

Annual Report and Financial Statement

of

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL'S, CAMBERLEY

(Registered Charity Number: 1132837)

For the year ended 31 December 2023



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1. Introduction

The Annual Report of the Trustees and financial statements have been prepared in accordance with the accounting policies set out in notes to the financial statements. They comply with

- The charity's governing document;
- The Charities Act 2011; and
- Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014

2. Aim and Purposes

The Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent and the clergy team in promoting the whole mission of the Church, pastoral, evangelistic, social and ecumenical, within the ecclesiastical parish. It is also responsible for the maintenance of the Parish Church buildings, including the Church Centre, Church Hall and the property Cornerways.

3. Objectives and Activities

3.1. Objectives

As a Church, our objectives are that we seek to experience Jesus in the following ways:

- Through worshipping Him
- Receiving biblically centred teaching so that we can know Him better
- Reaching out into our communities so that all may know of Jesus in their lives
- Caring for all in our community as Jesus modelled

We had the following main objectives for the year:

- To explore 1 Corinthians, the Holy Spirit and some other key doctrines of the Christian faith
- Invest in Heatherside Church, through deployment of our new curate, to bring revitalisation to our neighbouring parish
- To reach out to seniors in new ways to further grow our fringe
- To develop our schools and families ministries to further grow our fringe

3.2. Activities

Members of the PCC are aware of the Charity Commission guidance on public benefit in the Advancement of Religion for the Public Benefit and have had regard to it in their administration of the Charity.

The PCC believes that promoting the work of the Church of England within the Parish provides a public benefit through:

- Providing facilities for public worship, pastoral care and spiritual, moral and intellectual development for its members and the wider community without exception.
- Promoting Christian values and service by members of the Church in and to their communities, to the benefit of individuals and society as a whole.
- Providing assistance, in the forms of grants and other support to other charities or bodies locally, nationally and internationally.

The activities of the Church are undertaken through a series of coordinated Ministry Groups, under the governance of the PCC, with the Mission Committee providing recommendations on external giving to the PCC.

In addition, St Paul's is supporting the new Church plant at Deepcut, which has been meeting temporary premises at the new Mindenhurst school up to July, and then Portesbery School while St Barbara's is

refurbished. For the time being, St Barbara's is operating under the umbrella of the St Paul's charity, with its own Leadership Team represented on the PCC, so this report consolidates the results from both churches.

4. Achievements and Performance

Church plant at St Barbara's Deepcut

St Barbara's has the vision to be a Christ Centred, Mission-Shaped, Visible & Accessible Church.

St Barbara's has been focusing its activities in three vision priorities: **Connect, Grow and Serve**. Although initially hampered by the pandemic, the church managed to **Connect** with the community by visiting those moving into the new housing estate of Mindenhurst and providing pastoral care to the settled Deepcut community. **Growing** (in maturity and number) through outreach and the Sunday services in person and online. And, **Serving** the community by closely working with the Community Liaison Group (CLG) that consists of Skanska (the developers), Defence Infrastructure Organisation (DIO), local councillors and the church.

St Barbara's Church Deepcut operates under a Bishop's Mission Order (BMO) and it reports regularly to the Diocesan Programme Board which is sponsoring the church plant through the Strategic Development Fund. The church is led by a Minister in Charge (Revd Daniel Natnael) and is supported by the elected Leadership Team, the Diocesan Mission Enabling Team, as well as the mother church of St Paul's Camberley.

After a wobbly start, partly due to the COVID-19 Pandemic back in 2020, the church is now fulfilling its mission priorities of connecting, growing, and serving. Although the church community is waiting for the old Garrison Church of St Barbara to be fully refurbished and a church hall built, the availability of a new Primary school in the community proved a brilliant temporary venue for the church. We knew this was a temporary arrangement, but the sole use of the building allowed the church to have a flexible area to establish a weekly Sunday worship service, Mums and Toddlers group, coffee morning and annual Alpha courses.

The school has also helped integrate the small civilian congregation of the Garrison Church with the church planting team and new worshippers who joined the church later. The new 'neutral' venue gave us full freedom to design worship, discipleship and outreach activities fit for the context and the 21st century. It also shifted our focus from the building to the mission of the church, a change we might otherwise have struggled to make.

Sadly, our tenancy came to an end in April 2023 when a local school took residency in the brand-new school. Although this was not a surprise, the possibility of being homeless again became real. But the God of surprises went before us, and we found another suitable school within the village of Deepcut for us to meet on Sundays. The venue is Portesbery School, and it is a fully functioning special needs school which means, unlike our previous venue, we are unable to meet there on weekdays regularly for the other outreach and discipleship activities.

This situation has forced the church to yet again think outside the box. In partnership with a local private care home, our toddler group has morphed into an intergenerational weekly activity for both the residents and the toddler group and in partnership with another local charity, we are continuing our coffee morning biweekly. Our worship band now rehearses weekly in one of our parishioner's homes.

Against the odds, through God's faithfulness, the church is continuing to grow - a little over 100 active members now. Over half of the worshippers belong to one of our six home groups. A large number are involved in one or more ministry areas by joyfully giving their time, talent, and money.

Apart from the achievements above, we had another significant move last year with the appointment of a children's minister, shared with a neighbouring church. This is funded by the Diocese over the net three

years to provide a strategic appointment to help us reach families with young children in local schools and the community.

Our work with asylum seekers in the local holding centre is also continuing in partnership with local organisations and charities. Although a number of those who were actively involved in the life of the church have moved and settled in different parts of the country, around 20 new and existing residents are still part of our worshipping community, and they are a real blessing to the church family.

Ministry Group - Worship and Church Community

The purpose of the group is twofold:

- to equip, disciple and empower the church in worship through church services to live lives of worship to God.
- to nurture relationships within the church community as part of the worldwide body of Christ

In terms of the former we finished our sermon series on 1 Corinthians in the Spring. After that we moved onto a sermon series on The Holy Spirit, seeking to develop charismatic ministry within the church. We finished with the first half of a series called Let the Light In in the Autumn term, looking at key Christian doctrines in a fresh way.

No major changes were planned or implemented for our worship services over the year, but numbers continued to grow with our Easter and Christmas numbers back to around 2019 levels.

In terms of church community, we had another successful Together event, again on a Sunday from 10am-6pm. We had a number of other successful social gatherings, including picnics, a Coronation Tea, Men's Breakfasts and introducing a series of Friday Film Afternoons which were very well attended. Oasis – our main outreach to seniors - also continued to grow and flourish, as did our weekly coffee morning.

Ministry Group – Children, Youth and Families

Our ministry to young people (0-18s) and families has a heart for making St Paul's a place where children and youth have the opportunity belong and connect with each other and with Jesus. A significant part of this across 2023 has been looking at how we can creatively use the opportunities we have with these groups of people to see them grow in relationship with Jesus, be given space to connect with God themselves, and opportunities for young people to serve and grow in their giftings.

This has been possible because of the commitment of a very large volunteer team across our kids and youth teams. Bethany Larby has continued to lead our ministry to 0-11s and their families, enjoying the opportunity to build on the relationships previously formed over the previous years and seeing a growth in both numbers at our events and a significantly higher level of engagement with the schools than the previous year. The start of 2023 saw Sophie Lovesmith take the lead in overseeing our youth ministry (11-18s), with a focus on growing and resourcing the youth teams and creating stronger vision around this area of our ministry. Alongside her leadership, Joe Lloyd has been doing a significant part of the face-to-face youth ministry as our Assistant Youth Pastor, leading groups and going into the secondary schools. His responsibility in leading the youth work increased at the end of the year, following Sophie going on maternity leave in October, with oversight from Bethany.

St Paul's Kids

Sunday Morning Groups (0-11s)

The children have groups during the 10.30am worship service every Sunday of the month except for the third Sunday when there is an all-age service. The children enjoy their involvement in the first fifteen minutes of the service – having a weekly action song which the kids help lead, getting them helping with the birthday pencils and sharing in the celebration slot, and children praying for the adults in the service – continues to help them feel seen and valued as part of our intergenerational church. They also regularly

share at the end of the service their highlights from their groups with the congregation, and hearing what the adults did in return.

