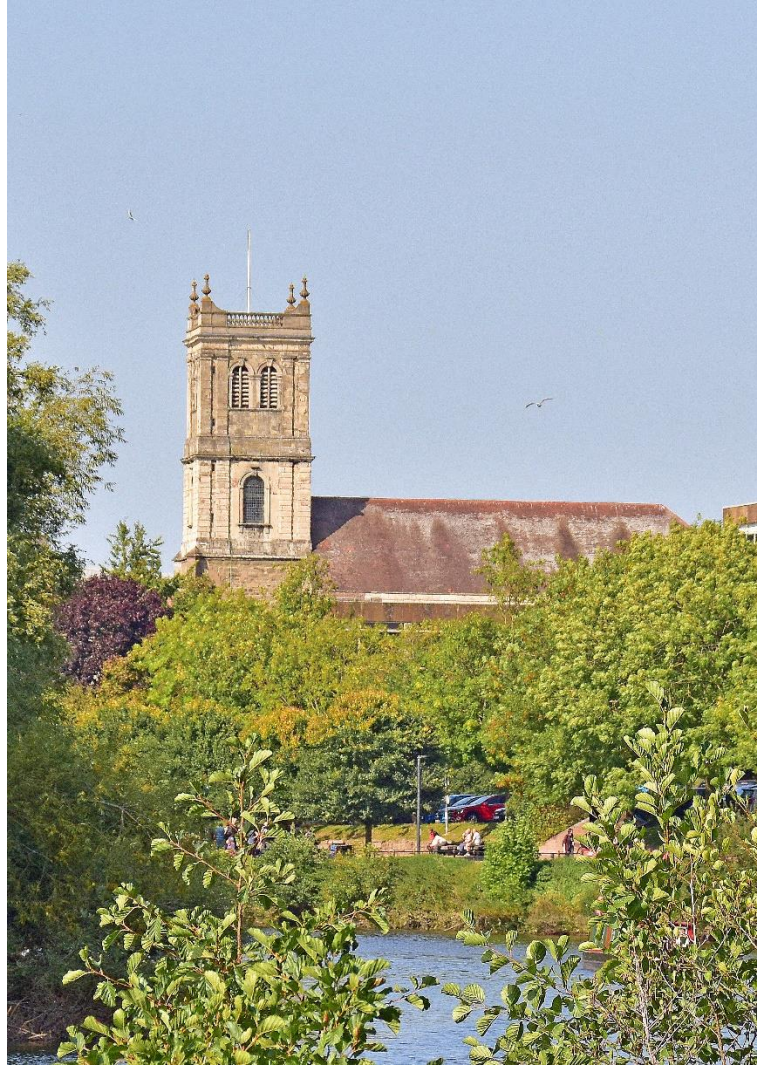


allsaintsworcester

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

ANNUAL REPORT AND ACCOUNTS 2020



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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 (FRS102 effective 1 January 2019). For further information please contact the Church Office, 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 2020 until the date this report was approved are:

Church Wardens		
Mr. Richard Colthurst		Mr. Philip Bristow
PCC Lay Representatives church wardens plus:		
Mrs. Andrea Burton ¹	Mr. Andrew Jackman	Mrs. Jenny Prigg
Mr. Steve Chase ²	Mr. Bryan Mason	Mrs. Sarah Kelsey ²
Mr. Mike Croft ²	Mr. Chris Pettifer	Dr. Nicola Williams
Mrs. Rachael Hattee	Mrs. Stella Power ¹	Mrs. Amy Williams ²
Deanery Synod Representatives		Treasurer
Mr. Fraser Oates	Mr. Tim Clack ¹	Mr. Grahame Lucas
Clergy		
Vicar: Rev Dr. Rich Johnson		
Associate Vicar: Rev Owen Gallacher		
Curates: Rev Andy Smith and Rev Jess Fellows		

1 = served as lay PCC representative up to APCM on 9th November 2020.

2 = served as lay PCC representative from APCM on 9th November 2020.

The Church Operations Manager is Mr. Mark Carrington.

Mrs. Philippa Barton is the PA to the Vicar and 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 Deanery of Worcester within the Diocese of Worcester.

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 All-Saints church bell tower.

All-Saints Church Strategic Risk Register 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 set out in the following table.

	Risk Title	Likelihood	Impact	Consequences	Management action	Primary Responsibility / Lead Group
1	National Pandemic / COVID-19: failure to operate as a result of an infection outbreak	High	High	Resources stretched, and reputation injured, reduced income, impact on individuals and mission.	Management regime to sanitise and clean all appropriate areas, limiting attendance numbers and requiring masks and social distancing. Live streaming of services and use of Zoom meetings.	Rich Johnson / Mark Carrington
2	Continuation of National Restrictions:	High	Med	Reduced ministry, congregational welfare & income.	Live Streaming, high proportion of direct giving through bank, robust on-line giving arrangements, new giving renewal strategy approved by PCC in Nov '20	Rich Johnson
3	Resourcing Church: failure to deliver outcomes	Med	High	Resources overstretched, insufficient income to support the project beyond the Church Commissioners grant period, Ministry burnout and mission overload, Church Plants fail.	A Strategic plan and forward financial plan are being developed by the PCC to address the risks and the need for growth and development of All-Saints and its church plants.	Rich Johnson / Resourcing Church Project Group
4	Reduced income	Med	High	Reduced ability to fund mission and ministry resulting in loss of congregation and further loss of income.	Regular review and reporting of finances, appointment of Finance Assistant to help with workload, new policy on giving renewal.	Owen Gallacher / Finance Group

	Risk Title	Likelihood	Impact	Consequences	Management action	Primary Responsibility / Lead Group
5	Loss of use of key buildings: Boiler failure or loss of electrical supply	Med	High	Disruption to ministry momentum and risk of reduced congregations and loss of income.	Flexibility with more than one building. St Helen's boiler replaced in 2016. All-Saints Boiler regularly serviced and reviewed. However, boiler requires electric supply: The last All-Saints electrical inspection carried out remedial repairs and rated the system as at high risk of failure. The heating system pressure drop issues since removal of radiators are under review.	Mark Carrington / Church Wardens
6	Loss of use of key buildings: Failure or loss of electrical supply	Med	High	Disruption to ministry momentum and risk of reduced congregations and loss of income. Particularly when St Helen's is closed for improvement works.	Flexibility with more than one building. St Helen's boiler replaced in 2016. All-Saints Electrics currently under review.	Mark Carrington / Church Wardens
7	St Helen's Church Lightning Conductor Failure	High	Med	Damage to building, and potential for closure as a result	Existing tower conductors failed annual inspection with unsatisfactory readings. St Helen's is in the vicinity of other higher buildings which reduces the risk. Faculty for the repair underway and insurance company informed.	Mark Carrington / Church Wardens

