

allsaintsworcester

The Parish of St Nicholas and All Saints with St Helen's

Annual Report and Accounts 2017



Vicar: Rev Dr Rich Johnson
Associate Vicar Rev Owen Gallacher
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1. **Introduction**

The Annual Report and Accounts for the Parish of St Nicholas & All Saints is written equally for church members and those outside of the church looking in. As a charity we have to be publicly accountable to everyone. Therefore, it is produced in accordance with the requirements of the Charities Act 2011 and any regulations made there under and the Charities SORP; Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 (effective 1 January 2016). For further information please contact the Church Wardens or the Church Treasurer (please see Church Office contact details on the front cover).

2. **Administrative information**

The Parish of St. Nicholas & All Saints' Worcester (known as All Saints Worcester) is part of the Worcester East Deanery within the Diocese of Worcester; part of the Church of England. The Parochial Church Council (PCC) also has responsibility for a chapel-of-ease; St Helen's, Fish Street, Worcester.

All Saints Worcester is a registered charity (No. 1128121).

The members of the PCC are elected for a three-year term of office. Approximately one third of PCC places are elected each year with elections being held at the Annual Parochial Church Meeting (APCM). PCC members who served from 1st January 2017 until the date this report was approved are:

Church Wardens

Mr. Richard Colthurst Mr. Paul Wilcox

PCC Lay Representatives church wardens plus:

Mrs. Andrea Burton	Mrs. Jean George	Mr. Kwesi Marles
Mr. Tim Clack ¹	Mr. Sam Greenstreet ²	Mr. Bryan Mason
Mr. Nat Colthurst ²	Mrs. Joanna Harper ¹	Mr. Alan Penney ²
Mr. Richard Corral	Mr. Andrew Jackman ²	Mrs. Joy Pollock ¹
Mr. Bev Dickens	Mrs. Anita Marles	

Deanery Synod Representatives

Mrs. Sarah Bardell ¹	Mr. Robin Parry ¹	Mr. Tim Clack ²
Mr. Fraser Oates ²		

Treasurer

Mr. Grahame Lucas

Clergy

Vicar: Rev Dr. Rich Johnson

Associate Vicar: Rev Owen Gallacher (Curate up to 3rd Dec 2017)

1 = served as lay PCC representative up to APCM on 03rd April 2017.

2 = served as lay PCC representative from APCM on 3rd April 2017.

The Church Operations Coordinator is Mr. Mark Carrington.

Mrs. Philippa Barton is the Core Ministries Administrator and PA to the Vicar. Mrs. Barton also acts as Secretary to the PCC.

The PCC has appointed Nick Joyce of Nick Joyce Architects Ltd, Worcester as Inspecting Architect.

The PCC uses Lloyds Bank, The Cross Worcester.

3. **Structure, governance and management**

The PCC is a corporate body established by the Church of England. It operates under the Parochial Church Council Powers Measure.

PCC members are appointed in accordance with the Church Representation Rules. All committed members of the congregation are encouraged to register on the Electoral Roll and consider standing for election to the PCC.

The Parish of St Nicholas and All Saints with St. Helen's is a parish in the Benefice of Worcester City.

The PCC has responsibility for a number of trusts that have been associated with the All Saints area of the City including the historic churches of St. Andrews and St. Nicholas'.

The PCC is responsible for health and safety, disability discrimination and safeguarding and child protection. The PCC has nominated people for the Diocesan safeguarding training.

The PCC is responsible for working with the Clergy in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. The PCC also has responsibility for the running of two church buildings: All Saints and St. Helen's.

The PCC delegates some business to other groups:

Standing Committee: comprising Church Wardens, Treasurer, stipendiary clergy, and two PCC members (nominated by the PCC). It is responsible for day-to-day business decisions on behalf of the wider PCC, or any decisions that are required urgently but have been agreed in principle by the PCC, who have duly authorized the Standing Committee to make a final decision.

The Mission Support Committee: this is chaired by an elected PCC member, and includes the Vicar and other nominated representatives.

All Saints Society of Bell Ringers: comprising representatives from the bell ringing team, this is responsible for running the bell tower of the All Saints building.

Strategic Risks and Management Action Plans

The PCC is aware of its responsibility for risk management and has put in place arrangements to manage and reduce those risks which it regards as most significant as follows: -

Risk title:	Impact / likelihood:	Management action:
Loss of use of key buildings e.g. Boiler failure or loss of electrical supply	Disruption to ministry momentum and risk of reduced congregations and loss of income. Medium likelihood	Flexibility with more than one building. St Helen's boiler replaced in 2016. All Saints Boiler regularly serviced and reviewed. All Saints Electrics currently under review.
Heart of Worcester College withdraws use of car park on Sundays	Possible reduced congregation. Low likelihood	Crowngate Car Park £1 a day on Sundays. Plenty of public car parks within easy access

