

 **THE CHURCH
OF ENGLAND**
HORSHAM TEAM MINISTRY

THE PAROCHIAL CHURCH COUNCIL
OF THE ECCLESIASTICAL PARISH OF HORSHAM
DIOCESE OF CHICHESTER

ANNUAL REPORT

for the year ended
31st December 2024



LEGAL AND ADMINISTRATIVE INFORMATION

Charity Registration Number: 1132246

Address: The Church Centre, Causeway, Horsham, West Sussex, RH12 1HE

Team Rector: The Reverend Canon Lisa Barnett

Bankers: National Westminster Bank plc, 47 Carfax, Horsham, West Sussex, RH12 1FD

Independent Examiner: Lynn Cholerton, ACA FCCA, Galloways Accounting, Second Floor, Ridgeland House, 15 Carfax, Horsham, West Sussex, RH12 1DY

Investment Managers: CCLA Investment Management Limited, One Angel Lane, London, EC4R 3AB

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The trustees present their report along with the financial statements for the charity for the year ended 31 December 2024. The Financial statements have been prepared based on the accounting policies set out in Note 1 to the financial statements and comply with the Church Accounting Regulations 2006 and with the Charities SORP 2019 (FRS102).

Our aims and purposes as a charity

The purpose of the charity is to make arrangements for the communal worship of God and to do what it can towards the furtherance of His Kingdom on earth. The Horsham PCC aims to interpret “promoting in the parish the whole mission of the Church” by enabling the people of Horsham to discover faith and to live it out in the community. We believe that this is the means by which we can and do benefit the public.

We provide opportunities for worship and prayer, give pastoral care to all who need it, and share our faith with others. Each of the churches arranges acts of communal worship, and church services take place in the parish not only on Sundays but on every day of the week.

The parish is responsible for a Pre- School, employs a full-time Youth Worker, a part-time Children’s worker and has a team of pastoral visitors which provide-support for many who are not church goers. There are numerous house groups and study groups.

Contributions from the parish’s income are given to a wide range of activities, both overseas and at home.

Achievements and Performance

The Parish

We were hugely grateful to our clergy; Rev’d Lisa Barnett and Rev’d Sam Maginnis who are so ably supported by; Rev’d Pat Sinton, Rev’d Bernard Sinton, Rev’d Alan Mayer, Rev’d Jo Elvidge and Rev’d Sarah Brough who together with our readers and wardens do amazing work to support all we do across the Parish.

In 2024 we saw the coming together of the St. Leonard’s Church and Holy Trinity Church committees. They are now one joint Church Committee and have oversight of the Pastoral and Spiritual life of the two churches. At St. Leonard’s Church, the monthly Sunday services ceased in December 2024, although midweek services still take place.

We continue to seek ways to collaborate more closely across our three churches. We particularly worked together through Holy Week and Easter, ensuring that we were offering different things at different times. In September a very successful Parish wide social event with Pizza was held in the St. Mary’s Vicarage Garden.

During the year we appointed a new Parish Premises manager who now oversees the day-to-day maintenance issue across our three Church sites. A kitchenette installed in the South Aisle in St. Mary’s Church to complete the reordering work begun in 2023. Quinquennial Inspections took place on the fabric at St. Mary’s and St. Leonard’s Churches during 2024 and we are now planning a series of works to carry out remedial repairs that were identified.

St. Mary's



Another year has past when we have been so grateful for a church family that are so full of energy and love and volunteer for many varied duties. We welcome new people to church each week and especially at Christmas and Easter. The church is open weekdays from 10am to 1pm, so long as we have volunteers to be on duty to open and close, as well as warmly welcoming visitors. Pastorally everyone that needs a visitor is taken care of and our monthly bereavement support group is well attended. For those who are housebound and are unable to attend church there is a team of Eucharistic Ministers who take them Holy Communion. We also have teams visiting the local nursing homes and hospital either to give Communion or to take a simple service.