There is a creche for 0-3s, a group for 4-7s and a group for 7-11s. During the groups they follow the same themes and Bible stories as the adults to help aid conversations with their families at home afterwards. Every session has four key elements – a Bible story, prayer time, worship songs and a mission for the week. On average we have around 20-25 children attending the groups on a Sunday. This is led by a wonderful team of volunteers, and across 2023 we have enjoyed having four different teenagers help in addition as part of their DofE volunteering, which was a mutual blessing.

In September 2023 we focused some more energy into the creche, creating more input in their sessions so that the littlest in our congregation can connect with God too. They now have a prayer tree with their names, songs, instruments, and Bible story, followed by a craft on the theme and playtime. Following promoting this at the front of church we have seen more attending the creche and seeing it as an important place for their children to be. I am very grateful for the enthusiasm of the core team in creche who have embraced this new season and are helping guide new volunteers joining that team.

All Age Services (intergenerational)

One of the biggest highlights of 2023 was revamping the all age services by launching a new intergenerational all age service team. In order to fulfil the vision to be truly intergenerational, we invited children to be a part of this team to input into the planning of services in the same way the adults do, which in turn has also seen them much more involved in the leadership of them. We met once a month to plan and then lead the service – the feedback has been very positive since making this change and it has been exciting to see how appreciative people are of a more creative intergenerational space to do church together.

Tots Praise (0-4s)

Tots Praise has been a huge success, with numbers steadily increasing across the year. The group has an average of 25-30 children attending, plus their parents/carers. We have 30 minutes of upfront led toddler worship, followed by toys and chat over refreshments. It has been fantastic to see the families engaging so well with the worship songs and interactive Bible stories, with lots saying it is the highlight of their week. We saw extremely high numbers at our Christmas party this year and over the Christmas season. Lots of these families attended our events or a Christmas service, especially Family Carols and the Christingle services. Some families have been coming on Sunday mornings and we have had a few parents/grandparents join a kids' team at church. The biggest highlight though has been the relationships formed with those regularly attending the group and the pastoral and spiritual conversations that have taken place in that space.

Baby & Toddler Group (0-3s)

Baby and Toddler Group has been a successful space again last year for seeing families from the community come along and enjoy being in the church space. Janet and the team put out lots of games, toys, a weekly craft and refreshments to enjoy, and there has been lovely feedback from those attending. On average there are around 25-30 attending each week. Highlights have been marking celebrations across the year, such as having an Easter egg hunt, putting poppies at the cross for remembrance, and a teddy bear's picnic in the summer.

Youth Café (9-11s)

We continued to run youth café for children from Crawley Ridge school as a safe place for them to spend time with their friends and get to know the volunteers on the team. In the January we had on average around 20 young people attending, which dropped in the summer term as the weather improved and seasonal school clubs began. Each week we had games, drawing, consoles, pool table, table tennis,

activities and refreshments (fruit and toast). This was a good way of us speeding up the connections we had with the children from the school and building relationships with them.

However, after a long time of prayerful consideration and confirmation from the volunteer team that it was the right timing, we decided to stop Youth Café at the end of the Summer term. We felt that it had been significant as a way of initially speeding up the connection with the school children, but the stopping of it would give room for more significant opportunities in the schools now that a strong relationship had been established. In the Autumn term, Bethany had a discussion with the headteachers about how we could create more opportunities to connect the children into some of the preexisting services, groups and events we have, to close the gap between school and church. This created more exciting outreach opportunities: Bethany went into the junior school at lunch times to rehearse with school children who then played a part in our Family Carol Service, meaning we saw a larger amount of non-church families at that service; we hosted Crawley Ridge Infant school for their school plays, with Bethany involved in helping rehearse them; we did an extra school trip for the Year 2 children on Christian Worship, which created an exciting space to deepen both the kids and adults who attended it's knowledge of the ways the church seeks to serve the community.

Primary Schools

As noted above, we are continuing to grow links with our schools. Bethany goes in regularly to Prior Heath Infants, Crawley Ridge Infants and Crawley Ridge Junior schools to lead Bible based assemblies for the whole school. Alongside this, she is regularly invited to go into the staff room afterwards which has resulted in being able to know the staff better and strengthen the relationship with the schools.

Every school has done trips/services at the church across 2023 which have had a big impact on the children and team leading them. We hosted Crawley Ridge Junior school for their Year 6 leavers service and whole school carol service, at which Bethany gave a message at. Following hearing positive reports about the Junior school leavers service in 2022, Bethany led a Year 2 leavers service this year for Crawley Ridge Infant school who wanted a similar thing. These services are a wonderful way of celebrating this milestone with all the staff, children and their parents in our church.

Nursery

Bethany has continued going into the nursery next door every Wednesday to lead a mini-Tots Praise session for the nursery children, including worship songs and a Bible story. The nursery children from the younger site also walk up to the church every week to join in with our main Tots Praise session. In September 2023, it was encouraging for Bethany to recognise children from the nursery starting at the infant schools in reception – it is a good way of noticing the constant relationship we have as church from a young age with the families attending our nurseries and schools.

Holiday Club

We held our annual Holiday Club, this year looking at the story of Joseph, which was attended by around 90 children. It was an amazing event, with a wonderful team of volunteers leading workshops, groups, upfront time and registration. We ended on a high, with a service for families of the children to come along to and a BBQ in the garden area, which was a lovely way for the church family to chat with all the families who had attended the club.

Family Events

Every term we held family and social events, seeing families from the church, local schools, nursery, community and toddler groups coming along:

- In January, we held a board game and fish and chip evening, which saw lots of families coming along and different age groups mixing.
- In February we create a new format for our pancake event, rebranding it as a Pancake Praise Party. We set it up café style in the church, led through from the front, which meant that there was a high level of

spiritual input through a talk, worship songs, prayer and videos. Over 120 people came along and we had a large and wonderful volunteer team.

- We ran an Easter Trail again on Good Friday, with higher numbers than the previous year, and it was a special time of engaging interactively in the Easter story with mostly unchurched families.
- In May we ran a Coronation Tea Party, with lots of children and toddlers attending and enjoying the craft activities and soft play.
- We saw children from the three churches join together at Together at Frimhurst, which was a nice way of team joining together to run the children's group.
- We ran a Silent Disco Light Party in October, which was highly popular and has been requested that it is repeated next year.
- At Christmas we had a large number of events, including our combined Toddler Christmas Party; Family Carols, Christingle Services (with over 600 attending); kids parties; school carol services and plays.

In addition to this we had a church family picnic, a welcome lunch and saw a group of families go to Spring Harvest – these have been good times to get to know new families better and encourage them to join a team.

St Paul's Youth

Sunday Youth (11-18s)

At the beginning of 2023 the youth continued to be meeting at St Paul's during the evening for Ignite, however, as the year went on numbers seemed to decline to an average of four or five, with some young people of other churches joining. Behaviour/focus on the biblical discussions seemed to digress into social conversations which were not bad in themselves, however the planning and preparation of the sessions kept being wasted due to young people's behaviour. As a team for September plans and discussions were made to link up local churches with smaller amounts of youth to come together to form a big-sized youth group whose sole focus was to better equip young people for their own lives of faith and life in their Churches, thus Youth Hub was born.

Youth Hub has been very successful, seeing numbers grow every week from an average of 10, increasing to 15 and occasionally 18 young people. We settled on Heatherside Vicarage as it had a more homely feel and was not yet another collaborative event that St Paul's was hosting. It also provided neutral ground for all young people involved in the hope that it causes them to band together as well as help each other to really focus and dive deeply into the word of God. This has been going on since September in collaboration with Heatherside, St Barbaras, St Martins, St Marys, and Camberley Youth for Christ. The Structure of the group mainly focuses on 5 W's Welcome, Worship, Word, Waiting, Witness, Weighing.