Risk title:	Impact / likelihood:	Management action:
Growth outstrips ability to find capacity in buildings and ministry team to make our Vision a reality	Limitation to the ministry and mission of All Saints, and loss of opportunity to serve our community Low likelihood	"The Vision for All Saints" identifies five strategic priorities crucial for the vision to become a reality.
The change required in Resourcing Church disrupts ministry and mission momentum	Limitation to the ministry and mission of All Saints, and loss of opportunity to serve our community Low likelihood	Working with the Diocese to bid to the Church Commissioners for resources of finance, clergy and lay staff.
Health & Safety failure – kitchen, water and electrical supply	Personal accident, loss of reputation, loss of congregation / low to medium likelihood	New Kitchen installed in St Helens (Feb 2012). All Saints "kitchen area moved to safer location. QI report identifies maintenance priorities
Failure of the church organ, or loss of key musical instruments	Loss to Worship / low likelihood	Organ no longer used for regular worship. Technical survey in place, Funds and insurance in place. Large Worship team enables alternative options to be available
Administration and management becomes more complex as we grow	Failure of mission projects, money wasted and people demotivated Low likelihood	Admin & management processes continually reviewed for effectiveness and additional staffing added as required
Theft of valuable equipment	Important loss to Worship / low to medium likelihood	Security of church reviewed. Insurance cover in place.
Ambition overstretches people resources	Congregation burnout and loss of [key] people. Medium likelihood	The Vision recognizes the need to support and develop a strengthened leadership through training budget.

4. **Objectives and activities**

Our vision document, the "Vision for All Saints", sets out our Mission, Vision, Strategy and Values. Our **mission** is to be a missional community that gives creative and faithful expression to the Kingdom of God in Worcester and beyond. Our **vision** is to be a growing community of Kingdom people, formed of multiple smaller communities, in and through which our lives and our city are radically transformed by God's love, grace and power. Our **strategy** identifies five strategic priorities as crucial for us if we are to see this vision become a reality. These are

focused around creating a discipleship culture, nurturing a caring community, developing a leadership community, expanding our missional impact through our own initiatives, support of mission partners and collaboration with other churches, and exploring multiple expression of church. We have identified ten **values** that shape and inform how we approach being church together.

5. **Achievements and performance**

Review of the year: The past year of mission and ministry of the church is reviewed in the reports from the various areas of church life. These are published in Part 1 of the Church Review 2017/18. They include reports on our mission projects, the electoral roll, proceedings of the PCC, the fabric, goods and ornaments of the church, and the proceedings of the Deanery Synod.

Church attendance: The overall trend shows that membership is growing over time. Attendance patterns are shifting and reflect the demands of 21st Century life. So, attendance at church gatherings continues to show a healthy trend, with significant increases in recent years. This excludes the large numbers attending other gatherings such as Mainly Music and Alpha. It reflects the health of the Sunday gatherings at 10:30am and 6.30pm. It also reflects a healthy balance across the age groups with a significant increase in attendance by under 18's. Current records suggest that approximately 350 adults and 120 under 18's attend, but not every Sunday.

6. **Financial review**

6.1 **Financial standing:** highlights (the 😊 and the 😞) are (for all PCC funds):

Total funds	£173K	Up by £71K from £102K last year 😊
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Why our total funds increased by £71K during 2017:

Normal Income	£268K	Down from £274K last year 😞
Grants	£139K	Up from £17K (one off grants) last year 😊
Expenditure	£336K	Down from £355K last year 😊
Net <i>Surplus</i>	Cr £71K	Better than last year's deficit of £63K 😊

The changes in funds during 2017:

General Fund	Dr 47K	😞
Maintenance	Dr 2K	One off repairs 😞
St Helen's HLF	Cr 111K	HLF grant and contributions offset by costs 😊
Mission Support	Cr 4K	Funds set aside for future investment 😊
Foodbank	Cr 2K	Higher costs met by higher income in 2017 😊
CAP	Dr 2K	Costs exceeded income 😞
ICON	Cr 5K	Funds used for ministry work 😊
Total	Cr £71K	Increase in funds (decreased £63K in 2016) 😊

6.2 Actions taken during the year:

The challenging financial times continue and 2017 has once again been a difficult year. The PCC regularly reviews its budget and spending in response to financial pressures and in order to focus investment priorities towards the Mission and Ministry and the achievement of the Vision for All Saints.

- During 2017 our General Fund suffered a significant loss of income when our tenant unexpectedly served notice resulting in a loss of £30K rent income. We immediately took action and tried to reduce costs by moving out of our rented offices early. However, this did not save as much as we had hoped for and the costs of dilapidations had to be met as well.
- General giving was a little lower than expected but this was reversed by a very successful Gift Day when we increased income by £25K (forecast to be £40K in 2018).
- Other obligations and necessary costs included the need to replace equipment that had reached the end of its working life, essential maintenance of our two historic church buildings and the full year impact of a full complement of staffing.
- We honoured our pledge to continue to increase our financial contributions to the mission work supported by us and the Diocese.

