



Annual Report 2018

This report sets out matters on which we are required to report in order to comply with Charity Commission and Church of England requirements. It is, in many people's eyes, rather boring – although for some a report like this is every bit as exciting as a John le Carré novel. However, no matter at which end of that spectrum you fall, we encourage you to read it and to bring any questions or comments you may have to the Annual Parochial Church Meeting on Tuesday 9 April, 2019.

We will also produce a report that gives an account of the life of the church which will be available in due course.

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Under the Charities Act we are required to produce an Annual Report, which includes the following information:

1. Reference and administrative details of the charity, its trustees and advisors

CHARITY NAME & ADDRESS

St Nicholas' Parochial Church Council, 79 Maid Marian Way, Nottingham, NG1 6AE.
PCC is registered with the Charity Commission under Charity number 1134708.

CHARITY TRUSTEES

The members of the PCC are classed as the trustees of the charity and their names are listed below.

BANKERS

Our current account is held by

Santander UK plc, Bootle, Merseyside L30 4GB

Our deposit account is held by

The Church of England Deposit Fund

St Alphage House, 2 Fore Street, London EC2Y 5AQ

AUDITORS

As the income for the year ended 31 December 2018 was below £500,000, the accounts are not required to be audited. An independent examination of the records was carried out by Chris Nurden.

CLERGY LICENSED TO THE PARISH

Rev'd Canon Steve Silvester	<i>Rector</i>
Rev'd Dr Ian Paul	<i>Associate Minister</i>
Rev'd Garreth Frank	<i>Curate</i>

DAY-TO-DAY MANAGEMENT

Day to day management of the charity is delegated to the Rector in conjunction with the Staff Team. At 31 December 2018, the staff team consisted of:

Mark Wilkinson	<i>Operations Manager</i>
Mike Kirk	<i>Church Administrator</i>
Rich Wood	<i>Children and Families's Minister</i>
Ben Lees	<i>Worship & Creative Media Lead</i>
Emily Trood	<i>Student Minister</i>
Laura Jowett	<i>Media & Communications (YLC Intern)</i>
Dave Barlow	<i>Students (YLC Intern)</i>

PCC members 2017/2018 (ex-officio members plus 10 elected lay-representatives and 4 Deanery Synod representatives):

Ex-officio Clergy	Rev'd Canon Steve Silvester (Incumbent); Rev'd Dr Ian Paul (associate minister); Rev'd Garreth Frank
Ex-officio Wardens	Jonathan Etheridge, Juliet Wright
Deanery Synod Reps	Di Payne, Ann Hart, Cat McKee, Peter Bates, Sarah Holt (<i>Diocesan Synod</i>)
Members until 2019 APCM	Sue Ellis, Alan Finch, Sarah McCracken,
Members until 2020 APCM	Debbie Blane, Anna Allen (resigned), Kim Page (resigned)
Members until 2021 APCM	Sarah Wakefield, Dave Wakefield, Adam Thomas, Martyn Paradise
Co-Opted	Jon Holt (treasurer), Karen Pheasant (World Mission Committee)

2. Structure, governance and management

GOVERNING CONSTITUTION

Parochial Church Council (Powers) Measure 1956.

RISK MANAGEMENT ASSESSMENT

In common with all other organisations the PCC is potentially at risk from a number of sources. The church administrator, together with the Treasurer, are responsible, on behalf of the PCC, for ensuring that these risks are managed so as not to expose the PCC to undue risk and that the PCC is in a position to correctly deal with any situation that may arise. Risks have been assessed and mitigated. Examples of areas that are kept under review include:

- Financial Strategy. Ensuring that we have sufficient reserves to meet expenditure and that income levels are maintained. Regular management accounts are supplied to budget holders and PCC.
- Data and Copyright Protection. Ensuring that we comply with all current regulations.
- Employment Regulations. Ensuring that current regulations are complied with and contracts are honoured.
- Insurance. Insurance levels are reviewed annually.
- Property. Buildings are professionally surveyed every 6 years and a rolling maintenance plan developed.
- Safeguarding. A policy is in force for the protection of children and vulnerable adults in the care of the PCC and its volunteers. Safeguarding Officers are appointed by the PCC and are responsible for ensuring the policy is enforced.
- Internal Financial Controls. Expenditure is reported against budget and monies received. Bank statements are reconciled monthly and two signatures are required on all cheques and the approval of two individuals is required for all electronic payments. Cash is banked promptly. Deposits may only be held with the Central Board of Finance or a UK Clearing Bank.

ORGANISATIONAL STRUCTURE

The PCC operates through the staff team along with individual church members responsible for particular areas of the church's ministry.

The standing committee, consisting of the Rector, the church wardens, the PCC secretary and the Treasurer is a committee required by

law. It has the power to transact the business of the PCC between its meetings, subject to any directions given by the council. The standing committee meets between meetings of the PCC.

A church leadership team also works alongside the Rector in looking at the strategic direction of the Church, drawing together some of the staff team with representatives of the PCC and four individuals appointed by the Rector. Recommendations of this group are put to the PCC.

BUDGET AUTHORITY

PCC sets agreed budgets for each financial year and staff members have authority, with relevant consultation with the Treasurer, to work within these budgets. Any expenditure outside the budget must be brought before PCC for agreement.

MEMBERSHIP OF EXTERNAL BODIES

The PCC subscribes to the Evangelical Alliance and to the EA Basis of Faith Statement.

