

# Annual report 2019



## A look back over the past year at St Paul's

### Contents

The life and mission of the church	3 - 15
The annual report of the Parochial Church Council	A2 - A6
The independent examiner's report	A7
The financial statements	A8-A14

St Paul's Church, Queens Road, Kingston upon Thames, KT2 7SF

☎ 020 8549 5444 / 07928 818 255

✉ [office@stpaulskingston.org.uk](mailto:office@stpaulskingston.org.uk)

💻 [stpaulskingston.org.uk](http://stpaulskingston.org.uk)

🌐 [stpaulskingston.churchsuite.co.uk/my](http://stpaulskingston.churchsuite.co.uk/my)

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# Vicar's report

**Adam Rylett**

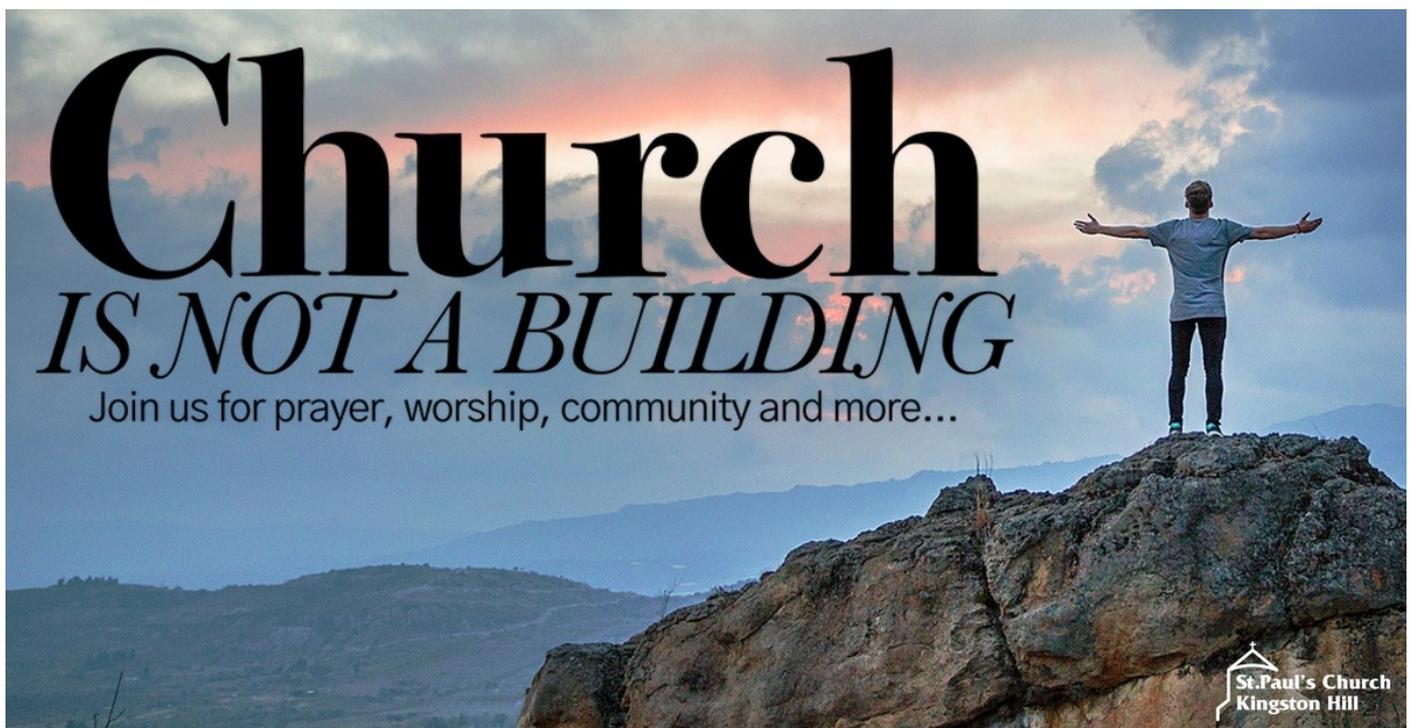
The report you are about to read was prepared before the current crisis impacted all our lives and our patterns of worship. It is good to look back at all the things that God has been doing among us over the last year, to celebrate and remember. It would be easy to look back on this record and compare our current times less favourably, but God is still at work even in this time of lockdown and physical distancing, and I wonder with a sense of anticipation at what next year's report will contain.



Through all history God has remained constant, the same yesterday, today and forever, but the world that he created and the creative people he has made change and adapt, find new ways of knowing and sharing his love. God has been faithful to his Church since its early days and he will continue to be faithful, for that is who he is, indeed he said he would build his church and the gates of hades would not overcome it.

We may at this time find ourselves in the wilderness, in the belly of the whale or in the tomb, but none of those places is the end of their respective stories, the wilderness leads to the promised land, the belly of the whale to the salvation of a whole city and the tomb, well to an empty tomb! One thing that all those stories from the history of God's people have in common is obedience, in the wilderness and in the whale God's people learnt how to be obedient to his calling, and in the tomb we see what God can achieve through total obedience.

So as you read this report, stop and give thanks for what has been, but also wait and ask God what he might be calling us, what he might be calling you to in the future. How does God want his church to change through this time, to be different as a result, and will we be willing to go where he is calling us?



# Church Warden's Report (Including Fabric)

**Fiona Cole & Steve Procter**

## *What is your ministry?*

As Church Wardens we're appointed each year by the Archdeacon on behalf of the Bishop of Southwark. Officially, Church Wardens, with the vicar, are responsible for the day to day functioning of the parish. What this means for St Paul's is that we support Adam to manage the Church Fabric, Finance, Staffing and Mission Giving through hands on action, advice and meetings including the Annual Church Inspection, Fabric Committee, Staffing Committee, Standing Committee and the PCC. The Church Wardens are also responsible during the interregnum for working with the Archdeacon and the Patron to appoint a new vicar.



## *What went well in 2019?*

It is wonderful to look back on the first full year with Adam as our vicar, making a home with Gen and the kids in the vicarage and building relationships with the church family. We are now seeing the first fruits of this new ministry and have been adding new staff, with more recruitment to come to equip ourselves for growth. The finance section will comment in detail but it was a fantastic indicator of blessings to come that we didn't need a Gift Day to balance the books but instead were able to make a wonderful level of gifts for mission work outside the parish.

Church Wardens are obliged to give the Parish an update on the Fabric of the Church and this year is no exception! Initially we did think we had sorted most of the big problems, having upgraded the lighting, re-paved the pathway and the ramp into the church. We had two successful cleaning days – thanks to all the volunteers! We also introduced a DIY Day and a great team of folks turned up and completed 18 of the listed 13 jobs needing attention! (yes, you read that correctly) BUT then the piano fell through the floor! Investigations have begun into the extent of the rot in both transepts. Optimistic, as ever, there is now an increasing impetus in a review of the whole of the space of the church footprints and we look forward to interesting developments in this year

## *What plans does your ministry have for 2020?*

It's no secret that we are not seeking re-election this year. It has been a genuine privilege to serve the church and guide us through the interregnum. We are not going anywhere and you will still see us turning up on weekly rotas, where we hope to see lots of you.

## *Is there a particular way the church can pray for the Church Wardens?*

As we see continued growth we will need more volunteers, which seems to be a perennial cry in St Paul's. Each one of us is busy and each one of us is blessed with precisely 168 hours a week. So, the challenge is how God is calling us to use that 168 hours. How can you support your church family?

Thank you to everyone who supported and prayed for us through some testing times! We will be praying for our successors and the Leadership team and ask you to do the same.



# Children's Work (0-11's)



**Lizzie Cronin**

## *What is your ministry?*



**Kidzone** is our ministry to 0-11 year olds. Kidzone groups run on a Sunday morning in church and at St Paul's School with teaching, worship, prayer and fun.

**HangOut** is our youth group for those in school years 3 to 6. There are a variety of fun things to do and tasty things to eat. Our aim to provide a space where the kids can build friendships with each other and learn about friendship with Jesus.

**Holiday clubs** are run during the school holidays for primary school aged children and are enjoyed by many kids in our local community as well as those from church.

## *What went well in 2019?*

It has been brilliant having junior helpers at our groups and clubs. They are a real asset and are very popular with the younger kids. We have also had many kids from St Paul's School come to HangOut in the past year which has been great.

It has been wonderful to see kids from HangOut graduate to youth events.

## *What plans does your ministry have for 2020?*

New arrangements and timing for Kidzone groups are being implemented. And a Holiday Club is planned for the summer.

## *Is there a particular way the church can pray for the children's work?*

Please pray for all our wonderful team members.

Many of the kids who attend the groups have additional needs. Please pray that we can support them and their families appropriately and sensitively.

# Youth 11-18's

**Charlie Auton**



## *What is your ministry?*

The youth ministry at St Paul's is focussed on equipping the church to disciple and support the faith journey of young people in our community. We are dedicated to ensuring that young people feel safe, happy and experience being an integral part of our church family. Our desire for young people is to know God's love, grow in faith through a personal relationship with Jesus and to be empowered by the Holy Spirit to positively impact our community and world.