	Risk Title	Likelihood	Impact	Consequences	Management action	Primary Responsibility / Lead Group
8	Health & Safety failure: Policies, practices, risk assessments and avoidable accidents and injuries	Med	Med-High	Accident or injury caused by lack of (organisational) care, legally liable, loss of congregation, loss of reputation, loss of finance through compensation etc, increased insurance premiums.	Annual H&S policy update, live risk assessments, restricted areas identified, chemicals (COSHH) and tools controlled. Inspections of First aid kits and accident log books, emergency lighting, alarms and fire extinguishers and areas of risk carried out regularly. QI report identifies maintenance priorities. Further works for both churches planned within the Resourcing Church project. H&S Health Check planned for Oct / Nov annually.	Mark Carrington / Bryon Mason (Health & Safety PCC Lead) / Church Wardens
9	Ambition overstretches people resources	Med	Med	Congregation burnout and loss of [key] people.	The Vision recognizes the need to support and develop a strengthened leadership through training budget.	Rich Johnson / Leadership Team
10	Theft of lead from St Helen's Church Roof	Med	High	Damage to roof, and risk of closure during repair. Although covered by insurance it could still be costly to the PCC.	Investigate a roof alarm at St Helen's, and improvement to the CCTV installed on St Helen's Church House to increase the area covered.	Mark Carrington / Church Wardens
11	Significant breach of data protection requirements	Low	Low	The PCC could be fined by the Information Commissioner, suffer reputational loss and action by individuals. This could also reduce the congregation and supporters.	The PCC has an upto date Data Protection Policy, is registered with the Information Commissioner, and all appropriate staff/volunteers are briefed on their role and required to sign a confidentiality agreement.	Mark Carrington / Church Wardens

	Risk Title	Likelihood	Impact	Consequences	Management action	Primary Responsibility / Lead Group
12	Grant Funding ceases	Low	High	Church Commissioners Resourcing Church grant funds the Director of Worship, the Ministry Coordinator and the Buildings Redevelopment Project Manager. The loss of any of these would impact on our ability to continue our ministry and mission.	Close monitoring by the Diocesan Project group and our own project group. See also actions for Risk 3 above.	Rich Johnson / Resourcing Church Project Group
13	Provision of Toilets at All-Saints	Low	High	If extended Planning Permission not granted in May 2025 it would result in loss of toilet facilities and risk to congregation numbers.	Planning permission runs out on 18th May 2025. Request to renew is in the church calendar. Buildings Group to monitor and review options for replacement facilities in the future.	Mark Carrington / Building Projects Group
14	Failure of our safeguarding arrangements resulting in a <u>major</u> incident	Low	High	This is an area of risk for any church. Constant vigilance and effective management are vital. There have been no major incidents.	PCC to ensure that effective governance is implemented. Organisational structure in place for effective management and implementation of policies and procedures to minimise the risk of an incident, as well as appropriate and swift action if required. Ensure that all breaches are understood, Lessons learned and appropriate mitigating actions taken to avoid further breaches. Regular reporting to the PCC is in place.	Safeguarding Officer / Andy Smith – PCC lead (Jess Fellows to take over from Andy when he leaves).

	Risk Title	Likelihood	Impact	Consequences	Management action	Primary Responsibility / Lead Group
15	Failure of our safeguarding arrangements resulting in a <u>minor</u> incident	Low	Med	This is an area of risk for any church. Constant vigilance and effective management are vital. There have been at least three minor breaches in the past 15 months.	See 14 above.	Safeguarding Officer / Andy Smith – PCC lead (Jess Fellows to take over from Andy when he leaves).
16	Abuse incident	Low	High	Harm coming to someone. Areas of exposure could be many in a church environment but in particular Foodbank, young people, and small groups.	Safeguarding arrangements and safer recruitment is in place. Lone working with vulnerable adults and children is avoided. Recruitment vetting is in place. Volunteer management and review in place.	Safeguarding Officer / Andy Smith – PCC lead (Jess Fellows to take over from Andy when he leaves).
17	Failure of I.T. security resulting in criminal activity (a hack).	Low	High	Loss of data required for the operational running of the church across most areas of ministry and operation. Systems unavailable or corrupted. If ransomware in place, could be financially damaging to recover. Need to declare a data breach incident to Data Commissioner and Diocese, leading to public and reputational damage.	Internet security measures in place and data held on a cloud-based system. Additional level of security planned. PCC to review our ability to resist criminal activity through I.T. security. Health Check on Data Protection and IT security planned for May / June annually.	Mark Carrington / Church Wardens

	Risk Title	Likelihood	Impact	Consequences	Management action	Primary Responsibility / Lead Group
18	Loss of data	Low	High	See item 17.	Church directories, folder structures and email accounts currently stored on Google G Suite (for non-profit.) Additional layer of security and file backup system in the process of being implemented. Health Check on Data Protection and IT security planned for May / June annually.	Mark Carrington / Church Wardens
19	Heart of Worcester College withdraws use of car park on Sundays	Low	Low	Possible reduced congregation.	Crowngate Car Park £1 a day on Sundays. Plenty of public car parks within easy access.	Mark Carrington / Church Wardens
20	Growth outstrips capacity of buildings and ministry team	Low	Low	Limitation to make our Vision a reality and the mission of All-Saints to serve our community.	"The Vision for All-Saints" identifies five strategic priorities crucial for the vision to become a reality. Resourcing Church provides ministry resources. Capacity in buildings exists for additional services.	Rich Johnson / Church Wardens
21	Change disrupts ministry and mission momentum	Low	Low	Resourcing Church project limits the ministry and mission of All-Saints, and loss of opportunity to serve our community.	Working with the Diocese to manage the project approved by the Church Commissioners covering resources of finance, clergy and lay staff.	Rich Johnson / Church Wardens
22	Failure or loss of key musical instruments	Low	Low	Loss to worship.	Large Worship team enables alternative options to be available. Organ no longer used for regular worship. Technical survey in place, Funds and insurance in place.	Phil Wade / Worship Team

	Risk Title	Likelihood	Impact	Consequences	Management action	Primary Responsibility / Lead Group
23	Administration and management become more complex as we grow	Low	Low	Failure of mission projects, money wasted and people demotivated.	Admin & management processes continually reviewed for effectiveness and additional staffing added as required. Projects carefully managed and monitored to enable early action, e.g., Foodbank.	Mark Carrington / Finance Group
24	Theft of valuable equipment	Low	Low	Important loss to Worship and running of gatherings, events and services. Valuable antiques and historical items irreplaceable – e.g., chained bible, antique communion cups and plates.	Security of church reviewed. Insurance cover in place. Inventory maintained.	Mark Carrington / Church Treasurer

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 2020/21. 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.