TRUSTEE APPOINTMENT

Any person on the Electoral Roll of the parish may stand for election to the PCC. There are 10 'ordinary' elected members of the PCC, members who serve for a period of three years. Also, ex-officio members of the PCC are: clergy licensed to the parish, church wardens and members of deanery or diocesan synod.

Elections take place at the Annual General Meeting. All candidates must be proposed and seconded by a member of the Electoral Roll and only members of the Roll may vote at the meeting. There is no recruitment method for trustees, as all Roll members are eligible.

Upon appointment, new trustees are provided with previous minutes and notes relating to the legal duties and smooth running of the PCC.

ACCOUNTING PERIOD:

The accounting period is 12 months, January – December. The previous accounting period was the 12 months ended 31 December 2017.

PCC REPORT

There were five PCC meetings during 2018 and a PCC Away Day.

Major decisions made, issues discussed and reports received during the year in chronological order were as follows

- Financial updates and viewing/monitoring of accounts at every meeting and approval of end of year accounts.
- Managing the projected deficit in church budget with successful reduction in deficit and approval of revised budgets in early 2018.
- Commissioning of New Build Team under the leadership of Martyn Paradise to progress plans for development of the whole site at 79 Maid Marion Way (Children's centre) Progress reports have been received at all PCC meetings
- Faculty submission , approving funds and receiving reports on progress on major repairs to the church roof.
- Adoption of a report by Peter Bates and Sarah Gosling following interviewing 6 previous interns, highlighting the clarity of the intern role, quality of life, safety and finances. Decision made to utilise the Diocese Younger Leadership College for recruitment and training oversight of future interns.
- Visit by Archdeacon Sarah Clark to explain duties of a resourcing church.
- Survey of an option to change morning service to 10.45am demonstrated that 10.30am preferred by families so this start time retained.
- Group exercise to examine the opportunities and challenges we face as a church in the immediate, short term (rest of 2018), medium term (2019, 2020) and longer. Outputs to inform future PCC agendas.
- Presentation by an Action Learning Community which applied Citizen's organising principles for the purpose of aiding church growth –a collaboration with St Andrews. They used an assessment tool based on 7 hallmarks of what organised church should look like, embedded in 3 strands. They scored St Nics against the 7 hallmarks.
- Investigation of possibility of establishing a refugee support worker resulting eventually in the establishment of the Ebrah Trust a Charitable Incorporated Company, which will be a financially self supporting project to house and support young asylum seekers.
- Quarterly Deanery Synod reports received throughout the year.
- Acquisition of a cardiac defibrillator inside church with application of a faculty to diocese for permission to place outside on church wall in purpose made accessible box (by phone code)
- Development of a Children's and Families Minister role, and appointment of Richard Wood into that new role.
- Development of a Worship & Creative Media Lead, and appointment of Ben Lees into that new role.
- Reinstatement of policies group to aid efficient creation and updating of policies/procedures with development of a policy tracker to display status of all policies and show priorities for creating new and updating existing policies.
- Creation of 2 further PCC subgroups – Environment group to advise on fabric and technology in church and Social engagement to support Andy Day who as a volunteer ,heads up "St Nics in the City" activity.
- Policies passed -Safeguarding, Staff pay policy, Further work done on lone worker policy and volunteers policy.
- Options appraisal and trial periods organised concerning whether to replace hard back bibles in church or to encourage congregation to bring their own bibles to church and to project readings onto the screens.
- Investigation and trials of alternative methods of giving during services to replace handing the offertory bag round.
- Co-option of Karen Pheasant onto PCC as a representative from World Mission Committee.
- Study and adoption of new parish share arrangements
- Monitoring of all PCC members to ensure current safeguarding training has been completed.
- Adoption of Mental Health Awareness guides.
- Adoption of annual reports on safeguarding and GDPR compliance.
- Submission of intentions to diocese for Growing Disciples Wider, Deeper. Younger
- Appointment of Chris Nurden to audit the accounts in 2019,
- Planning for preparation of a new electoral role in 2019 (needed every six years)
- Dialogue with the City Council concerning the state and safety of trees in the churchyard.

STATEMENT OF RESPONSIBILITIES OF THE PCC

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Charities Act 2011. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- there is no relevant information of which the charity's independent examiner is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

3. Objectives and activities

SUMMARY OF THE MAIN ACTIVITIES UNDERTAKEN FOR THE PUBLIC BENEFIT

The PCC has the responsibility of cooperating with the Rector, Steve Silvester, in promoting in the parish of St Nicholas, Nottingham the whole mission of the Church, pastoral, evangelistic, social and ecumenical. We seek to do this through making disciples who can live effectively for Jesus in contemporary society. This is achieved through:

- Responding to Christ, listening to Him through prayer
- Relating to one another – we want to be known for our authentic Christian community
- Reaching others – we want people to have transforming encounters with Jesus

- Resourcing disciples as we train them to live distinctively and effectively wherever they are

The Church provides three worship and teaching services each Sunday at 9.00am, 10.30am and 6.30pm in its building on Maid Marian Way. Everyone is welcome to any of these services. Worship and teaching for children is specifically available at the 10.30am service. The services are open to everyone regardless of personal background, gender or personal circumstances. We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. Other activities include the monthly healing service open to everyone, Light Night and the open building every Thursday.

4. Achievements and performance (Steve Silvester)

The past year has been characterised by fruitfulness and preparation for a new season. Fruit has come in the shape of new Christians – probably more than in any year I can remember, and a significant number being young men. This is a cause for joy and thankfulness, and is evidence of the health of the church, the effectiveness of relational mission through our Communities and the benefits of running Alpha courses every term rather than just once per year.