## *What went well in 2019?*

It was exciting last year as we took our largest ever group to the final Soul Survivor summer festival and embarked on a fun youth weekend away at Frylands wood. We also launched a Friday evening Youth Café and Sunday evening home group for our eldest teens and enjoyed regular social activities for both age groups. These events gave great opportunities for our young people to build relationships with each other and to discover God! On Sunday mornings the Hungry groups are split in to two for younger and older teens.



### *What plans does your ministry have for 2020?*

Our plans for this year are to offer more regular activities that are adventurous and build lasting memories! We also aim to empower young people in their life at St Paul's through the development of a youth leadership team and serving opportunities. The church will also have a great opportunity to support young people in their faith journey as we camp together during the Luminosity and New Wine summer festivals.

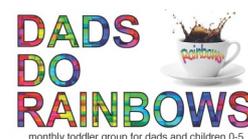
### *Is there a particular way the church can pray for the youth ministry?*

Please do continue to pray for and connect with our young people at St Paul's. Pray that they will continue to feel welcome and for their positive impact in our congregation and community.



## **Rainbows Groups**

**Lizzie Cronin**



### *What is your ministry?*

The Rainbows groups are stay and play groups for parents and carers with pre-school children of different ages including Dads do Rainbows. We have four weekly groups during term time on Mondays, Wednesdays and Fridays, and Dads do Rainbows meets on the third Saturday of every month.

At Rainbows we try to reflect God's character in all we do. Our motto is 'excellence and generosity' and we are passionate about sharing God's love with our local community and blessing those who come to the groups.

**Rainbows Xtra** is the toddler friendly service that we run once or twice a term on a Tuesday morning. Rainbows families are specifically invited, but all are welcome. We use puppets to tell a Bible story, worship and pray together. There are crafts on our theme, toys and cakes and coffee for the adults. We also offer prayer ministry.



### *What went well in 2019?*

In 2019 we were encouraged by the growth of the Kingsnympton group and by our parent helpers who have been a great addition to our teams.

We have been very encouraged by the positive and encouraging comments we have received from families who come to our Rainbows Xtra's. It has also been a great privilege to pray with many of those who come.

### *What plans does your ministry have for 2020?*

To grow the team so that all groups can continue to flourish.

In the future we would like to be able to run Rainbows Xtra services twice a term consistently.

### *Is there a particular way the church can pray for the Rainbows Groups?*

Please pray for those vulnerable families who come and need our support. Please also pray for the team at Kingsnympton which is small.

Please pray for the team for Rainbows Xtra, we would love more people to join us.

# Dads Ministry

**Dale Kirk**

## *What is your ministry?*

This group of Dads tries to get together regularly to support one another in their role as fathers and provide a safe space to chat about different things. We also try and do activities together with our kids.

## *What went well in 2019?*

We have met regularly every month in the Black Horse and drunk a moderate amount of beer and discussed a wide range of topics!

We went camping together for the fourth year in a row. This year we had 13 Dads and 23 kids between the ages of 4 and 12 down by the beach enjoying glorious sunshine at Camber Sands. We all had a great adventure, lots of fun, lots of food (even vegetables!), lots of games and no injuries. On the Sunday morning we had a short service where some of the Dads talked about our faith and we all prayed together. We also managed to come home with the same number of children and adults – result!



We also had a smaller group visit to the YHA in the North Downs for a weekend in October. It was wet and rainy, but we still managed to have lots of fun and a small amount of beer.

## *What plans does your ministry have for 2020?*

We are just about to book another camping trip in June and we normally get together to do some other activities in the Spring and Summer. We have also discussed the option of ankle tagging the children when we go camping this year to see if it is easier to keep track of them.

We also plan on continuing to go to the Black Horse on the third Thursday of every month, where we will continue to talk about a range of topics and drink beer!

## *Is there a particular way the church can pray for the Dads ministry?*

Please pray that we continue to welcome new members and deepen the relationships that already exist. Some of the Dads work incredibly hard and the pressure of society to be a 'perfect father' with a successful career and everything in order can have a negative impact on many of us.

And also, please pray for our June camping trip. It's not always easy to look after the kids, put up a tent, cook food for that many people.... All while holding a beer in both hands!

# Women's Ministry

**Caroline Swallow**

## *What is your ministry?*

The aim of the Women's Ministry is to encourage the women of St Paul's to develop a wider and deeper fellowship with God and each other. We provide a mix of events and our events are open to every woman at St Paul's, wherever they are on their life and faith journey.

### *What went well in 2019?*

We held a **brunch** with Jen Rees-Larcombe in March which attracted over 80 women – one of our highest ever attendances, and in October Gen Rylett made her debut at a St Paul's Women's **Breakfast!** Both these events were very well received and provided opportunities for people to gather in a relaxed environment, to discuss issues raised and to be prayed for.

**Cake and Craft**, where we gather upstairs in church on a Saturday afternoon to eat cake, drink tea and share in all kinds of craft - continues to attract a loyal band of followers.

Our **Pause for Thought** session this year was held on a very hot June morning which also happened to be the same day as the school fair. Whilst the few people who did attend greatly enjoyed the prayer stations and the opportunity to spend some quiet time with God, it may be that we have to rethink the timing of this event and revert to an evening session for next time.



Our autumn **walk**, led by Isobel and Les, took place on a lovely sunny day in October when we ventured across the river to walk from Twickenham to Syon House.

In November about 20 of us enjoyed an excellent **meal** at Peppe's Sicilian restaurant in Kingston.

**Soak**, a worship and prayer evening for mums of little ones, has met three times in 2019. The evening starts with prosecco and puddings, then has worship, sharing and a chance for prayer.

The **book groups**, which meet every 6 to 8 weeks in members' homes, continue to thrive and the Thursday group has now filled its vacancies.

### *What plans does your ministry have for 2020?*

Our main event for 2020 will be our 4th **Women's Weekend away** in May at the Oast Houses retreat centre. Our speaker will be Ro Cross, formerly of St Saviour's in Sunbury and the theme will be a challenging one of how we can best use our gifts and callings. The weekends away are much appreciated by the 40 odd women who come – they are a unique space to find time for God and each other and we all come away feeling spiritually renewed and uplifted. We have another weekend booked for 2021 from 24-26 September.

There will be another **walk** on 13 June and a **meal** out on 16 July - suggestions for suitable restaurants are always welcome! **Cake and Craft** sessions are booked for 20 June, 19 September and 5 December. **Soak** will also be happening termly.

The autumn **breakfast** is on 10 October with speaker Ellie Hughes when there will also be an opportunity to visit the prayer stations afterwards.

### *Is there a particular way the church can pray for the Women's Ministry?*

We would like the church to pray that we will be attentive to what God wants for our ministry and that we will be able to reach all the women of St Paul's with events that are relevant to them.

# Small groups

**Dale Kirk**

## *What is your ministry?*

The small group ministry in St Paul's has a clear vision to create groups which help us:

- Go deeper in our relationships with each other and with Jesus.
- Create safe places of welcome where strong relationships can develop.
- Meet the needs of the world around us - locally and internationally.
- Think about shared topics and themes important to the church.

There are 10 small groups taking place in church and people's homes with around 120 people involved on a fortnightly basis on different days. Some groups have a specific audience (For example, The Tuesday Group, Movers & Shakers, Oasis etc) other groups have a mixed audience with people from different backgrounds and ages. All the groups have different approaches to Bible study, socialising and praying together and there is consistent feedback about the support and encouragement people get from the groups.

## *What went well in 2019?*

Last April's congregational survey confirmed the importance of small groups in the life of St. Paul's as places that release, welcome and build. The groups have supported and released people into new areas with God, we have seen people welcomed into groups and stronger relationships continue to be built.

We have gone through significant changes this last year, with two groups closing. Jonathan and Jane Melville Thomas and Ian and Avril Beith have done a fantastic job of loving, serving and supporting people and I thank God for their service and gifts and honour their commitment. Hosting and leading a small group is quite a commitment and it's absolutely right that people are able to step down so they can rest and explore other things. It's important that being a small group leader is not seen as a job for life.

We encouraged all small groups to 'mix it up a bit' and explore change. In October and November, 18 people came to explore the purpose and practicalities of small groups. Since then, two groups have formed, one group has moved location and all the groups have switched to a fortnightly schedule to reduce the load on leaders and allow integration with other church activities.

## *What plans does your ministry have for 2020?*

We want and need to do more to support and help the groups grow. We need everyone small group to continue to think about whether they could split and form new groups. We need group members to consider whether they can become group leaders. And we need to make it easier for new people to join a small group.

## *Is there a particular way the church can pray for the small groups?*

Please pray for our small group leaders who open their homes, prepare materials and try to support and care for the different needs of their groups. All the leaders and hosts do a fantastic job and give abundantly of their time and energy.

There is more we can do to help the groups grow. Most of our mixed age groups are near capacity, hosts are struggling to fit any more people into their homes and some long-standing group leaders need to step down to rest and allow other leaders to emerge.