From a teenager who attends Stepping Stones

"This coffee morning is a highlight in my week"

We continue to offer a roast dinner once a month for those living on their own. We held a "Welcome tea" in April to get to know newcomers and to tell them a bit more about life at St. Mary's. We will hold another this year.

Lunchtime concerts are held on the first Wednesday of the month. We have wonderful music from our own musicians as well as artists from other towns. Our music team choreographed a brilliant performance of "Two Orphans" a story of Annie and Oliver. Most of the cast were made up of members of our junior choir.

In the summer we held a family picnic in the vicarage garden, the Pizza Van company provided the food. This was great fun for all ages getting to meet socially and make friends they hadn't met yet! The All Soul's service was held in November where the names of the departed were read out and people had the opportunity to light a candle in memory. We have hosted several services on behalf of the Diocese. June saw us hosting the Ordination service led by Bishop Ruth and in September a Confirmation service, where several adults from St. Mary's as well as the Deanery were confirmed.

Our charity giving this year from the Lent Lunches donations went to support the work with Asylum Seekers. Christmas collections supported Turning Tides. We have donated funds to Rob and Helen Quail to support their work with Engineering Ministries International (EMI) as well as supporting Becky Hunsberger from Teach Beyond. Our Harvest supper raised funds to support the work of CBM and Tim Morris the CEO came to talk to us. Our Harvest food gifts were given to the Salvation Army Hope In project. In the springtime the congregation raised funds to install a defibrillator which is now on the wall by the Barn in the Church Centre.

From Marc Harold, Horsham Community Responders

"Thank you for speaking about our charity at your service. We were very surprised to receive your kind donation which was raised by your congregation. Thank you for supporting us and helping make our local community a safer place."

Our Christmas Carol services were very well attended from pupils from local schools and colleges. The children's Crib Services once again were extremely successful and well attended. For the first time this Christmas our Church choir and local Primary school joined in a procession around the town singing carols. This was in conjunction with Horsham District Council.

The work on our South Aisle was concluded with the installation of a new Kitchenette. We now have a wonderful seating area and a kitchen for serving refreshments which is being used for many events and services. During the year we had a grave collapse in our churchyard and after a long-drawn-out process it was eventually filled in and made safe.



In June we said "Goodbye" to Zoe Eborn and her family as she was ordained at Chichester Cathedral by Bishop Ruth and has moved to serve her curacy at St Peter's with St Michael and All Angels, Bexhill. We welcomed Scott Canadas who was ordained at the same service to serve as our curate in Horsham Parish.

From a visitor

"My toddler wanted to come into the building on hearing the bells. You are all so welcoming and child friendly. We will be back."

Holy Trinity and St Leonard's



This year began and ended with two significant changes in how we organise our mission and community life at Holy Trinity and St. Leonard's. In early January we held a joint meeting of the Holy Trinity and St. Leonard's church committees to discuss common areas of interest and to plan for their merger at the churches' joint AGM on 11 February.

At the AGM the first combined Holy Trinity/St Leonard's church committee was elected and at the top of our list of priorities was reviewing and approving the new Mission Action Plan which had been prepared by a small working group through 2023. However, our committee meetings through most of this year have been dominated by matters of fabric and fundraising and the use of our buildings, and so a separate "Vision Day" was organised for 16 November to allow members of the committee to focus on the proposals contained in the Mission Action Plan (MAP) and reflect on what the call to God's mission means for our people and buildings in this moment.

The day included an impressive and inspiring presentation from one of our teenagers about what her faith and membership of Holy Trinity means for her as a young person today, along with much discussion around the key headers of "Outreach as Evangelism", "Children and Families Ministry" and "Honouring the Past while Preparing for the Future". The committee is continuing to reflect on the outcomes of the Vision Day and will revisit the MAP framework in 2025 as we turn from vision to strategy and explore how to make our mission statement and priorities a reality.