The new season involves us becoming a Resourcing Church capable of planting or grafting new worshipping communities. I have been part of a learning community for leaders of larger resourcing churches run by Bishop Paul, with a January residential and other meetings in between. In order to do this continuously we have been making a few significant changes that will promote and sustain growth.

Firstly, we have changed the emphasis on Missional Communities (now called St Nic's Communities). These are no less mission-focused but their role as places of belonging and spiritual nurture has been brought more to the fore. As we expand it becomes even more vital that everyone has a place to belong and grow. New Communities have been developed and Jane and I ran two 6-week 'Exploring Discipleship' groups that gave people exposure to the principles underlying our St Nic's Communities.

Secondly, we have begun to draft role descriptions for key volunteer posts in the church. The purpose of this is to provide better accountability and support, and to enable more people to take on these roles in the future. Concurrently, the PCC has been working to develop a Volunteer Policy.

Finally, becoming a larger Resourcing Church will require more facilities. Those we have at present are already used to their maximum. The 79 MMW (Maid Marian Way) team has progressed plans to the stage of the appointment of an architect by the PCC, and a two-stage solution that makes the whole project a lot more feasible.

The past year saw significant staff changes. Ben

Wildman moved to complete his theological studies in July, with Emily Trood (who had been job-sharing with Ben) being appointed full-time Student Minister. Emily has been assisted by Dave Barlow (YLC placement). Sam Riley assumed responsibility for St Nic's FC. Phil Nicholls left at the end of August for teacher training and Rich Wood joined us as Children's and Families Minister. Rich and family moved up from Poole in October. Youth Work has flourished under the (volunteer) leadership of Will and Grace James and Adam Thomas. Alex Rainbow's funding finished in summer 2018 and he started university that autumn. Oversight of St Nic's in the City is now done by Andy Day in a volunteer capacity. Amy Carter moved on to post-graduate studies. This, along with hours released through the new configuration of children and youth provision, enabled us to take on Ben Lees as Worship and Creative Media lead, very ably assisted in Communications by Laura Jowett (YLC placement). In addition, Frances Finn joined us as ordinand with St Mellitus and we have benefited from her expertise as a professional communicator. Finally, in January Mark Wilkinson moved to become Operations Manager at St Margaret's, Aspley, and we have been very well served by Jon Holt stepping in to the role on an interim basis.

Over the past year, as well as welcoming more new babies into our church community, we have grieved the passing of Richard Hawthorne and Ray and Pat Stickley. We continue to make the development of inter-generational relationships a priority.

Our engagement with the city has continued to be strong. Notably, our language school, English for Life, has gone from strength to strength with an average of 40 people from over 30 countries accessing classes on Monday afternoons. The PCC has worked with Alex Rainbow to develop an exciting and entrepreneurial housing provision for young asylum seekers. We look forward to the Ebrah Trust purchasing its first house soon. Another very positive move has been for the 9am congregation to assume responsibility for one of our Hope Into Action houses.

5. Financial Review

The Statement of Financial Activities (SOFA) for the year ended 31 December 2018 shows a net surplus before transfers on the Unrestricted General Fund of £9,567. This figure is after depreciation of our assets amounting to £53,702. This is an accounting adjustment we are required to make but does not represent any cash payment. The PCC budgets for and manages the net surplus or deficit prior to depreciation charges, which was therefore a net income of £63,269. In order to build our reserves for future expenditure, £30,000 has been transferred to the Fabric Fund, £5,000 to the Capital Projects Fund and £15,000 to the Church Weekend Fund.

Our bank deposit account and the cash at bank balances at 31 December 2018 amounted to £265,955. Of this £190,137 relates to funds restricted to building or other projects, leaving £75,818 on unrestricted funds.

Practically all the income is derived from direct giving by church members. The summary on page 11 (note 5) shows how expenditure has taken place in supporting our objectives.

FINANCIAL RESERVES: The PCC has agreed that we need to retain the equivalent of three months expenditure in unrestricted readily available reserves in order to meet any unexpected liabilities that may arise. Based on the accounts for 2018 this would amount to £102,082. At 31 December 2018 net current assets on unrestricted funds amounted to £104,771, including £32,757 of outstanding tax recoverable on gift aid donations.

The policy of the PCC in respect of reserves is that cash resources should be such that all restricted and designated funds are available in cash or deposits, together with the equivalent to 3 months of expenditure in unrestricted funds. This takes into account that in emergencies the PCC have assets against which borrowings could be secured pending an appeal to the congregation for funds to support the church's mission. It is further recognised that while the payment of Parish Share remains a priority, in an

emergency payment could be deferred in consultation with the diocese.

In addition to the unrestricted general reserves, the PCC has the following designated reserves:

Fabric reserve

At 31 December 2018 this amounted to £31,925. During the year £61,920 was spent on roof improvements with £50,000 being allocated from the Fabric Reserve for this purpose.

In view of the age of the building from which the church operates, repairs can be costly, in particular cyclical repairs such as re-decoration that arise from time to time. The PCC allocate an amount to this fund each year to accumulate a reserve to avoid the need for additional fundraising at the time repairs are required.

Capital projects fund

At 31 December 2018 this amounted to £56,613. From time to time significant expenditure is required to update capital items that are essential to the running of the church, for example the audio visual systems. The PCC allocate an amount to this fund each year to accumulate a reserve to avoid the need for additional fundraising at the time expenditure is required.

Restricted funds held represent monies received for specific purposes prescribed by the donor or collections taken for specific purposes of which the donor was aware at the time they made their gift which have not yet been paid over to the ultimate beneficiary. Also included are grants received to fund the salary costs of the partnership youth worker.

