

ST FRANCIS CHURCH, SALISBURY

Annual Report and Financial Statements of the Parochial Church Council

for the year ended 31 December 2018

Charity Number 1130133

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

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ST FRANCIS CHURCH, SALISBURY (1130133)

TRUSTEES AND PROFESSIONAL ADVISERS

REGISTERED CHARITY NAME: The Parochial Church Council of the Ecclesiastical Parish of St Francis, Salisbury

CHARITY NUMBER: 1130133

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

TRUSTEES: Rev Paul Taylor (to May 2018)
Rev Matthew Levinsohn
Rev Sarah Wood-Roe
Michelle Boucher
Olwen Brockway
William Burditt
Sophie Burditt
Susan Carey
Alexander Ewing
Caroline Ferguson
Jean Filtness
Nigel Hancock
David Heydon
Claire Leeper
Keith Leslie
Kate Moody (to April 2018)
Aysha Musson (from April 2018)
Moirra Neve (to April 2018)
Colin Reed
Sally Reed
Kris Richardson Smith
John Squire
Anita Thorne (from April 2018)
Bill Wilson

INDEPENDENT EXAMINER: Moore Stephens (South) LLP Chartered Accountants
33 The Clarendon Centre
Salisbury Business Park
Dairy Meadow Lane
Salisbury, SP1 2TJ

BANKERS: CAF Bank
25 Kings Hill Avenue
Kings Hill
West Malling, ME19 4JQ

ST FRANCIS CHURCH, SALISBURY (1130133)

ANNUAL REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2018

REFERENCE AND ADMINISTRATION DETAILS

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

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.

The PCC meets regularly on alternate months; in the intervening months a Standing Committee, (consisting of the PCC Chair, the Curate, Secretary, Treasurer, Operations Manager 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 & Grounds Committee	To deal with issues relating to the fabric of the church building and grounds
Mission Committee	To monitor & review all our mission work, and to advise on annual giving
Other taskforces are formed as and when they are needed for special events and for the appointment of staff	

PCC membership

The following people served on the Parochial Church Council (PCC) during 2018 and consequently formed the Board of Trustees of the PCC during the period:

Incumbent	Reverend Paul Taylor	Chair of the PCC (<i>until May 2018</i>)
Curate	Reverend Matthew Levinsohn	(<i>joined in July 2017</i>)
Churchwardens	Caroline Ferguson	(<i>re-elected April 2016</i>)
	Olwen Brockway	(<i>re-elected April 2016</i>)
Officers	Colin Reed	Secretary (<i>until May 2018</i>) then Vice Chair (<i>from May 2018</i>)
	Jean Filtness	Secretary (<i>after May 2018</i>)
	Claire Leeper	Treasurer

ST FRANCIS CHURCH, SALISBURY (1130133)

Diocesan Synod Member	Keith Leslie	
Deanery Synod Representatives	Susan Carey	<i>(re-elected April 2017)</i>
	Sally Reed	<i>(re-elected April 2017)</i>
	John Squire	<i>(re-elected April 2017)</i>
Elected Members	Kate Moody	<i>(elected April 2015)</i>
	Moirá Neve	<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 April 2017)</i>
	Colin Reed	<i>(re-elected April 2017)</i>
	Brian Webb	<i>(re-elected April 2018)</i>
	Aysha Musson	<i>(elected April 2018)</i>
	Anita Thorne	<i>(elected April 2018)</i>
Ex-Officio Members	Rev Sarah Wood-Roe	<i>Priest at St Lawrence, Stratford-sub-Castle</i>
	William Burditt	<i>Hope Community Leader</i>
	Sophie Burditt	<i>Hope Community Leader</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 2018

AIM AND PURPOSE

The Parochial Church Council (PCC) of St Francis Church is responsible for co-operating with the vicar, 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.

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 mainly 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 190 each Sunday for the 9.30 and 11.00 services combined, an increase from an average of 176 last year. (Note that some people attend both services). The 11.00 service now has an average attendance of 141 (45 children and 96 adults), an increase from 129 last year.

