

ST FRANCIS CHURCH, SALISBURY

Annual Report and Financial Statements of the Parochial Church Council

for the year ended 31 December 2017

Charity Number 1130133

ST FRANCIS CHURCH, SALISBURY (1130133)
ANNUAL REPORT AND FINANCIAL STATEMENTS

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ST FRANCIS CHURCH, SALISBURY (1130133)

ANNUAL REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2017

AIM AND PURPOSE

The Parochial Church Council (PCC) of St Francis Church is responsible for co-operating with the vicar, the Reverend Paul Taylor, in promoting the whole mission of the church, pastoral, evangelistic, social and ecumenical, in the ecclesiastical parish.

It is also responsible for the maintenance of the parish church and the adjacent church hall.

OBJECTIVES AND ACTIVITIES

The primary objective of the PCC is the proclamation of the Gospel of our Lord Jesus Christ according to the doctrine and practices of the Church of England. St Francis PCC tries to achieve this by co-operating with and supporting our Vicar in promoting the mission of the church to the whole parish. We recognise that the growth we seek will come chiefly from increasing the number of young families who accept the Gospel and attend the church, and we devote considerable resources towards this. We are delighted that this approach is producing results, as the number of young families attending on a regular basis has increased.

The Standing Committee (which sets the agenda for meetings of the PCC) is very conscious that it is easy for the PCC to become too involved with building maintenance and other routine matters. While the responsibility for looking after our physical assets must not be ignored, the PCC does try to keep a sensible balance and to devote time to discussing the future work of the church in the parish and our role in the wider community.

REVIEW OF THE YEAR (ACHIEVEMENTS AND PERFORMANCE)

Church Activities

St Francis maintains a pattern of varied Services. These are:

09.30	Holy Communion - sung	1 st , 2 nd , 4 th and 5 th Sundays
09.30	Morning Worship	3 rd Sundays
11.00	Informal Worship	Every Sunday (the format varies, and includes Informal Worship, Informal Holy Communion, All Age Worship, All Age Worship with Communion, and All Age Worship with our Uniformed Groups.

We maintain a small choir which supports the worship for Morning Prayer and sung Holy Communion, while a music group of younger members supports the Informal Worship and All Age services.

In addition to the services in church, we take Communion to the house-bound and to some of the many residential homes in our parish, and there is a Messy Church once a month at Old Sarum.

We have 188 people on our Electoral Roll, and the average church attendance last year was 176 each Sunday for the 9.30 and 11.00 services combined – (44 children and 132 adults) – exactly the same totals as last year. (Note that some people attend both services). The 11.00 service now has an average attendance of 129 (42 children and 87 adults).

Clergy

At the beginning of July we welcomed a new curate, Matt Levinsohn, and his family, and he is already taking a very active role in the work of the Ministry in the Parish.

ST FRANCIS CHURCH, SALISBURY (1130133)

ANNUAL REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2017

Church Staff

At the end of the year the Church had four paid staff members - Dan Inglis as a full time youth worker, Katie Ollivierre working part time with children and young families, Jane Franchi as Operations Manager (a wider role than she previously held as parish administrator), and Charlie Davies our caretaker. Dave Fordham resigned as worship leader during the year to take up a full time position with the Trussell Trust.

Church Fabric

The extension the church was completed early in the year, and formally opened by Bishop Nicolas on 20th May. It has proved to be very popular and is used extensively by church groups and others. The PCC extends its thanks to all who have contributed to the cost of the annexe, notably The Beatrice Laing Trust, Garfield Weston Foundation, The Bernard Sunley Charitable Foundation and Community First.

PLANS FOR FUTURE PERIODS

However, we now have a problem with the main roof to the church. A low pitched roof was installed over the original flat roof in the 1980s, and this has now come to the end of its useful life. During the autumn this became painfully obvious as we began to have leaks into the church. Removal of ponded water and some work on the roof's drainage outlets seems to have prevented further leaks, but we will have to remove the pitched roof and install a new waterproofing system. Preliminary discussions with our architect and potential contractors began towards the end of the year.