Signed on behalf of the PCC



Jonathan Etheridge

(Church Warden) 18th March 2019

Independent examiner's report on the accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Section A Independent Examiner's Report

Report to the trustees/
members of

The Parochial Church Council of the Ecclesiastical Parish
of St Nicholas, Nottingham

On accounts for the year
ended

31 December 2018

Charity No.
(if any)

1134708

Set out on pages

12-18

Responsibilities and basis of
report

I report to the trustees on my examination of the accounts of
the above charity ("the Trust") for the year ended 31/12/2018.

As the charity's trustees, you are responsible for the
preparation of the accounts in accordance with the
requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts
carried out under section 145 of the 2011 Act and in carrying
out my examination, I have followed all the applicable
Directions given by the Charity Commission under section

Independent examiner's
statement

The charity's gross income exceeded £250,000 and I am
qualified to undertake the examination by being a qualified
member of The Institute of Chartered Accountants in

I have completed my examination. I confirm that no material
matters have come to my attention in connection with the
examination which gives me cause to believe that in, any
material respect:

- 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)

I have no concerns and 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.

Signed:

Date:

18/02/2019

Name:

Chris Nurden

Relevant professional
qualification(s) or body:

Institute of Chartered Accountants in England & Wales

Address:

26 The Parks
Minehead
Somerset
TA24 8BT

Accounting Policies & Disclosures

For the year ended 31 December 2018

BASIS OF PREPARATION

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note to these accounts. The accounts 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 Standard applicable in the UK & Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Financial Reporting applicable in the United Kingdom and Republic of Ireland (FRS 102) and with the Charities Act 2011 and the Church Accounting Regulations 2006.

Going Concern: The accounts have been prepared under the basis of the charity being an ongoing concern.

FUNDS

The Unrestricted General Fund is available for use at the discretion of the PCC to further the general objectives of the church. Designated Funds are unrestricted funds set aside by the PCC for specific future purposes or projects. Restricted Funds are funds that can only be used for particular purposes within the objects of the church. The aim and use of each fund is set out in the notes to the Financial Statements.

INCOME

Donated income without conditions attached, including that gifted under Gift Aid, is taken into account when received by the Charity. Income Tax recoverable on gift aid accounts is recognised when the gift aid income is received. Any amount of tax not yet claimed from HM Revenue & Customs is shown within the Debtors list. Funds raised for events are accounted for gross. Income from building hire is recognised when rental is due.

EXPENDITURE

Expenditure is included on an accruals basis and is recognised when there is a legal or constructive obligation. All costs have been directly attributable to one of the headings used in the SOFA. The church is not registered for VAT and accordingly expenditure is shown gross of VAT.

Expenditure that is directly attributable to

meeting charitable objectives is included in costs of activities in furtherance of the charity's objects.

CAPITALISATION OF LAND AND BUILDINGS

Under the provisions of FRS 15, land and buildings are valued at historical cost and no depreciation is charged against them. Buildings are maintained to such a standard that their estimated residual value is not less than their net book value at any given time. Costs incurred in keeping buildings in a fit and useful condition are written off as incurred. Consecrated and benefice property is excluded from the accounts by nos. 10 (2), (3), (4) of the Charities Act 2011. Enhancements of buildings paid for by the PCC such as the church re-ordering carried out during 2011 are capitalised and written off over a period of 20 years.

FIXED ASSETS

Fixed Assets have been capitalised at cost and the depreciation is calculated so as to write off the cost of the fixed asset on the following basis:

Building Enhancements	5%
Fixtures and Fittings	10%
Other Equipment	25%
Computers	33%

CURRENT ASSETS

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 un-collectable. Short-term deposits include cash held on deposit either with the Central Board of Finance or Bank.

GRANTS AND MISSIONARY SUPPORT

Grants for the support of mission partners are accounted for on the basis of support agreed by the PCC that relates to the financial year. The church supports various mission partners and organisations. Where a particular mission partner has been supported by the church for a number of years, strict compliance with the Charities' Statement of Recommended Practice (SORP) may regard some arrangements as constituting constructive obligations such that future years' support is accounted for in these accounts as a liability. Whilst the support has no final end date, the PCC assess mission partner funding on an annual basis and are confident that the

mission partners would not view their support as an open ended obligation on the part of the church.

PENSIONS POLICY

Pension contributions are to employee's personal pension schemes. Such contributions are recognised as resources expended at the time the salary cost to which they relate is incurred.

OPERATING LEASES

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

Statement of Financial Activities

Year ended 31 December 2018

		2018			2018	2017
	Note	General Unrestricted Funds	General Designated Funds	Restricted Funds	Total Funds	Total Funds
Income & endowments from:						
Donations & legacies	1&11	408,487	-	17,680	426,167	391,329
Charitable activities	2	8,939		27,831	36,770	43,437
Investments	3	472			472	405
Total income		417,898	-	45,511	463,409	435,171
Expenditure on:						
Charitable activities	5					
Wider Church/Parish Share		131,606		-	131,606	122,055
Teaching & Pastoral		77,937		41,607	119,544	89,345
Youth & Children		94,095		10,996	105,091	104,965
Mission & outreach UK		31,694		9,960	41,654	33,328
Mission & outreach Overseas		31,696		1,380	33,076	32,909
Evangelism & Outreach		41,304		2,795	44,099	42,489
Total expenditure		408,332	-	66,738	475,070	425,091
Net income/(expenditure)		9,566	-	(21,227)	(11,661)	10,080
Transfers to Designated/Restricted Funds		(50,000)	35,000	15,000	-	-
Transfers from Designated/Restricted Funds for capital expenditure		50,000	(50,000)		-	-
Net Movement in funds		9,566	(15,000)	(6,227)	(11,661)	10,080
Reconciliation of Funds						
Total Funds brought forward		790,483	113,538	111,859	1,015,880	1,005,800
Total Funds carried forward		800,049	98,538	105,632	1,004,219	1,015,880