Of course, this new approach to mission and outreach is not starting from scratch: this year has been another busy one for us with numerous events organised to raise funds for our work and mission, gather people together and respond to the needs and interests of the wider community. A particular highlight early in the year was our 12-hour Holy Trinity Music Marathon which raised over £2,000 split equally between Holy Trinity and Macmillan Cancer Support. Alongside our own choristers and musicians we welcomed into church music and performance groups including the Horsham Borough Band, Trinity Church Players and Tideway folk band, and the event was well attended throughout the day.



Another musical event, this time aimed at our choir community, was the summer Junior Choir

concert in July, when the choristers performed *Jonah-Man Jazz* for their families and the adult singers followed by refreshments and games in Holy Trinity's church garden.

We currently have 12 children enrolled in the Junior Choir, rehearsing every Thursday evening in term time and singing at one Sunday service each month plus special services. Not only has it been a delight to see the children grow in musical ability and confidence, but also to watch their families get to know one another and our wider church family. We continue to develop our all-age worship at Holy Trinity to engage both the children and adults attending, while our *Diddy Disciples* Sunday sessions were relaunched as *Trinity Young Explorers*, a monthly offering of songs, Bible stories and craft designed for children up to nine years old along with babies and toddlers. This ministry was augmented by the work of our Messy Church team, who led their regular school holiday sessions plus children's activities on Good Friday and a Christingle service in December. Looking ahead to 2025, we plan to survey our younger families to ask what more they would like from church and how else we can help them and their children to connect to our worshipping life.

Our ministry to local schools has also grown, with regular assemblies at Trafalgar Infant School and a visit to Arunside Primary School to share the Easter story in March. We continue to actively recruit for the Junior Choir at Trafalgar School, who have been so supportive in letting us talk about the choir at school assembly and by circulating notices around the school families. We also welcomed Year 3 and Year 5 from Greenway Junior School into church for the first time in many years in December to show them around Holy Trinity Church and to talk about why Christmas is important for Christians. Arunside School also returned to Holy Trinity Church in December following their first Year 2 trip to the church in 2023 – adding in the annual Trafalgar carol concert held in church, we had over 250 schoolchildren come into Holy Trinity Church on official visits in the build-up to Christmas.

In July we hosted a summer community BBQ at Holy Trinity to welcome in our neighbours and friends to enjoy the good weather and our beautiful church grounds, tended so expertly by our volunteer Gardening Club. Other fundraising events in the autumn included the HT "Quiz and Pud"



night and our Harvest barn dance, which together raised nearly £1,500 for the work and mission of the church. These events are always well supported and are a great opportunity to welcome friends and new people to Holy Trinity. Meanwhile, our programme of Christmas events brought scores of local families into church, and Holy Trinity's ability to adapt quickly meant that poor weather didn't obstruct our annual Firepit Carols as we shifted the church pews and brought the event indoors, where the Borough Band and Trafalgar Community Choir led the Christmas cheer. Both our Festival of Nine

Lessons and Carols and our Christmas Eve Crib Services were capacity events, and we again welcomed the children from the Trinity Playgroup into church on the Sunday before Christmas to present their Nativity play during the 10am service.

It is clear through these special services and events that local people do regard Holy Trinity as “their church” even if they do not attend our regular church services, and the church committee and leadership will continue to reflect on our outreach and community offering and how this is grounded in, and can further, our mission and Christian witness.

Turning to spiritual formation, members of Holy Trinity and St. Leonard’s developed and led two Intercessor Workshops in June and October, the latter offered to people from across the parish. Both sessions encouraged reflection on the nature and purpose of intercessory prayer, along with lively discussion on different approaches to preparing and leading intercessions. As more people have joined or returned to Holy Trinity during 2024, there have been growing calls to run a nurture course to help people delve deeper into their faith – our local ministry team has been discussing this, and will think further about a suitable course for new(er) Christians to run next autumn (we will participate in the parish Lent course next year as usual). As more families and young adults join Holy Trinity there is also an opportunity to review our current house groups and encourage people to work together to explore their faith and build community, and the leadership team will look at this alongside the Mission Action Plan implementation next year.