The Church hopes to install a defibrillator (for the use of the general community) and work on sorting out the details in order to obtain authority from the DAC began towards the end of the year.

ADMINISTRATIVE INFORMATION

Church Details

St Francis Church is an Anglican Church in the Diocese of Salisbury. The church building is situated in the northern part of the city, at the junction of Castle Road and Beatrice Road.

Correspondence to the Church, the PCC or its officers can be addressed to:

The Parish Office
St Francis Church
Beatrice Road
Salisbury, SP1 3PN

or to

The PCC Secretary
Mr C Reed
13 Netheravon Road
Salisbury, SP1 3BJ

Structure and Management

The PCC is a corporate body established by the Church of England and operates under the Parochial Church Council Powers Measure. The PCC registered with the Charity Commission during 2009; our Registration Number is 1130133.

The appointment of members of the PCC is governed by and set out in the Church Representation Rules

Churchwardens at St Francis have traditionally been elected to serve a two-year term. A decision was made in 2007 to increase the normal term to three years. Churchwardens attend training days to make them aware of the responsibilities that they have as Churchwardens, and that the PCC has overall. When necessary and appropriate, individual members of the PCC attend courses to learn about specific issues and to report back to the PCC.

ST FRANCIS CHURCH, SALISBURY (1130133)

ANNUAL REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2017

The PCC meets regularly on alternate months; in the intervening months a Standing Committee, (consisting of the PCC Chairman, the Curate, Secretary, Treasurer and Churchwardens) meets. Reports from Deanery Synod, Churches Together, our link missionaries, the Juba School in Sudan and PCC Committees are regularly received by the PCC. The PCC has appointed sub-committees and task forces for special responsibilities and tasks, as follows:

	<i>Responsibilities</i>
Building and Grounds Committee	To deal with issues relating to the fabric of the church building and grounds
Mission Taskforce	To monitor and review all our mission work, and to advise on our annual giving
Social Taskforce	Taskforces are formed as and when they are needed for special events.

PCC membership

The following people served on the Parochial Church Council (PCC) during 2017:

<i>Incumbent</i>	Reverend Paul Taylor	Chairman of the PCC
<i>Curate</i>	Reverend Matt Levinsohn	<i>(joined in July)</i>
<i>Churchwardens</i>	Caroline Ferguson	<i>(re-elected April 2016)</i>
	Olwen Brockway	<i>(re-elected April 2016)</i>
<i>Officers</i>	Colin Reed	Secretary
	Sally Reed	Treasurer <i>(until April 2017)</i>
	Claire Leeper	Treasurer <i>(after April 2017)</i>
<i>Diocesan Synod Member</i>	Keith Leslie	
<i>Deanery Synod Representatives</i>	Susan Carey	<i>(re-elected April 2017)</i>
	Sally Reed	<i>(re-elected April 2017)</i>
	John Squire	<i>(re-elected April 2017)</i>
<i>Elected Members</i>	Kate Moody	<i>(elected April 2015)</i>
	Moiria Neve	<i>(elected April 2015)</i>
	Brian Webb	<i>(elected April 2015)</i>
	Nigel Hancock	<i>(re-elected April 2016)</i>
	Claire Leeper	<i>(re-elected April 2016)</i>
	Kris Richardson Smith	<i>(elected April 2016)</i>
	Alexander Ewing	<i>(elected April 2016)</i>
	Jean Filtness	<i>(elected April 2016)</i>
	Michelle Boucher	<i>(re-elected April 2017)</i>
	Bill Wilson	<i>(re-elected April 2017)</i>
	David Heydon	<i>(elected 2017)</i>
	Colin Reed	<i>(re-elected 2017)</i>

Review of Financial Activities and Affairs

Our accounts for the year are subject to Independent Examination; The PCC's Independent Examiners are Moore Stephens (South) LLP

ST FRANCIS CHURCH, SALISBURY (1130133)

ANNUAL REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2017

The PCC maintains a current account with the CAF Bank Ltd and a deposit account with the Monmouth Building Society.