Balance Sheet

at 31 December 2018

		2018	2017
Tangible Fixed Assets	12	<u>709,312</u>	<u>697,738</u>
Current Assets			
Debtors	14	33,891	32,167
Prepayments	15	1,057	1,190
Deposit Account		144,669	144,198
Cash at bank and in hand		<u>121,286</u>	<u>145,038</u>
		300,903	322,593
Current Liabilities			
Amounts falling due within one year	16,17	(5,996)	(4,451)
Net current Assets		<u>294,907</u>	<u>318,142</u>
Total Net Assets		<u><u>1,004,219</u></u>	<u><u>1,015,880</u></u>
The Funds of the Charity			
Unrestricted General Funds	13	800,049	790,483
Designated General Funds	10	98,538	113,538
Restricted Funds	11	<u>105,632</u>	<u>111,859</u>
		<u><u>1,004,219</u></u>	<u><u>1,015,880</u></u>

Approved by the Church Council on 18th March 2019 and signed on its behalf by



Jonathan Etheridge (Church Warden)

Notes to accounts

	2018			2018	2017
	Unrestricted	Designated	Restricted	Total	Total
1 Donations & legacies					
Gift Aid	278,597		1,373	279,970	237,395
Income Tax recoverable	69,844		343	70,187	59,564
Other planned giving	33,161			33,161	23,322
Collections	8,813		15,964	24,777	51,948
Legacies	6,100	-		6,100	-
Sundry Donations	11,972			11,972	19,100
	<u>408,487</u>	<u>-</u>	<u>17,680</u>	<u>426,167</u>	<u>391,329</u>

Notes to accounts (continued)

2

Charitable activities

Bookstall	-	-	467
Building Hire	5,778	5,778	3,766
Fees	2,747	2,747	3,095
Events	240	26,831	27,071
Grants received		1,000	1,000
Printing & Copying	174	174	127
	<u>8,939</u>	<u>-</u>	<u>27,831</u>
			<u>36,770</u>
			<u>43,437</u>

3

Income from investments

Bank Interest	472	-	-	472	405
	<u>472</u>	<u>-</u>	<u>-</u>	<u>472</u>	<u>405</u>

5 Charitable Activities

	Activities undertaken directly	Grant funding of activities	Support Costs	2018 Total	2017 Total
Wider Church/Parish Share	127,184		4,422	131,606	122,055
Teaching & Pastoral	11,605		66,332	77,937	73,451
Youth & Children	5,653		88,442	94,095	87,202
Mission & outreach UK		14,005	17,689	31,694	30,131
Mission & outreach Overseas		20,640	11,056	31,696	32,909
Evangelism & Social Concern	1,678	6,460	33,166	41,304	40,771
	<u>146,120</u>	<u>41,105</u>	<u>221,106</u>	<u>408,332</u>	<u>386,519</u>

There were no related party transactions

7 Support Costs

The allocation of support costs has been based on an estimated proportion of staff time costs and the expenditure related to their activity.

Wider church 2%, Teaching and Pastoral 30%, Youth & Children 40%, UK Mission 8%, Overseas Mission 5%, Evangelism 15%

	Wider Church	Teaching & Pastoral	Youth & Children	Mission UK	Mission overseas	Evangelism	Total
Staffing	2,459	36,881	49,174	9,835	6,147	18,440	122,935
Building	578	8,670	11,560	2,312	1,445	4,335	28,900
Insurance	122	1,833	2,444	489	306	917	6,111
Administration	189	2,837	3,783	757	473	1,419	9,458
Depreciation	1,074	16,111	21,481	4,296	2,685	8,055	53,702
	<u>4,422</u>	<u>66,332</u>	<u>88,442</u>	<u>17,689</u>	<u>11,056</u>	<u>33,166</u>	<u>221,106</u>

Administration support costs includes £1,000 payable to the Independent Examiner and £955 paid under an operating lease

8 Staffing Costs

	2018		2018	2017
	Unrestricted	Restricted	Total	Total
Pastoral Salaries	48,175	10,996	59,171	46,992
Admin & Support Salaries	59,517		59,517	58,739
Pastoral Expenses	7,546		7,546	6,460
Admin & Support Expenses	1,156		1,156	772
Pastoral Pension	4,575		4,575	4,352
Admin & Support Pension	4,966		4,966	4,955
HMRC Refund/rebate	(3,000)		(3,000)	(2,900)
	<u>122,935</u>	<u>10,996</u>	<u>133,931</u>	<u>119,370</u>

During the year the PCC employed student and young adults ministers, a youth and children's minister, a worship director, a communications officer, an operations manager, an administrator and a cleaner, none of whom earned £60,000 or more. The PCC also employed a partnership youth worker, largely funded through grant funding (£10,996) shown in Restricted funds. No members of the PCC received any expenses or remuneration. Clergy expenses totalled £3,342

Notes to accounts (continued)

