities directly relating work of the church

The diocesan parish share is accounted for when paid. Any parish share unpaid at 31st December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

##### Current assets

Amounts owing to the PCC at 31st 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 CCLA Investment Management Limited or at the Bank.

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31ST DECEMBER 2015**

**2. VOLUNTARY INCOME**

	<b>Unrestricted</b>	
	<b>Funds</b>	<b>Total Funds</b>
	<b>2015</b>	<b>2014</b>
	<b>£</b>	<b>£</b>
<b>Donations</b>		
Planned Giving	30,047	22,069
Church box collections	8,785	9,512
Development appeals	16,408	41,462
Gift Aid Tax recoverable	7,579	7,505
	<u>62,819</u>	<u>80,548</u>

**3. INCOMING RESOURCES FROM ACTIVITIES FOR GENERATING FUNDS**

	<b>Unrestricted</b>	
	<b>Funds</b>	<b>Total Funds</b>
	<b>2015</b>	<b>2014</b>
	<b>£</b>	<b>£</b>
Rummage Sales etc	731	1,647
Premises Lettings Income and Service Charges	160,337	127,216
	<u>161,068</u>	<u>128,863</u>

Of the Premises Letting Income and Service Charges, £52,000 relates to Rental Income from Montessori on Park at St Marks (2014 - £52,000) and £19,808 (2014 - £19,383) relates to Service Charges/Utility Contributions receivable during the year.

**4. INVESTMENT INCOME**

	<b>Unrestricted</b>	
	<b>Funds</b>	<b>Total Funds</b>
	<b>2015</b>	<b>2014</b>
	<b>£</b>	<b>£</b>
Income from UK listed investments	-	17
Bank interest receivable	679	496
	<u>679</u>	<u>513</u>



**ST PAUL AND ST MARK, OLD FORD PAROCHIAL CHURCH COUNCIL**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31ST DECEMBER 2015**

**5. INCOME FROM OPERATING ACTIVITIES TO FURTHER THE WORK OF THE CHURCH**

	2015	2014
	£	£
Parochial Fees	1,585	1,637
Diocesan Fees	2,514	2,358
Community Café Income	15,705	11,478
	<u>19,804</u>	<u>15,473</u>

**6. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES**

	Unrestricted Funds 2015 £	Total Funds 2014 £
Dinshaw Family Grant	-	3,000
Parochial Fees	1,585	1,637
Diocesan Fees	2,514	2,358
Community Café Income	15,705	11,478
	<u>19,804</u>	<u>18,473</u>

**7. FUNDRAISING TRADING: COST OF GOODS SOLD AND OTHER COSTS**

	Unrestricted Funds 2015 £	Total Funds 2014 £
Premises Lettings Expenses	46,015	44,318

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31ST DECEMBER 2015**

**8. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE**

	<b>Unrestricted</b>	
	<b>Funds</b>	<b>Total Funds</b>
	<b>2015</b>	<b>2014</b>
	<b>£</b>	<b>£</b>
Mission Giving	5,466	2,213
Community Café	16,356	13,512
Congregational Activities	56,974	60,069
Administration Expenses	90,911	87,383
Heritage Project - All our Stories	-	374
	<u>169,707</u>	<u>163,551</u>

**9. GOVERNANCE COSTS**

	<b>Unrestricted</b>	
	<b>Funds</b>	<b>Total Funds</b>
	<b>2015</b>	<b>2014</b>
	<b>£</b>	<b>£</b>
Accountancy fees	1,800	1,800
Depreciation	3,262	3,262
	<u>5,062</u>	<u>5,062</u>

**10. OTHER RESOURCES EXPENDED**

	<b>Total Funds</b>	<b>Total Funds</b>
	<b>2015</b>	<b>2014</b>
	<b>£</b>	<b>£</b>
Losses on disposal of tangible fixed assets for charity's own use	<u>3</u>	<u>-</u>

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31ST DECEMBER 2015**

**11. NET INCOMING RESOURCES FOR THE YEAR**

This is stated after charging:

	2015	2014
	£	£
Depreciation	3,262	3,262
Auditors' remuneration audit of financial statements	-	-

**12. STAFF COSTS AND EMOLUMENTS**

No remuneration was paid to trustees from the PCC in the year under review, nor were any personal expenses reimbursed to them (2014 - Nil).