We have been blessed by the arrival of Scott Canadas as the parish curate in June. Scott works across the three churches in the team and has assisted at the regular services at Holy Trinity and St Leonard’s and preached at Holy Trinity on Sundays. He has thrown himself into parish ministry and is well-liked across the churches, and Fr Sam has embraced the opportunity to learn how to supervise a curate in training. Holy Trinity was also glad to welcome Jo Browse for five weeks on her training placement as a Licensed Lay Minister – during Jo’s placement she preached for us, devised our ‘Come One Come All’ service for All Saints Sunday, and even led a session at the Intercessors Workshop on clear communication when leading prayers. We keep Jo in our prayers as she completes her studies and prepares to be licensed for ministry next September.

As an outworking of the life of faith and discipleship, pastoral care remains a real strength at Holy Trinity and St. Leonard’s whether through pastoral contacts and our prayer chain, home communion visits or our regular care home services. Further thought needs to be given to how and when pastoral matters are escalated and how pastoral visiting is coordinated and shared out, but meetings between the pastoral teams of our three churches to discuss this are planned for early 2025.

So, 2024 began with the merger of our two church committees and has been a year full of activity and outreach, undergirded by the worship and prayer which shapes and sustains our response to God’s call on our lives. However, it has also been a year of much reflection on the viability of St. Leonard’s Church as a centre for worship and mission in our parish. After many prayerful discussions among the parish leadership team, it was felt that St. Leonard’s is no longer able to sustain itself as a separate congregation, and so a consultation process began with the joint church committee about ending the monthly Sunday services at St. Leonard’s and encouraging the remaining congregation to make Holy Trinity or St. Mary’s their Sunday home. This proposed change was approved by the church committee at the end of April and communicated to the St. Leonard’s congregation at their monthly service the following Sunday, with an encouragement to speak to committee members and the ministry team about whether growth and active mission at St. Leonard’s were still possible.

The departure of key congregation and committee members from St. Leonard's over the summer brought fresh urgency to these considerations, and in September the congregation were updated with a proposal to end Sunday services at St. Leonard's in December with the final independent service on Christmas Day. The assurance was made that Horsham PCC would become actively engaged in developing St. Leonard's as a parish resource for both missional and community purposes, and that worship would continue for the time being as part of our parish cycle of Wednesday morning Eucharists. More focussed consultation was then carried out with those at St. Leonard's who have not made a home at another church, both to explain the reasons for the decision and to ensure that pastoral contact would be maintained with those who need it.

Horsham PCC formally approved the plan to cease Sunday worship at St. Leonard's in November, by which time plans were in place for a Service of Thanksgiving for the community life and mission of St. Leonard's over the past 85 years. Long-standing and former members (and clergy) of St. Leonard's came together on 30 November to share their memories of the church, and Fr Sam offered a prayer of thanksgiving for all that St Leonard's had been – and for all that God is still calling us to be – before refreshments and a time of fellowship in the church hall. The next day (Advent Sunday) marked St. Leonard's last Sunday service, and our Licensed Lay Minister (LLM) Margaret Symonds preached a moving and inspiring sermon on our faithful and patient response to God's call wherever that may lead, and however uncertain the future may seem. These days of prayer and reflection allowed us to celebrate Christmas at St. Leonard's with real joy and hope – both at our community carol service and our Christmas Day Eucharist – and over the coming months the PCC and our church committee will continue to explore the best use of St. Leonard's as a space and resource for the work of the parish and the life of the local community.