9 Grants Payable

	Institutions	Individuals	2018 Total	2017 Total
Mission & Outreach UK	4,500	9,505	14,005	13,845
Mission & Outreach Overseas	240	20,400	20,640	22,730
Evangelism & Social Care	6,460	-	6,460	4,991
	<u>11,200</u>	<u>29,905</u>	<u>41,105</u>	<u>41,566</u>

10 Designated Funds

	Opening Balance	Income	Expense	Transfers	Closing Balance
Fabric Reserve	51,925	-	-	(20,000)	31,925
Capital Projects Fund	51,613	-	-	5,000	56,613
Legacy Fund	10,000	-	-	-	10,000
	<u>113,538</u>	<u>-</u>	<u>-</u>	<u>(15,000)</u>	<u>98,538</u>

The Fabric Fund is designated by the PCC to meet future expenditures in respect of repairs and maintenance. In 2018 £50,000 was used to fund church roof improvements with £30,000 being transferred back into the fund from General

The Capital Projects Fund represents funds set aside by the PCC for future capital expenditure.

The Legacy Fund represents monies given to the PCC for future use as yet undefined

11 Restricted Funds

	Opening Balance	Income	Expense	Transfers	Closing Balance
Expended Funds					
Church Centre	14,033	-	-	-	14,033
	<u>14,033</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>14,033</u>
Available Funds					
Project Fund	50,574	250	594		50,230
St Nicholas Purse	4,875	2,372	2,795	-	4,452
Language School	1,689	-	135	-	1,554
House Fund	-	5,000	-		5,000
Other restricted donations	10,106	9,927	9,825		10,208
Missionary	1,796	680	1,380		1,096
Church Weekend	10,946	14,984	27,889	15,000	13,041
Bursary Fund	1,722	451	2,131		42
NGY Partnership youth worker	10,996	-	10,996		-
Events (Restricted income)	5,122	11,847	10,993		5,976
	<u>97,826</u>	<u>45,511</u>	<u>66,738</u>	<u>15,000</u>	<u>91,599</u>
Total Restricted Funds	<u>111,859</u>	<u>45,511</u>	<u>66,738</u>	<u>15,000</u>	<u>105,632</u>

The Church Centre Fund represents capital invested in the Church Centre

The Project Fund represents donations received for the proposed new Church Hall.

St Nicholas purse is a fund used to support people in financial difficulty at the discretion of the Rector and the standing committee.

The Language School represents donations received for the weekly Language School now running in St Nic's

The House Fund represents donations received for a new project to provide suitable housing for young asylum seekers

The Restricted Collection Fund represents donations given via St Nic's to be used for specified purposes.

The Missionary Fund arises from donations given via St Nic's to be used for specified missionary organisations or individuals

The church weekend fund represents monies allocated by the PCC towards the costs of the Swanwick weekend held in February 2020.

The bursary fund represents donations received to subsidise individuals wishing to attend the church weekend

The NGY partnership fund represents grants received towards the salary of Alex Rainbow in respect of his work as the NGY partnership youth worker. Alex started work in September 2015.

The Events Fund is used for income and expenditure relating to specific events.

Notes to accounts (continued)

Restricted Funds 2017 for comparison

	Balance	Income	Expense	Transfers	Balance
Expended Funds					
Church Centre	14,033	-	-	-	14,033
	<u>14,033</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>14,033</u>
Available Funds					
Project Fund	22,824	27,750			50,574
St Nicholas Purse	6,351	2,241	1,718	(2,000)	4,874
Language School		19	330	2,000	1,689
House Fund					-
Other restricted donations	9,098	3,876	2,867		10,107
Missionary	1,081	715			1,796
Church Weekend	3,191	7,755			10,946
Bursary Fund	1,199	523			1,722
NGY Partnership youth worker	10,759	18,000	17,763		10,996
Events (Restricted income)	3,221	17,795	15,894		5,122
	<u>57,724</u>	<u>78,674</u>	<u>38,572</u>	<u>-</u>	<u>97,826</u>
Total Restricted Funds	<u>71,757</u>	<u>78,674</u>	<u>38,572</u>	<u>-</u>	<u>111,859</u>

12 Fixed Assets for use by the PCC

	Freehold Land & Buildings	Fixtures & Fittings	Church Improvements	Total
Actual Cost at 1st January 2018	107,934	66,588	813,043	987,565
Additions		3,356	61,920	65,276
Cost at 31st December 2018	<u>107,934</u>	<u>69,944</u>	<u>874,963</u>	<u>1,052,841</u>
Depreciation Charge at 1st Jan	-	(45,915)	(243,912)	(289,827)
Depreciation Charge for year	-	(6,858)	(46,844)	(53,702)
Accumulated Depreciation	<u>-</u>	<u>(52,773)</u>	<u>(290,756)</u>	<u>(343,529)</u>
Net Book Value 31 December 2018	107,934	17,171	584,207	709,312
Net Book Value 31 December 2017	107,934	20,673	569,131	697,738

13 Analysis of Net Assets by Fund

	Unrestricted	Designated	Restricted	Total
Fixed Assets for Church use	695,279	-	14,033	709,312
Current Assets	110,766	98,538	91,599	300,903
Current Liabilities	(5,996)		-	(5,996)
Fund Balance	<u>800,049</u>	<u>98,538</u>	<u>105,632</u>	<u>1,004,219</u>

14 Sundry Debtors

	2018	2017
Gift Aid Tax	32,757	30,025
PAYE/NI overpaid	539	1,047
Sundry items	595	1,095
	<u>33,891</u>	<u>32,167</u>

Notes to accounts (continued)