Total receipts on the general fund were £131,510 and are detailed in the financial statements, and £131,415 was spent to provide the Christian Ministry from St Francis, including our contribution to the Diocesan costs (our 'Share') which covers stipends, housing and pensions for the clergy.

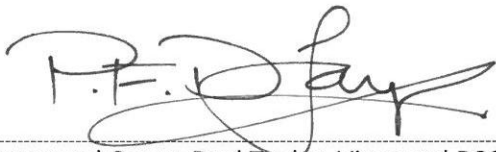
The net result for the year on the General Fund was a surplus of £95; the figure last year was a surplus of £1,463. In both years the surplus arose from an excess of income over expenditure for the Church Hall.

The total cash in the church's bank accounts is £126,027.

The PCC considers that it should maintain sufficient reserves to cover half of a year's expected general expenditure, which would be about £65,700. At the year end the Reserve Fund stood unchanged at £63,545 or 5.8 months' expenditure. The PCC will review the reserves policy during the coming year and note the points from previous years that:

- (i) interest on our deposits will remain low this year because rates have been reduced, and
- (ii) we will need to spend money from reserves to pay for our staff members in future years.

On behalf of St Francis PCC:



Reverend Canon Paul Taylor, Vicar and PCC Chairman

Date:

8/4/2018

ST FRANCIS CHURCH, SALISBURY (1130133)

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ST FRANCIS CHURCH, SALISBURY, PAROCHIAL CHURCH COUNCIL

I report on the accounts of the PCC of St Francis Church, Salisbury (charity number 1130133) for the year ended 31 December 2017 which comprise Statement of Financial Activities of all funds, the Balance Sheet and the related note, which can be found on pages 1 – 14 of this document.

Respective responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ACCA

It is my responsibility to:

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

Basis of Independent Examiner's report

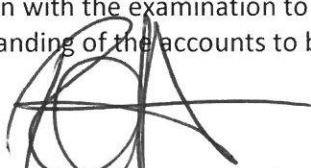
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes a consideration of any unusual items or disclosures in the accounts, and seeking explanations from the 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 accounts 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:

- 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.

I 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.



9/4/2018

Robert MacDonald FCCA
Moore Stephens (South) LLP
Chartered Accountants
33 The Clarendon Centre
Salisbury Business Park
Dairy Meadow Lane
Salisbury
SP1 2TJ

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ST FRANCIS CHURCH, SALISBURY (1130133)

**STATEMENT OF FINANCIAL ACTIVITIES
1 JANUARY 2017 TO 31 DECEMBER 2017**

				Total	
	Unrestricted	Designated	Restricted	This year	Last year
	(£)	(£)	(£)	(£)	(£)
<i>Incoming resources</i>					
Incoming resources from generated funds					
Voluntary income	103,948.19	118,078.98	—	222,027.17	199,783.60
Activities for generating funds	1,127.50	—	—	1,127.50	—
Investment income	0.98	1,522.74	—	1,523.72	3,742.75
Incoming resources from charitable activities	25,015.94	95.73	—	25,111.67	26,546.22
Other incoming resources	917.53	1,153.98	—	2,071.51	1,971.67
Other voluntary incoming resources	500.00	21,242.68	—	21,742.68	15,710.00
Total income	131,510.14	142,094.11	—	273,604.25	247,754.24
<i>Resources used</i>					
Charitable Giving	14,866.20		—	14,866.12	14,404.00
Activities directly related to church work	107,492.89	51,493.54	—	158,968.83	146,607.53
Church Hall	8,305.68	856.94	—	9,162.62	8,563.33
Church management and administration	750.00	286,668.44	—	287,418.44	131,210.27
Total expenditure	131,414.77	339,019.32	—	470,434.09	300,785.13
Net income / (expenditure) resources before transfer	95.37	(196,925.21)		(196,829.84)	(53,030.89)
<i>Transfers</i>					
Gross transfers between funds - in	—	—	—	—	7,988.79
Gross transfers between funds - out	—	—	—	—	(7,988.79)
<i>Other recognised gains / losses</i>					
Net movement in funds	95.37	(196,925.21)		(196,829.84)	(53,030.89)
<i>Reconciliation of funds</i>					
Total funds brought forward		298,249.32		298,249.32	351,280.21
Total funds carried forward	95.37	101,324.11		101,419.48	298,249.32