Total Staff costs were as follows:

	2015	2014
	£	£
Wages and salaries	89,702	88,073
Social security costs	4,824	6,710
	<u>94,526</u>	<u>94,783</u>

**Particulars of employees:**

The average number of employees during the year, calculated on the basis of full-time equivalents, was as follows:

	2015	2014
	No	No
Parish Administrator	1	1
Premises Assistant	2	2
Youth Worker	1	1
Community Café	1	1
	<u>5</u>	<u>5</u>

No employee received emoluments of more than £60,000 during the year (2014 - £60,000)

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31ST DECEMBER 2015**

**13. TANGIBLE FIXED ASSETS**

	Long Leasehold Property £	Fixtures & Fittings £	2015 Total £
<b>COST</b>			
At 1 January 2015	245,277	42,132	287,409
Additions	-	-	-
At 31 December 2015	<u>245,277</u>	<u>42,132</u>	<u>287,409</u>
<b>DEPRECIATION</b>			
At 1 January 2015	7,359	40,113	47,472
Charge for the year	2,453	809	3,262
At 31 December 2015	<u>9,812</u>	<u>40,922</u>	<u>50,734</u>
<b>NET BOOK VALUE</b>			
At 31 December 2015	<u>235,465</u>	<u>1,210</u>	<u>236,675</u>
At 31 December 2014	<u>237,918</u>	<u>2,019</u>	<u>239,937</u>

**14. INVESTMENTS**

**Movement in market value**

	£	£
Market value at 1 January 2015	487	390
Sold	( 484 )	-
Net gains/(loss) on revaluations in the year ended 31 December 2015	( 3 )	97
Market value at 31 December 2015	<u>-</u>	<u>487</u>
Historical Cost at 31 December 2015	<u>-</u>	<u>305</u>

**Analysis of investments at 31 December 2015**

	Funds 2015 £	Total Funds 2014 £
<b><u>Other Investments</u></b>		
Market value at 31 December 2015	<u>-</u>	<u>487</u>

**15. DEBTORS**

	2015 £	2014 £
Income tax recoverable	3,500	750
Prepayments and Debtors	<u>11,583</u>	<u>15,179</u>
	<u>15,083</u>	<u>15,929</u>

**16. CREDITORS: Amounts falling due within one year**

	2015 £	2014 £
Taxation and social security	-	2,556
Accruals	<u>13,731</u>	<u>13,322</u>
	<u>13,731</u>	<u>15,878</u>

**ST PAUL AND ST MARK, OLD FORD PAROCHIAL CHURCH COUNCIL**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31ST DECEMBER 2015**

**The following pages do not form part of the statutory financial statements  
which are the subject of the independent examiner's report**

ST PAUL AND ST MARK, OLD FORD PAROCHIAL CHURCH COUNCIL

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31ST DECEMBER 2015

	2015 £	2014 £
<b><u>INCOMING RESOURCES</u></b>		
<b><u>VOLUNTARY INCOME</u></b>		
Planned Giving	30,047	22,069
Church box collections	8,785	9,512
Development appeals	16,408	41,462
Gift Aid Recoverable	7,579	7,505
	<u>62,819</u>	<u>80,548</u>
<b><u>ACTIVITIES FOR GENERATING FUNDS</u></b>		
Rummage Sales etc	731	1,647
Premises Lettings Income and Service Charges	160,337	127,216
	<u>161,068</u>	<u>128,863</u>
<b><u>INVESTMENT INCOME</u></b>		
Income from UK listed investments	-	17
Bank interest receivable	679	496
	<u>679</u>	<u>513</u>
<b><u>INCOMING RESOURCES FROM CHARITABLE ACTIVITIES</u></b>		
Dinshaw Family Grant	-	3,000
Parochial Fees	1,585	1,637
Diocesan Fees	2,514	2,358
Community Café Income	15,705	11,478
	<u>19,804</u>	<u>18,473</u>
<b><u>TOTAL INCOMING RESOURCES</u></b>	<u>244,370</u>	<u>228,397</u>