Achievements in 2017:

- Managed to increase our General Fund recurring income but still some work to be done to meet our target increase to fund our ambitions.
- Continued with the programme of work to improve and repair St Helen's Church.
- Having completed the development phase, we successfully secured a Heritage Lottery Fund (HLF) grant towards the major stone works repair project, with a grant of about £250,000.
- Continued to develop the use of our new larger premises for the Foodbank project with new and expanded services. Sadly during 2017 we served a record number of clients with a record volume of food (over 60,000 meals) but managed to increase the volume of donations to match this demand thanks to the mazing generosity of Worcester people.

The Parochial Church Council continues to address these challenging financial times with an annual budget review that is used as a key tool to plan our future investment in mission and ministry. The budget aims to:

- Clarify how financial resources and budget planning supports the vision for All Saints
- Direct financial resources to key priorities within the vision statement
- Encourage financial donations and ongoing support through a clear policy on how all new financial giving will be used by the PCC to develop mission and ministry as set out in the document a Vision for All Saints

The PCC continues to ensure that financial resources are made available to meet the needs of a growing and vibrant church, and to facilitate mission and ministry, and to use financial resources as efficiently and effectively as is reasonably possible.

There are some major repairs that will need to be carried out in the future, for which funds will be required. The PCC has appointed a group to oversee the plans for this work, and to ensure that adequate funding is received. The project for St Helen's is now well under way. However, All Saints church will also require some considerable investment in repairs. This project is at a very early stage.

Ongoing actions on financial stewardship and generosity include:

- **Giving renewal:** Ongoing teaching and regular updates to the church on finances and provision of information to enable church members to regularly review their giving and help newcomers to engage with us through their giving.
- **Governance:** the PCC continually seeks to improve the way it works to better manage its business.
- **External Funding:** over the past three years about £360K was received; including £260K in grants for St Helen's and much of the rest is towards key mission projects. Specialist advice is also being sought to help generate funding for the major repairs and reordering of the two church buildings, and for the Foodbank project.

Future commitments and budget for 2018: the PCC continues to face significant challenges. The immediate financial challenges include:

- Seeking to increase our income to match the longer-term ambitions of All Saints,
- Our increasing parish share; currently £145K for 2018 (i.e. 76% of our income from giving). This supports the running of the church including clergy, housing and training. We have budgeted to pay £73K in 2018. We are fully committed to pay our fair share.
- Regular maintenance costs of two historic church buildings, and costs arising out of the Quinquennial inspection.
- Anticipating the costs of reordering and redecoration of the church to improve our church buildings, including removal of pews, new flooring as required, and a new lighting scheme;
- Funding of new projects coming out of our Vision plans for the future.

During 2017 the PCC paid £73K Parish Share leaving about £65K unpaid in the year. There is ongoing work to establish a more sustainable level of Parish Share.

The balance remaining unpaid is about £306K and this has not been taken into account in these financial statements in accordance with accepted accounting practice (the PCC is not contractually committed to the Parish Share).

6.3 **The Annual Statement of Accounts for 2017:** is set out on pages 12 to 20 and has been subject to Independent Examination (see the Examiner's report at the end of this document - page 21).

6.4 **Funds movements:** the PCC agreed a movement within its funds as follows:

Funds	£'s	Commentary
From: General Fund To: Equipment Fund	£480	Tidying up to clear historic deficit on Equipment fund.
From: General Fund To: All Saints Maintenance Fund	£48	Tidying up to clear historic deficit on maintenance fund.
From: St. Helen's Building Dev't Fund To: St. Helen's Building Maintenance Fund	£1,366	Tidying up to clear historic deficit on maintenance fund.
From: General Fund To: Events Fund	£1,355	Tidying up to clear deficit on Events fund.
From: New Wine Regional Directors Fund To: General Fund	£985	Donation from New Wine event surplus
From: Mainly Music To: General Fund	£1,335	Donation towards costs of heating and lighting at St Helen's Church for Mainly Music activity
From: Messy Church Fund To: General Fund	£12	Tidying up to clear surplus on Messy Church fund.

7. **Reserves policy**

It is PCC policy to maintain a balance on general funds of approximately 10% of gross expenditure (if possible), although ideally this should be three months of expenditure or 25%; as a contingency to cover for urgent and emergency situations that may arise from time to time. The PCC policy requires the balance on General and Designated funds to be at least £20K. These funds were overdrawn by £43K at 31st December 2017, however, this is offset by the St Helen's Building Development fund reserve of £60K. At 31st December 2016 the balance on general and designated reserves was £455 (£9,604 in credit at 31st December 2015 and £28,925 as at 31st December 2014). The PCC was operating within its reserves policy prior to 2015. It has made decisions to address this issue and will take actions through its budget and teaching on giving and generosity to return these funds to the required minimum of £20K in the future.

A number of restricted and designated funds are held for specific purposes. These are set out on page 12 of the Accounts.

It is our policy to invest funds in CBF Church of England Deposit Fund, after taking account of the need for cash in the bank current account to meet day to day expenses and cash flow. Some small investments arising from other charities and trusts are held in other investment funds. These will be reviewed on a regular basis.

8. **Funds held as a custodian for others**

The PCC has custody of six bank and investment accounts which bear the name other than All Saints and St Helen's. The Bell Ringer's account holds the funds for the Bell Ringers Restricted Fund.