# Evergreens

**John Yates**

## *What is your ministry?*

Evergreens is for people over 55 from the Church as well as the local community. It is for people of faith and no-faith. Its purpose is to bring people together for enjoyable and worthwhile activities as well as fun and fellowship and in doing so – if we get it right - to bring more people into the St Paul's Church community.

## *What went well in 2019?*

Membership increased to the highest level it has ever been with attendance at first Tuesday sessions rising to a very healthy 45/55. The quality of speakers was consistently high and greatly enjoyed. There were three very successful special lunches (Christmas, Spring and Summer) and the quizzes were a great success, engaging more members than ever before. An increasing number of musical recitals were given by professional musicians.



There is an excellent range of refreshments - the quality of which is always greatly appreciated.

The efficient transport for less mobile members which makes a real difference to their lives. And the higher levels of social interaction between members creates a still growing positive culture. The piloting of shorter outings which our senior members find easier than longer trips.

We have been developing an even stronger committee and an excellent team of very able helpers. This helps with the ongoing improvement of the forward planning (necessary for securing good speakers).

## *What plans does your ministry have for 2020?*

NB: the programme for 2020 is already in place (with speakers booked until July 2021) - as this forward planning is essential for securing good speakers. We aim to:

- ⇒ continue to develop a high-quality programme to meet the needs of all our members
- ⇒ Increase the number of musical recitals by professional musicians from three to five
- ⇒ Introduce a choral concert to the programme (with a choir of good regional reputation)
- ⇒ be proactive in encouraging deeper thinking regarding 'ageing but finishing strong'
- ⇒ open three 'special event' sessions per year to non-Evergreen members
- ⇒ encourage non-Evergreen church members to attend the 'special event' sessions
- ⇒ invite people from St Richards to join Evergreens for the 'special event' sessions
- ⇒ support and promote the St Paul's monthly communion service and soup lunch
- ⇒ explore potential funding opportunities from external bodies
- ⇒ recruit 2/3 people to join the committee as part of building Evergreens for the future

## *Is there a particular way the church can pray for Evergreens?*

Pray for guidance in our planning and the development of a new theme that will be ongoing and focus on 'ageing but finishing strong' (which we hope will include a spiritual dimension).

Pray that non-Evergreen members of St Paul's will attend the 'special event sessions' which both promote St Paul's Church and attract new members.

Pray that the Evergreens committee with support from the PCC will be successful in identifying people who will be ready to take over the leadership and organisation of Evergreens as and when this becomes necessary at some point in the future.

# Worship at 10.30am & 6.30pm

**Lis Vernon**

## *What is your ministry?*

Worship in the 10.30am and 6.30pm services.

## *What went well in 2019?*

Two visits from Lou Campion (Kingsgate), the first when she addressed the whole team on the subject of the importance of working together, taking risks and what to consider when putting songs together in a worship set and arranging them. On the second occasion she worked with singers, encouraging us to use harmonies, to be bolder and to think carefully about how singing can impact the 'telling of the story'.



New people have joined the team. We have also been privileged to welcome two young people (Rachel Dennis and Hannah Austin) and 4 new members to operate the sound desk.

We have established foundational systems e.g. a Database of songs, maintained and updated weekly and shared in a DropBox to facilitate planning and keeping track of what we sing. And Jo has skillfully introduced use of a Mac laptop providing backing tracks for additional instrumental and rhythmic support during worship, especially in the 1030 service.

## *What plans does your ministry have for 2020?*

Replacement of our current sound desk which is in danger of failing us. Further training and equipping our current sound desk operators and recruiting others to the team. Having a more focused time of sung worship as a church at the 10.30 service. Involving more of our young people in the worship team. Developing new worship leaders. Welcoming (in faith at the moment) a drummer or two, and more guitarists! Moving away from using PowerPoint to a song management system.

## *Is there a particular way the church can pray for the worship at St Paul's?*

That what we do in facilitating and leading worship in the church will enable us to encourage and build one another up in faith, thanksgiving, praise and love for God and others, and to help others to discover what God is doing in his church. Also that our corporate worship will equip us to serve one another and be integrated as a whole family.

Leading worship is a challenging and vulnerable place for all of us involved. Pray for us and offer encouragement... and please enter into the spirit of worship at church as it is a corporate calling.

## **Other Music at St Paul's**

### *What is your ministry?*

As well as the bands at 10.30am and 6.30pm, Tim Qualtrough plays the piano beautifully at the 9am service. We also have a Christmas choir for Carols by Candlelight and Carols around the Piano and Lis Vernon has been playing at our new Thursday lunch time Communion.

### *What went well in 2019?*

The Christmas choir included a children's choir again this year, and the service started beautifully with them processing in by candlelight.

Having music at the new lunch time communion has really added to the services.

### *What plans does your ministry have for 2020?*

To keep providing music suitable to the service, event and occasion.

### *Is there a particular way the church can pray for the worship at St Paul's?*

Leading the music at any service or event is a challenging and vulnerable place to be. Do pray for all who play or sing.

## **Other areas of Church Life**

### **Caroline Dennis**

#### *What is your ministry?*

There are so many other good things which have gone on at St Paul's over the last year, this is where we're trying to capture and tell you about at least some of them.

#### *What went well in 2019?*

During Lent, we converted the upstairs room into a **Prayer Room**. This was a great success with many people making use of the space to connect with god. We also ran a number different **Prayer Meetings** during Lent.

Kate and Andrew Greenstock and a dedicated team, facilitated the 4th **Hold Me Tight Relationship Course** at St Paul's during the summer term. This went really well, with 16 couples on the course, all of whom found the experience positive.

The **Alpha Course** was run in the vicarage during the autumn term. It was a fairly small group, but very encouraging for those who attended.



As in previous years, a group from St Paul's went to the **New Wine United summer conference**, attending week 1. This was the first year at Peterborough which had some teething issues, and the weather was worse than hoped for. But the group still had a wonderful time growing in faith.

We started the year with our normal **Big Breakfast** with all three congregations coming together for a full cooked breakfast. Then at the end of the summer holidays we came together again for a **Church BBQ** in the vicarage garden. These were both very much enjoyed by the people who came.

#### *What plans does your ministry have for 2020?*

We will be running a **Parenting Course** for parents of 0-11's in the spring term, and also plan to have the **Prayer room** open again over Lent, with weekly **prayer meetings**. In the summer term another **Hold me Tight Relationship Course** is planned, and in the autumn term we will run another **Alpha Course**.

We also plan to run various other community building events during the year. And we plan to take a group to the **New Wine United Summer Conference** and some youth to **Luminosity** happening at the same time at the same place.

#### *Is there a particular way the church can pray for other areas of church life?*

Do pray for inspiration and planning as we work on new ways to come together as a church and to reach out into our community.

# Our Mission Partners

**Lesley Bell**

## *What is your ministry?*

During the last year, St Paul's has distributed 10% of its income between the ten Mission Partners we support. These are:

**KCAH** – Providing advice, food, clothing, toiletries and temporary accommodation to the homeless in our borough.

**Oxygen** - providing youth work to those who are most in need and try to find creative ways to show them they are valued and loved. They also manage Kingston Street Pastors

**The Joel Community Trust** – providing a hostel where people may journey out of homelessness.

**Paul and Helen Hutchinson and WEC** – Leading Neighbours Worldwide Teams as they seek to work cross-culturally to support immigrants, asylum seekers and refugees.

**Insight** – Promoting Christianity in Primary and Secondary Schools across the borough.

**Hope Health Action** – Providing health and disability care to the world's most vulnerable in Haiti and South Sudan.

**The Lunchbowl Network** – providing education and hot dinners daily for orphaned and vulnerable children in the Kibera slum, Nairobi.

**Sam Beguma and MAF** – Flying light aircraft to inaccessible areas to allow aid, development, mission and medical care.

**Christian Solidarity Worldwide (CSW)** – Working in 20 countries worldwide defending human rights and freedom of religious belief.

**Christians Against Poverty (CAP)** – Lifting people out of poverty and debt.

## *What went well in 2019?*

It was a joy to welcome some of our Mission Partners to speak to us on our gift day in November and hear first-hand from them of the work that they do, and the difference our giving makes. The day raised over £4000 to be shared between KCAH, HHA, Lunchbowl and the Joel Community Trust. Practical items of sleeping bags, clothing and toiletries were also donated to KCAH, along with donations of food to the Foodbank.

## *What plans does your ministry have for 2020?*

An opportunity to come together and pray for our mission partners is to be held when prayer stations will be set up around each one with pointers for prayer. We hope that by raising the profile of our Mission Partners in this way, every member of the church may become more aware of the work of each agency and what their specific prayer needs are.

## *Is there a particular way the church can pray for our mission partners?*

Pointers for prayer are included weekly on our news sheets. Beyond that we would pray that every member takes the time to find out about our Mission Partners, both here in the UK and worldwide, and support them both practically and prayerfully in whatever way they are able to do so.