Clergy

During the year, the Vicar, Reverend Paul Taylor, moved on to a post in the parish of St Matthew's in Worthing. Our church congregation and wider community expresses heartfelt thanks to Paul and his family for their many years of dedicated work in our parish and wish him every blessing in his new post.

We have subsequently conducted a recruitment process for a new Vicar of the benefice and are delighted to have appointed Reverend Jean de Garis, who will be joining us in early summer 2019.

ST FRANCIS CHURCH, SALISBURY (1130133)

ANNUAL REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2018

Church Staff

At the end of the year the Church had five 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, Charlie Davies our caretaker and during the year we were pleased to welcome Rory Malone as a part time worship leader.

Church Fabric

The church and wider community has continued to benefit from the annexe opened in May 2017, which is used for a wide variety of activities. As identified in prior years, the problem with the main roof to the church has continued to develop with some leaks into the church. Discussions with our architect and potential contractors have continued with a view to the necessary work being completed during 2019.

The church installed a defibrillator during the year, for use by the general community. This is located outside the prayer room, near the entrance to the car park.

PLANS FOR FUTURE PERIODS

The church focussed on "a year of prayer" in 2018. For 2019 our focus is turning to "a year of sharing our faith", including training opportunities for our community and activities designed to encourage discussion of why we believe.

As detailed above, we expect to be carrying out the necessary works to the church roof during the year.

We are also looking forward to the arrival of our new Vicar, Reverend Jean de Garis, and the direction and guidance that he will bring to our parish.

We plan to develop further the pastoral work that our team does with the young people that engage with us and, following the resignation of our youth worker in spring 2019, will be recruiting a youth pastor to coordinate this for the church.

ST FRANCIS CHURCH, SALISBURY (1130133)

ANNUAL REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2018

FINANCIAL OVERVIEW AND RESERVES

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 £157,260 (2017: £131,510) and are detailed in the financial statements, and £145,979 (2017: £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 £11,281 (2017: £95). £9,454 of this is to be applied to general reserves (see below) to bring them to the required value, £1,229 to the overdrawn Old Sarum fund to bring this to zero and £43 to the overdrawn Vicar's computer fund to bring this to zero. The remaining £650 in the fund is to be applied to the Fabric fund, with consideration to the forthcoming required roof repairs.

The total cash in the church's bank accounts is £139,394 (2017: £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 £73,000 (2017: £67,000). At the year end, after the application of general fund surplus as above, the Reserve Fund stood at the required £73,000 (2017: £63,546). 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 Kelvin Inglis, Rural Dean

Date:

17/4/19

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 2018 which comprise Statement of Financial Activities of all funds, the Balance Sheet and the related notes, which can be found on pages 1 – 16 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

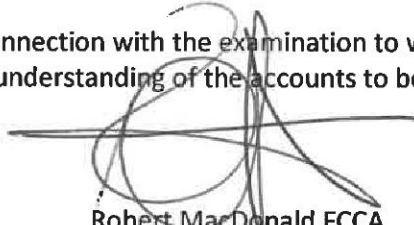
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes a consideration of any unusual items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



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

17/04/2019

ST FRANCIS CHURCH, SALISBURY (1130133)

**STATEMENT OF FINANCIAL ACTIVITIES
1 JANUARY 2018 TO 31 DECEMBER 2018**

	Unrestricted	Designated	Restricted	Total	
	(£)	(£)	(£)	This year	Last year
				(£)	(£)
<i>Incoming resources</i>					
Incoming resources from generated funds					
Voluntary income	125,035	89,281	744	215,060	222,027
Activities for generating funds	1,208	-	-	1,208	1,127
Investment income	90	-	-	90	1,524
Incoming resources from charitable activities	29,488	3,098	2,424	35,010	25,112
Other incoming resources	1,439	401	-	1,840	2,071
Other voluntary incoming resources	-	8	-	8	21,743
Total income	157,260	92,788	3,168	253,216	273,604
<i>Resources used</i>					
Charitable Giving	14,109	13,000	-	27,109	14,866
Activities directly related to church work	119,493	56,736	2,376	178,605	158,986
Church Hall	11,517	-	-	11,517	9,163
Church management and administration	860	11,077	-	11,937	287,419
Total expenditure	145,979	80,813	2,376	229,168	470,434
Net income / (expenditure) resources before transfer	11,281	11,975	792	24,048	(196,830)
<i>Transfers</i>					
Gross transfers between funds - in	—	11,376	—	11,376	—
Gross transfers between funds - out	(11,376)	—	—	11,376	—
<i>Other recognised gains / losses</i>					
Net movement in funds	(95)	23,351	792	24,048	(196,830)
<i>Reconciliation of funds</i>					
Total funds brought forward	95	101,324	-	101,419	298,249
Total funds carried forward	—	124,675	792	125,467	101,419