**ST PAUL AND ST MARK, OLD FORD PAROCHIAL CHURCH COUNCIL**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**

**FOR THE YEAR ENDED 31ST DECEMBER 2015**

	2015 £	2014 £
<b><u>RESOURCES EXPENDED</u></b>		
<b><u>FUNDRAISING TRADING: COST OF GOODS SOLD AND OTHER COSTS</u></b>		
Premises Lettings Expenses	46,015	44,318
<b><u>CHARITABLE ACTIVITIES</u></b>		
Cost of sales - Purchases	6,696	3,827
Staff costs - Wages & Salaries	89,702	88,073
Staff costs - Employer's NIC	4,824	6,710
Establishment - Assignment of Fees	2,514	2,028
Establishment - Rates & Water	73	94
Establishment - Light & heat	2,003	2,365
Establishment - Repairs & maintenance	150	909
Establishment - Insurance	1,272	756
Establishment - Common Fund Payments	33,000	30,000
Ministry Expenses	557	23
Office Expenses	10,208	3,948
Direct charitable activity Events and Outgoings- Mission Giving	5,466	2,213
Direct charitable activity Congregational Activities- Vicarage and Flat Expenses	1,012	10,567
Direct charitable activity Congregational Activities - Curate Expenses	-	375
Direct charitable activity Congregational Activities - Organist	4,971	3,916
Direct charitable activity Congregational Activities - Youth Work	7,259	7,373
Heritage Project - All our Stories	-	374
	169,707	163,551
<b><u>GOVERNANCE COSTS</u></b>		
Accountancy fees	1,800	1,800
Depreciation	3,262	3,262
	5,062	5,062
<b><u>OTHER RESOURCES EXPENDED</u></b>		
Losses on disposal of tangible fixed assets for charity's own use	3	-
	220,787	212,931
<b><u>TOTAL RESOURCES EXPENDED</u></b>		
	23,583	15,466
<b><u>NET INCOMING RESOURCES FOR THE YEAR</u></b>		

ST PAUL AND ST MARK, OLD FORD PAROCHIAL CHURCH COUNCIL

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31ST DECEMBER 2015

	2015 £	2014 £
<b><u>FUNDRAISING TRADING: COST OF GOODS SOLD AND OTHER COSTS</u></b>		
<b><u>Exceptional items</u></b>		
Premises Lettings Expenses	46,015	44,318
<b><u>CHARITABLE ACTIVITIES</u></b>		
<b><u>Events and Outgoings</u></b>		
Activities undertaken directly		
Direct charitable activity Events and Outgoings- Mission Giving	5,466	2,213
<b><u>Community Café</u></b>		
Activities undertaken indirectly		
Cost of sales - Purchases	6,696	3,827
Staff costs - Wages & Salaries	9,468	9,467
Staff costs - Employer's NIC	192	218
	16,356	13,512
<b><u>Congregational Activities</u></b>		
Activities undertaken directly		
Establishment - Assignment of Fees	2,514	2,028
Establishment - Rates & Water	73	94
Establishment - Light & heat	2,003	2,365
Establishment - Repairs & maintenance	150	909
Establishment - Insurance	1,272	756
Establishment - Common Fund Payments	33,000	30,000
Ministry Expenses	557	23
Office Expenses	4,163	1,663
Direct charitable activity Congregational Activities- Vicarage and Flat Expenses	1,012	10,567
Direct charitable activity Congregational Activities - Curate Expenses	-	375
Direct charitable activity Congregational Activities - Organist	4,971	3,916
Direct charitable activity Congregational Activities - Youth Work	7,259	7,373
	56,974	60,069



ST PAUL AND ST MARK, OLD FORD PAROCHIAL CHURCH

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31ST DECEMBER 2015

	2015	2014
	£	£
<u>Administration Expenses</u>		
Activities undertaken directly		
Staff costs - Wages & Salaries	80,234	78,606
Staff costs - Employer's NIC	4,632	6,492
Office Expenses-Other	6,045	2,285
	<u>90,911</u>	<u>87,383</u>

## **St Paul and St Mark, Old Ford – Annual report 2016**

2015 might be remembered as the year of the winter heatwave, when we all experienced that wonderful period of warm weather in December. It was remarkable to see daffodils and other spring plants flowering following this brief period of warm weather. It is a reminder to us that growth often needs only a gentle encouragement and is something we should expect to happen. This is true as much in the Kingdom of God as it is in creation. Jesus reminds us of this when he says "If you have faith as small as a mustard seed, you can say to this mountain 'Move from here to there' and it will move. Nothing will be impossible for you." (Matt 17:20-21)

We have many areas of growth to thank God for in 2015. Over the course of the year we said goodbye to and welcomed a number of new team members. In January I was licensed as Vicar and Allison arrived to serve with us here at St Paul's; April was officially licensed as our Associate Priest in April; Mark joined us as our new Music Leader in May; Dan started as our Youth Worker and Gill as our Ordinand in training in September. During the year we bid a sad farewell to Hannah, Sam and Keith but I am really excited about the creative and enthusiastic staff team we now have.

Our volunteers have grown and developed over the last year, with several new volunteers coming on board in various roles both on Sunday's and on reception and in our cafe during the week. The Bow Mother's Union group was launched at a service of celebration in October and we look forward to how God will use this group. I want to thank all our wonderful volunteers who do incredible work, seen and unseen, to ensure we can continue to serve God together. Thank you!