What a strange and challenging year 2020 has been. We have risen to this challenge by doing all we can to maintain our mission and ministry to the worshipping community of All-Saints and our local community. We pivoted to an online expression of church that will continue into the future and are working towards a sustainable “hybrid” model. To date we have live-streamed our Sunday worship gatherings, as well as daily morning and evening prayer and many mid-week “gatherings” and events.

Church attendance: Attendance is difficult to measure at the moment, with online attendance particularly difficult. Our view is that overall, our membership has grown by approximately 50 adults. We have far higher numbers of people viewing Sunday worship gatherings online, reflecting the fact that people can “attend” every week at a time that suits them, suggesting we have consolidated our congregational engagement. This excludes the large numbers attending other gatherings such as Mainly Music and Alpha. We note a healthy balance across the age groups with a significant increase in attendance by under 30’s. Current records suggest that approximately 350 adults and 120 under 18’s would consider themselves members of the church.

6. Financial review

6.1 **Financial standing – the headlines:**

The overall church finances have improved for the second year running. During 2020 total reserves increased by £194K to £342K (in 2019 reserves increased by £103K to £148K).

- The General Fund is now in credit for the first time in many years. A surplus of over £6K in 2020 has resulted in a General Fund balance of just over £3K.
- Total General Fund and Designated Funds now total almost £24K up from £20K last year.
- The PCC maintained control of its budget during 2020. Income suffered a reduction of £19K (i.e., 8% of budgeted income) but this was more than offset by savings in expenditure of £22K (i.e., 9% of the budget).
- Foodbank funds have flourished with an amazing response to the Pandemic. Income during 2020 was over £323K and the Foodbank reserves have risen to over £297K. This places Foodbank in a very strong position to continue to serve during the economic crisis that is forecast to arise from the Pandemic. As we are taught in Genesis 41:36 we need to hold this reserve to be used so that people in crisis in our city can be helped to survive the “storm”.

6.2 **Actions taken during the year:**

The challenging financial times continue and in 2020 the COVID Pandemic has served to make these even more difficult. 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.

Achievements in 2020:

- The improvements to the channels for giving in 2019 including on-line giving have proven to be successful in helping us to maintain the flow of generosity and financial support.

- The PCC has reviewed its five year forward budget plan which contains 10 key priorities for investment as we grow in numbers and as the need for mission, training and discipleship grows.
- Ministry Leaders have been asked to review their areas and report back to the PCC. This will help the PCC consider its budget for the future and make changes in response to the pressures of ministry as All-Saints grows in the work of a Resourcing Church.
- Following the success of the Coming Home appeal sufficient funds were raised to enable the purchase of chairs and furnishing to replace the pews removed as part of the Resourcing Church project.
- Successfully bid to the Trussell Trust ASDA Grant programme to help fund the appointment of a Foodbank Operations Coordinator post.
- Successfully bid to the City Council for the provision of an economy grant (£2,668 in 2020, and further funding due in 2021) to support the loss of income arising from the closure of church during the pandemic.
- Successfully retained the post of Church Cleaner throughout the lockdown and closure of church buildings using the Furlough Scheme and Furlough grants, maintaining her income in full.
- Gifts in Kind: Note 8 sets out a table of gifts in kind. This includes volunteer time, donations of food and supplies to foodbank, donation of supermarket gift cards to buy food for foodbank, and equipment for Foodbank. In total the value of these gifts is almost £361K in 2020, up from £290K in 2019.
- **Giving renewal:** the PCC approved a new strategy for giving renewal. This includes improving the way we engage with everyone to encourage and inspire all to donate generously and invest in the work of All-Saints.

The Parochial Church Council continues to address the 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 and further building improvements planned for the future. Funding for these works is provided in part by the Resourcing Church grants, but additional funding is being sought. The PCC has a sub-group to oversee the plans for this work, and has appointed a Buildings Development Manager to ensure that this project is well planned.

Ongoing actions on financial stewardship and generosity include:

- **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 five years about £628K was received; including £367K in grants for St Helen's and much of the rest towards key mission projects.

Future commitments and budget for 2021: the PCC continues to face significant challenges.

The PCC approved a base budget for 2021 and is conducting a thorough review of ministry objectives and budgets. The budget is a real breakthrough with Parish Share taken care of and a new engaging and exciting way of approaching giving renewal and communications about the budget and mission activity. There is a real sense of turning a corner. God is in this and He is urging us to step forward faithfully praying about our Evangelism and the Missio Dei (the mission of God):

- The mystery of how God is working through resources,
- The opportunity that our budget and finances offer to share our mission (the good news),
- The clarity in thought and word with which we will start to communicate on our mission,
- The audacity which our budget enables through the application of resources; that God's people would go out and be disciples and evangelists.

The immediate financial challenges include:

- Ensuring that the 2021 budget aspirations are delivered which includes a drive to increase income by £30K through our growth in generosity and as a Resourcing Church.
- Managing the Resourcing Church project and funding.
- Seeking to increase our income to match the longer-term ambitions of All-Saints,
- 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 2020 the PCC paid £80,000 Parish Share. This was about £95K less than the figure asked for by the Diocese. There is ongoing work to establish a more sustainable level of Parish Share. Over the last number of years this difference has amounted to a total of about £560K. 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 2020:** is set out on the following pages and has been subject to Independent Examination (see the Examiner's report at the end of this document – page 33).

6.4 **Funds held by the PCC:** a schedule of all funds is set out on pages 20 and 23. The following table explains each fund and why it is held.