9. **Plans for the future**

See the document "A Vision for All Saints Worcester" which summarizes the All Saints plans for the future.

10. **Accounting Policies - for the year ended 31 December 2017**

The financial statements have been prepared in accordance with the requirements of the Charities Act 2011 and any regulations made there under and the Charities SORP; Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 (effective 1 January 2016). The financial statements have been prepared under the historical cost convention except for the valuation of investment assets, which are shown at market value.

10.1 **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.
Designated Funds: are held for a particular purpose by the PCC, but still remain legally unrestricted.

Restricted funds: these are funds raised by the church or given to the church for specific purposes and must be spent on that purpose.

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.

10.2 Incoming Resources

<i>Voluntary income and capital resources</i>
Collections: accounted for when received by or on behalf of the PCC
Planned giving: under Gift Aid is accounted for only when received
Income tax: recoverable on Gift Aid donations is accounted for when the donation 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
Fund raising: special events (e.g. concerts) accounted for gross
Sales of books and magazines: accounted for gross
<i>Other ordinary income</i>
Rental income: from the letting of church premises is accounted for when the rental is due
<i>Income from investments</i>
Dividends and interest: accounted for when receivable. Tax on such income is accounted for in the same accounting year
<i>Gains and losses on investments</i>
Realised gains or losses: accounted for when investments are sold
Unrealised gains or losses: accounted for on revaluation of investments at 31 December

10.3 Resources used

Grants and donations to missions etc. 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

Parish share: accounted for when payable. Any agreed payment remaining unpaid at 31 December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor¹ in the Balance Sheet.

10.4 Fixed assets

Consecrated land and buildings and movable church furnishings

Consecrated and beneficed property is excluded from the accounts by s.96(2)(a) of the Charities Act 1993.

No value is placed on movable church furnishings held by the vicar/rector and churchwardens on special trust for the PCC and which require a faculty for disposal since the PCC considers these to be inalienable (i.e. cannot be transferred to another person). They are listed in the Church's inventory, which can be inspected (at any reasonable time). For inalienable property acquired before 2006 there is insufficient cost information available and therefore such assets are not valued in the financial statements. Items acquired since 2006 (had there been any) would have been capitalized and depreciated in the financial statements over their anticipated useful economic life on a straight-line basis.

All expenditure incurred during the year on consecrated or benefice buildings, individual items under £2,500, on repair, or movable church furnishings, is shown as expenditure for the year in the financial statements.

Other fixtures, fittings and office equipment

Individual items of equipment with a purchase price of £2,500 or less are shown as expenditure in the year when the asset is acquired. There are no items of greater value.

Investments

Investments are valued at market value at 31 December.

Current assets

¹ Creditor: goods or services which we have received in the year but for which payment is to be made in the following year.

Amounts owing to the 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 CBF Church of England Funds or at the bank.

10.5 **Gifts in kind**

Volunteers: the time given by volunteers is not accounted for in the accounts. The PCC's gratitude for these gifts is reflected in the Annual Review. Foodbank is staffed entirely by volunteers valued at over £70k. Local companies donate staff time to Foodbank.

Donations of food to Foodbank: The value of food donated is not shown in the Accounts as it is not realizable; food is donated for the specific purposes of Foodbank operating under the Franchise of the Trussell Trust, and the value is only shown as a note to the accounts. Valuation is based on the estimated average value used by Tesco (£1.67 per Kg) and as advised by the Trussell Trust. This is a valid method of valuation for these gifts in kind as it is used by Tesco to calculate the cash grant 20% top-up given to Foodbanks for food collected through their stores. Food Donations during 2017 amounted to 68,124 Kg (55,818Kg in 2016 and 39,889Kg in 2015). This together with non-food items is estimated to be valued at about £120,000 (£85,000 in 2016 and £66,615 in 2015).

Donations of Toys and Clothes: During 2017 Worcester Foodbank further extended the toy project. We received donations of new toys valued at about £10,000 (£6,000 in 2016). We also regularly receive good quality used clothing, Baby clothing and equipment. It is not possible to accurately estimate the value of these items, but is thought to be in excess of £2,000.

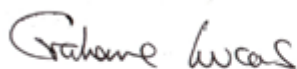
Donations of services: GD PR company kindly donated a Christmas animation film to help advertise and promote the Foodbank Christmas food and toy appeal. First Bus have donated free bus tickets to the value of about £600.