We are also entering a period of reflection at Holy Trinity as we look towards the 125th anniversary of the church's consecration in December 1900. The church committee has already had preliminary discussions around how to make better use of our buildings as a worship and community space, and our "Trinity 125" celebrations will form the backdrop to a fundraising appeal aimed at maintaining Holy Trinity for the present while equipping it for the future. This appeal will aim to engage our whole community, raising awareness of the costs associated with keeping our church open and of all that Holy Trinity offers to the community as it has done for over a century. We are confident of the goodwill Holy Trinity has with our neighbours, as we are hopeful of the support that people will offer when we present our vision of the future to them. Whatever else, this is our chance to reflect on what God is asking of us as his people in this place and moment: may the breakthroughs, the challenges, and all the moments for connection that 2025 brings be part of our lifelong discernment of God's saving plan for the world, that all we do we may do out of love and to his glory through Jesus Christ our Saviour.

St Mary's Pre-School

2024 has been a positive year and we have felt that God has provided for us with both staff and finances.

We were able to care and support a number of children with additional needs and provide places for 3 children from Cisswood House.

By the end of the summer term 2024, we had 52 children cared for by 14 staff. 25 of these children went on to 12 different local schools in September.

Although we one member of staff who had been with us a very long time leave us, along with a very experienced SENCO, another of our long-term members of staff (who was our star Spanish and music teacher!) returned to us and Bethany is now working as our trainee Special Educational Needs Coordinator (SENCO), having completed the Early Years Teacher Training. Stacey has now agreed to complete the Early Years Initial Teacher Training (EYITT) qualification too.

The number of children for the Autumn Term was 40 as at 31st December 2024, with 4 more children joining us in January. We have a few afternoon sessions available older children which we hope to fill in the coming term.

In the Autumn Term, we held a 'Grandparents' Day', which turned into a 'Grandparents week'. We invited them to take part in sessions in the main pre-school and forest school, to read stories and to eat cakes that the children had made for them. This was to recognise that many grandparents now do a lot of childcare, for the children to thank them and to help them connect with each other. We were also able to show them how the ways pre-schools operate may have changed in some ways since their children attended.

Our forest school sessions continue to be popular and are helping our children build resilience, problem solving skills, a love and knowledge of nature and a desire to care for it and the opportunity to feel free to run and explore.

In 2024, we restarted our intergenerational activities, inviting older people to join us in the Barn to play with the children. The number of older people is still quite low but it is very popular with the children and we hope the older people who come enjoy it too!

We had an Ofsted inspection in September where we were again graded 'Good', but we also continuously reflect and evaluate ourselves and are always keen to try out new ideas to improve our provision for the children and families we support.

Youth work

Our Parish Youth Worker, Lee Buck along with his team of volunteers, continues to deliver a wide range of activities for young people across the parish. A number of the activities have a focus of outreach into the wider community. During 2024 we also employed two Youth Interns to support Lee in his work.

The Parish Youth Club called **TGI's** aims to create an environment to allow young people to feel safe and welcome and engages with more than 40 young people each week. Our **Café Connect** monthly

youth service has seen young people from neighbouring parishes joining us. Around 20 young people have food and fellowship, listen to guest speakers and worship together. **The Core** is our regular Sunday morning group who meet during our 10am service at St. Mary's. Work with local **schools** includes visiting weekly to run lunchtime clubs and helping to run a Christian Union (CU). During the year we have worked with the **Duke of Edinburgh Award Scheme** enabling young people to complete their Silver and Bronze awards. Our young people have had the opportunity to go on three residentials, **May Camp, Satellites** and the **October Retreat**. Each residential has had a different focus but all have been about enabling young people to enjoy being together and experiencing God through worship, seminars, games and prayer. Over 30 young people went on at least one residential during the year. A **Youth Alpha** course ran for 8 young people who enjoyed pizza, games and praying for each other.

Families and Children's work

We continue to celebrate children and families in our Churches across the parish of Horsham. We look for different ways to make them as welcome as possible. To nurture them, help them know and learn about God's Love and learn more about our world with God's Love as a central part of it.