Friday Youth Group (11-18s)

The youth group meets on Friday night between 7 and 9pm in term time, with an average of 10 to 15 young people attending each week for the first half of the year. The group is largely aimed at unchurched young people and is an open-access drop-in social space. We provide a wide array of activities such as arts and crafts, sports, games consoles, board and card games and spaces to hangout and chat together. The Summer Holidays seems to have lost a few young people from that average that now the current average is about 5-7 Young people a week. The reasons being many young people have started new evening hobbies or clubs, or just seem to have outgrown the space.

Secondary Schools

The team at St Paul's have continued to be involved in schools ministry at our local secondary schools – Collingwood College, Kings International College and Tomlinscote School. Sophie and Joe have been regularly going into the schools to assist CYFC with assemblies, lessons, lunch clubs and mentoring across the year. Between them they do one-to-one mentoring with an average of 5 young people a week.

The POINT

The POINT is a monthly youth worship event for young people in school years 7-13 around Surrey Heath, run in partnership with CYFC and other youth leaders from Camberley. Numbers have declined however we as leaders do not see this as a bad thing as the young people that we are focusing on and have been coming are really receiving from God. Some of them have even led parts of the service, and are serving on team in various different volunteer roles on the night. . Running it on a Friday night has seen the young people attending youth club on the other weeks also coming to the POINT, which is really encouraging. It was good to see young people from St Paul's and the POINT going to CYFC's weekend away. Joe served on the weekend away and led worship there for those young people, they really had a great time both physically and spiritually. The year ended with a POINT panto by the company LOLbear which told the story of Christmas in a unique way that kept the young people engaged they had a blast.

Satellites

This is the 5-day summer event run by Youthscape that Joe partnered with CYFC and other churches to be able to take 3 of our young people along, joining the 20-odd young people going from other churches. It was a great time of worship, teaching, and fun. There was a Talk every morning and evening in which we as leaders encouraged all the young people to go at least to these. In addition, there were lots of faith-focused activities that the young people could get involved with including, Bible study mornings, Runs, football, Movie night, and the theme dress evening. The young people had a blast not just in fun but in faith. One amazing thing that did occur was by the third day the young people began gathering round together and singing worship songs late at night, Joe began to help them with his guitar, and they would gather for the rest of the evenings. So much so even other young people from campsites after the evening session would come along and join in it was such a blessing to see so many young people be prayed for and pray for others, dwelling in the spirit of God for those 5 days away.

Ministry Group – Prayer and Spirituality

The purpose of the Prayer and Spirituality Ministry Group is:

- To encourage and enable the individual and corporate prayer life of St Paul's Church.
- To seek space and opportunities for Church members to continue to be transformed by the Holy Spirit, and to actively encourage them, in new ways, to practice Christian spirituality in their lives.

The prayer life of the church has been maintained and has continued to flourish through 2023.

Prayers for Healing (PfH) services have continued throughout 2023, now on the third Sunday of the month following a refresh during the year. The team of pray-ers has been stable and faithful. By January 2023 the take up for the ministry during the 10.30am service had returned to pre-pandemic levels, and this has continued to be the case.

Throughout the year, evening **Hour@Prayer** prayer meetings have continued once or twice monthly, taking place in the church chancel or in the church centre. The mid-week **Pray@7** (7am every Wednesday morning in the welcome area at St Paul's, open to any church member with a heart for prayer) has continued to give prayer support for all aspects of our church life, praying also for both local and national issues.

The national **Thy Kingdom Come** prayer initiative was highlighted to church members to enable individual participation, but for the second year running did not lead to corporate events due to competing priorities. The intention is to make this more of a priority in 2024.

Gentle prayer ministry continued to be offered at the monthly **Oasis** gatherings, the monthly daytime event for all ages. This was available in the 'Still Waters' quiet space, and was, again, well used throughout the year.

Prayer in **Lifegroups** was a mainstay, as ever, with church members supporting each other in prayer as they faced the events of 2022. The **Prayer Chain** (our confidential e-mail group of prayer warriors for situations requiring urgent prayer) continues to be used frequently, overseen faithfully by Gill Hodgkins.

A further **Prayer Breakfast** took place during the year to enable a time of prayer and mutual feedback by the Prayers for Healing team. This reaffirmed the aspiration to provide Prayer Ministry across all the Sunday services: currently it is being provided formally in the 3rd Sunday services.

We again want to praise God for, and celebrate, the significant increase in the involvement of our children and youth in the public prayer life of the church through 2023.

Ministry Group – Discipleship and Pastoral Care

After some months of trying to find a new lifegroup coordinator, this role was split in summer 2023. Lis Ricketts ceased to be lifegroup coordinator and the vicar is covering that role until a new person could be found to develop and support the lifegroups.

Lis continued to develop the Care Team and to represent Pastoral Care in the Ministry Coordinator Team. The Care Team meets monthly to discuss the needs for pastoral care in the church. Until her retirement in Jan 2023, the team included Sandra Higgins, the Parish Nurse, whose wisdom and expertise was greatly appreciated.

In 2024, Lis also took on oversight of Oasis, Coffee stop and MU to bring together much of our seniors ministry. In Spring 2024, the Team has been concentrating on safeguarding and training, especially dementia awareness.

Ministry Group – Evangelism and Community Engagement

The purpose of the Community Engagement group in “Bringing, compassion, service and the love of Jesus to those in need of help in Camberley and seeing lives transformed” has been combined with the Evangelism activities.

A key objective has been to build relationships with all leaders of community initiatives.

Connections with those running community services in Camberley have been successful and again sharing of information and mutual promotions of our service providers has been a popular avenue to pursue. We have therefore included Connect Counselling in the St Paul’s revamped website and highlighted all services and contacts for each service on the site. Introductions have been forged with Hope Hub; Connect Counselling; Surrey Heath County Council; Citizens Advice Bureau; Churches Together forum and individual incumbents. A new initiative in our community is Ezra House, a place where the vulnerable, homeless etc can find love and care, counselling and prayer support. This is headed up by Sarah Shearer.

The Besom has had a fantastic response regarding funding and support from the supermarkets and churches across Camberley. The Christmas response was extraordinary enabling them to give out almost 200 Christmas hampers.

Warden reports

Churchwarden - Fabric

The specific role of the Churchwarden (Fabric) at St. Paul’s is to provide a well-maintained place for both, the congregation to worship, and for the many outside visitors to attend the wide variety of activities that are held at St Paul’s. This role also acts as Fire Safety and Data Protection officer.

The following is a brief overview of work carried out in 2023:

- In February, we installed a new side-gate next to the church centre
- In March and April, major and repeated blockages in our church centre draining system had to be repaired at a considerable cost

- In April we purchased an additional set of folding tables to keep up with the requirements concerning our room reservations and hirers.
- In May we installed a wireless access point for our church hall, enabling better connectivity
- In May and June, we built a garden shed at Cornerways and re-insulated the house.
- In June / December, we installed Flatscreen Smart TVs in St. John's and the Garden Room respectively.
- In September we installed a Ring Video doorbell at our main entrance for safety reasons
- Our regular services, certifications and checks were done throughout the year: Jan/Sep: Fire Extinguishers, Feb: Fire Alarm, June: Lightning Conductor, Oct: dishwasher, heating boilers.
- In November, a new freezer was purchased to replace the old broken one in the Outer Vestry
- In December, we launched a "Handyman Team", who cover all those maintenance tasks that don't need expert engineers. These tasks used to be with the Facility Manager, whom we lost in Feb 2023.

Our focus in 2024 is to drive forward our building development in the church hall and the church centre, namely creating more storage space, updating our rooms, install a new roadside notice board, and to prepare for the next Quinquennial inspection in September.

We are grateful to all those who have assisted with all aspects of Church maintenance and decoration.