Approved by the Parochial Church Council on 5th March 2018 and signed on its behalf by:

Rev Dr Rich Johnson (PCC Chairman)



Mr Grahame Lucas (Treasurer to the PCC)



Parochial Church Council of All Saints Worcester
Statement of Financial Activities 1st January 2017 to 31st December 2017

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Prior year total funds
Incoming resources					
Incoming resources from generated funds					
Voluntary income	204,019	190,167	—	394,186	246,094
Activities for generating funds	150	7,999	—	8,149	3,136
Investment income	979	—	—	979	30,722
Incoming resources from charitable activities	1,809	—	—	1,809	1,159
Other incoming resources	554	1,508	—	2,062	10,364
Total income	207,512	199,673	—	407,185	291,475
Resources used					
Cost of generating funds					
Cost of generating voluntary income	251	4,586	—	4,837	6,053
Charitable activities	252,559	78,632	—	331,191	348,658
Total expenditure	252,810	83,218	—	336,028	354,710
Net inc / (exp) resources before transfer	(45,298)	116,455	—	71,157	(63,235)
Transfers					
Gross transfers between funds - in	4,178	7,240	—	11,417	31,202
Gross transfers between funds - out	(1,883)	(9,535)	—	(11,417)	(31,202)
Other recognised gains / losses					
Gains / losses on investment assets	(12)	—	—	(12)	79
Net movement in funds	(43,016)	114,161	—	71,145	(63,156)
Total funds brought forward	(455)	102,629	—	102,174	165,329
Total funds carried forward	(43,470)	216,789	—	173,319	102,174
Represented by					
General fund (Unrestricted)	(54,839)	—	—	(54,839)	(8,232)
Designated					
Equipment & Furniture Fund	—	—	—	—	(480)
Overseas Mission Partner Development	8,960	—	—	8,960	7,000
St Helen's Church Building Mnc Fund	—	—	—	—	(388)
Vicar's Discretionary Mission Support Fund	2,408	—	—	2,408	1,645
Restricted					
All Saints Church Building Mnc Fund	—	—	—	—	619
Bell Ringers Fund	—	3,776	—	3,776	2,459
Food Bank Project	—	24,402	—	24,402	28,389
Foodbank Earmarked Grants	—	5,837	—	5,837	—
ICON Community	—	4,873	—	4,873	148
Job Club	—	(1,040)	—	(1,040)	(520)
Justice for Hope	—	648	—	648	643
New Wine Regional Director	—	150	—	150	—
Organ Renovation Fund	—	3,243	—	3,243	3,459
St Helen's Building Development Fund	—	59,644	—	59,644	61,262
St Helen's HLF Project	—	126,370	—	126,370	15,549
Worc' Christians Against Poverty	—	(11,293)	—	(11,293)	(9,559)
Youth Fund	—	180	—	180	180

Parochial Church Council of All Saints Worcester
Balance sheet as at 31st December 2017

	Total funds	Prior year funds
Fixed assets		
Tangible assets	4,167	4,167
Investments	1,128	1,141
	5,295	5,307
Current assets		
Debtors	13,525	16,685
Investments	3,776	2,457
Cash at bank and in hand	180,285	104,610
	197,586	123,751
Liabilities		
Creditors: Amounts falling due in one year	29,562	26,885
	29,562	26,885
Net current assets less current liabilities	168,024	96,866
Total assets less current liabilities	173,319	102,174
Total net assets less liabilities	173,319	102,174
Represented by		
Unrestricted		
General fund	(54,839)	(8,232)
Designated		
Equipment & Furniture Fund	—	(480)
Vicar's Discretionary Mission Support Fund	2,408	1,645
Overseas Mission Partner Development	8,960	7,000
St Helen's Church Building Maintenance Fund	—	(388)
Restricted		
New Wine Regional Director	150	—
Messy Church fund	—	—
Youth Fund	180	180
St Helen's HLF Project	126,370	15,549
St Helen's Building Development Fund	59,644	61,262
All Saints Church Building Maintenance Fund	—	619
Organ Renovation Fund	3,243	3,459
Bell Ringers Fund	3,776	2,459
Food Bank Project	24,402	28,389
Foodbank Earmarked Grants	5,837	—
Worc' Christians Against Poverty	(11,293)	(9,559)
Justice for Hope	648	643
Job Club	(1,040)	(520)
ICON Community	4,873	148
Funds of the church	173,319	102,174

Parochial Church Council of All Saints Worcester
Statement of assets and liabilities as at 31st December 2017

	General	Designated	Restricted	Endowment	This year	Last year
Fixed assets - Investments						
CCLA St Michael in Bedwardine	469	—	—	—	469	469
MG St Michael in Bedwardine	659	—	—	—	659	672
Totals	1,126	—	—	—	1,126	1,141
Fixed assets - Tangible assets						
Rent deposit Lowesmoor Wharf	—	—	4,167	—	4,167	4,167
Totals	—	—	4,167	—	4,167	4,167
Current assets - Cash at bank and in hand						
Bank Current Account	(44,114)	11,368	207,997	—	175,252	99,582
Bank deposit instant access	994	—	—	—	994	987
Bank deposit St Michaels	649	—	—	—	649	649
CCLA (CBF) deposit account	2,523	—	—	—	2,523	2,523
CCLA (CBF) deposit account	87	—	—	—	87	87
CCLA (CBF) deposit account	25	—	—	—	25	25
CCLA (CBF) dep ac St Nicholas	426	—	—	—	426	425
Totals	(39,411)	11,368	207,997	—	179,954	104,726
Current assets - Investments						
Bell Ringers Bank Account	—	—	3,776	—	3,776	2,457
Totals	—	—	3,776	—	3,776	2,457
Current assets - Cash at bank and in hand						
Bell Ringers Petty Cash	—	—	—	—	—	2
Totals	—	—	—	—	—	2
Current assets - Cash at bank and in hand						
Cash in hand	—	—	331	—	331	331
Totals	—	—	331	—	331	331
Current assets - Debtors						
Accounts Receivable	12,265	—	1,260	—	13,525	16,685
Totals	12,265	—	1,260	—	13,525	16,685
Liabilities - Creditors: Amounts falling due in one year						
Accounts Payable	28,820	—	742	—	29,562	26,885
Totals	28,820	—	742	—	29,562	26,885
Grand total	(54,839)	11,368	216,789	—	173,319	102,174