# St Paul's School

**Sarah Urry & Maggie Millar**



## *What is your ministry?*

The PCC appoints foundation governors whose statutory role is to uphold the school's Christian ethos. The vicar is one, along with Sarah Urry (Chair of Governors), Claudia Huwendiek (Vice Chair), Daphne Gibbs, Ian Hunt, Jo Hayman, Francesca Clarke and Ed Perry.

The Governing Body and the school were very sad to say farewell to Beverly Thompson at the end of the Autumn term after more than 7 years of service, including 3 years as Vice Chair. Thanks to the frequency of her visits, Beverly is very well known to the children and nicknamed "the smiley lady".

## *What went well in 2019?*

Reverend Rylett's Wednesday collective worship assemblies continue to be a highlight of the week for the children. I am reliably informed they are very funny, and the bible story video clips are very popular.

We are all glad that school inspections are now over for a few years. As well as the OFSTED inspection mentioned in last year's report, in the Summer term the school also had a Statutory Inspection of Anglican and Methodist Schools (SIAMS), which is held every 5 years. Daphne Gibbs, along with Ros Randall, last year's school R.E. lead, led our preparation for this inspection. We successfully gained the highest possible result, "Excellent". This result means that the school's distinctive Christian vision, established and promoted by leadership at all levels, enabling pupils and adults to flourish plus the sub-categories of "the impact of collective worship" and "the impact of religious education" were all graded as Excellent, which is fantastic.

## *What plans does your ministry have for 2020?*

As well as the serious business of school governance, the governing body continues to have an open, warm and fun relationship with the senior leadership team and staff. We enjoy our "Governor of the Month" visits where we get to experience the wide range of activities going on in school first-hand.

The school continues to run regular fund-raising events and collections supporting a number of charities, the main one being Health Hope Action (HHA), which has been supported since 2016. During this time the school has raised in excess of £10,000. The many other charities and projects supported in the last year by the school and its community are: The defibrillator which was a collective project with the church and the local community, KCAH (Harvest Service donations), Australian Fires (split between the Red Cross and WWF), Save the Children (Christmas Jumper Day), Breast Cancer Now (Wear it Pink MUFTI Day), Macmillan (Coffee morning) and Royal British Legion.

Maggie Millar, Joy Sanderson and their team continue to support the Lighthouse school bible club on Friday lunchtimes. Open to children in years 3-6, each session comprises a craft activity, game, Bible story and prayer time. The team feel appreciated and welcomed by the Head Teacher and Staff as they go in week by week and they also value the prayers of members of St. Paul's Church in support of this outreach activity.

## *Is there a particular way the church can pray for St Paul's School?*

Pray for the staff and children at the school. That staff may have the energy and inspiration needed to help all pupils flourish.

# Safeguarding

**Fiona de Quidt & Lizzie Cronin**



## *What is your ministry?*

The PCC is committed to the safeguarding, care and nurture of everyone within the St Paul's.

Fiona de Quidt is Parish Safeguarding Officer for Vulnerable Adults and Lizzie Cronin is Parish Safeguarding Officer for Children. They are responsible for ensuring that everyone at St Paul's, whether paid staff or volunteer, who works with our vulnerable adults, or with our children, completes a DBS check and receives appropriate safeguarding training.

## *What went well in 2019?*

In the past year we have done 23 DBS checks and numerous people have undertaken various Safeguarding training courses. An Annual Safeguarding Audit has also undertaken to insure everything is kept up to date. We are grateful for the support and advice of the Diocesan Safeguarding Team, to whom we refer any queries about situations as they arise.

## *What plans does your ministry have for 2020?*

Our aim is to continue ensuring the safeguarding, care and nurture of everyone within St Paul's, following the guidelines set by Southwark Diocese, a copy of the Southwark Diocese Safeguarding Policy, "A Safe Church", can be found on our website: <https://stpaulskingston.org.uk/about/>

## *Is there a particular way the church can pray for the safeguarding at St Paul's?*

Pray for our safeguarding officers and that everyone within the church may be committed to safeguarding both the children and vulnerable adults in our community.



# Pastoral Care

**Fiona de Quidt, Lesley Bell & Isobel Johns**

## *What is your ministry?*

Pastoral Care within the church, with a particular focus on the elderly. We are also available to pick up on people whose concerns are not being met elsewhere in the church (such as within a Home Group); or whose needs are more complex and require extra support. If you are aware of such a situation, please speak to us; as we may not become aware of it unless you do!

## *What went well in 2019?*

A number of people have received spiritual, emotional and practical support, including, amongst many other things, lifts to church; to medical appointments; meals cooked; and shopping, hospitality and company offered. Where appropriate, referrals have been made to outside agencies. Visits have also been made to Hospitals and to Care Homes. We are grateful for the many "unseen angels" who contribute to the Pastoral Care of St Paul's in this way.

## *What plans does your ministry have for 2020?*

We would love to expand our volunteer base; both during the week and especially on Sunday, when we particularly need drivers. (This would involve appropriate checks being made). Please speak to Fiona, Isobel or Caroline Dennis if you can help.

## *Is there a particular way the church can pray for the pastoral care at St Paul's?*

We are all called to help those around us who are in need. Pray that this will increasingly become the culture at St Paul's.

# Deanery Synod

## Cyril Sunkersing



### *What is your ministry?*

The Kingston Deanery Synod brings together Anglican churches in the Borough of Kingston and is part of the structure of the Church of England. It consists of 19 churches across Kingston, Ham, Hook, New Malden, Surbiton and Tolworth and is a partnership of all Anglican churches in the borough, their ordained ministers and lay people, working together to support each other and proclaim the Gospel of Jesus Christ in word and action to the local people. The Synod is a tangible expression that individual Anglican churches are part of a nationwide church and more effective together. Clergy are automatically members and every church elects lay representatives every three years. Current representatives from St Paul's are: Soji Abass, Don Blevin, Robert Dias, Peter Watson and Cyril Sunkersing. Peter is also on Southwark Diocesan Synod.

### *What went well in 2019?*

The Kingston Deanery Synod met three times last year. The first part of each meeting is a presentation by a guest speaker which any church member is welcome to attend.

Bishop Richard Cheetham spoke on the outward-looking Church in the 21st Century. Topics covered included worship and prayer, preaching and teaching, sharing of the Gospel and living it out; care, justice and social action within the community.

Carl Hughes, one of the lay representatives for the General Synod for the Southwark Diocese, gave a talk on the function of the General Synod, how legislation is considered and approved, how they formulate new policies, debate matters of national and international significance and oversee the National Church Institutions and their finances.

Rev Stan Brown, Kingston Methodist Circuit Superintendent from Surbiton Hill Methodist Church, gave a talk on the possibility of enhancing links between the Church of England and the Methodist Church.

Current issues of homelessness, caring for young people, refugees, the elderly and residential homes, schools including Church Schools, the local environment and climate change have been identified as key priorities for the Kingston Deanery Synod to consider as part of a Kingston Deanery Synod Mission Action Plan. Sharing information, discussing matters of interest or concern and developing new initiatives have always been important aspects of the Deanery. Getting round the Deanery to other Churches for meetings also provides a great opportunity to meet people from other congregations as we inspire, encourage and learn from one another.

### *What plans does your ministry have for 2020?*

2020 is an election year, so we need to elect 4 people onto Deanery Synod at the next APCM. Representatives of the Deanery Synod are de facto members of the PCC.

Meeting dates for the year 2020 are as follows:

- ⇒ Wednesday 4th March at St. Mark's and St. Andrew's Church, Surbiton.
- ⇒ Tuesday 16th June. Venue to be confirmed.
- ⇒ Tuesday 13th October. Venue to be confirmed.

Registration starts at 7:00 pm with refreshments and meetings finish at around 9:00 pm.

### *Is there a particular way the church can pray for Deanery Synod?*

We give thanks to God for the work of the Kingston Deanery Synod and we pray for His continued guidance and help in the days ahead.

St Paul's Church, Kingston Hill

Charity Registration No. 1132023

**Annual Report**  
**and**  
**Financial Statements**  
**of the**  
**Parochial Church Council**

for the year ended 31st December 2019

**Incumbent**

Rev. Adam Rylett  
St Paul's Vicarage  
33 Queens Road  
Kingston Upon Thames  
KT2 7SF

**Bank**

Royal Bank of Scotland Plc  
1 Redheughs Avenue  
Edinburgh  
EH12 9JN

**Independent Examiner**

Jacob Cavenagh & Skeet  
5 Robin Hood Lane  
Sutton  
SM1 2SW

## St Paul's Kingston Hill PCC - Annual Report for 2019

### Administrative information

St Paul's Church is situated on Queens Road in Kingston upon Thames. It is part of the Diocese of Southwark within the Church of England. The correspondence address is The Parish Office, St Paul's Church, Queens Road, Kingston upon Thames KT2 7SF.

Under the terms of Section 3 of the Parochial Church Council (Powers) Measure 1956 and the Church Representation Rules 2020, the PCC is a body corporate and from 7<sup>th</sup> October 2009 has been a charity registered with the Charity Commission as required by the Charities Act 2011 (Registered Charity no. 1132023).