Churchwarden - Human Resources Management

The specific role of the Churchwarden (HR) at St. Paul's is to look after our personnel and manage the Risk Assessment process, acting also as Health & Safety officer. The staff team during 2023:

- Revd Tom Darwent continues to lead St Paul's Church and is a strong advocate of outreach activities in the community
- Revd Heather Valletta joined St Paul's as curate and is responsible for Heatherside Church and for strengthening relationships with Heatherside community
- Revd Daniel Natnael continues to be minister in charge of St Barbara's church and is similarly involved in building relationships within the Mindenhurst community
- Revd Sophie Lovesmith became an Associate Minister at St Paul's in 2023. She commenced maternity leave in October 2023.
- Bethany Wood continues as full-time Children's and Families Pastor
- Joe Lloyd continues as Assistant Youth pastor
- Helen Vince continues as Senior Administrator overseeing vital day to day administration and facility bookings
- St Paul's also acts as the payroll manager for Grace Macadam, the children's worker for Heatherside and Deepcut, with costs being cross-charged to both.

Gail Redmond left her role as Facilities Manager to pursue employment elsewhere.

On behalf of the churchwardens, our specific thanks go to Helen Vince who, specifically after the loss of our facility manager, took on more of the day-to-day maintenance around the Church.

Ministry Group – Technology and Communication

This area ensures we have the equipment, technology, processes, and governance in place to run a well-oiled and known framework for flow of information within and outside the church.

Communication

Maximising our reach to spread the Good News and grow our church is the key focus for our Communication Committee, which has had less meetings, though saw a lot of individual activities in 2023.

The Committee owns our Communication Strategy, chooses our communication channels, defines standards, and drives initiatives to make St Paul's welcoming and noticed in the community and beyond. A list of opportunities is reviewed and prioritised at every (usually quarterly) meeting, out of which a better use of our premises and the extended use of our technical tools were the main focus areas in 2023.

In 2024, we have an open topic of reviewing our branding and the resulting changes for St Paul's.

Technology

Providing and maintaining the technology to support the way we communicate is the key focus of our Technology Committee since its launch in 2018.

In 2023, we managed to retire our people data system by loading people data into our web admin tool, running necessary reports from within that new system. This also enables us now to create rotas and use more functionality like children check-in. New lights on the chancel enabled us to create a different atmosphere during services, specifically at Christmas. We also moved all relevant documents for the area onto our Microsoft 365 cloud for the church, to make them accessible from anywhere. Whilst our PC team saw Oli Deeks re-joining, our PA team could do with an additional resource.

In 2024, we will run a review of our 2017/18 vision vs what we have actually achieved, continue to look at security, introduce In-Ear-Monitoring for the bands, investigate EV charging point options, replace the main projector in the church, and explore more opportunities our admin tool can bring to our church processes.

Electronic Equipment

The aim of this ministry is to provide and maintain electronic equipment commensurate with the administration needs of St Paul's. The team looks after the PCs and other equipment in the church centre together with the associated software.

Some of the areas of focus during 2023 have been installing Smart TV Screens in both St. John's and the Garden Room, keeping up with the necessary technical equipment of the growing staff team, installing a wireless access point in our church hall, and retiring our local file server by moving most of our data into the St. Paul's Microsoft 365 cloud.

The focus for 2024 includes encouraging a more connected church family through more cloud-based solutions, and ensuring our equipment stays up to date.

Mission Committee

The objectives of our involvement in mission remain:

- To support Kingdom growth beyond our local church.
- To increase our awareness of and involvement in the wider work God is doing.
- To invest wisely and generously our time, talents and resources beyond our immediate Christian community.

During 2023 Sarah Shearer continued as chair of the Missions Committee with the support of Howard Mason, Sophie Lovesmith, Rebecca Oldaker, Robert Karami, and Oluchi Tabansi.

The funds available for distribution have declined further as the boost in 2022 from the Gift Day collection was not repeated in 2023. Hence, the total amount distributed under the designation of Mission Giving was £32,107 (2022 : £48,250) so less than half of the amount distributed in 2021 and preceding years. For many years as a church we were able to devote 25% of the Giving Related Income to Mission Giving. More recently we are nearer 11%.

The missions supported by St Paul's are listed in Note 3a to the accounts. In addition to this specific giving, there was a further £8K (2022: £8K) given to Samara's Aid to support their hospitals in Syria, specific funds raised for individuals in need of financial support in the church and funds for Community Engagement projects such as Frontline Debt.

The mission support of St Paul's is by no means limited to the activity of the Mission Committee and there is extensive support given by individuals through time such as volunteering for local missions and providing

food and goods to Besom. This good work is all fuelled by prayer and trust in our Holy Father who is the provider of all things.

External Church Links

Deanery Synod

The Deanery Synod meets four times a year at one of the churches within the Surrey Heath Deanery which extends across Camberley from Chobham to Frimley Green. Each church has its clergy and several elected members who sit on their own PCC (see 7.3) and provide regular feedback on Synod matters. A new Synod was elected in 2023, with representatives shown in 7.3. Howard Mason was re-elected as Lay Chair for 2023-26, and Tom Darwent was appointed as Assistant Area Dean. The Deanery Leadership Team (DLT) met monthly.

The Synod continued its spirit of collaboration on common issues at each meeting, raising questions to the Diocese on key issues such as accommodating areas of deprivation within the parish share mechanism. A common approach the achieving Net Zero Carbon target was launched, alongside existing environmental activities. In preparation for the next round of the Parish Needs Process, the Synod conducted an exercise to identify shortfalls in provision for different groups in their communities,

Forums were set up for administrators and treasurers to share experiences and expertise, as well as information on church activities that could be of common interest.

Support was delivered to St Peter's and Heatherside in their period of vacancy, especially as Heatherside developed a new vision for their future and implemented a new arrangement with Heather Valletta, which was launched in 2023. The Synod also took great interest in the development of St Barbara's.

A small Deanery fund to facilitate common events has been set up, administered as a separate department within St Paul's, but this is expected to migrate to a separate Deanery account in 2024.

Diocesan Synod

Tom Darwent and Howard Mason from St Paul's and Geoff Taylor from St Barbara's serve for the current Triennium 2021-24. This meant that Geoff is an ex-officio member of the Deanery Synod, and also serves on the DLT.

Key issues for the Diocesan Synod during the year included an emphasis on promoting diversity and intergenerational awareness. The opportunity for outreach to over 22000 pupils in church schools was highlighted.

There was much candid reporting of debates at General Synod, particularly in the area of LLF, with strong support for the position of the Diocese in seeking a practical solution that accommodated clergy and PCC positions.

The Diocese as presented its plans and workstreams for achieving the Net-Zero target across the Diocesan estate of churches, halls, vicarages and offices by 2030, with significant grants for schools already achieved.

A major topic of discussion was the evolving budget for 2024 given the rapid changes in the financial environment, the supporting initiatives from the Diocese and the corresponding impact on Parish Share.

The success of the Deepcut church plant was emphasised.

5. Finance Review

Funding Sources

Total income for the year was over £467,500. Stewardship income and service collections rose to approximately £334,000 this year, of which St Barbara's contributed nearly £55,000. This includes over £59,000 in tax reclaims through Gift Aid on collections, plus legacies of £12,000. Grants of over £20000

were received for St Barbara's, the shared children's worker, support for asylum seekers and energy subsidy.

Church Centre and Hall lettings brought in additional income of nearly £59,000, and fees from weddings, funerals and other events generated nearly £12,000. A further £18,800 was raised in other special collections after claiming Gift Aid.

The electronic system for online and contactless card donations and payments continued to make a small contribution to income during the year.

St Paul's is administering a small fund for Surrey Heath Deanery, which amounted to £200. This will be transferred to a Deanery account in 2024.

Expenditure

Total expenditure in 2023 amounted to approximately £414,000. This included £10,535 invested in the Church, Vicarage and Cornerways for repairs and improvements. A total of £16,052 for future maintenance was transferred to the capital funds, which now stand at just over £17,000.

Our Mission Giving (grants given away to external charitable causes by the PCC, and expenditure on related Communities Engagement activities) amounted to approximately £32,500. A further £18,800 was donated to worthy causes in Special Collections and other donations during the year.