Fund:	Purpose of fund:
General Fund	This is the fund through which everything passes unless the item relates to a specific fund. This fund is unrestricted by Charity Law.
Designated funds	These are unrestricted funds that have been set aside by the PCC for specific purposes.
Building Maintenance Fund	General building maintenance of the church buildings including the church office.
St Helen's Church Building Fund	Maintenance and development of St Helen's Church
Equipment & Furniture Fund	Replacement and provision of office and church equipment and furniture.
Sound and Audio-Visual Fund	Replacement and provision of sound and audio-visual equipment in All-Saints and St Helen's churches.
Homes for Good	To be given to Homes for Good.
Overseas Mission Partner Development	Set aside to help develop better links with our overseas mission partners.
Vicar's Discretionary Mission Support Fund	To enable the vicar to use his discretion in supporting those in need and also to provide for the All-Saints Community Support funds.
Restricted funds	These funds are restricted by Charity Law for the specific purposes; usually because the funds were donated for those specific purposes
Alpha	To provide for the costs of running Alpha courses.
Bell Ringers Fund	Operated by the All-Saints Bell Ringers.
Chairs Fund	To purchase chairs for All-Saints and cover consequential costs of the removal of pews such as the sound desk and storage facility for chairs not in use. This fund is due to be extended for the provision of new chairs for St Helen's church.
Food Bank Project	The general fund for all Worcester Foodbank operations.
Foodbank Children's Fund	For the purchase of items for the children of clients such as toys, toy gift cards, clothing and baby items.
Foodbank Contingency – Warehouse lease and move	A contingency for the costs of legal and professional fees associated with the renewal of the warehouse lease and the move to new premises when the existing property is reclaimed by the Landlord

Fund:	Purpose of fund:
	for redevelopment. This includes provision for the costs of moving and rent of new premises during the crossover period.
Foodbank Earmarked Grants	Grants received for specific purposes such as those obtained from the Trussell Trust as part of the ASDA grant programme to cover costs of the purchase and running of the van, provision of crates and shelving etc.
Foodbank Food	For the purchase of food stocks that run low and are not donated in sufficient quantities despite food appeals and the shopping list.
Foodbank Post	Trussell Trust (ASDA grant programme) for the appointment of a Foodbank Operations Coordinator, and top up funds set aside pending funding bids for the top up to fully fund this post.
Foodbank Van Purchase Grant Applied	A technical accounting fund for the Foodbank Van capital costs met by the ASDA grant.
Hope for Justice	Money raised for Hope for Justice to be paid to them.
Mainly Music	All costs and income associated with the Mainly Music project.
Organ Renovation Fund	For the renovation and maintenance of the All-Saints church organ.
Resourcing Church Fund	All costs and income associated with the Resourcing Church project funded by the Church Commissioners through the Diocese and the Strategic Development Fund to help regenerate the church our area of the Diocese.
St Helen's Building Development Fund	The development of St. Helen's church.
St Helen's HLF Project	Major repairs to St. Helen's church funded by the Heritage Lottery Fund (HLF).
Youth Fund	Youth work.

6.5 Funds transfers: the PCC agreed the following movements within its funds as follows (see page 23 also):

- Transfer the balance of the Sound and Audio-Visual Budget for 2020 of £397.63 transferred from General Fund to the Sound and Audio-Visual Budget Sinking Fund (as per existing PCC Policy)
- Transfer £20,000 of funds from the Foodbank fund to a Foodbank Food fund to support the purchase of food over the next twelve months.
- Transfer £27,088 of Foodbank funds to the Foodbank Post fund as a contingency to ensure funding of the Foodbank Operations Coordinator post over the next 3 years pending funding bids to top up the ASDA grant.

- Transfer £57,000 from the Foodbank fund to a new Foodbank Contingency Reserve fund to provide for the costs of the lease renewal (legal and professional fees), and the move to a new warehouse in due course (legal and professional fees plus costs of removals and rent during changeover over period).

7. Reserves policy

The PCC policy requires a General Fund Reserve to be maintained as a contingency to cover for urgent and emergency situations that may arise from time to time. As a guide to budget planning:

- **Immediate action:** to ensure the balance on General Fund is at least £20K.
- **Medium term action:** the combined balance on General Fund and all Designated funds (e.g., equipment replacement funds, Building Maintenance funds, Vicar's Discretionary Mission Fund, and the Overseas Mission Partner Fund) should be at least 10% of gross expenditure (if possible), and built up over the medium term to represent 25% (i.e., three months) of expenditure.

It is also the policy of the PCC to maintain a balance on the Foodbank Fund equivalent to 9 months of operating costs. This equates to between £40K and £50K. Foodbank is currently operating within this policy.

A number of restricted and designated funds are held for specific purposes. These are described above at Para. 6.4. A financial schedule of them is set out on pages 20 and 23 of the Annual Accounts.

It is our policy to invest funds in Lloyds Bank and CBF Church of England Deposit Funds, 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, available from our Website, or the Church Office.

10. Accounting Policies - for the year ended 31 December 2020

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 (FRS102 - effective 1 January 2019). 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 (see paragraph 6.4 for a full list of all the funds held by All-Saints PCC)

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

Voluntary income and capital resources

Collections: accounted for when received by or on behalf of the PCC

Planned giving: under Gift Aid is accounted for only when received

On-line giving is accounted for net of fees charged by the on-line provider

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

Other ordinary income

Rental income: from the letting of church premises is accounted for when the rental is due

Income from investments

Dividends and interest: accounted for when receivable. Tax on such income is accounted for in the same accounting year

Gains and losses on investments

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.

Purchases using the church Barclaycard Credit Card

All balances on the Barclaycard account are paid by Direct Debit in full on the due date to avoid incurring interest charges and to avoid creating a loan outstanding.

Purchases are accounted for when the respective statement is paid.

Payment of regular liabilities and accounting for a full year of costs

All periodic payments are accounted for when paid and any liabilities at the year-end but which are yet to be invoiced are not accrued, thus ensuring a full year of costs is accounted for each year.

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

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.

Investments

Investments are valued at market value at 31 December.

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 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

Gifts in kind are all non-money items that have been donated to the charity for charitable purposes. Their value is not recorded in the accounts but they are reported in the notes to the accounts; see note 8 on page 32. Typically, this includes:

Volunteers: the time given by volunteers is not accounted for in the accounts. 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. Foodbank is staffed by volunteers and local companies and organisations donate staff time to Foodbank. The PCC's gratitude for these gifts is reflected in the Annual Review.

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.

Donations of Toys and Clothes: Worcester Foodbank receives donations of new toys and children's clothing plus good quality used clothing, baby clothing and equipment.

Donations of goods and services: Local companies and organisations donate services, equipment and materials.