During the year the following served as members of the PCC:

Incumbent:	Rev. Adam Rylett (Chairperson)
Assistant Minister:	Rev. Fiona de Quidt (Parish Safeguarding Officer)
Reader:	Ms Lesley Bell
Churchwardens:	Ms Fiona Cole Mr Stephen Procter (Vice Chairperson) Ms Jo Orrell (Deputy Churchwarden) **
Diocesan Synod Representative:	Mr Peter Watson
Deanery Synod Representatives:	Mr Soji Abass Mr Don Blevin Mr Robert Dias*** Mr Cyril Sunkersing Mr Peter Watson
Elected Members:	Ms Sangeeta Atwal* Ms Avril Beith Ms Joanna Brayton Ms Sarah Jarvis Mr Andrew Kenyon Ms Helen Kirk Mr Mark Louw Ms Jo Orrell (PCC Secretary)* Mr Derek Strathearn (Treasurer) Ms Lis Vernon**

In addition, the following attended some meetings but without voting rights:  
Ms Caroline Dennis (PCC Secretary\*\*, Church Administrator)  
Ms Lizzie Cronin (Children's and Family Worker,  
Parish Safeguarding Officer)  
Mr Charlie Auton (Youth Pastor)

\*Until April 2019

\*\*From April 2019

\*\*\*From July 2019

### Structure, governance and management

Membership of the PCC is determined under the Church Representation Rules and consists of certain ex-officio members (the incumbent, assistant minister and reader), the Churchwardens and members of the Deanery, Diocesan or General Synods and nine members of the church who are elected at the Annual Parochial Church Meeting (APCM). From 2017, elected PCC members were appointed for a 3-year term, with one third coming to the end of their term each year. Deanery Synod members are all appointed for three years; Churchwardens annually. All church members are encouraged to consider standing for election to the PCC or to nominate others, and we aim to have a balance of skills, background and experience where possible.

The PCC is responsible for a wide range of matters affecting the work and ministry of the church, including compliance with health and safety and disability legislation and the protection of children and

## St Paul's Kingston Hill PCC - Annual Report for 2019 (continued)

vulnerable adults. In their capacity as trustees, members of the PCC are responsible for the stewardship of funds and for the appropriate accounting and reporting of the parish finances. The PCC works to ensure that each member is equipped to fulfil their role.

On election, new members of the PCC are given an induction pack which includes their roles and responsibilities, the PCC's agreed policies and procedures, guides to different aspects of the PCC's work (including faculties, the relationship with the church school, the role of a trustee, and a copy of the diocesan safeguarding policy, 'A Safe Church'), and the most recent minutes. An existing PCC member is allocated as a mentor to them during their first few months. At the first meeting of the new PCC, the vice chair, secretary, and treasurer are elected; and a deputy treasurer, electoral roll officer and minute taker appointed. The Churchwardens, Secretary and Treasurer are encouraged to attend courses run by the diocese on their particular work.

The PCC has appointed two Safeguarding Officers who are responsible, with the incumbent and the PCC, for ensuring the safety of children, young people and adults that may be vulnerable within our community and during our gatherings and activities. The current safeguarding officers are Rev. Fiona de Quidt and Lizzie Cronin. Both Safeguarding Officers attend relevant training for these roles, as do the clergy, Churchwardens, and Administrator. The PCC has adopted the Southwark Diocesan policy 'A Safe Church' and implements any necessary changes to procedures and practice on an ongoing basis. This policy is reviewed and renewed annually, and training has been provided for volunteers working with vulnerable adults and children. The Safeguarding Officers also carry out an annual Safeguarding Self-Audit and the findings are reported to the PCC, with an Action Plan drawn up if necessary.

The church administrator has been designated as the responsible person with regard to fire safety and ensures that the fire extinguishers are maintained annually. Health and safety risk assessments and fire risk assessments are undertaken at regular intervals, as is testing of the lightning conductor, electrical systems, gas boiler and Stannah stairlift.

The PCC employs a Children's and Family Worker and, since April 2019, a Youth Pastor; both full-time working 40 hours per week and an Administrator for 35 hours per week. We pay a retained pianist who works 2 hours per week, and employ two cleaners for 2.5 and 3 hours per week respectively. The PCC has in place the relevant policies, procedures, contracts and job descriptions for these posts and auto-enrolment pensions for the staff. Full-time staff members have an annual appraisal and a PCC link who provides ongoing support.

There are a number of groups which report to the PCC and whose members are responsible for specific areas of the church's activities:

### *Standing and Finance Committee*

This committee is made up of the Incumbent, Assistant Minister, Churchwardens, Deputy Churchwarden and Treasurer. It has power to transact the business of the PCC between its meetings subject to any directions given by the Council. The committee meets prior to each PCC meeting to consider outstanding issues and plan the PCC Agenda.

### *Fabric group*

This group exists to ensure that the fabric of the church building is properly maintained and that the findings of the quinquennial inspection are acted upon. It reports to the PCC after each meeting. The membership is agreed by the PCC in May each year.

### *Mission group*

Each year the church supports partner organisations in mission work in Kingston, the UK and overseas through prayer and financial giving. The PCC has delegated authority to the mission group to agree the distribution of the mission funds and report this to the PCC. Membership of this group is also agreed by the PCC in May each year.

### *Staffing Committee*

This committee consists of the Incumbent, Churchwardens, and two or three other members of the PCC, one of whom is currently the Chair. Its role is to answer to the PCC for the recruitment, retention and management of staff employed at St Paul's, and to provide personal support for those staff through regular meetings and in their annual appraisal with the incumbent.

## **Risk management**

The PCC has reviewed the strategic and operational risks it faces. The major risks identified and steps taken to mitigate these risks are as follows:

- *Property fire or theft.* Insurance cover is maintained against both these risks. Fire inspections are carried out annually by a suitably qualified and experienced professional and fire extinguishers are tested and replaced as advised. The lightning conductor is also inspected and tested every three years, the electrical circuits every five years and portable appliances every year.

## St Paul's Kingston Hill PCC - Annual Report for 2019 (continued)

- *Misappropriation of funds.* The budgeted expenditure for each year is approved by the full PCC. The Standing and Finance Committee operates a system of controls including analytical reviews and segregation of duties that are designed to mitigate against any potential for the misappropriation of funds. The amounts of cash held at any one time are not material to the Parish. Two signatories are required for all cheques. All matters involving unbudgeted expenditure in excess of £1,500 are put to the full PCC.
- *Revenue falling below committed expenditure.* The level of giving is carefully monitored throughout the year, and the financial situation (income and expenditure) is reported quarterly to the congregation through the church news sheet. Any anticipated deficit is addressed through a review of committed expenditure and by drawing the congregation's attention to the need for increased giving.
- *Allegations of inappropriate behaviour against persons acting on behalf of the parish.* All new employees are subject to a careful recruitment process. Through the Diocese, the parish conducts DBS checks on all those involved in ministry to children, young people and vulnerable adults; and follows the guidelines set out in 'A Safe Church' for all activities and in responding to allegations.

### Public benefit

The members of the PCC are aware of the Charity Commission guidance on public benefit, and are confident that by promoting the work of the Church of England in the parish of Kingston Hill it provides public benefit by:

- providing facilities for public worship;
- pastoral care for both its members and others, including the sick and the bereaved;
- the teaching of Christianity through sermons, courses and small groups;
- the occasional offices (baptisms, thanksgivings, weddings, wedding blessings, funerals, memorial and bereavement services) for members of the local community;
- leading collective worship in schools, and putting on holiday clubs during school holidays;
- running groups for pre-school children and their carers, as well as a number of additional events for families;
- providing an over-55s club open to all in the community;
- building community for and supporting young people;
- supporting other charities in the UK and overseas;
- promoting Christian values and service by members of the Church in the community, to the benefit of individuals and society as a whole.

### Objectives and Activities

The primary objective of St Paul's PCC is the promotion of the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England. The PCC has the responsibility of co-operating with the incumbent in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

The main objectives of the PCC can be summed up under the heading "Outreach, Discipleship and Fun". That is, we aim:

1. to share the good news of Christ through any appropriate means including personal witness, public preaching, Alpha courses, and service to the community; also by our gifts and our prayers to equip and encourage others who are called to share the gospel;
2. to encourage and challenge one another to grow in our personal walk with God, through personal prayer and Bible study, through church attendance and membership of small groups; through giving, service and ministry to others;
3. to have fun together as the people of God, coming together for social activities and events which are enjoyable and at which outsiders are made welcome.