One of the things visitors regularly tell me is how warm the welcome we offer is, both during the week and on Sundays. It is always a joy to welcome new people to St Paul's and on Sundays our wonderful welcome team and delicious welcome lunches have been a big part of this. We refreshed our cafe in March of 2015 with a particular focus on welcoming the disabled and families with children. Our small groups continue to flourish and develop as we give more focus to helping each of us grow in our Christian discipleship. The whole church discipleship course we ran in June of 2015 helped us to explore together some key aspects of our faith, and we will be looking to do a similar thing in 2016. If you're not part of a small group yet and want to find out more do pick up an information card or speak to me.

We have begun to explore how we can make more space in the busyness of life to prayer and reflect; time to simply be with God. A lent quiet day was well received and the launch of our new evening service, Breathing Space, has given us a monthly time dedicated to prayer and reflection. See our notice sheet for the next one and if you haven't been along yet I'd encourage you to do so! In 2016 we will continue to develop our evening service space.

When churches grow in the ways we have seen here at St Paul's it is very important that we ensure we have the right supports and foundations in place. With this in mind the Parochial Church Council (PCC), staff team and I have worked hard on many of these 'supports' over the last year. We have particularly worked on our finances to ensure that we are being good stewards of what God has given us and that we are being generous. I am grateful for the time and wisdom of our PCC members and especially our Churchwardens, Treasurer, Lay chair and PCC Secretary. This work coupled with the increased generosity of our church members has seen our income grow. The challenge now is to ensure that we use this wisely

for the Kingdom of God. We were also a pilot church for the new Parish Giving Scheme (PGS) which we will be hoping to encourage more people to join in 2016.

As part of our focus on stewardship we have reviewed our charitable giving. St Paul's commits to giving 10% of the total congregational giving away each year. In 2015 the whole congregation was involved in choosing the charities we would support in 2015 & 2016. You chose Richard House Children's Hospice, Doctors for Madagascar and the Diocese of London ALMA project. In fact last year because of your generosity we were able to give away more than 10% of the congregational giving, and gave just over £5000 to our charitable causes. Through our giving to ALMA we have supported the building of a church in Mozambique and our contact at ALMA has this to say:

"I would love to take this opportunity to thank the people of St Paul's for their enduring commitment to the Bairro Populaire church... It is a hugely fitting tribute to your relationship that the Lichinga Church was renamed Sao Paolo at its consecration. I think this is unique in the ALMA partnership."

In the background of our work has been our hope to establish a new worshipping community in the new community springing up around the Olympic Park, and in partnership with St Mary of Eton. This is a part of our parish in which we are not currently present but as we seek to follow Christ's commandment to "go and make disciples of all nations" we are planning to be present there in the future. In 2015 a lot of the foundations necessary to bring this vision to reality have been laid and the next year could be a very exciting time as we look to bring God's faithful love to everyone in our parish.

So as we give thanks for all that God has done in the life of St Paul's in 2015, and look forward with joyful expectation to what he will do in 2016 let us together echo the prayer of St Paul:

"Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, forever and ever! Amen." (Ephesians 3: 20-21)

Rev. James Hughesdon

Vicar

## **Administrative information**

Full name of parish: St Paul and St Mark, Old Ford

Addresses: St Paul's church, St Stephens Road, London, E3 5JL

St Mark's church, St Mark's Gate, London, E9 5HT

Correspondence address: c/o St Paul's church, St Stephen's Road, London, E3 5JL

Charitable status: Registered charity (Feb 2<sup>nd</sup> 2010) charity no: 1133963

Bankers: Barclays plc, (Mile end and Bow group), 240 Whitechapel Road, London, E1 1BS

The parish is one of 5 parishes comprising the Bow Group of Churches, St Barnabas Grove Road; St Paul with St Luke, Bow Common; St Mary with Holy Trinity, Bow; All Hallows, Devons Road and St Paul and St Mark, Old Ford.

The Parochial Church Council of St Paul and St Mark, Old Ford, has responsibility for two church buildings – St Mark, Victoria Park, and St Paul, Old Ford.

## **Staff policies**

St Paul and St Mark, Old Ford have the current policies in place:

Equal opportunities policy	Data Protection
Performance and management policy	Security
Supervision process	Key policy
Disciplinary process	IT
Grievance process	Social Media
Redundancy process	Health & Safety
Absence from work policy	Parental Leave
Flexible working policy	Safeguarding policy
Adoption Leave	
Maternity Leave	
Paternity Leave	
Shared Parental Leave (Birth)	
Shared Parental Leave (Adoption)	