Libby Risby oversees the Children's work at Holy Trinity Church. The **Holy Trinity Toddler club** meet weekly for a range of activities. This important outreach not just for the children to socialise but also to support all carers and particularly single and lonely mums. **Messy Church** held sessions were held in May and October plus activities and worship on Good Friday and the Christingle Service in December. Diddy Disciples has now become **Young Explorers** and meets for a bible story, craft, prayer, singing and activities on the fourth Sunday of the month.

At St. Mary's Church Linda Baker oversees our Children's work. The **Sunday Club** is an opportunity for young children from our church family to pray and play together, learning about faith through fun activities like acting out bible stories, games and craft. The **Creche** is a permanent fixture enabling parents to feel more able to bring little ones to church as it's a safe space where they can play, move around and make some noise. **Fused** sessions bring together our children and young people to build up relationships through singing, playing, making and chatting. Our monthly **Informal Family Service** gives chance for families with very young children to come into church and feel at home. Children are free to enjoy activities, make some noise & move around the church. Parents and children get to know each other and chat over tea. Our **Good Friday Family Activity** morning gave a chance for families to get together and enjoy a variety of activities. During the summer we held **Parish Holiday Activities** with fun educational sessions enabling children to build up confidence and families to engage in creative activities.

We held two very full **Christmas Nativity Services** where children and their families had the chance to take part in learning and telling the Christmas story. **First Holy Communion Classes** have been held to introduce children to the meaning of Holy Communion enabling them to grow within the church family and feel more a part of services.

Other activities have included delivering bible stories in school assemblies with the **Open the Book** and Church team, and hosting School, Beaver and Cub visits to our Church to learn about our faith and history.

At St. Leonard's Church our **Little Footprints Toddlers Group** provides an opportunity for caregivers to get together for emotional and social support while their babies and toddlers develop social skills and interactions through playing together.

Work with Asylum Seekers and Ukrainians

We have had a very successful and busy year with Asylum Seekers supported in Cisswood House and Ukrainians supported at St Marys. We have run about 35 weekly English Lessons sessions for the Asylum Seekers and averaged about 30 attendances every week. For the Ukrainians there have been weekly sessions for Beginners in the Barn and Advanced sessions run for the Ukrainians. We have started running some remote zoom sessions for a couple of people.

We have also run some special one-off events such as, 'Child Migrant Voices', a visit to Leonardslee gardens, Prayers for Peace in November and a Christmas Party for Asylum Seekers at Cisswood House with gifts for adults and children.

Energy use and carbon footprint

In 2021 the PCC endorsed the General Synod's aim to achieve net zero carbon emissions by 2030. Over recent years we have seen increasing energy prices and that trend is likely to continue. We therefore continue to monitor our energy consumption with increasing vigour. We have been installing 'Nest' heating controls to help us better manage our heating systems.

Risk Management

In such a complex and diverse parish, the management of risk is equally complex. The trustees recognise this and we now have in place officers to oversee the key areas of our Parish responsibilities. These officers regularly report back at PCC meetings. We also have a programme to regularly review our parish wide policies. The major risks identified by the trustees and the processes in place to manage them are set out below:

Safeguarding Each church continues to work through the Diocesan Simple Quality Protects safeguarding tool, by which we need to monitor and quality assure our compliance and effectiveness in safeguarding. Each church has its own Safeguarding and Pastoral team. The Parish Safeguarding Officer has been diligent in ensuring that all the churches follow the same policy and use the same up to date documents.

Financial risk The Parish Treasurer works with the individual church treasurers, the bookkeepers and the independent examiner to ensure that the finances are managed securely. Appropriate policies are in place in relation to financial controls, reserves and investments and for cash handling. The PCC examines the budget with great care in the knowledge that appropriate reserves must be retained, but money must be spent to allow the mission of the churches to flourish and the churches' buildings to be kept in good condition. Quarterly reports of income and expenditure against budget are reviewed by the PCC. The PCC is always seeking opportunities to raise revenue. Stewardship campaigns are planned in each church, usually in alternate years, whereby the church members are kept well informed of the need to support their church financially.