In working to achieve these objectives, the PCC oversaw the following developments during 2019:

- In January we undertook a congregational survey, regarding people's current perceptions of the church community and activities and their place in it. 118 responses were collected from individuals, couples and families. This information was then analysed and presented to the PCC.
- In February we appointed a new Youth Pastor to develop our work among young people both inside and outside of the church.
- In June 2019 the PCC and staff team spent a Saturday praying and worshipping together and considering the vision, mission and ministry of the church in the light of the congregational survey and considering what our future direction might be.
- Rainbows, Mini Rainbows and Rainbows Kingsnympton continued to thrive. Baby Rainbows is smaller than it sometimes has been, but Dads do Rainbows (held on a Saturday morning once a month) continued to enjoy significant growth. Rainbows Xtra, bringing the toddler group and church closer together, looking at different Bible stories in a fun and interactive way for the under 5's and their carers, has continued to develop.
- Evergreens continues with its programme of activities for those at the other end of the age spectrum by offering activities for the over 55s. There are regularly two Tuesday afternoon sessions each month, and many members come from outside the church.

## St Paul's Kingston Hill PCC - Annual Report for 2019 (continued)

- We started a midweek communion service followed by a light lunch on the third Thursday of each month. This is aimed at anyone at home during the week, but with a particular emphasis on the elderly.
- The church's relationship with St Paul's School continued to flourish.
- The HangOut, a monthly meeting for children in Key Stage 2, continued to prove popular; with the addition of our youth pastor to the team HangOut was able to expand to include a session for young people in KS3.
- In autumn we hosted our first Alpha course for a couple of years giving those on the fringes of the community an opportunity to learn more about the Christian faith.
- A number of churches from across Kingston continued to hold joint evening celebrations over the course of the year.
- Church members again ran the marriage course Hold Me Tight, which proved popular with people from the church and local community.
- The women's ministry continued to put on a range of much appreciated events: breakfasts, meals, walks, book groups, Cake and Craft afternoons. We also held our first Soak meetings for Mums of little ones to worship and encounter God.
- A number of visiting speakers reported on the work of the mission partners we support financially.
- At the end of the year, in order to give thanks for God's generosity to us, we held a gift day where all of the monies raised were given to four of our partner charities.
- We continued to seek to reach out to and bless our local community, including our annual bereavement service for any who have lost loved ones. We also have a collection box for the local Foodbank in church each week, together with a collection point for recycled batteries.

### Volunteers

All the above objectives and achievements rely on the enormous contribution made by church members as unpaid volunteers in the activities of the church. The PCC, itself comprised mainly of volunteers, acknowledges with thanks the crucial importance of the time and skills provided by so many church members to enable the ministry of St Paul's to flourish.

### Achievements and performance

#### *Review of the year*

The full PCC met six times during the year with an average level of attendance of 85%. Committees met between meetings and minutes of their deliberations were received by the full PCC and discussed where necessary. The PCC continued to oversee the life, work and mission of the church, including a reminder of the Charity Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. The PCC gave consideration at the first meeting of the newly appointed Council to its remit and purpose, as set out in the Church of England's Representation Rules. We also considered a wide range of issues, including the following (by no means an exhaustive list):

- Received and discussed the congregational survey and the impact that this might have on our future direction.
- Appointed Mr Edmund Perry as a foundation governor of St Paul's Primary School.
- Received a presentation from the treasurer of the St Paul's Hall Trust and considered how the two charities might work more closely together to meet their common aims.
- One meeting of the PCC took place in St Paul's Primary School and we received a presentation from members of staff.
- The PCC approved the recruitment of a full time Youth Pastor to be appointed in 2019.
- At the request of the Diocese of Southwark, the PCC approved a list of all those who were authorised to administer Holy Communion.
- In June the PCC went on an away day to consider the future vision and direction of the church.
- In response to our away day the PCC established working parties to consider the different ways in which we can encourage people to connect with the community.
- The PCC was updated on the churches work among young people and the future plans.
- During the summer the lighting system was repaired, and new units installed in the north and south aisles.
- With the vicar, the PCC considered plans to change the pattern of work in the parish, introducing a midweek communion service and making changes to our 10:30am Sunday service
- We received reports on Safeguarding at St Paul's and renewed our adherence to the Safe Church policy.
- The voluntary contribution to Southwark Diocese, known as the Parish Support Fund, was discussed at length and how this contribution impacts our ability to support the mission, ministry and maintenance of St Paul's and its buildings. After due consideration it was decided that the contribution should cover our costs to the diocese plus an amount totalling 10% of our general fund income to support ministry across the diocese. This resulted in a pledge of £113,200 for 2020 being agreed.
- The PCC received the Ven. John Kiddle, the Archdeacon of Wandsworth, to discuss the partnership in ministry and mission between St Paul's and Southwark Diocese
- We received reports on Deanery Synod meetings.

## St Paul's Kingston Hill PCC - Annual Report for 2019 (continued)

As in previous years, the PCC worked harmoniously and well together over the year, with good levels of attendance and participation in meetings. There continues to be a good balance of new and experienced members on the council, and at the away day the council shared holy communion together. The positive working relationships are undoubtedly helped by the practice of holding a Saturday morning breakfast prior to each meeting of the council, where we eat together and pray together. Our committees (staffing, fabric and mission) served us well and reported on their meetings to the full council. At every meeting the PCC examines our financial position, and were grateful to God and his people for their generosity in supporting the churches work in Kingston and beyond.

### Financial review

- We finished the year with a Surplus of £19,665 on the General Fund with income of £348,511, expenditure of £326,454 and net transfers to other funds of £2,392. For further analysis of church income and expenditure see notes 2 and 3 of the Financial Statements.
- The largest expenditure of the PCC was once again the parish share of £150,000 paid to the Diocese. This amount covers the housing, stipend and pension costs of the incumbent and also a standard sum for diocesan central costs, clergy training and a contribution to national church funds. It should be noted that this makes the church a net contributor to the Diocese of Southwark, and means that we are in effect funding substantially the mission of another parish in the Diocese.
- Under our policy of giving at least 10% of our General Fund income (before grants) to mission and relief charities, this giving amounted to £34,000. It included support for Helen & Paul Hutchinson in their work for WEC, Oxygen, Insight (working in Kingston schools), Kingston Churches Action on Homelessness, and six other mission and relief agencies working at home and abroad. See note 12 of the Financial Statements.
- It is our policy to invest our funds' cash balances with the CBF Church of England Deposit Fund.
- The Church Hall in Park Road is let to One Nine Seven Limited who are running a nursery school from the premises under a full-repairing and insuring lease which was renewed in February 2011 for a 15-year period. The fabric of the building is in a satisfactory condition and is maintained by the tenant under the terms of the lease. Income from the Hall is used in the Parish as agreed by the trustees of the St Paul's Community Hall Trust (a separately registered charity which owns the property). Trustees are appointed by the PCC and during the year the Churchwardens replaced two retiring trustees and thus with the Vicar form a majority of the trustees. During the year the PCC received no grants from this Trust.

### Reserves policy

It is PCC policy to aim to maintain a balance on its General Fund which is sufficient to enable payments to be made when they become due and to enable current activities to continue in the short term, should funding fall or significant unforeseen expenditure be required. The PCC aims to have balances equivalent to 3 months' of budgeted General Fund expenditure. In 2020 this amounts to £85,732 The closing balance this year of £96,852 meets this aim. The PCC keeps both this policy and its implementation under regular scrutiny.

### Future Plans

1. In 2020 and subsequent years, the PCC aims to build on the initiatives undertaken in the past in furtherance of its stated objectives.
2. We will revisit the churches vision and our Mission Action Plan in light of our PCC and staff team away day and what we feel God is calling us to in this season and set new goals to build on all that he has been doing here.
3. We will appoint a new part time administrator, as our current administrator takes on the role of Operations Manager reflecting her current work and the future direction of the church.
4. We will continue in a life of worship, prayer and obedience, seeking to spur one another on in the whole of life to know the presence of God through his Holy Spirit and make known the Good News of Jesus.
5. Release the people of God to serve him in alignment with the gifts that he has given them and the place to which he has called them.
6. To ensure that, while we continue to trust in God for the provisions we need for his service, we are good stewards of the financial resources that are entrusted to us and that St Paul's has a secure footing on which to move forward.
7. Begin to conduct a feasibility study into the use of our buildings and how they can be reordered to effectively meet the needs of our ministry here in Kingston.
8. Our future plans will now include our response to the Coronavirus pandemic where we will look for God's protection and guidance as we seek to serve our community in the love of Jesus.

Signed on behalf of the PCC by the Rev. Adam Rylett (Chairman) on 31<sup>st</sup> March 2020



## Independent examiner's report to the Parochial Church Council of St Paul's, Kingston Hill

I report to the charity trustees on my examination of the accounts of the St Paul's, Kingston Hill Parochial Church Council (the Church) for the year ended 31 December 2019 set out on pages 8 to 14.