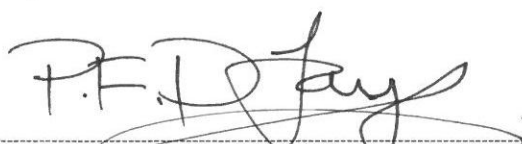
ST FRANCIS CHURCH, SALISBURY (1130133)

BALANCE SHEET

	31 DECEMBER 2017	31 DECEMBER 2016
Fixed assets		
Tangible assets (see note 3)	7,885.50	6,375.00
	<u>7,885.50</u>	<u>6,375.00</u>
Current assets		
Debtors (see note 5)	20,396.54	11,660.56
Cash at bank and in hand	126,027.42	313,999.96
	<u>146,423.96</u>	<u>325,660.52</u>
Liabilities		
Creditors: Amounts falling due in one year (see note 6)	(52,889.98)	(33,786.20)
	<u>93,533.98</u>	<u>291,874.32</u>
Net current assets less current liabilities		
	<u>98,736.98</u>	<u>298,249.32</u>
Total assets less current liabilities		
	<u>101,419.48</u>	<u>298,249.32</u>
Total net assets less liabilities		
	<u>101,419.48</u>	<u>298,249.32</u>
Represented by:		
Unrestricted		
Unrestricted - General fund	95.37	—
Designated		
Designated - Vicarage Repair Fund	1,920.50	2,542.26
Designated - Staffing Fund	35,518.01	41,340.35
Designated - Flower Fund	649.95	660.55
Designated - Teddy Bears Fund	1,101.28	1,019.25
Designated - Vicar's Computer Fund	1,198.95	1,429.94
Designated - Reserves	63,545.80	63,545.80
Designated - Old Sarum Mission	(408.91)	(310.37)
Designated - Fabric Fund	43,421.37	48,979.79
Designated - Church Extension Fund	(45,622.84)	139,041.75
Funds of the church	<u>101,419.48</u>	<u>298,249.32</u>

The notes on pages 9-14 form part of these accounts

Approved by the Trustees and signed on their behalf
by:


Reverend Canon Paul Taylor, Vicar and PCC Chairman

Date:

8/4/2018


Mrs Claire Leeper, Treasurer

NOTES TO THE ACCOUNTS

1 ACCOUNTING POLICIES

The accounts (financial statements) have been prepared under the historic cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards 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.

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.

1a Funds

The accounts include all the funds for which the PCC is legally responsible.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor. **Unrestricted funds** include funds which the trustees are free to use for any purpose in furtherance of the charitable objectives of the PCC. Unrestricted funds include **designated funds** where the trustees, at their discretion, have created a fund for a specific purpose.

The PCC has no restricted funds, the General Fund is an unrestricted fund, and all other funds are designated funds.

1b Income Recognition

All income is recognised once 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.

Donations are recognised when the PCC has been notified in writing of both the amount and the settlement date.

The PCC has received no legacy gifts in this accounting period.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the PCC, which is normally on notification of interest paid or payable by the bank involved.

1c Expenditure Recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the PCC to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accrual basis. All expenses are allocated or apportioned to the applicable expenditure headings.

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

ST FRANCIS CHURCH, SALISBURY (1130133)

NOTES TO THE ACCOUNTS

1d Statement of Assets and Liabilities

An inventory of all fixtures, fittings and equipment is kept and reviewed each year.