15 Prepayments

Insurance - Centre	267	272
Rates	204	185
Youth Weekend		260
Water rates		209
Misc	586	264
	<u>1,057</u>	<u>1,190</u>

16 Sundry Creditors

Gas & Elec	2,144	1,475
Printing costs	31	129
Sundry		1,090
Service fees	480	317
IT	538	
PA	287	
Maintenance	1,163	
Misc	353	40
	<u>4,996</u>	<u>3,051</u>

17 Accruals

Independent examination Fee	1,000	1,400
	<u>1,000</u>	<u>1,400</u>

18 Commitments under operating leases

At 31 December 2018 the PCC has remaining commitments under non-cancellable operating leases as set out below:

Operating leases which expire:	2018	2017
December 2021	2,626	3,582

2018 Accounts in Summary

Using the above format(which we have to!) can be difficult to understand so here is a simple summary of the income and expenditure on the general fund.

	2018	2017
Income		
Donations	338,643	288,886
Tax reclaimed	69,844	59,564
Other	9,411	8,047
Total	417,898	356,497
 Expenditure		
Mission grants/Evangelism	41,106	46,013
Parish share	127,184	117,984
Staffing	122,935	119,370
Buliding related	35,011	26,795
Administration	9,458	9,207
Ministry	18,936	18,947
Fund transfers (net)		12,000
Total	354,630	350,316
 Surplus before depreciation	63,268	6,181
 Depreciation	53,702	48,205
 Surplus after depreciation	9,566	- 42,024
 Fixed asset costs incurred	65,276	4,701
 Cash in the bank	265,955	289,236
 Which is made up of:		
Designated funds	98,538	113,538
Restricted funds	91,599	97,826
General funds	75,818	77,872
 Grants made for UK mission		
Footprints Theatre Trust to support their work in schools	4,500	4,500
Jonny and Ellie Staton working with Agape UK	3,500	3,500
Liz Babbs working as a writer and speaker	4,025	4,500
Ruth Radley working with CMS in Birmingham Children's Hospital	1,980	
Vocational Training	-	1,345
	<u>14005</u>	<u>13845</u>

2018 Accounts in Summary

(continued)

Grants made for World mission

Dave and Nikki working in North Africa	10,800	10,800
Pauline Walker working with CMS Africa in South Sudan	4,200	4,400
Ruth Radley working with CMS in South Sudan		1,980
Clare Whittaker working with Soul Action in South Africa	1,000	800
Pastor Adama in Markoye, Burkino Faso	1,000	1,000
Support for developing ministry in Oudalan, Burkino Faso	3,000	2,000
Open Doors	240	
Other	400	1,700
	<u>20,640</u>	<u>22,680</u>

Grants made for Evangelism & Social Care

Malt Cross (Street Pastors)	1,000	1,000
Nottingham Citizens	2,300	2,553
Social Concern	1,420	1438
Emmanuel House	1,740	4,446
	<u>6,460</u>	<u>9,437</u>
	<u>41,105</u>	<u>45,962</u>

Church Workers Pension Fund (CWPF)

DECEMBER 2019 YEAR END

The Parochial Church Council of St Nicholas' (Nottingham) (PB Classic) participates in the Pension Builder Scheme section of CWPF for lay staff. The 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 upon the investment returns and other factors.

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 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: £9,541 2017: £9,307).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 December 2016.

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 Nicholas PCC could become responsible for paying a share of that employer's pension liabilities.

6. Nottingham South Deanery 2018 Annual Report

This year we have said goodbye to Rev'd Stephen Morris and welcomed Rev'd Maureen Collins (St Ann with Emmanuel), Rev'd Tom Gillum (St Mary in the Lace Market, after a pastoral reorganisation scheme led to its reinstatement as a parish separate from that of St Peter's and All Saints), Rev'd James Pacey (St John's, Carrington) and Fr Ian McCormack (Nottingham St George). We also welcomed curates Rev'd George White (Trinity) and Mike Forsyth (Chilwell with Inham Nook) to the Deanery.

We also celebrate the fact that four of the five Readers licensed in the Diocese were from our Deanery (Alistair Langton from St Mary's Attenborough, Susi Artis from St John's, Carrington, David Ducker from St Michael's, Bramcote and Jem Bloomfield from St John's, Beeston). Additionally, Revd Rob Wiggins (St John's, Beeston) and Revd Denise Watkinson (St Stephen's, Hyson Green) finished their curacies and Revd Kirstine Buchan (St John's, Beeston) was ordained as priest.

The Deanery Leadership Team has continued to meet during the year to plan Synod and other Deanery events. Rev'd Clive Burrows has joined the Team. Rev'd Naomi Hill is stepping back temporarily while she works as a Vocations Advisor based at Jubilee House in the interim before the new Diocesan Director of Ordinands arrives.

We held three synods during the year: 6 February, 28 June and 13 November 2018 concentrating on growing disciples wider, younger and deeper.

In February we visited Holy Trinity in Lenton and looked at growing disciples wider. We shared stories from around the Deanery and thought about how we can move from "contact > nurture > commitment > growth". We ended by praying for Lenton and for each other.

In June we were at St Mary's, Wollaton Park looking at growing disciples younger. We were joined by a representative from the Younger Leadership College who spoke about the YLC formation group, Angela Brymer (one of the Diocesan Youth Advisers) and Rev'd Annabel Cope-land (Chaplain at Blue Coat Academy) who spoke about the ways we can support youth work in schools. It was a great Synod with a lot of energy! We also swore in some churchwardens from Nottingham North and South Deaneries.