Parochial Church Council of All Saints Worcester **Fund movement**

	Opening	Incoming	Outgoing	Transfers	Gains/losses	Closing
Unrestricted						
General - General fund	(8,232)	207,512	254,555	449	(12)	(54,839)
Designated						
Equipment & Furniture Replacement Fund	(480)	—	—	480	—	—
Vicar - Vicar's Discretionary Mission Support Fund	1,645	—	(763)	—	—	2,408
Overseas Mission Partner Development Fund	7,000	—	(1,960)	—	—	8,960
SHBM - St Helen's Church Building Maintenance Fund	(388)	—	978	1,366	—	—
Restricted						
New Wine Regional Director Fund	—	5,965	4,830	(985)	—	150
Events (e.g. Fireworks and training)	—	2,161	3,516	1,355	—	—
Food Bank Project Fund	28,389	46,698	44,848	(5,837)	—	24,402
Foodbank Earmarked Grants Fund	—	—	—	5,837	—	5,837
Worcester Christians Against (CAP) Poverty Debt Counselling Fund	(9,559)	2,871	4,606	—	—	(11,293)
Hope for Justice Fund	643	5	—	—	—	648
CAP Job Club Fund	(520)	—	520	—	—	(1,040)
ICON - ICON Community Fund	148	4,725	—	—	—	4,873
MM - Mainly Music Fund	—	2,369	1,034	(1,335)	—	—
Messy - Messy Church Fund	—	—	(12)	(12)	—	—
Youth - Youth Fund	180	—	—	—	—	180
St Helen's HLF Project	15,549	132,824	22,004	—	—	126,370
St Helen's Building Development Fund	61,262	—	253	(1,366)	—	59,644
All Saints Church Building Maintenance Fund	619	—	667	48	—	—
Organ - Organ Renovation Fun	3,459	—	216	—	—	3,243
Bell - Bell Ringers Fund	2,459	2,054	737	—	—	3,776
Grand total	102,174	407,185	336,028	—	(12)	173,319

Parochial Church Council of All Saints Worcester

Analysis of income

Incoming resources from generated funds - Voluntary income

					Total	
	Unrestricted	Designated	Restricted	Endowment	This year	Last year
0101 - Gift Aid	131,711	—	8,275	—	139,986	140,402
0201 - Other planned giving	12,434	—	3,690	—	16,124	17,980
0301 - Loose plate collections	10,094	—	—	—	10,094	8,958
0501 - One-off Gift Aid gifts	6,725	—	—	—	6,725	440
0550 - Donations appeals etc	1,395	—	9,196	—	10,590	10,759
0551 - Donations from Churches & Charities	143	—	19,047	—	19,189	13,970
0552 - Donations from other organisations	—	—	13,131	—	13,131	3,570
0601 - Tax recovered Gift Aid	35,119	—	—	—	35,119	30,814
08A1 - Non-recurring grants	960	—	134,012	—	134,972	14,200
0901 - Other funds generated	5,438	—	2,817	—	8,255	5,000
Total	204,019	—	190,167	—	394,186	246,094

Incoming resources from generated funds - Activities for generating funds

					Total	
	Unrestricted	Designated	Restricted	Endowment	This year	Last year
1301 - Fundraising sales etc	—	—	23	—	23	425
1302 - Training courses	150	—	—	—	150	—
1303 - Income from activities & events	—	—	7,976	—	7,976	2,711
Total	150	—	7,999	—	8,149	3,136

Incoming resources from generated funds - Investment income

					Total	
	Unrestricted	Designated	Restricted	Endowment	This year	Last year
1001 - Dividends	17	—	—	—	17	—
1020 - Bank and building society interest	8	—	—	—	8	29
1030 - Rent from land & buildings	955	—	—	—	955	30,693
Total	979	—	—	—	979	30,722

Incoming resources from charitable activities

					Total	
	Unrestricted	Designated	Restricted	Endowment	This year	Last year
1101 - Fees for weddings and funerals	1,809	—	—	—	1,809	1,159
Total	1,809	—	—	—	1,809	1,159

Other incoming resources

					Total	
	Unrestricted	Designated	Restricted	Endowment	This year	Last year
1400 - Other incoming resources	554	—	1,508	—	2,062	10,364
Total	554	—	1,508	—	2,062	10,364
INCOME TOTAL	207,512	—	199,673	—	407,185	291,475