This represented a gain of over £64,000 for unrestricted funds after transfers to capital funds and allowing for depreciation. This includes a surplus for St Barbara's of £55,000, and planned expenditure of over £19,000 from restricted funds during 2023 in support of children and families work, which will continue until July 2024.

Detailed budgetary planning and monitoring has been undertaken to support the Deepcut Church plant which was launched in September 2019. Expenditure during 2023 has been focused on the school rent as the church building (£8,400), the funded children's pastor as well as operating costs which amounts to just under £14,000 (see note 15).

For convenience, St Barbara's finance arrangements form part of the St Paul's finance function until it is considered appropriate to transfer them over to a new governance structure, not later than the end of 2024 when the plant support funding from the Diocese ends. Income and costs are being recorded under a separate department code to allow them to be separately reported.

The revised allocation of costs by the Diocese has resulted in a decline in the planned payments for Parish Share from 2022 onwards. The baseline reduction was planned for 2021 but deferred due to the impact of COVID-19, and continued in 2023/4.

Investment policy

Currently all cash monies received are to be held on deposit either at the Church's bank current account or in the Church's deposit account if not required for immediate liquidity purposes. The St Barbara's surplus will be transferred to the deposit account in early 2024, pending expenditure on the building and parish Share in 2025. Although a good rate of interest or return is always desirable, the priority is to maintain a low to zero risk for all monies earmarked to meet our costs and obligations during the year, including free capital requirements arising under our Reserves Policy which includes provision for liability capital and cost repayment obligations.

The Treasurer has a mandate from the PCC to explore other higher yielding low risk avenues for monies held which are above and beyond all of our commitments as described but in any case, all investment opportunities must be presented to and agreed by the PCC in each individual instance before any such investment can take place. Such investments and any associated risk must be reviewed at least annually. In practice, it is considered highly unlikely that surplus monies will be left unspent or unallocated, thereby requiring movement away from our current bank and deposit holding arrangements.

Reserves Policy

The PCC has adopted a reserves policy which not only accommodates an ongoing and fluctuating expenditure, but also allows for specific and focused cost obligations to be addressed on a continuous basis.

In addition to normal expenditure (including grant payments and parish share) which is covered by our General Fund, the Capital Repair Fund is used for repairs to the Church and its equipment, and the Vicarage and Cornerways Funds are for the maintenance of clergy accommodation. These funds are designated by the PCC and replenished by transfers from the General Fund.

Repairs to the Church, the vicarage and Cornerways consumed about £10,500, but a contribution of £16,000 was applied to sustain the funds for routine tasks.

After setting aside a suitable amount each year for future repairs and maintenance, the PCC usually aims to keep the balance of unrestricted reserves to at least three months' running costs, excluding external giving and Parish Share i.e. £46,000. Reserves for St Paul's currently stand at about £38,000, with the St Barbara's surplus of £98,000. In the event of any shortfall in the unrestricted reserves, the PCC would expect to transfer money back from the designated funds, and to increase the rate at which restricted funds for the Children and Families Pastor are transferred to the General Fund.

Financial review by Trustees

The Trustees have maintained a regular review of the Church finances throughout the year, with monthly reporting of income and expenditure against budget.

The Church is operating at the limit of its reserves policy, which means restricting spending to a prudent budget in order to avoid any expenditure not supported by actual income. Staff costs and parish share are fixed and cannot be constrained by this rule. Additional donors are being actively recruited.

In August 2023, the Trustees were informed that the application requested by the local Council for a Certificate of Lawfulness for the new nursery operation had been refused, as it breached a 1978 planning condition for the building used for the nursery, which was different from the one used for the previous four decades. The nursery has since returned to its previous location on the site to restore compliance and to mitigate the impact on surrounding properties, and a full planning application for the revised operation has been approved. This appears to have removed the risk of action from the neighbours. Operation of the nursery had a positive impact on the 2023 balance sheet, with break-even expected in 2025.

A budget for 2024 has been set with a surplus to replenish the reserves, and this is on track at the time of reporting.

As of May 2024, the Trustees believe that the charity remains a going concern, as any shortfalls in giving are considerably less than its discretionary Mission giving.

6. Structure, Governance and Management

6.1 Governance and Constitution

The general functions of the PCC and its constitution are set out in the Parochial Church Council Powers Measure (1956) as amended and the Church Representation Rules. The PCC members are responsible for making decisions on all matters of general concern and importance to the Parish including deciding how the funds of the PCC are to be spent.

The membership of the PCC includes the incumbent, the curate, the churchwardens and members elected by the Church electoral roll members or co-opted by the PCC. All those who attend services are encouraged to register on the Electoral Roll and stand for election to the PCC. Deanery Synod representatives appointed by the APCM and Diocesan Synod representatives also serve on the PCC. The PCC members are the Trustees of the Charity.

Trustees are therefore usually long-standing members of the congregation who are already familiar with the operation of the Church. Before their candidacy, they are interviewed by a churchwarden to highlight the specific responsibilities of PCC members and provided with a briefing booklet. After appointment, they are added to the Charity Commission website and invited to review the briefing material available.

During 2023, the PCC met six times for routine business, plus a brief meeting after the APCM held on 24 May.

In order to support the Church Plant, a local Leadership Team has been established for St Barbara's, comprising members of the congregation including the planting team. Members of the existing congregation from St Barbara's participate in the PCC, and one or more members of the PCC are also members of the planting team. This arrangement will continue until St Barbara's sets up its own PCC.

6.2 Organisational Structure

Internal

The PCC operates through a number of committees and groups which meet between meetings of the PCC.

Standing Committee

This is the only committee required by law. It has powers to transact the business of the PCC between its meetings, subject to any direction given by the PCC. It comprises the Vicar, Churchwardens, Treasurer, PCC Secretary and one member elected by the PCC. The Standing Committee met five times.

Ministry Coordinators

The overall activities of the PCC are organised around Ministry Groups – with each group responsible for an element of mission and overall of the PCC. Ministry Groups may form Committees for particular tasks. The Ministry Groups (and Ministry Group Coordinators) during 2023 are:

- ***Worship & Church Community*** (Revd Tom Darwent)
- ***Children, Youth and Families*** (Revd Sophie Lovesmith)
- ***Prayer and Spirituality*** (Chris Higgins)
- ***Discipleship*** (Lis Ricketts)
- ***Evangelism & Community Engagement*** (Sharon Blyth)
- ***Technology and Communications*** (Stefan Carl)

The Ministry Coordinators meet regularly to discuss and monitor the Ministry Groups in order to enable and support development of ministries. Ministry coordinators reports were received by the full PCC and discussed where there were issues of governance to be decided.

Mission Committee

The Mission Committee was reconstituted in 2016 as a committee of the PCC to oversee the allocation of our various grants to Mission organisations at the local, national and international level. As well as regular meetings with the individuals who serve as links to the various organisations that we support, the committee meets twice annually to propose a series of donations to the PCC for approval. It also coordinates prayer support for those organisations and promotes their visibility in the church. The Committee has an independent chair, plus four PCC members, each of whom is responsible for a number of organisations.

Safeguarding of children and vulnerable adults

The Church of England has continued to provide central guidance for all dioceses and parishes. The PCC adopted the Policy Statement and Church of England Policies and Practice Guidance at the first PCC meeting following the APCM in May 2023. The signed Policy Statement is displayed on the church noticeboards both at St Paul's and St Barbara's.

The Safeguarding Implementation Team continues to work through the Parish Safeguarding Dashboard, introduced by the Diocese towards the end of 2021. The dashboard is proving to be a really useful tool for ensuring that all relevant policies and procedures are up to date and in place and that all leaders and helpers for groups and activities have been safely recruited.

As a result of being on level 3 of the dashboard (top level), the parish has been given access to the safeguarding hub, created to help parishes with the safer recruitment and management of staff and volunteers involved in working with under 18s and vulnerable adults.

The Safeguarding Team continues to work with the church leadership and PCC to embed safeguarding into the culture of St Barbara's and St Paul's.