### Responsibilities and basis of report

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

I report in respect of my examination of the Church's accounts as carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### Independent examiner's statement

Since the Church's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Church as required by section 130 of the Act;  
or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Report) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of 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 the Republic of Ireland (FRS 102)

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Miriam Hickson CTA FCA  
Jacob Cavenagh & Skeet  
5 Robin Hood Lane  
Sutton  
Surrey  
SM1 2SW

Date: 02/04/20

ST. PAUL'S KINGSTON HILL PAROCHIAL CHURCH COUNCIL

STATEMENT OF FINANCIAL ACTIVITIES  
For the year ended 31 December 2019

Income	Note	2019			2018		
		Unrestricted Funds £	Restricted Income Funds £	Total £	Unrestricted Funds £	Restricted Income Funds £	Total £
<b>Income from:</b>							
Donations and legacies	2(a)	328,841	26,166	355,007	299,128	34,999	334,127
Church activities	2(b)	20,812	13,934	34,746	17,791	11,656	29,447
Other trading activities	2(c)	-	872	872	-	2,798	2,798
Investments	2(d)	157	119	276	79	107	186
<b>Total</b>		<b>349,810</b>	<b>41,091</b>	<b>390,901</b>	<b>316,998</b>	<b>49,560</b>	<b>366,558</b>
<b>Expenditure</b>							
<b>Expenditure on:</b>							
Church activities	3(a)	328,096	33,527	361,623	324,549	43,670	368,219
Raising funds	3(b)	-	-	-	-	351	351
<b>Total</b>		<b>328,096</b>	<b>33,527</b>	<b>361,623</b>	<b>324,549</b>	<b>44,021</b>	<b>368,570</b>
<b>Net income/(expenditure)</b>		<b>21,714</b>	<b>7,564</b>	<b>29,278</b>	<b>(7,551)</b>	<b>5,539</b>	<b>(2,012)</b>
<b>Transfers between funds</b>		<b>4,608</b>	<b>(4,608)</b>	<b>-</b>	<b>4,473</b>	<b>(4,473)</b>	<b>-</b>
<b>Net movement in funds</b>		<b>26,322</b>	<b>2,956</b>	<b>29,278</b>	<b>(3,078)</b>	<b>1,066</b>	<b>(2,012)</b>
<b>Reconciliation of funds:</b>							
Total funds brought forward		80,336	20,459	100,795	83,414	19,393	102,807
<b>Total funds carried forward</b>		<b>106,658</b>	<b>23,415</b>	<b>130,073</b>	<b>80,336</b>	<b>20,459</b>	<b>100,795</b>

The notes on pages A-10 to A-14 form part of these financial statements

**ST. PAUL'S KINGSTON HILL PAROCHIAL CHURCH COUNCIL**

**BALANCE SHEET**

**at 31 December 2019**

	<i>Note</i>	<b>2019</b> £	<b>2018</b> £
<b>Fixed Assets</b>			
Tangible assets	5	-	-
<b>Current Assets</b>			
Debtors and prepayments	7	19,000	12,959
Short term deposits		32,529	32,286
Cash at bank and in hand		99,074	71,276
<b>Total current assets</b>		<b>150,603</b>	<b>116,521</b>
<b>Liabilities:</b>			
Creditors: amounts falling due within one year	8	(20,530)	(15,726)
<b>Net Current Assets</b>		<b>130,073</b>	<b>100,795</b>
<b>Total Net Assets</b>		<b>130,073</b>	<b>100,795</b>
<b>Funds of the Parish</b>			
Unrestricted funds	9&10	106,658	80,336
Restricted income funds	9&10	23,415	20,459
<b>Total funds</b>		<b>130,073</b>	<b>100,795</b>

Approved by the Parochial Church Council on 31st March 2020 and signed on its behalf by:



The Revd. Adam Rylett (Chairperson)



Mr Derek Strathearn (Treasurer)

The notes on pages A-10 to A-14 form part of these financial statements

## ST. PAUL'S KINGSTON HILL PAROCHIAL CHURCH COUNCIL

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2019

#### 1. ACCOUNTING POLICIES

##### *Basis of preparation*

The PCC is a public benefit entity within the meaning of FRS102. The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 governing the individual accounts of PCCs, and with the Regulations' "true and fair view" provisions, together with FRS102 as the applicable accounting standards and the 2019 version of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP(FRS102)).

The financial statements have been prepared under the historical cost convention in pounds sterling rounded to the nearest pound. The going concern basis has been used in the preparation of the accounts and there are no material uncertainties relating to going concern. The PCC have considered the impact of the government restrictions on the future income of the PCC including examining cashflow forecasts and are satisfied that the going concern basis in preparing the accounts is appropriate.

These accounts do not include the accounts of church groups that owe their affiliation to another body, nor those that are informal gatherings of church members.

##### *Funds*

Restricted funds must be spent on restricted purposes and details of the funds held and the restrictions provided are shown in notes 9 and 10. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. The PCC does not usually invest separately for each fund. Where there is no separate investment, interest is apportioned to individual funds on an average balance basis.

Unrestricted funds are general funds which can be used for PCC ordinary purposes and designated funds are amounts set aside by the PCC for fixed assets, a specific ministry or a future project.

##### *Income*

Planned giving, collections and donations are recognised when received. Tax recoverable is recognised when the income to which it relates is received. Grants and legacies are accounted for when the PCC is entitled to the amounts due. Interest is accrued and all other income, including church lettings, is recognised when it is receivable. All income is accounted for gross. The value of voluntary help received is not included in the accounts but is described in the PCC's annual report.

##### *Expenditure and liabilities*

Liabilities are recognised as soon as there is a legal or constructive obligation and settlement is probable and quantifiable. Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding or constructive obligation on the PCC. The diocesan parish support fund contributions are accounted for when due. Amounts received specifically for mission are dealt with as restricted funds. All other expenditure is generally recognised when it is incurred and is accounted for gross. All administration costs are deemed to support church activities and are classified as support costs in note 3(a).

##### *Fixed assets*

Consecrated and beneficed property is not included in the accounts in accordance with s10(2)(a) and (c) of the Charities Act 2011.

Movable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time). All expenditure incurred during the year on consecrated or benefice buildings and movable church furnishing, whether maintenance or improvement, is written off as expenditure in the financial statements.

Fixed assets are stated at cost less provision for depreciation. 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 £1,000 or less, or if fully funded by specific donations, are written off when the asset is acquired.

##### *Current assets*

Short-term deposits comprise cash held on deposit with the CBF Church of England Funds.

**ST. PAUL'S KINGSTON HILL PAROCHIAL CHURCH COUNCIL**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

For the year ended 31 December 2019

	Unrestricted Funds	Restricted Income Funds	TOTAL FUNDS	
			2019	2018
	£	£	£	£
<b>2. Income from:</b>				
<b>2(a) Donations and legacies</b>				
Gift aid donations	225,495		225,495	186,819
Tax recoverable	58,848		58,848	50,100
Other donations	30,530		30,530	32,597
Collections at services	10,189		10,189	6,765
Gift day		21,010	21,010	4,672
Sundry donations - catering & miscellaneous	1,056		1,056	1,437
Grants: General & Heating system renewal		0	0	38,635
Listed Places of Worship Scheme - VAT	2,723		2,723	7,203
Donations, appeals and Legacies		250	250	5,771
Tax recovered on gift-aided appeals & donations		4,906	4,906	128
	<b>328,841</b>	<b>26,166</b>	<b>355,007</b>	<b>334,127</b>
<b>2(b) Church activities</b>				
Church lettings	18,631		18,631	15,468
Fees for weddings & funerals	837		837	1,212
Church groups income		13,934	13,934	11,656
Outreach events receipts	1,344		1,344	1,111
	<b>20,812</b>	<b>13,934</b>	<b>34,746</b>	<b>29,447</b>
<b>2(c) Other trading activities</b>				
Fundraising events & activities		872	872	2,798
	-	872	872	2,798
<b>2(d) Investments</b>				
Interest	157	119	276	186
<b>TOTAL</b>	<b>349,810</b>	<b>41,091</b>	<b>390,901</b>	<b>366,558</b>
<b>3. Expenditure on:</b>				
<b>3(a) Church activities</b>				
Missionary and charitable giving (note 12):				
Church overseas:				
- missionaries and mission societies				1,500
- relief and development agencies	9,000	14,355	23,355	12,145
Home missions and other UK Charities	25,000	7,350	32,350	21,077
Parish relief and other gifts	815	1,206	2,021	3,730
	<b>34,815</b>	<b>22,911</b>	<b>57,726</b>	<b>38,452</b>
Ministry: Diocesan Parish Support Fund	150,000		150,000	150,000
Clergy expenses	1,335		1,335	1,717
Vicar search costs	-		-	1,085
Visiting clergy & deanery expenses	-		-	144
Childrens' and youthwork costs	55,165		55,165	42,791
Outreach costs	3,094		3,094	2,033
Church groups costs	-	7,112	7,112	8,775
Upkeep of services	10,861		10,861	8,258
Church running expenses	21,960		21,960	21,319
Church & vicarage maintenance	13,577		13,577	10,611
Heating system renewal	1,642	3,108	4,750	47,400
Equipment purchases	1,724	396	2,120	2,526
Travel costs	-	-	-	500
Training courses & conferences	2,613		2,613	815
Support costs: staff	26,388		26,388	25,608
stationery and office	3,722		3,722	3,785
External Examination	1,200		1,200	2,400
	<b>328,096</b>	<b>33,527</b>	<b>361,623</b>	<b>368,219</b>
<b>3(b) Raising funds</b>				
Mercy Ships & Fun Day expenses		-	-	351
<b>TOTAL</b>	<b>328,096</b>	<b>33,527</b>	<b>361,623</b>	<b>368,570</b>
<b>4. STAFF COSTS</b>				
	2019	2018		
	£	£		
Wages and salaries	76,585	64,445		
Social security costs	3,651	2,182		
Pension & life insurance costs	4,337	3,673		
	<b>84,573</b>	<b>70,300</b>		

**ST. PAUL'S KINGSTON HILL PAROCHIAL CHURCH COUNCIL**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

For the year ended 31 December 2019

**4. STAFF COSTS (continued)**

The average number of employees during the year was 6 (2018:6) and comprised full time: an administrator, a children's & family worker and a youth pastor, and part time: a pianist and two cleaners. All the staff are enrolled in the Pension Builder 2014 Scheme of the Church Workers Pension Fund for lay staff. The scheme is administered by the Church of England Pensions Board. The scheme is a defined benefit 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 that contributions are accounted for as if the Scheme were a defined contribution scheme. The pension costs charged to the SoFA in the year are contributions payable of £3,955 (2018: £3,352).