Parochial Church Council of All Saints Worcester **Analysis of expenditure**

Cost of generating funds - Cost of generating voluntary income

	Unrestricted	Designated	Restricted	Endowment	Total	
					This year	Last year
1710 - Costs of applying for grants	—	—	—	—	—	267
1730 - Costs of Activities Events	251	—	4,586	—	4,837	5,786
Total	251	—	4,586	—	4,837	6,053

Charitable activities

	Unrestricted	Designated	Restricted	Endowment	Total	
					This year	Last year
1801 - Giving to missionary societies	12,610	(1,960)	—	—	10,650	5,083
1802 - Giving to Charity Assigned	—	—	—	—	—	12,291
1803 - Giving to Charity restricted	—	—	—	—	—	6,637
1830 - Giving to relief and development agencies	—	—	—	—	—	1,588
1850 - Giving to Home mission	4,340	—	360	—	4,700	7,675
1851 - Pastoral Gifts to individuals	2,007	(1,007)	112	—	1,112	6,439
1870 - Secular charities	—	—	—	—	—	881
1901 - Parish Share	72,342	—	—	—	72,342	65,765
1910 - Ministry - fees paid to Diocese	—	—	—	—	—	547
2001 - Assistant staff costs	1,973	—	1,745	—	3,718	—
2050 - Staff salaries	41,015	—	7,952	—	48,967	28,343
2055 - Transport costs	—	244	543	—	787	14
2060 - Property Rent	—	—	33,332	—	33,332	19,931
2061 - Property Insurance	—	—	1,491	—	1,491	1,126
2062 - Property advisors (e.g. Fire & H&S)	430	—	336	—	766	842
2063 - Property Service and maintenance charges	—	—	172	—	172	364
2101 - Working expenses of clergy	1,557	—	1,383	—	2,940	2,309
2110 - Visiting speakers / locums	455	—	—	—	455	750
2130 - Parsonage house expenses	7	—	—	—	7	—
2150 - Clergy Phone, internet	1,186	—	—	—	1,186	1,422
2160 - Ministry: church training and mission	5,835	—	1,045	—	6,880	6,812
2170 - Ministry: Children's Church	3,238	—	—	—	3,238	1,262
2171 - Ministry: Children & Families	19,813	—	—	—	19,813	17,565
2173 - Ministry: Pastoral Care	208	—	—	—	208	—
2175 - Ministry: Messy Church	29	—	(12)	—	17	255

	Total					
	Unrestricted	Designated	Restricted	Endowment	This year	Last year
2176 - Ministry: Mainly Music	—	—	1,034	—	1,034	1,375
2177 - Ministry: Students	280	—	—	—	280	131
2179 - Ministry: Men's Ministry	40	—	—	—	40	—
2180 - Ministry: Youth	119	—	—	—	119	70
2181 - Ministry: Ladies Revive	18	—	—	—	18	49
2183 - Ministry: Bell ringing	460	—	737	—	1,197	374
2184 - Ministry: Worship	—	—	—	—	—	350
2190 - Ministry: Worcester Food Bank	—	—	2,568	—	2,568	7,646
2194 - Ministry: Job Club	—	—	520	—	520	520
2195 - Ministry: Worcester CAP	—	—	3,624	—	3,624	7,447
2198 - Ministry: Publications and Small Groups	2,226	—	—	—	2,226	2,577
2199 - Ministry: Mission Support Expenses	3,201	—	—	—	3,201	5,235
2301 - Church running - insurance	5,161	—	450	—	5,611	11,072
2310 - Church Centre running costs	19,633	—	—	—	19,633	19,607
2311 - St Helen's School House	3,006	—	—	—	3,006	—
2330 - Church maintenance	8,187	978	886	—	10,051	7,910
2331 - Cleaning	4,168	—	636	—	4,804	4,374
2340 - Upkeep of services	8,964	—	—	—	8,964	8,860
2341 - Sound System	51	—	—	—	51	1,153
2342 - Audio Visual System	330	—	—	—	330	—
2343 - Equipment	9,498	—	3,455	—	12,953	7,691
2344 - Warehouse consumables	—	—	138	—	138	470
2350 - Upkeep of churchyard	—	—	—	—	—	91
2360 - Administration	11,683	—	1,539	—	13,222	11,747
2370 - Bank charges interest paid	765	—	—	—	765	750
2401 - Church running - electric	3,626	—	496	—	4,123	2,410
2410 - Church running - gas	4,278	—	901	—	5,179	5,294
2420 - Church running - water	897	—	593	—	1,489	881
2550 - School House running - insurance	668	—	—	—	668	—
2701 - Church major repairs - structure	—	—	—	—	—	651
2702 - Church major repairs - installation	—	—	—	—	—	42,483
2703 - Church major repairs professional fees	—	—	12,596	—	12,596	9,538
Total	254,304	(1,745)	78,632	—	331,191	348,658
EXPENDITURE TOTAL	254,555	(1,745)	83,218	—	336,028	354,710
GRAND TOTAL	(47,043)	1,745	116,455	—	71,157	(63,235)

Note 3 - Staff Costs 2017

Wages and Salaries

During the year the PCC employed a church cleaner, a Core Ministries Administrator and PA to the Vicar, a Project Manager (St Helen's HLF Stone-works project) (all part time), a Church Operations Coordinator and a Children and Families Worker. No payments were large enough to be reported.