The following assets are recognised but not valued in the Statement of Assets and Liabilities:

- Movable church furnishings held by the churchwardens on special trust for the PCC and which require a faculty for their disposal, and
- Other fixtures, fittings and office equipment which the PCC is free to dispose of without a faculty

1e Pensions

Employees of the PCC are enrolled in one of two pension schemes – see note 8 for details

1f Going Concern

At the time of the Trustees approving the financial statements, the trustees have a reasonable expectation that there are adequate resources to continue in operational existence for the foreseeable future, therefore, the trustees continue to adopt the going concern basis.

1g Tangible Fixed Assets

Assets are capitalised at a value over £3,000 which have a useful life of a number of years. Fixtures, fittings and equipment are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of the assets less their residual values over their useful lives on the following basis:

Fixtures, fittings and equipment – 4 to 10 years straight line

1h Interest free loans

Interest free loans were generously provided by a number of households in the congregation to assist with cashflow management for the annexe building project.

Interest free loans have not been discounted as this is not required for Public Benefit Entities under FRS102

2 DONATIONS

	2017 (£)	2016 (£)
Church Overseas		
C.M.S	3,250	3,000
Diocesan Fund for the Sudan	1,300	1,300
Toilet Twinning	—	243
MAF	1,500	1,300
	<u>6,050</u>	<u>5,843</u>

ST FRANCIS CHURCH, SALISBURY (1130133)

NOTES TO THE ACCOUNTS

2 DONATIONS (continued)

Home Missions, Church Societies and Organisations

Bridge Project	3,600	3,250
Conference Bursaries	120	536
Mission to Old Sarum	1,200	1,200
Street Pastors	1,100	1,100
The Bible Society	200	200
New Wine Trust	300	300
Christians Against Poverty	—	200
Trussell Trust	700	700
Salisbury Trust for the Homeless	200	200
Salisbury Hospice	—	200
Sarum Books Charitable Trust	50	—
Alabare	200	—
	<u>7,670</u>	<u>7,886</u>

Other Donations

Precept Ministries	—	200
CTIS	75	75
Salisbury Women's Refuge	400	200
Open Doors	—	200
Grants to support Christian workers	609	—
23 rd Salisbury Scouts	62	—
	<u>1,146</u>	<u>675</u>

3 OTHER ASSETS

Solar panels were installed on the south aisle roof in November 2011 and appear at cost (£12,750). They are being depreciated over 10 years starting in 2012.

A photocopier was purchased during 2012 for £4,315. This is being depreciated on a straight line basis over 4 years and the value is now zero.

During 2017, new projectors for the church were purchased at a cost of £3,714 and are being depreciated on a straight line basis over 4 years.

		Fixtures, fittings and equipment (£)	Total (£)
COST	Brought forward at 1 January 2017	17,065	17,065
	Additions in year	3,714	3,714,
	Carried forward at 31 December 2017	<u>20,779</u>	<u>20,779</u>
DEPRECIATION	Brought forward at 1 January 2017	10,690	10,690
	Charge for year (straight line basis)	2,204	2,204
	Carried forward at 31 December 2017	<u>12,894</u>	<u>12,894</u>
NET BOOK VALUE	At 31 December 2017	<u>7,885</u>	<u>7,885</u>
	At 31 December 2016	<u>6,375</u>	<u>6,375</u>

ST FRANCIS CHURCH, SALISBURY (1130133)

NOTES TO THE ACCOUNTS

4 CHURCH HALL

The Church Hall, which was built on church land in 1957, is of a specialist nature and the PCC considers that it is not appropriate to apply a modern value to the property.

5 DEBTORS

	2017 (£)	2016 (£)
Gift Aid Tax Recoverable	15,081	8,865
Ladybirds Rent	2,667	2,539
Guide rent	192	256
Funeral and Wedding Fees	—	—
Cash for Juba School	—	—
Other donations and income	2,456	—
	<u>20,396</u>	<u>11,660</u>

6 CREDITORS

	2017 (£)	2016 (£)
PAYE	678	540
Independent examination fee	670	670
Others	4,542	7,576
Interest free loan	47,000	25,000
	<u>52,890</u>	<u>33,786</u>

7 PENSIONS

St Francis PCC participates in the Pension Builder Scheme section of Church Workers Pension Fund for two members of its lay staff; all other lay staff are enrolled in the Government's NEST pension scheme.