ST FRANCIS CHURCH, SALISBURY (1130133)

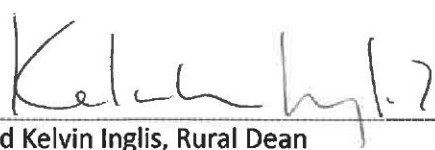
BALANCE SHEET

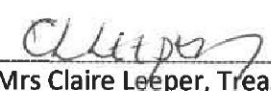
	31 DECEMBER 2018	31 DECEMBER 2017
Fixed assets		
Tangible assets (see note 3)	5,682	7,885
	<u>5,682</u>	<u>7,885</u>
Current assets		
Debtors (see note 5)	17,093	20,397
Cash at bank and in hand	139,394	126,027
	<u>156,487</u>	<u>146,424</u>
Liabilities		
Creditors: Amounts falling due in one year (see note 6)	(36,702)	(52,890)
Net current assets less current liabilities	<u>119,785</u>	<u>93,534</u>
Total assets less current liabilities	<u>125,467</u>	<u>101,419</u>
Total net assets less liabilities	<u>125,467</u>	<u>101,419</u>
Represented by:		
Unrestricted		
Unrestricted - General fund	—	95
Designated		
Designated - Vicarage Repair Fund	1,921	1,921
Designated - Staffing Fund	19,268	35,518
Designated - Flower Fund	628	650
Designated - Teddy Bears Fund	1,360	1,101
Designated - Vicar's Computer Fund	—	1,199
Designated - Reserves	73,000	63,546
Designated - Old Sarum Mission	—	(409)
Designated - Fabric Fund	41,501	43,421
Designated - Church Extension Fund	(13,003)	(45,623)
Restricted		
Restricted – Roof repair fund	609	—
Restricted – Soul Survivor fund	183	—
Funds of the church	<u>125,467</u>	<u>101,419</u>

The notes on pages 11-16 form part of these accounts

Approved by the Trustees and signed on their behalf by:

Date: 17/4/19


Reverend Kelvin Inglis, Rural Dean


Mrs Claire Leeper, Treasurer

NOTES TO THE ACCOUNTS

1 ACCOUNTING POLICIES

Charity Information

Charity name: The Parochial Church Council of the Ecclesiastical Parish of St Francis, Salisbury
Charity number: 1130133

Accounting convention

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 & Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom & Republic of Ireland (FRS 102) & 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 General Fund is an unrestricted fund, and most other funds are designated funds, with the exception of restricted funds set up in 2018 for funds raised for the forthcoming roof repair and a fund for amounts raised to support the Soul Survivor event attendance for our young people.

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 & settlement date.

The PCC has received no legacy gifts in this accounting period, however is very appreciative of two gifts given as the result of executors finalising estates.

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.