No employee's remuneration exceeded £80,000 in the year.

The Vicar and Assistant Minister, members of the PCC, were reimbursed expenses amounting to £1,335 (2018: £1,717). No other payments were made to PCC members.

**5. FIXED ASSETS**

		<b>Office, audio and kitchen equipment £</b>
<i>Tangible assets</i>		
<b>Cost</b>	At 1.1.2019 and 31.12.2019	12,620
<b>Depreciation</b>	At 1.1.2019 and 31.12.2019	12,620
<b>Net Book Value</b>	At 1.1.2019 and 31.12.2019	<u><u>-</u></u>

**6. ANALYSIS OF NET ASSETS BY FUND**

	Unrestricted Funds	Restricted Income Funds	2019 Total	Unrestricted Funds	Restricted Income Funds	2018 Total
	£	£	£	£	£	£
Fixed Assets	-	-	-	-	-	-
Current Assets	125,275	25,328	150,603	92,142	24,379	116,521
Current Liabilities	(18,617)	(1,913)	(20,530)	(11,806)	(3,920)	(15,726)
	<u>106,658</u>	<u>23,415</u>	<u>130,073</u>	<u>80,336</u>	<u>20,459</u>	<u>100,795</u>

**7. DEBTORS**

	2019 £	2018 £
a) Unrestricted funds:		
Tax recoverable	11,591	11,626
Prepayments and accrued income	2,503	1,333
	<u>14,094</u>	<u>12,959</u>
b) Restricted income funds:		
Tax recoverable	4,906	-
	<u>19,000</u>	<u>12,959</u>

**8. LIABILITIES:**

	2019 £	2018 £
<b>Amounts falling due in one year</b>		
a) Unrestricted funds:		
Accruals for goods and services	6,014	5,509
Payroll	5,935	3,689
Other creditors	6,668	2,608
	<u>18,617</u>	<u>11,806</u>
b) Restricted income funds:		
Accruals for goods and services	1,913	3,920
<b>Total Liabilities</b>	<u>20,530</u>	<u>15,726</u>

# ST. PAUL'S KINGSTON HILL PAROCHIAL CHURCH COUNCIL

## NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2019

### 9. FUNDS

#### Designated:

The Church Repairs Fund is for major repairs & renewals to the church building.

The Youthwork Fund is for expenditure supporting the youthwork of the church.

#### Restricted:

The Pastoral Fund is for the pastoral needs within the ministry of St Paul's.

The Rainbows Fund is for the work with the young families of the parish.

The Church Repairs Fund is for major repairs & renewals to the church building.

The Music Fund is for the purchase of music equipment used in worship in the Church.

The Minibus Fund is available for the provision of transport for church activities.

The Chair Fund is for the replacement of the church chairs which were purchased in 2010.

Specific collections are those amounts received by the church for particular appeals, charities, missions or relief agencies (see also note 12).

### 10. SUMMARY OF FUND MOVEMENTS

During 2019	Balance at 1 January 2019	Income	Expenditure	Transfers between funds	Net movement in funds	Balance at 31 December 2019
	£	£	£	£	£	£
Unrestricted:						
General Fund	77,187	348,511	(326,454)	(2,392)	19,665	96,852
Designated: Church Repairs	3,149	25	(1,642)	2,000	383	3,532
Youthwork Fund		1,274		5,000	6,274	6,274
	<b>80,336</b>	<b>349,810</b>	<b>(328,096)</b>	<b>4,608</b>	<b>26,322</b>	<b>106,658</b>
Restricted:						
Pastoral Fund	9,379	66	(1,206)		(1,140)	8,239
Rainbows Fund	2,315	14,413	(7,508)	(4,608)	2,297	4,612
Church Repairs Fund	3,108	0	(3,108)		(3,108)	-
Music Fund	2,881	22			22	2,903
Minibus Fund	181	1			1	182
Chair Fund	771	6			6	777
Specific Collections	1,824	26,583	(21,705)		4,878	6,702
	<b>20,459</b>	<b>41,091</b>	<b>(33,527)</b>	<b>(4,608)</b>	<b>2,956</b>	<b>23,415</b>
<b>Total</b>	<b>100,795</b>	<b>390,901</b>	<b>(361,623)</b>	<b>-</b>	<b>29,278</b>	<b>130,073</b>
During 2018	Balance at 1 January 2018	Income	Expenditure	Transfers between funds	Net movement in funds	Balance at 31 December 2018
	£	£	£	£	£	£
Unrestricted:						
General Fund	70,617	315,996	(313,899)	4,473	6,570	77,187
Designated: Church Repairs	12,797	1,002	(10,650)		(9,648)	3,149
	<b>83,414</b>	<b>316,998</b>	<b>(324,549)</b>	<b>4,473</b>	<b>(3,078)</b>	<b>80,336</b>
Restricted:						
Pastoral Fund	11,656	557	(2,834)		(2,277)	9,379
Rainbows Fund	3,426	13,680	(10,318)	(4,473)	(1,111)	2,315
Church Repairs Fund		29,108	(26,000)		3,108	3,108
Music Fund	2,865	16			16	2,881
Minibus Fund	679	2	(500)		(498)	181
Chair Fund	767	4			4	771
Specific Collections		6,193	(4,369)		1,824	1,824
	<b>19,393</b>	<b>49,560</b>	<b>(44,021)</b>	<b>(4,473)</b>	<b>1,066</b>	<b>20,459</b>
<b>Total</b>	<b>102,807</b>	<b>366,558</b>	<b>(368,570)</b>	<b>-</b>	<b>(2,012)</b>	<b>100,795</b>

The transfer from the Rainbows Fund of £4,608 (2018: £4,473) was a contribution towards heat & light and staff costs paid from the General Fund.

## ST. PAUL'S KINGSTON HILL PAROCHIAL CHURCH COUNCIL

### NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2019

#### 11. CHURCH HALL

St Paul's Community Hall Trust which holds and manages the Hall in Park Road is a separately registered charity and is connected to the PCC in that the PCC appoints the trustees and PCC members constitute a majority of those trustees. During the year ended 31 December 2019 the PCC received grants totalling £nil (2018: £38,635) from this charity.

#### 12. GRANTS

Missionary Societies and Charities	Note	2019	2018
		£	£
<i>Tithed grants from PCC Funds</i>			
General Fund			
Helen & Paul Hutchinson		5,000	5,000
Insight		5,000	5,000
Oxygen		5,000	4,000
Kingston Churches Action on Homelessness		5,000	4,000
Christianity Solidarity Worldwide		1,500	1,000
Hope Health Action		4,000	3,500
The Lunchbowl Network		2,000	2,000
Christians Against Poverty		2,000	
MAF (UK)		1,500	1,000
Tearfund		3,000	
Joel Community Trust			2,000
Foundation for Relief and Reconciliation in the Middle East			1,500
Bakiga Lodge Expansion appeal			500
Emma Croft			250
Pippa Coupland			250
<b>TOTAL TITHED GIVING FOR THE YEAR</b>	(a)	<b><u>34,000</u></b>	<b><u>30,000</u></b>
<i>Sundry Grants</i>			
General Fund			
Parish relief and gifts		815	896
		<u>815</u>	<u>896</u>
Restricted Income Funds			
Pastoral grants		1,206	2,834
Rainbows grant: Momentum Children's Charity			500
		<u>1,206</u>	<u>3,334</u>
Specific Collections & Grants			
Kingston Churches Action on Homelessness		7,350	2,500
Hope Health Action		6,479	378
The Lunchbowl Network		6,479	
Tearfund		1,397	278
Mercy Ships			489
Southwark Ordinands Fund			577
		<u>21,705</u>	<u>4,222</u>
<b>TOTAL GRANTS FOR THE YEAR</b>		<b><u>57,726</u></b>	<b><u>38,452</u></b>

(a) The PCC makes grants to missionaries, missionary societies, charities and relief agencies totalling at least 10% of its total General Fund's income excluding grants. These payments are decided on annually.