Safeguarding Sunday was again marked with Q and A or a presentation being given by the PSO to each congregation in both churches to ensure all members of the congregations are aware of the role of PSO and the shared responsibility of everyone to make the churches safe for all.

Other Groups

Many other groups exist to manage specific activities and typically report to and liaise with the Ministry Groups within which they reside.

External

The structure for different levels of governance within the Church starts at Parish level with both lay and ordained persons represented in the Houses of Laity and Clergy on the Surrey Heath Deanery Synod. The Deanery Synod elects representatives to the Diocesan Synod, which in turn elects representatives to the General Synod. This structure helps to ensure a flow of information and thoughts both upwards and back to Parish level.

Each meeting of the Deanery Synod is held within a different Parish around the area. The hosting parish gives a short report about their area and how they as Christians work within their local community, before issues of common interest are addressed.

As well as its clergy, St Paul's provides up to four lay representatives to the Deanery Synod and currently has three members on the Diocesan Synod.

6.3 Trustee Transactions

A total of £46,660 was donated to the charity by all trustees (2022: £51,850).

A total of £1,438 (2022: £15,483 including staff trustees) was reimbursed to five non-staff Trustees during the year for expenses incurred.

7. Administrative Information

7.1 Background

The Parish of St Pauls, Camberley is within the Diocese of Guildford. At the start of the year the electoral roll stood at 227, after which members of the Mission Roll at St Barbara's were removed. There were 204 parishioners on the roll at the time of the 2023 APCM. The electoral roll at the end of the year stood at 201.

The average weekly attendance for the October reporting period was 144 adults and 18 children. The average congregation at St Barbara's had increased to 96, including children.

7.2 Contact information

Address for Correspondence

St Pauls Church, Crawley Ridge, Camberley, Surrey, GU15 2AD

Other Channels of Information

- Facebook – <http://www.facebook.com/pages/Camberley/St-Pauls-Church-Camberley/19647177348>
- Website – <http://www.stpaulscamberley.org.uk/>

7.3 Parochial Church Council (PCC) Membership

Note: * denotes membership of the Diocesan Synod, + denotes Deanery Synod,

T denotes current Trustee as at 20 May 2024

Clergy

- Revd Tom Darwent (Vicar / Chairman)+*T
- Revd Sophie Lovesmith (Curate)+T
- Revd Daniel Natnael (Minister in charge, St Barbara's)+T

Wardens serving during 2023

- Stefan Carl (Elected APCM 2020, Appointed APCM 2022, 2023)T
- Gillian Fernandes (Elected APCM 2021, Appointed APCM 2022, 2023)T

Lay Representatives on the Deanery Synod serving during 2023

- Angela Wilkinson (Appointed 2009)+T
- John Winterton (Co-opted November 2019)+T
- Howard Mason (Appointed APCM 2020 – also serves as Treasurer – PCC since 2007) *+T

Elected Members serving during 2023

- Angela Carroll (Elected APCM 2021)T
- Charlotte Cooper (Elected APCM 2022)T
- Jill Davis (Co-opted as Safeguarding Officer APCM 2021, elected APCM 2022)T
- Chris Higgins (Elected APCM 2018 and 2021)T
- Oluchi Tabansi (Elected APCM 2023)+T
- Geoff Taylor (Appointed as warden APCM 2018 - 2021, elected APCM 2022)*+ T
- John Welch (Elected APCM 2019 and 2022)T
- David Williams (Elected APCM 2021)T

Appointed Members serving during 2023

- Helen Vince (Secretary - Appointed June 2016, and APCM 2017-2023)

7.4 Statement of Responsibilities of Members of the PCC

Charity law requires the members of the PCC to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of its financial activities for that period, together with its assets and liabilities at the end of the period, and adequately distinguish any material special trust or other restricted fund of the charity. In preparing these financial statements, the members of the PCC are required to:

- (a) select suitable accounting policies and apply them consistently;
- (b) make judgements and estimates that are reasonable and prudent;
- (c) state whether the policies adopted are in accordance with the Charities Act 2011 and with applicable accounting standards, subject to any material departures disclosed and explained in the financial statements, and
- (d) prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue in business.

The members of the PCC are responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the charity, and enable them to ensure that the financial statements comply with applicable Accounting Standards and Statement of Recommended Practice and the regulations made under the Charities Act 2011. They 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.

7.5 Advisors to the PCC

Bankers

National Westminster Bank, 45 Park Street, Camberley, Surrey

Independent Examiner

A M Skilton ACA, Brewers, Chartered Accountants, Bourne House, Queen Street, Gomshall, Surrey GU5 9LY
(appointed as independent examiner at the APCM in May 2023)

This report has been approved by the PCC on 4 November 2024, and signed on its behalf by:

Howard Mason (Treasurer)

Independent Examiner's Report to the members of the Parochial Church Council of the Ecclesiastical Parish of St Paul's Camberley

Andrew Skilton

ICAEW

Brewers Chartered Accountants

Bourne House

Queen Street

Gomshall

Surrey GU5 9LY

Date:... ..

ST PAUL'S CHURCH, CAMBERLEY

STATEMENT OF FINANCIAL ACTIVITIES AT 31 DECEMBER 2023

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Income and Endowments from:						
Donations and legacies	2a	370,630	0	21,678	392,308	391,804
Charitable activities	2b	70,896	0	0	70,896	49,447
Investments	2c	2,108	0	0	2,108	612
Other	2d	2,258	0	0	2,258	3,191
Total income		445,892	0	21,678	467,570	445,054
Expenditure on:						
Charitable activities	3a	252,553	0	18,858	271,411	271,740
Support costs	3b	131,183	10,535	444	142,162	141,896
Total expenditure		383,736	10,535	19,302	413,573	413,636
Net income/(expenditure)		62,156	(10,535)	2,376	53,997	31,418
Transfers between funds	11 & 12	2,148	16,052	(18,200)	0	0
Net movement in funds		64,304	5,517	(15,824)	53,997	31,418
Total funds brought forward		264,166	11,880	39,237	315,283	283,865
Total funds carried forward		328,470	17,397	23,413	369,280	315,283

The SOFA from 2022 is reproduced for comparison:

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Income and Endowments from:						
Donations and legacies	2a	337,194	0	54,610	391,804	360,129
Charitable activities	2b	49,447	0	0	49,447	24,670
Investments	2c	612	0	0	612	24
Other	2d	3,191	0	0	3,191	6,531
Total income		390,444	0	54,610	445,054	391,354
Expenditure on:						
Charitable activities	3a	250,045	0	21,695	271,740	236,815
Support costs	3b	124,586	16,632	678	141,896	123,713
Total expenditure		374,631	16,632	22,373	413,636	360,528
Net income/(expenditure)		15,813	(16,632)	32,237	31,418	30,826
Transfers between funds	11 & 12	26,983	15,926	(42,909)	0	0
Net movement in funds		42,796	(706)	(10,672)	31,418	30,826
Total funds brought forward		221,370	12,585	49,910	283,865	253,039
Total funds carried forward		264,166	11,879	39,238	315,283	283,865

ST PAUL'S CHURCH, CAMBERLEY
BALANCE SHEET AT 31 DECEMBER 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	6	191,998	196,729
Current assets			
Debtors	8	18,004	19,850
Cash at bank and in hand		184,545	121,915
		202,549	141,765
Liabilities			
Creditors: Amounts falling due due within one year	9	24,751	22,209
Taxation	9	(8)	0
Wages	9	147	0
Credit card	9	377	1,002
Net current assets or liabilities		177,281	118,554
Total net assets or liabilities		369,280	315,283
The funds of the charity	7		
Unrestricted funds	10		
General		328,470	264,166
Designated funds			
Capital Repair Fund	12	9,721	4,233
Vicarage Refurbishment Fund	12	5,212	4,142
"Cornerways" Refurbishment Fund	12	2,464	3,504
		17,397	11,879
Total unrestricted funds		345,867	276,045
Restricted funds	10 & 11	23,413	39,238
Total charity funds		369,280	315,283

Approved by the Parochial Church Council on 4 November 2024 and signed on its behalf by:
Original signed by

Stefan Carl
(Churchwarden)

Howard Mason
(Treasurer)

Registered Charity: 1132837

Notes to the Financial Statements for the Year Ended 31 December 2023

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Parochial Church Council of the Ecclesiastical Parish of St Paul's, Camberley, meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy. FRS 102 has been used in conjunction with the Charities SORP when preparing these financial statements.