Parochial Church Council of All-Saints Worcester

Statement of Financial Activities 1st January 2020 to 31st December 2020

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds £	Prior Year Funds £	Further details £
Incoming from:						Note 1
Donations & Legacies	240,313	467,453	0	707,766	520,044	
Activities for generating funds	91	2,141	0	2,232	12,884	
Investment income	21	0	0	21	129	
Charitable activities	949	0	0	949	2,466	
Other	5,290	2,559	0	7,850	11,361	
Total income	246,664	472,153	0	718,817	546,885	
Expenditure on:						Note 2
Cost of generating funds	0	0	0	0		
Cost of generating voluntary income	146	2,432	0	2,578	22,723	
Charitable activities	239,845	259,034	0	498,878	420,254	
Other resources used	3,363	1	0	3,364	0	
Total expenditure	243,353	261,466	0	504,819	442,977	
Net income (exp) before transfers	3,311	210,687	0	213,998	103,908	
Transfers						Para 6.5 & Page 23
Gross transfers between funds - in	398	104,088	0	104,486	1,670	
Gross transfers between funds - out	(398)	(104,088)	0	(104,486)	(1,670)	
Gains / losses on investment assets	46	0	0	46	97	
Net movement in funds	3,357	210,687	0	214,043	104,005	
Total funds brought forward	20,434	127,205	0	147,638	43,633	Note 9
Total funds carried forward	23,790	337,891	0	361,682	147,638	

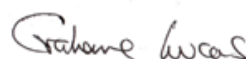
N.b. Note 9 on page 32 sets out the comparative Statement of Financial Activities for 2019 as required by the Financial Reporting Standard 102.

Approved by the Parochial Church Council on 15th March 2021 and signed on its behalf by:

Rev. Dr. Rich Johnson
(PCC Chairman)



Mr. Grahame Lucas
(Treasurer to the PCC)



Statement of Financial Activities (cont'd) 1st January 2020 to 31st December 2020

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds £	Prior Year Funds £	Further details
Represented by:						
General fund (Unrestricted)	3,225	0	0	3,225	(3,082)	
Designated funds						
Building Maintenance Fund	624	0	0	624	624	
St Helen's Church Building Fund	3,902	0	0	3,902	3,902	
Equipment & Furniture Fund	985	0	0	985	1,770	
Sound and Audio-Visual Fund	12	0	0	12	2,483	
Homes for Good	213	0	0	213	0	
Overseas Mission Partner Development	11,247	0	0	11,247	9,947	
Vicar's Discretionary Mission Support Fund	3,582	0	0	3,582	4,790	
Total unrestricted funds	23,790	0	0	23,790	20,434	
Restricted funds						
Alpha	0	643	0	643	1,539	
Bell Ringers Fund	0	6,341	0	6,341	6,319	
Chairs Fund	0	1,799	0	1,799	23,586	
Chairs Fund Applied	0	19,769	0	19,769	0	
Food Bank Project	0	153,082	0	153,082	53,812	
Foodbank Children's Fund	0	5,168	0	5,168	911	
Foodbank Contingency – Warehouse lease and move	0	57,000	0	57,000	0	
Foodbank Earmarked Grants	0	5,227	0	5,227	23,266	(1)
Foodbank Food	0	42,026	0	42,026	1,590	
Foodbank Post	0	34,751	0	34,751	0	
Foodbank Van Purchase Grant Applied	0	15,850	0	15,850	0	(1)
Hope for Justice	0	648	0	648	648	
Mainly Music	0	(9)	0	(9)	802	
Organ Renovation Fund	0	2,786	0	2,786	3,019	
Resourcing Church Fund	0	(6,221)	0	(6,221)	0	
St Helen's Building Development Fund	0	1,170	0	1,170	600	
St Helen's HLF Project	0	(1,987)	0	(1,987)	11,374	
Worcester Christians Against Poverty	0	0	0	0	(260)	
Youth Fund	0	(150)	0	(150)	0	
Total restricted funds	0	337,891	0	337,891	127,205	
Total Funds	23,790	337,891	0	361,682	147,638	

1. Van transferred from Earmarked Grants fund to Van Grant Applied Fund.

Parochial Church Council of All-Saints Worcester
Balance sheet as at 31st December 2020

	Total funds £	Prior year funds £	Further details
Fixed assets			
Tangible asset – Warehouse rent deposit	4,167	4,167	Note 4
Tangible asset - Foodbank Van	15,850	17,800	Note 4
Tangible assets – All Saints Furnishings	19,769	0	Note 4
Investments	1,275	1,229	Note 4
	41,060	23,196	
Current assets			
Debtors	38,244	35,480	Note 5
Investments and Deposit Accounts	251,084	11,059	
Cash at bank and in hand	34,971	79,458	Note 7
	324,298	125,997	
Current Liabilities			
Creditors: Amounts falling due in one year	3,677	1,554	Note 6
	3,677	1,554	
Current assets less current liabilities	320,599	124,443	
Total net assets less liabilities	361,682	147,638	
Represented by:			
General fund (Unrestricted)	3,225	(3,082)	
Total Designated funds	20,565	23,516	
Total Restricted funds	337,891	127,205	
Total Funds	361,682	147,638	

Parochial Church Council of All-Saints Worcester

Statement of assets and liabilities as at 31st December 2020

	Unrestricted £	Designated £	Restricted £	Endowment £	Total this year £	Total last year £
Fixed assets - Investments						
CCLA St Michael in Bedwardine	621	0	0	0	621	584
MG St Michael in Bedwardine	654	0	0	0	654	645
Totals	1,275	0	0	0	1,275	1,229
Fixed assets - Tangible assets						
Foodbank Van	0	0	15,850	0	15,850	17,800
All Saints Furnishings	0	0	19,769	0	19,769	
Rent deposit Lowesmoor Wharf	0	0	4,167	0	4,167	4,167
Totals	0	0	41,060	0	41,060	21,967
Current assets - Cash at bank and in hand						
Bank Current Account	(213,979)	23,919	219,645	0	29,585	75,127
Barclaycard	3,017	(1,120)	(1,897)	0	0	4,000
Bank deposit instant access	200,001	0	40,000	0	240,001	0
Bank deposit instant access	1,025	0	0	0	1,025	1,025
Bank deposit St Michaels	649	0	0	0	649	649
CCLA (CBF) deposit account	2,523	0	0	0	2,523	2,523
CCLA (CBF) deposit account	87	0	0	0	87	87
CCLA (CBF) deposit account	25	0	0	0	25	25
CCLA (CBF) dep ac St Nicholas	433	0	0	0	433	431
Cash in hand	(5)	0	5,390	0	5,386	0
Totals	(6,224)	22,799	263,138	0	279,713	84,198
Current assets - Investments						
Bell Ringers Bank Account	0	0	6,341	0	6,341	6,319
Totals	0	0	6,341	0	6,341	6,319
Current assets - Debtors						
Accounts Receivable	9,567	50	28,627	0	38,244	35,480
Totals	9,567	50	28,627	0	38,244	35,480
Liabilities - Creditors: Amounts falling due in one year						
Accounts Payable	1,393	2,284	0	0	3,677	1500
Agency Collections	0	0	0	0	0	54
Totals	1,393	2,284	0	0	3,677	1,554
Grand total	3,225	20,565	337,891	0	361,682	147,638