Payments to PCC members

During the year no payments of salary or wage were made to members of the PCC.

Related Party Transactions

A PCC member is also a director of Nick Joyce Architects. During 2017 the PCC paid £11,996 for the services of Nick Joyce Architects and had commercial contracts for services of NJA for the remaining HLF works (building works valued at approximately £200K) and as inspecting architect for the quinquennial inspection of the church buildings. The PCC member concerned took no part in any discussions or decision making relating to these payments and contracts.

Note 4 - Fixed Assets

The PCC does not own any fixed assets that require reporting here. However, the Church leases two buildings (only one lease continues forward into 2018) as follows:

Property / Purpose / Period	Date of Lease	Cost 2016	Cost 2017	Cost 2018
Lowesmoor Wharf, Foodbank, five years with three-year tenant break clause	From 21-06-2016 to 20-06-2019 / 2021	£15,781	£30,000	£30,000
Unicorn Chambers, Church Centre, five years	From 01-08-2012 to 31-07-2017	£18,260	£11,060	Nil

Church equipment comprises office equipment, musical instruments, sound and projection equipment. Foodbank equipment comprises office equipment, warehouse equipment and shelving, warehouse scales and storage crates. All of these are estimated to have an individual written down value of less than £2,500 each.

Investments

The PCC holds a small amount in investments. The value of these accounts has increased by £ 12.45 as follows:

	2016 £
CCLA - Michael in Bedwardine Church Charity	
Value as at 1st January 2017 (34.5 shares @ 1359.07p)	468.88
change in value (gain)	
Value as at 31st December 2017 (34.5 shares @ 1359.07p)	468.88
M&G - Michael in Bedwardine Church Charity	
Value as at 1st January 2017 (521 shares @ 128.95p)	671.83
change in value (loss)	12.45
Value as at 31st December 2017 (521 shares @ 126.56p)	659.38
Total change (loss) in value during the year	12.45

Note 5 - Debtors (Accounts receivable)

Fund:	Receivable from:	Amount £
General	HMRC – Gift Aid claim at end of year	10,705
General	DCMS – claim for refund of VAT on church repairs	960
General	CAF Vouchers received in 2017 and processed in 2018	600
New Wine	Grant from New Wine	1,260
Total		£13,525

Note 6 – Creditors – (Accounts Payable):

Fund:	Payable for:	Amount £
General	Diocesan Board of Finance – year end Parish Share	18,085
General	Crown Estates – Dilapidations settlement	5,550
General	HMRC – payroll costs for last quarter	2,780
General	Expenses claimed at the year end	1,060
General	Home for Good – Carol Service collection	1,035
General	SME Solicitors – legal advice on dilapidations	418
Foodbank	HSS Hire – temporary heater for Foodbank	418
Organ	Nicholsons – Organ maintenance	216
Total		£29,562

Note 7 – Gifts in Kind (In accordance with accepted accounting practice and the PCC's Accounting Policies - see page 10 paragraph 10.5 – Gifts in Kind)

7.1: A laptop computer (estimated value £450) was donated to Foodbank by the Trussell Trust in 2014. This was shown as income in 2014 and the value shown as a cost in the Foodbank (restricted) Fund in 2014.

7.2: Food was donated by the people of Worcester to Foodbank. It is estimated that this food has a value of £120,000 (£85,000 in 2016 and £66,765 in 2015).

7.3: Volunteers are the backbone of the Mission and Ministry of All Saints Church, and the Annual Review sets this out and expresses our thanks for the amazing work that is done.

7.4: Toys, clothing, Baby clothing and equipment valued at about £12,000 was donated.

7.5: GD PR company kindly donated a Christmas animation film to help advertise and promote the Foodbank Christmas food and toy appeal. Foodbank also receives a regular supply of carrier bags from a print supplier and supermarkets. First Bus donated free bus tickets to the value of about £600.

Independent Examiner's Report to the members/trustees of All Saints Church, Worcester, Parochial Church Council.

I report on the accounts for the year ended 31st December 2017 which are set out on pages 12 to 20.

Respective responsibilities of the Trustees and Independent Examiner

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

Basis of Independent Examiner's Statement

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 consideration of any unusual items or disclosures in the accounts, and seeking explanations from the management committee concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

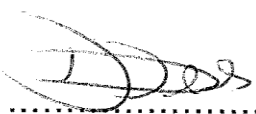
Independent Examiner's Statement

In connection with my examination, no matters have come to my attention

1. which give me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with s.130 of the 2011 Act; or
- to prepare accounts which accord with these accounting records have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



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Date 27.2.2018

David Hibbitt BA(Hons) ACMA
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Worcester
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