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 7 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

	2018	2017
	(£)	(£)
Church Overseas		
Child of Hope	8,000	-
C.M.S (Argentina project)	3,300	3,250
Diocesan Fund for the Sudan	1,300	1,300
MAF	1,550	1,500
	<u>14,150</u>	<u>6,050</u>

NOTES TO THE ACCOUNTS

2 DONATIONS (continued)

Home Missions, Church Societies and Organisations

Bridge Project	4,000	3,600
Conference Bursaries	441	120
Mission to Old Sarum	-	1,200
Street Pastors	1,150	1,100
The Bible Society	250	200
New Wine Trust	362	300
Trussell Trust	750	700
Salisbury Trust for the Homeless	200	200
Sarum Books Charitable Trust	-	50
Alabare	250	200
C.M.S (Hull project)	5,000	-
	<u>12,403</u>	<u>7,670</u>

Other Donations

CTIS	100	75
Salisbury Women's Refuge	450	400
Grants to support Christian workers	-	609
23rd Salisbury Scouts	-	62
Clergy discretionary fund	6	-
	<u>556</u>	<u>1,146</u>

The donations to Child of Hope and C.M.S (Hull project) relate to the church's tithe of annexe project income.

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.

New projectors for the church were purchased during 2017 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 2018	20,779	20,779
Additions in year	-	-
Carried forward at 31 December 2018	<u>20,779</u>	<u>20,779</u>
DEPRECIATION		
Brought forward at 1 January 2018	12,894	12,894
Charge for year (straight line basis)	2,203	2,203
Carried forward at 31 December 2018	<u>15,097</u>	<u>15,097</u>
NET BOOK VALUE		
At 31 December 2018	<u>5,682</u>	<u>5,682</u>
At 31 December 2017	<u>7,885</u>	<u>7,885</u>

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

	2018	2017
	(£)	(£)
Gift Aid Tax Recoverable	8,448	15,081
Ladybirds Rent	1,749	2,667
Guide rent	200	192
Other donations and income	6,696	2,457
	<u>17,093</u>	<u>20,397</u>

6 CREDITORS

	2018	2017
	(£)	(£)
PAYE	1,173	678
Independent examination fee	750	670
Others	8,779	4,542
Interest free loan	26,000	47,000
	<u>36,702</u>	<u>52,890</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; other eligible 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. Discretionary increases may also be added, depending on 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 as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers. This means 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 (2018: £3,003, 2017: £3,042)

For the Pension Builder Classic section, the valuation revealed a deficit of £14.2m on the ongoing assumptions used. At the most recent annual review, the Board chose not to grant a discretionary bonus, which will have acted to improve the funding position. There is no requirement for deficit payments at the current time. For the Pension Builder 2014 section, the valuation revealed a surplus of £1.8m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, St Francis PCC could become responsible for paying a share of that employer's pension liabilities.

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 2018 the rental income was £7,055 (2017: £5,261).

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

£4,000 to the Bridge Youth Project – Alexander Ewing is among the key management personnel

£1,150 to Salisbury Street Pastors – Keith Leslie is a trustee

£750 to The Trussell Trust – Claire Leeper is among the key management personnel

£450 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

	2018 (£)	2017 (£)
Salaries and wages	68,764	61,570
Social security costs	696	1,038
Pension costs (defined contribution scheme)	3,003	3,042
Other employee benefits	195	—
	<u>72,658</u>	<u>65,650</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 2018	INCOMING RESOURCES	OUTGOING RESOURCES	TRANSFERS	GAINS AND LOSSES	AT 31 DECEMBER 2018
Unrestricted						
General fund	95	157,260	145,979	(11,376)	—	—
Designated						
Staffing fund	35,518	32,680	48,930	—	—	19,268
Old Sarum Mission fund	(409)	3,000	3,820	1,229	—	—
Fabric fund	43,421	—	2,570	650	—	41,501
Church Extension fund	(45,623)	56,699	24,079	—	—	(13,003)
Vicarage Repair fund	1,921	—	—	—	—	1,921
Flower fund	650	8	30	—	—	628
Teddy Bears fund	1,101	401	142	—	—	1,360
Vicar's Computer fund	1,199	—	1,242	43	—	—
Reserves	63,546	—	—	9,454	—	73,000
Restricted						
Roof repair fund	—	609	—	—	—	609
Soul Survivor	—	2,559	2,376	—	—	183

ST FRANCIS CHURCH, SALISBURY (1130133)

NOTES TO THE ACCOUNTS

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

RESTRICTED FUND PURPOSES

Roof repair fund	For the repair of the roof at St Francis Church, Salisbury
Soul Survivor fund	For the costs of the Soul Survivor event for young people