Parochial Church Council of All-Saints Worcester
Fund movement 2020

	Opening £	Incoming £	Outgoing £	Transfers £	Gains / Losses £	Closing £
Represented by:						
General fund (Unrestricted)	(3,082)	239,457	232,798	(398)	46	3,225
Designated (unrestricted) funds						
Building Maintenance Fund	624	0	0	0	0	624
St Helen's Church Building Fund	3,902	0	0	0	0	3,902
Equipment & Furniture Fund	1,770	0	785	0	0	985
Sound and Audio-Visual Fund	2,483	1,800	4,668	398	0	12
Homes for Good	0	213	0	0	0	213
Overseas Mission Partner Development	9,947	0	(1,300)	0	0	11,247
Vicar's Discretionary Mission Support Fund	4,790	1,842	3,050	0	0	3,582
Suspense Account	0	3,352	3,352	0	0	0
Total Designated funds	23,516	7,207	10,555	398	0	20,565
Total of all unrestricted funds	20,434	246,664	243,353	0	46	23,790
Restricted funds						
Alpha	1,539	0	896	0	0	643
Bell Ringers Fund	6,319	158	136	0	0	6,341
Chairs Fund	23,586	1,351	23,139	0	0	1,799
Chairs Fund Applied	0	0	(19,769)	0	0	19,769
Events	0	1,639	1,639	0	0	0
Food Bank Project	53,812	263,765	60,407	(104,088)	0	153,082
Foodbank Children's Fund	911	9,162	4,904	0	0	5,168
Foodbank Contingency – Warehouse lease and move	0	0	0	57,000	0	57,000
Foodbank Earmarked Grants	23,266	6,154	24,193	0	0	5,227
Foodbank Food	1,590	31,532	11,096	20,000	0	42,026
Foodbank Post	0	12,688	5,024	27,088	0	34,751
Foodbank Van Purchase Grant Applied	0	0	(15,850)	0	0	15,850
Hope for Justice	648	0	0	0	0	648
Mainly Music	802	411	1,222	0	0	(9)
Organ Renovation Fund	3,019	0	233	0	0	2,786
Resourcing Church Fund	0	139,194	145,415	0	0	(6,221)
St Helen's Building Development Fund	600	626	56	0	0	1,170
St Helen's HLF Project	11,374	4,205	17,566	0	0	(1,987)
Worc' Christians Against Poverty	(260)	260	0	0	0	0
Youth Fund	0	1,008	1,158	0	0	(150)
Total restricted funds	127,205	472,153	261,467	0	0	337,891
Grand total	147,638	718,817	504,819	0	46	361,683

Note 1 - Analysis of income 2020

	Unrestricted £	Designated £	Restricted £	Endowment £	Total this year £	Total last year £
Incoming resources from generated funds - Voluntary income						
0101 - Gift Aid	181,054	501	115,423	0	296,978	197,050
0201 - Other planned giving	10,702	1,922	9,580	0	22,204	18,673
0301 - Loose plate collections	1,621	0	0	0	1,621	7,909
0302 - SumUp Card Receipts	141	0	272	0	413	0
0501 - One-off Gift Aid gifts	800	300	22,635	0	23,735	9,519
0550 - Donations appeals etc.	1,534	842	30,197	0	32,573	45,987
0551 - Donations from Churches & Charities	0	2,500	42,541	0	45,041	17,266
0552 - Donations from other organisations	851	0	43,411	0	44,263	28,221
0601 - Tax recovered Gift Aid	32,494	290	18,601	0	51,385	53,715
0801 - Recurring grants	0	0	9,693	0	9,693	38,931
08A1 - Non-recurring grants	2,668	0	175,069	0	177,737	98,264
0901 - Other funds generated	2,092	0	31	0	2,122	4,510
Total	233,957	6,355	467,452	0	707,764	520,045
Incoming resources from generated funds - Activities for generating funds						
1301 - Fundraising sales etc.	0	0	0	0	0	0
1302 - Training courses	0	0	0	0	0	0
1303 - Income from activities & events	91	0	2,141	0	2,232	12,884
Total	91	0	2,141	0	2,232	12,884
Incoming resources from generated funds - Investment income						
1020 - Bank and building society interest & Dividends	20	0	0	0	20	39
1030 - Rent from land & Buildings	0	0	0	0	0	90
Total	20	0	0	0	20	129
Incoming resources from charitable activities						
1101 - Fees for weddings and funerals	463	0	0	0	463	2,008
1235 - Rent from hiring out buildings	486	0	0	0	486	458
Total	949	0	0	0	949	2,466
Other incoming resources						
1310 - Insurance claims	1,986	0	0	0	1,986	0
1400 - Other incoming resources	2,453	852	2,559	0	5,864	11,361
Total	4,439	852	2,559	0	7,850	11,361
INCOME TOTAL	239,457	7,207	472,153	0	718,817	546,885

Note 2 - Analysis of expenditure 2020

	Unrestricted £	Designated £	Restricted £	Endowment £	Total this year £	Total last year £
Cost of generating funds - Cost of generating voluntary income						
1710 - Costs of applying for Grants	0	0	305	0	305	298
1730 - Costs of Activities Events	146	0	2,126	0	2,272	22,425
Total	146	0	2,432	0	2,578	22,723
Charitable activities						
1801 - Giving to missionary societies	9,000	2,800	0	0	11,800	12,950
1803 – Giving to charities	0	0	0	0	0	6,331
1830 – Giving to relief & development agencies	0	0	0	0	0	500
1850 - Giving to Home mission	9,184	(2,300)	390	0	7,274	750
1851 - Pastoral Gifts to individuals	111	1,250	0	0	1,361	4,384
1870 – Secular charities	270	0	0	0	270	1,500
1901 - Parish Share	80,000	0	0	0	80,000	80,000
1910 - Ministry - fees paid to Diocese	1,542	0	0	0	1,542	1,551
2001 - Assistant staff costs	147	0	0	0	147	400
2050 - Staff salaries	44,827	0	62,273	0	107,100	81,586
2055 - Transport costs	0	0	680	0	680	2,957
2060 - Property Rent & Service Charges	0	0	30,692	0	30,692	30,710
2061 - Property Insurance	0	0	1,491	0	1,491	1,491
2101 - Working expenses of Clergy	2,215	0	0	0	2,215	4,649
2110 - Visiting speakers / locums	0	0	0	0	0	80
2150 - Clergy Phone, Internet & Home Office expenses	2,391	0	0	0	2,391	2,217
2160 - Ministry: church training and development	4,097	0	0	0	4,097	12,235
2161 – Alpha Courses	0	0	288	0	288	653
2170 - Ministry: Children's Church	1,327	0	0	0	1,327	1,285
2171 – Paid Employees Children & Youth workers	16,407	0	0	0	16,407	11,020