Funds

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for application to the general purposes of the PCC. These include funds designated for a particular purpose by the PCC. The purpose of any restricted funds is noted in the accounts.

The accounts include transactions, assets and liabilities for which the PCC can be held responsible. They do not include the accounts of Church groups that owe an affiliation to another body nor those that are informal gatherings of Church members.

Income

Voluntary income and capital sources

Collections are accounted for when received.

Non-Gift Aid includes donations via the Charities Aid Foundation (CAF) scheme where the tax has been recovered by CAF on behalf of the donor.

Income tax recoverable on Gift Aid donations is accounted for when the donation is received.

Grants to the PCC are accounted for on receipt.

Other ordinary income

Rental income from the letting of Church premises is accounted for when due. Parochial fees due to the PCC for weddings, funerals etc are accounted for after each event.

Income from investment

Interest is accounted for when due.

Legacies

Income from legacies is accounted for when the legacy is receivable.

Value Added Tax (VAT)

Due to the nature of the charity's activities, it is outside the scope of VAT and therefore its Incoming/(Outgoing) resources, as stated, are VAT inclusive.

Expenditure

Grants

Grants and donations are accounted for when payable.

Pensions

The Church participates in the Pension Builder Scheme section of the Church Workers Pension Fund, which is in surplus. Pension contributions are charged to the SoFA as incurred.

Costs directly related to the work of the Church

The Diocesan parish share is accounted for when payable and any amount unpaid at 31 December is shown as a creditor in the Balance Sheet.

Fixed Assets

Consecrated land and buildings and movable Church fittings

Consecrated and beneficed property is excluded from the accounts.

No value is placed on moveable Church furnishings held by the Churchwardens on special trust for the PCC. All expenditure incurred during the year on consecrated or beneficed buildings and movable Church furnishings, whether maintenance or improvement, is charged in full as incurred.

Other land and buildings

Other land and buildings held on behalf of the PCC for its own purposes are valued at cost. Depreciation of 2% per annum is charged against such buildings but any expenditure on maintenance or improvement is charged as incurred.

Other fixtures, fittings and office equipment

Equipment used within the Church premises is depreciated on a straight-line basis over 4 years. Individual items of equipment with a purchase price of under £3,000 are written off in the period in which the asset is acquired.

Current assets

Amounts owing or paid in advance to the PCC at 31 December are shown as debtors.

Short-term deposits include cash held on deposit at the bank.

Current liabilities

Amounts due or received in advance are shown as creditors.

ST PAUL'S CHURCH, CAMBERLEY

NOTES TO THE FINANCIAL STATEMENTS - For the year ended 31 December 2023

2. Income and Endowments from:

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
2a Donations and legacies					
Planned giving					
Bank credits	238,292	0	6,781	245,073	224,821
Other planned giving	25,102	0	0	25,102	23,260
Collections at services	4,850	0	5,721	10,571	17,827
Sundry donations	17,168	0	200	17,368	41,819
Income tax recoverable	59,038	0	2,476	61,514	62,953
Grants	14,180	0	6,500	20,680	4,172
Legacies	12,000	0	0	12,000	16,952
	370,630	0	21,678	392,308	391,804
2b Charitable activities					
Church centre lettings	21,642	0	0	21,642	17,817
Church hall lettings etc	37,285	0	0	37,285	17,793
Events	8,295	0	0	8,295	6,813
Fees for weddings, funerals etc	3,674	0	0	3,674	7,024
	70,896	0	0	70,896	49,447
2c Investments					
Interest	2,108	0	0	2,108	612
2d Other					
Miscellaneous	2,258	0	0	2,258	3,191
	2,258	0	0	2,258	3,191
Total income and endowments	445,892	0	21,678	467,570	445,054

Unrestricted income in 2022: £390,444. There was no income designated by the PCC in 2023 (2022: £nil). Restricted income included special collections of £18,858 for specific causes, paid out as described in note 3 (2022: £23,820).

ST. PAUL'S CHURCH, CAMBERLEY

NOTES TO THE FINANCIAL STATEMENTS - For the year ended 31 December 2023

3. Expenditure on:

	Unrestricted Funds	Designated Funds	Restricted Funds	Total 2023	Total 2022
	£	£	£	£	£
3a Charitable activities					
Mission and Charitable giving					
<i>Overseas mission societies</i>					
Bible Society	0			0	500
Children of the Dump	3,000			3,000	6,369
Flame International	3,000			3,000	5,000
Military Ministries International	3,000			3,000	5,000
Love Moldova Foundation	3,000			3,000	5,227
Africa Inland Mission	4,000			4,000	5,000
<i>National mission societies</i>					
Acorn Christian Foundation	300			300	1,500
Evangelical Alliance	250			250	250
Parish Nursing Ministries UK	3,000			3,000	5,000
<i>Local organisations</i>					
Camberley Youth for Christ	3,000		90	3,090	5,000
Connect Christian Counselling	3,000			3,000	5,000
Bishop of Guildford Foundation				0	55
Camberley BESOM	2,000		10	2,010	0
Frimhurst (ATD Fourth World)	2,500			2,500	2,228
Good News Forever	2,000			2,000	2,000
<i>Other beneficiaries</i>					
Phyllis Tuckwell Hospice				0	1,000
<i>Community Engagement Grants</i>					
Camberley BESOM					
Special collections					
Individual support			2,125	2,125	4,453
Kibera			0	0	3,881
Christmas collections			2,558	2,558	1,958
Speakers Corner			481	481	385
Funeral collections			334	334	378
Samara Hospital			8,238	8,238	8,179
St Barbara's bicycles				0	167
Staff collections			700	700	1,415
Discretionary grants	57		4,322	4,379	150
Other charitable activities					
Staff costs	81,829			81,829	57,361
Accommodation costs	0			0	1,490
Youth Ministry	5,280			5,280	6,455
Prayer and Spirituality	31			31	220
Worship & Church Community	10,941			10,941	10,797
Discipleship & Pastoral Care	1,815			1,815	1,860
Camberley Communities Engagement	4,012		0	4,012	4,422
Parish Share and other subscriptions	116,538			116,538	119,040
Totals	252,553	0	18,858	271,411	271,740

Unrestricted grants of £36,119 were made to a range of organisations (2022: £52,822), and no grants were made from funds designated by the PCC (2022: also nil). Special collections received as restricted income were paid out in full with the exception of just under £2,000 collected for Church Hall architectural planning.

The cost of the various ministry activities climbed to £216,434 due to changes in staffing payments (2022; £197,223).

ST. PAUL'S CHURCH, CAMBERLEY

NOTES TO THE FINANCIAL STATEMENTS - For the year ended 31 December 2023

3. Expenditure on:

	Unrestricted Funds	Designated Funds	Restricted Funds	Total 2023	Total 2022
	£	£	£	£	£
3b Support costs					
Staff Costs	38,017			38,017	41,687
Accommodation Costs	2,983	3,181		6,164	1,061
Staff expenses	145			145	1,563
Motor & Travel Costs	1,267			1,267	1,807
Training	709			709	896
Office Costs	11,683		444	12,128	11,265
Professional Fees	5,639			5,639	494
Church Premises Costs	55,225	7,354		62,579	64,442
Infrastructure	0			0	55
Finance Costs	1,288			1,288	1,388
Depreciation	4,731			4,731	4,731
Independent Examiners fee	0			0	2,542
General Expenses	9,495			9,495	9,965
	131,183	10,535	444	142,162	141,896

Unrestricted expenditure on the Church building rose as normal service resumed (2022: £124,586), and designated expenditure reflected steady investment in maintaining the Church and buildings (2022: £16,632). Restricted expenditure includes the final costs incurred for investment in audio visual equipment for services (2021: £678). The independent examiners fee represents the sole expenditure on governance costs.