In November we went to St Cyprian's, Sneinton and thought about growing disciples deeper. We offered the opportunity to visit two short workshops from the three listed below:

- How to launch and run a nurture course
- How to facilitate good groups
- Tools for personal spiritual growth

The synods in 2019 are designed to maximise the impact of the One Life Mission with the Archbishop of York and the Northern Bishops in September. Our February synod, held at St Michael and All Angels Bramcote, focused on how the church can equip its people to talk with those they do not know.

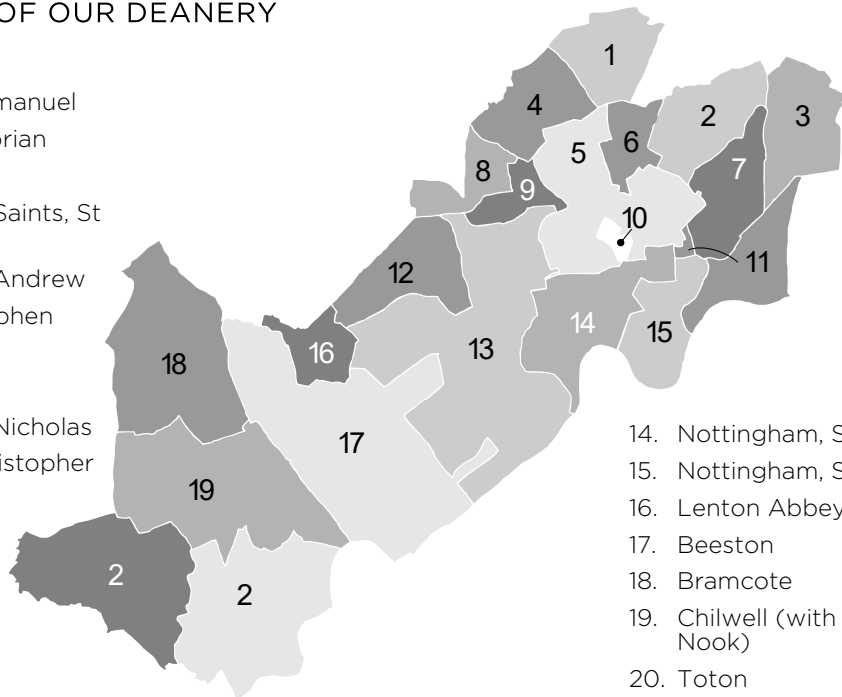
We also introduced a Deanery Pilgrimage in September where members of the Deanery travelled from Nottingham to Southwell by foot, car, train and bicycle ending at the Minster for refreshments and a short act of worship. The Pilgrimage was a blessing to all who attended, particularly the opportunity to share what we had experienced during the journey. We hope to hold another Pilgrimage in June 2019.

The deanery has again paid a large percentage of its giving for ministry allocation (85.3% in 2018, compared to 89.0% in 2017). Every parish is to be thanked for their faithfulness in paying for the ministry received in this deanery and for contributing to the consultation on giving held during this year. The Deanery has followed the diocese in its new emphasis on understanding giving for ministry in the context of ministry costs (see the diocesan booklet Ministry Costs 2018). This year the diocese changed its method of apportioning deanery share, with the effect that Nottingham South will be asked to maintain the giving it achieved in 2017. However, the diocese now depends on 100% of allocated share being achieved.

Steve Silvester (*Area Dean*) & Sarah Holt (*Lay Chair*)

THE PARISHES OF OUR DEANERY

1. Carrington
2. St Ann with Emmanuel
3. Sneinton, St Cyprian
4. Hyson Green
5. Nottingham All Saints, St Mary, St Peter
6. Nottingham, St Andrew
7. Sneinton, St Stephen
8. Radford
9. Radford
10. Nottingham, St Nicholas
11. Sneinton, St Christopher
12. Wollaton Park
13. Lenton



14. Nottingham, St George
15. Nottingham, St Saviour
16. Lenton Abbey
17. Beeston
18. Bramcote
19. Chilwell (with Inham Nook)
20. Toton
21. Attenborough

7. Churchwardens' Report 2018

It continues to be a joy and privilege to be church Wardens at St Nic's, we're supported by a fabulous staff team, a wonderful group of deputy wardens & stewards and of course by the equally wonderful wider community of worshipers at St Nic's.

As wardens we are often 'popping in' to church to do one job or another and it's getting harder and harder to find a time in the diary where the church is empty. Far from being a frustration this is wonderful 'problem' to have as it's a sign of a vibrant church, serving each other and the wider community in our city. The church being at capacity does reinforce the need to develop our site and we have both been enjoyed serving on the site development team, although that team has such a breadth of talented experts in their field that we've seldom been able to add to the quality of debate and excellence of the output. The next couple of years are going to be a challenging but exciting time for us as a church as we further develop our facilities to better help His Kingdom to Come in our city.

No St Nic's warden's report would be complete without mention of the roof! In our report last year we said that we were making a substantial investment to try to stop the leaks (which at one point during the year introduced an unexpected 'water feature' to a wedding as a torrent issued forth down the front north pillar). We are pleased to say that the remedial work seems to have done the trick and despite much heavy rain of late no brides or other users of the building have had to reach for their brollies! What will we be able to talk about next year if the church remains dry inside?

As we sign off on 2018, our thank as every go to the staff team for their support, in particular to the unsung heroes like Andrew, Laura, Mike, Mark and of course latterly Jon in the office. Finally, to the legal bit, we are happy to report that the terrier and inventory are all in fine fettle!

Juliet and Jonathan