	Unrestricted £	Designated £	Restricted £	Endowment £	Total this year £	Total last year £
2173 - Ministry: Pastoral Care	115	0	0	0	115	187
2176 - Ministry: Mainly Music	0	0	1,222	0	1,222	1,058
2177 - Ministry: Students	0	0	0	0	0	150
2180 - Ministry: Youth	2,548	0	1,158	0	3,706	709
2183 - Ministry: Bell ringing	0	0	136	0	136	600
2184 - Ministry: Worship	190	0	0	0	190	83
2185 - Ministry: Organ	0	0	0	0	0	125
2190 - Worcester Food Bank	0	2,284	1,324	0	3,608	4,476
2195 - Ministry: Worc' CAP	0	0	0	0	0	1,389
2198 - Ministry: Development Resources	1,056	0	0	0	1,056	2,053
2199 - Ministry: Personal Spiritual Development	2,242	0	0	0	2,242	2,296
2201 – Food Purchases – Foodbank	0	0	13,189	0	13,189	1,980
2205 – Foodbank non food supplies	0	0	1,925	0	1,925	0
2210 – Foodbank - Children's gifts	0	0	6,054	0	6,054	0
2215 – Foodbank Clients' Exp; Taxies, Energy etc.	0	0	174	0	174	0
2221 – Foodbank Managers' meetings	0	0	20	0	20	0
2222 – Foodbank Volunteers Expenses	0	0	20	0	20	0
2231 – Foodbank Van Maintenance	0	0	1,216	0	1,216	0
2232 – Write down value of Foodbank van	0	0	1,950	0	1,950	1,950
2233 – Write down value of All Saints Furnishings	0	0	7,145	0	7,145	0
2301 - Insurance	10,266	0	2,968	0	13,234	10,358
2310 - Church Office running costs	5,627	0	0	0	5,627	1,126
2330 - Building Maintenance and churchyard	5,698	0	754	0	6,451	8,371
2331 - Cleaning	6,310	0	367	0	6,678	7,061
2340 - Upkeep of services	4,624	0	0	0	4,624	9,789
2341 - Sound Audio Visual System	2,602	901	2,323	0	5,827	3,154
2343 – Equipment	3,503	4,552	9,598	0	17,653	18,656

	Unrestricted £	Designated £	Restricted £	Endowment £	Total this year £	Total last year £
2344 – Foodbank Warehouse consumables	0	0	544	0	544	29
2350 – Churchyard maintenance	0	0	0	0	0	82
2360 - Administration	5,367	0	2,180	0	7,546	10,208
2370 - Bank charges	64	0	394	0	458	579
2401 - Church running electric	1,688	0	2,387	0	4,074	5,378
2410 - Church running Gas	6,488	0	714	0	7,202	10,075
2420 - Church running Water	453	0	573	0	1,026	1,914
2701 - Church major repairs of structure	0	0	55,769	0	55,769	34,824
2702 – Church major repairs installation	0	0	7,450	0	7,450	0
2703 - Church major repairs professional fees	0	0	7,962	0	7,962	24,346
2704 – Church interior and exterior decorating & reordering	0	0	33,707	0	33,707	0
Total	230,358	9,487	259,034	0	498,879	420,254
Other resources used						
Prior year adjustments	2,295	0	1	0	2,296	0
Suspense account	0	1,068	0	0	1,068	0
Total	2,295	1,068	1	0	3,364	0
EXPENDITURE TOTAL	232,798	10,555	261,466	0	504,819	442,977
TOTAL SURPLUS (DEFICIT)	6,659	(3,348)	210,687	0	213,998	103,908

Note 3 - Staff Costs 2020

Employee payments - Salaries

During the year the PCC employed the following officers:

Ministries Coordinator (part time and funded by Resourcing Church grant),
PA to the Vicar (part time),
Buildings Redevelopment Project Manager (funded by the Resourcing Church grant),
Church Operations Manager,
Church Cleaner (part time),
Youth Worker (part time),
Children’s Worker (part time),
Worship Director (funded by the Resourcing Church Grant),
Finance Assistant (part time with Maternity cover appointed from 22nd October 2020),
Foodbank Operations Coordinator (part time and appointed from 14th September 2020).

No payments were large enough to be reported.

Payments to PCC members

The Buildings Redevelopment Project Manager was elected as a member of the PCC (after her appointment) and takes no part in any discussions or decision making relating to her employment.

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

Related Party Transactions

A member of the PCC up to the APCM on 9th November 2020, was also a director of Nick Joyce Architects. During 2020 the PCC paid £17,227, (£21,371 in 2019 and £16,638 in 2018) for the services of Nick Joyce Architects and had commercial contracts for services of NJA for the work for the Resourcing Church Project 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.

The Church Treasurer is also a Trustee and Treasurer to Chapel House Ministries. During 2020 the PCC donated a grant of £2,000 to Chapel House Ministries (£3,000 in 2019). The Church Treasurer took no part in any discussions or decision making relating to this grant award.

A PCC member is closely related to Margaret Bristow Psychotherapist / Counsellor. During 2020 the PCC paid £40 (£1,666 in 2019) for the services of Margaret Bristow Psychotherapist / Counsellor (including the provision of a training event and materials in 2019) The PCC member concerned took no part in any discussions or decision making relating to these payments and contracts.