The Pension Builder Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

Pension Builder Classic provides a pension for members for payment from retirement, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Bonuses may also be declared, depending upon the investment returns and other factors.

NOTES TO THE ACCOUNTS

7 PENSIONS (continued)

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement.

Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme. 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 Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable.

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 2013. This revealed, on the ongoing assumptions used, a surplus of £0.5m. There is no requirement for deficit payments at the current time.

Pension Builder 2014 will be valued in relation to the lump sum payable to members at normal pension age. There are no annual pension benefits. Pension Builder 2014 commenced in February 2014 so the first full valuation of that section will be carried out at the next CWPF valuation date, 31 December 2016.

8 RELATED PARTY TRANSACTIONS

All Trustees give freely of their time and expertise without any form of remuneration or other benefit in cash or kind, and have claimed no expenses.

Any work done by families or associates of Trustees is paid for at market rates against invoices.

One Trustee, Mrs Kris Smith, is also a trustee of the Ladybirds Preschool. Ladybirds uses a room in the church hall, for which they pay rental income to the PCC. In 2017 the rental income was £5,261.

Donations were made to the following organisations with links to the following trustees:

£3,600 to the Bridge Youth Project – Alexander Ewing is among the key management personnel

£1,100 to Salisbury Street Pastors – Keith Leslie is a trustee

£700 to The Trussell Trust – Claire Leeper is among the key management personnel

£400 to Salisbury Women's Refuge – Colin Reed is a trustee

Decisions about donations made are proposed by a mission committee and approved by the PCC as a whole.

ST FRANCIS CHURCH, SALISBURY (1130133)

NOTES TO THE ACCOUNTS

9 STAFF COSTS

	2017 (£)	2016 (£)
Salaries and wages	61,570	53,617
Social security costs	1,038	764
Pension costs (defined contribution scheme)	3,042	2,360
Other employee benefits	—	—
	<u>65,650</u>	<u>56,741</u>

No employee received remuneration amounting to £60,000 or more during either year

The average number of persons employed by the charity during the year was 5 (2016: 5).

10 FUND MOVEMENT SUMMARY

FUND	AT 1 JANUARY 2017	INCOMING RESOURCES	OUTGOING RESOURCES	TRANSFERS	GAINS AND LOSSES	AT 31 DECEMBER 2017
Unrestricted						
General fund	—	131,510.14	131,414.77	—	—	95.37
Designated						
Staffing fund	41,340.35	38,126.50	43,948.84	—	—	35,518.01
Old Sarum Mission fund	(310.37)	445.50	544.04	—	—	(408.91)
Fabric fund	48,979.79	—	5,558.42	—	—	43,421.37
Church Extension fund	139,041.75	102,003.85	286,668.44	—	—	(45,622.84)
Vicarage Repair fund	2,542.26	340.78	962.54	—	—	1,920.50
Flower fund	660.55	23.50	34.10	—	—	649.95
Teddy Bears fund	1,019.25	1,153.98	1,071.95	—	—	1,101.28
Vicar's Computer fund	1,429.94	—	230.99	—	—	1,198.95
Reserves	63,545.80	—	—	—	—	63,545.80

DESIGNATED FUND PURPOSES

Staffing fund	Previously Children's and Family Worker fund. To support staff posts at the church engaged in work with youth, children or worship
Old Sarum Mission fund	To support the work at the residential area of Old Sarum, now within the parish boundaries of St Francis.
Fabric fund	For repairs and upkeep of the church site and its buildings
Church Extension fund	For the building of an annexe to the church along the Beatrice Road side
Vicarage Repair fund	For repairs and upkeep of the vicarage
Flower fund	For flowers and floristry equipment used at the church site
Teddy Bears fund	For the Teddy Bears parent and child group
Vicar's Computer fund	For repairs to or replacement of the vicar's computer and associated equipment
Reserves	General reserves