4. STAFF COSTS

	2023	2022
Wages and salaries	79,778	91,922
Payment to diocese	34,900	0
Pension contributions	3,590	3,993
Employer's national insurance	1,557	3,133
	119,825	99,048

During the year the PCC employed a Children and Families Pastor, a Youth Worker, Caretaker/Facilities Manager (until March) and an administrator. No employee received remuneration in excess of £60,000 per annum. This represented 3.6 staff.

Key management personnel of the Church comprise the Trustees, including the Minister, the Minister in charge for Deepcut, the Associate Minister, the Children and Families Pastor and the Administrator. The salaries of the Ministers are paid by the Diocese, although the Associate Minister costs of £34,900 are recharged to the parish. The total amount paid for salaries, pensions and expenses for these people was £107,881 (2022: £67,120).

5. TRUSTEES AND CONNECTED PERSONS

A total of £1,438 was reimbursed to five non-staff Trustees during the year for expenses incurred in church activities (2022: £15,483 reimbursed to eleven Trustees including staff). No trustee received any remuneration for their trustee role.

A total of £46,660 was donated to the charity by all trustees (2021: £51,850).

6. FIXED ASSETS FOR USE BY THE PCC

		Freehold land & buildings	Equipment	Total £
Cost	At 1 January 2023	236,547	17,954	254,501
	Additions	0	0	0
	Disposals	0	0	0
	At 31 December 2023	236,547	17,954	254,501
Depreciation	At 1 January 2023	39,818	17,954	57,772
	Charge for the year	4,731	0	4,731
	Disposals	0	0	0
	At 31 December 2023	44,549	17,954	62,503
Net Book Value	At 31 December 2023	191,998	0	191,998
	At 31 December 2022	196,729	0	196,729

The freehold land and buildings comprise the curate's house ("Cornerways") in Camberley. This was purchased in 1993 and was financed partly by a Value Linked Loan of £50,000 from the Church Commissioners. As a result, the Commissioners owned 47.6% of "Cornerways" and were entitled to this proportion of the net proceeds, if sold. Following negotiations with the Church Commissioners, a valuation of £381,250 was agreed, and a payment of £181,547 was made in 2014 to redeem the loan and remove the burden of restrictive covenants and index-linked interest payments. The loan terminated at the end of July 2014, and 2% depreciation has been applied from that point.

7. ANALYSIS OF NET ASSETS BY FUND

	Unrestricted Funds	Designated Funds	Restricted Funds	Total £
Fixed assets	191,998	0	0	191,998
Current assets	161,739	17,397	23,413	202,549
Current liabilities	(25,267)	0	0	(25,267)
Fund balance	328,470	17,397	23,413	369,280

8. DEBTORS

	2023	2022
Income tax recoverable and room hire	8,328	8,723
Prepayments and accrued interest	5,152	2,660
Other debtors	4,524	8,467
	18,004	19,850

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
Accruals and deferred income	24,183	21,706
Taxation	(8)	0
Wages	147	0
Credit card	377	1,002
Other creditors	568	503
	25,267	23,211

The Church held a lease contract on its photocopiers extending to March 2024 at a cost of £3,819 per annum.

10. FUND DETAILS AND RESERVE POLICY

The Capital Repair Fund is for future repairs to the Church and its equipment, and the Vicarage and Cornerways Funds are for the maintenance of clergy accommodation. These funds are designated by the PCC.

Contributions to the Capital Repair fund were sustained in 2023 in order to build up the reserve to address requirements emerging from the 2019 Quinquennial inspection.

After setting aside a suitable amount each year for future repairs and maintenance, the PCC aims to keep the balance of unrestricted reserves to around three months' running costs for the following year ie £46,000, discounting grants and parish share payment which could be deferred if necessary.

11. RESTRICTED FUNDS

	Outward Giving £	Mission Giving £	Audio Visual £	C&F Pastor £	Deanery Fund	St Barbara Fitout £	Total £
Balance brought forward	1,975	0	444	29,818	200	6,800	39,237
Income in the year	14,978	200	0	0	0	6,500	21,678
Transfer to general fund	0	(200)	0	(18,000)	0	0	(18,200)
Costs in the year	(14,536)	0	(444)	0	0	(4,322)	(19,302)
Balance carried forward	2,417	0	0	11,818	200	8,978	23,413

Outward giving represents donations for causes outside the Church, typically through special collections. The income includes contributions to a development fund for the Church Hall, to be expended as required. A final tranche of expenditure on audiovisual equipment was made against the proceeds of the Gift Day in 2018. The 2021 Gift Day focused on support for the additional funds needed to support a full-time Children and Families Pastor for a year and actually raised enough funds to cover three years, so will be expended by transfer to the General Fund over the period to July 2024. The other restricted funds cover contributions to Surrey Heath Deanery, administered by St Paul's until July 2024, and a one-off donation to fitting out St Barbara's when construction is completed.

12. DESIGNATED FUNDS

	Capital Repair Fund	Vicarage	Cornerways	Total
	£	£	£	£
Balance brought forward	4,233	4,142	3,505	11,880
Income	0	0	0	0
Costs in the year	(7,354)	0	(3,181)	(10,535)
Transfer from general fund	12,842	1,070	2,140	16,052
Balance carried forward	9,721	5,212	2,464	17,397

The transfers from the general fund include the agreed contributions to the capital funds to replenish against expenditure in 2023. The transfers are based on the original 2023 budget, factored based on 2023 income against expectations.

13. RISK POLICY

The PCC maintains a register of the major risks to which St Paul's is exposed. The list is reviewed at each PCC meeting along with the actions and systems to mitigate those risks. The principal financial risk is considered to be the dependence on a dozen donors for more than 40% of the income from giving.

14. PARTICIPATION IN DEFINED BENEFIT PENSION SCHEME - DISCLOSURE NOTICE

St Paul's Camberley 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.

Both sections of the Pension Builder Scheme are classed as defined benefit schemes.

- Pension Builder Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Discretionary increases may also be added, depending on investment returns and other factors.
- Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and 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 the contributions payable (2023: £3,590, 2022: £3,993).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2019.

For the Pension Builder Classic section, the 2019 valuation revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review effective 1 January 2024, the Board chose to grant a discretionary bonus of 6.7% to both pensions not yet in payment and pensions in payment in respect of

service prior to April 1997; and a bonus on pensions in payment in respect of post April 2006 service so that the pension increase was 5% (where usually it would be calculated based on inflation up to 2.5%). This followed improvements in the funding position over 2023. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the 2019 valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time. The next valuation is due as at 31 December 2022. Calculations for this are currently under way.

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

15. ST BARBARA'S FINANCES

While this report covers both St Paul's and St Barbara's, this note separates out the income and expenditure for St Barbara's to report their financial position.

At present, the employment costs of the priest-in-charge Daniel Natnael are fully funded by a grant from the Diocese, which will come to an end in December 2024. As the church is operating under a Bishop's Mission Order, it is not yet paying Parish Share, which is anticipated to start in 2025.

Income	2023	2022
Carried forward	42593	0
Diocese funds	11680	1472
Grants	1500	500
Giving	45354	42905
Gift Aid	9380	8075
Legacy	10000	0
Restricted grants	6730	6800
Events	546	2366
Total income	85190	62118
Total	127783	62118
Expenditure		
Staff costs	8012	0
Building costs	11032	12770
Operating costs	2226	1816
Service costs	3038	2266
Refreshments	1504	2506
Donations	4322	167
Total expenditure	30134	19525
Carry forward	97649	42593
Total	127783	62118

The carry-forward is in line with the ten-year budget plan for St Barbara's, which is intended to lead to a viable parish by the end of the decade.