Note 4.1 - Fixed Assets

The PCC has the following fixed assets with a value greater than £2,500 as follows:

Asset	Date Purchased and depreciation plan	Cost	Written down value as at 31 st Dec 2020	Depreciation charge to 2020 accounts
Foodbank Van VW Transporter T28 Startline SWB 102 PS 2.0 TDI	Purchased 25 th Feb 2019. Forecast value on 31 st December 2023 is £10,000*. Straight line depreciation = £1,950 p.a.	£19,750	£15,850	£1,950
320 All Saints Church Stackable chairs and 13 storage dollies.	Purchased 4 th March 2020. Assume value depreciated by 25% in year one then the straight-line method assuming life span of 10 years.	£24,137	£18,103	£6,034
Desk and Cabinet to house sound and audio- visual control equipment.	Purchased 4 th February 2020. Assume value depreciated by 40% in year one then the straight-line method assuming life span of 10 years.	£2,777	£1,666	£1,111

Note* The depreciation method chosen for the Foodbank van is the straight-line method. The van was purchased when 6 months old and was significantly discounted for Foodbank and as an ex-demonstrator vehicle. Therefore, initial loss of value from new has already been reflected in the purchase price, making the straight-line method of depreciation a reasonable choice. It is assumed the van will have a value of £10,000 in December 2023 based on the sale price of second-hand vehicles of the same make and model of a similar age and after allowing for trade in prices.

Property / Purpose / Period	Date of Lease	Cost 2019	Cost 2020	Cost 2021
Lowesmoor Wharf, Foodbank, five years with three-year tenant break clause	From 21 st June 2016 to 20 th June 2021	£30,000	£30,000	£14,135
Anticipated renewal of Lease of Lowesmoor Wharf assuming rent remains the same	From 21 st June 2021	-	-	£15,865

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 value of less than £2,500 each.

Note 4.2 - Investments

The PCC holds a small amount in investments. The value of these accounts has increased by £46.26 in the last year as follows (increase of £97.13 during 2019):

	2020 £
CCLA - Michael in Bedwardine Church Charity	
Value as at 1st January 2020 (34.5 shares @ 1,692.87p)	584.04
change in value (gain)	37.35
Value as at 31st December 2020 (34.5 shares @ 1,801.14p)	621.39
M&G - Michael in Bedwardine Church Charity	
Value as at 1st January 2020 (521 shares @ 123.77p)	644.84
change in value (loss)	8.91
Value as at 31st December 2020 (521 shares @ 125.48p)	653.75
Total value at year end	1,275.14

Note 5 - Debtors (Accounts receivable)

Fund:	Receivable from:	Amount £
General	Economy Grant awarded in December – All-Saints	1,334
General	Economy Grant awarded in December – St Helen’s	1,334
General	Ecclesiastical Insurance - St Helen’s 2021 paid on 31-12-20	4,421
Foodbank	Electricity recharged to neighboring unit	738
General	Ocean Blue Digital refund due	50
Resourcing Church	Grants outstanding at year end	27,889
General	HMRC Gift Aid for December	2,478
Total	(£35,480 as at 31st December 2019)	38,244

Note 6 – Creditors – (Accounts Payable):

Fund:	Payable for:	Amount £
Suspense	Worcestershire Masonic Lodge Grants – balance due to other Foodbanks	1,034
Suspense	National Masonic movement matching grant due to other Foodbanks	1,250
General	Ecclesiastical Engineering Insurance due inn 2020	306
General	Clergy Expenses	270
General	Wedding and Funeral Fees due to the Diocese	817
Total	(£1,500 as at 31st December 2019)	3,677

Note 7 – Cash in Hand (cash held and cheques not banked as at 31st December):

Fund:	Reason for holding cash / cheques:	2020 £	2019 £
General	Petty Cash - Church Office	95	100
Foodbank	Petty Cash – Foodbank used for purchase of food and supplies	1,377	100
Foodbank	Cheques not banked as at 31 st December 2020	3,755	0
Mainly Music	Petty Cash – Mainly Music	158	131
Total		5,386	331

Note 8 – Gifts in Kind (In accordance with accepted accounting practice and the PCC’s Accounting Policies - see Para. 10.5 – Gifts in Kind).

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.

Donations of goods and services:

Fund:	Gifts in Kind: The values shown are either actual values or best estimates	Value 2020 £	Value 2019 £
Foodbank	Food, toiletries and household cleaning products donated by people and organizations weighing 131,896Kg (90,711Kg in 2019). Value is based on Tesco estimate of £1.75 / Kg.	230,818	158,744
Foodbank	Foodbank is staffed by volunteers – about 70 on average, but reduced to about 50 during the Pandemic; value based on minimum wage. Increased hours during 2020 to cope with increased workload.	80,000	70,000
Church Mission	It is difficult to evaluate the total amount of time donate by volunteers for general church work, mission and ministry, but based on minimum wage it is estimated to be in excess of £40,000. It is believed that this work continued during 2020 through the Pandemic.	40,000	40,000
Foodbank	Toys and gifts for children at Christmas and birthdays	2,000	12,500
Foodbank	Children’s clothing and equipment about 4,000 items in 2019, but in 2020 we stopped taking clothing as we could not distribute it safely under COVID safe working.	0	4,000
Foodbank	Materials for refurbishment of café area from Topps Tiles, Howdens Joinery, and Blackpole Recycling.	0	2,500
Foodbank	Supermarket Gift Cards 225 (26 in 2019) used to purchase food and supplies	7,860	885
Foodbank	Something Different supply of magnetic van signs	75	150
Foodbank	Something Different supply of strong carrier bags for food parcels	100	200
Foodbank	First Bus supply of free bus tickets for clients	0	600
General	Independent Examiner provides his work free of charge and requests this to be in aid of Foodbank	150	150
Total		361,003	289,729

Note 9 - Parochial Church Council of All-Saints Worcester

Statement of Financial Activities 1st January 2019 to 31st December 2019 for comparison with 2020 statement on page 19.

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds £
Incoming from:				
Donations & Legacies	263,841	256,203	0	520,044
Activities for generating funds	779	12,105	0	12,884
Investment income	129	0	0	129
Charitable activities	2,466	0	0	2,466
Other	1,380	9,981	0	11,361
Total income	268,596	278,288	0	546,885
Expenditure on:				
Cost of generating funds				
Cost of generating voluntary income	2,034	20,689	0	22,723
Charitable activities	246,476	173,779	0	420,254
Other resources used				
Total expenditure	248,509	194,467	0	442,977
Net income (exp) before transfers	20,087	83,821	0	103,908
Transfers				
Gross transfers between funds - in	1,670		0	1,670
Gross transfers between funds - out		(1,670)	0	(1,670)
Gains / losses on investment assets	97	0	0	97
Net movement in funds	21,854	82,151	0	104,005
Total funds brought forward	(1,420)	45,054	0	43,633
Total funds carried forward	20,434	127,205	0	147,638

**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 2020 which are set out on pages 20 to 33.

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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David Hibbitt BA(Hons) ACMA
3 Jenny Wren Row
Droitwich
Worcestershire
WR9 7FW

Date 10 March 2021