Health and safety Each church has a health and safety officer who takes the lead in ensuring that activities in their church comply with the parish health and safety policy. Risk assessments are made for both routine

and one-off activities to ensure that participants can take part safely. The PCC specifically approves off-site activities so that they can be covered by insurance.

Risk to assets The churches and other buildings are properly secured by lock and key whenever not in use and the location of the keys is recorded. St Mary's and Holy Trinity are able to keep their church buildings open to visitors for several hours each day partly due to the thanks of a dedicated service of a group of volunteer church welcomers. Appropriate insurance policies with Trinitas are kept in place.

Managerial risk The major offices in the parish, which are the churchwardens, the PCC Treasurer, PCC Secretary and the Safeguarding officer are all filled and are mirrored by similar officers in each church. The parish by custom has three churchwardens. We recognise the importance of succession planning and routinely encourage suitable members of the congregation to offer their services in these, and other, important ways. A skilled Parish Operations Manager is employed to deal with both St Mary's and wider parish activities and who is assisted by Premises Manager and a number of experienced volunteers.

Reputational risk The leadership team of the whole parish and the leadership teams of the individual churches work well together. The churches are mutually supportive and the PCC is kept aware of all major developments in each church. The clergy and church members have good links with other churches in the town and with Horsham District Council.

Reserves Policy

The PCC's policy is to hold three months of average operating expenditure as reserves to ensure continued financial security and to provide for contingencies. Other reserves may be held for planned capital and other projects and also to meet the cost of future building repairs.

Plans for Future Periods

Looking forward into 2025 we seek to continue to become a more Eco-Friendly Parish through a range of initiatives. We aim to; integrate Eco church standards into our new Mission Action Plan to enable us to progress towards A Rocha Silver Award achievement, carry on caring for the churchyard and improving its biodiversity, to support efforts to create sustainable floral arrangements for our Flower Festival, deliver another short series of talks in the spring and to engage with Horsham Eco Churches and Diocesan Eco Church initiatives.

It is hoped that our St. Mary's Pre- School might be in a position to relocate from the local Guide Hut into our Church Centre. At present there is no date fixed for this move as we are awaiting a decision from Horsham District Council relating to a 'change of use' planning application for the Church Centre.

In 2025 we mark the 125th anniversary of Holy Trinity's consecration in December 1900. A plan for reordering the church, with chairs replacing pews and new internal lighting, is being developed, and our "Trinity 125" celebrations will form the backdrop to a fundraising appeal to cover these costs and essential maintenance works. There is also a plan to crowdfund from the wider community to restore Holy Trinity's belltower, which we hope will raise awareness of our plans and of the costs associated with keeping Holy Trinity open as a church and community hub.

The Quinquennial Inspection is planned to take place at Holy Trinity Church in 2025 and we are looking to appoint a new Inspecting Architect in time for this. It is expected that further remedial works may be

identified - and outstanding works may be deemed more urgent than before - so that money in our Fabric Fund may need to be set aside to carry out these works.

Looking forward for St. Leonard's we will continue to explore the best use of the Church and hall as a space and valuable resource for the work of the parish and the life of the local community.

At St. Mary's we began work on our Mission Action Plan (MAP) in November 2024 with a SWOT analysis. We look forward to moving this forward in 2025 by identifying our focus areas and then planning how we will develop and implement our proposals.

Financial Review

The Parish financial outturn for the year was satisfactory against a challenging economic background which included the impact of inflation on our costs. Stewardship giving was maintained across the Parish but cash and one-off donations fell back after a record year in 2023 which included some one-off events. Wedding fee income dropped against a record year last year, with fewer weddings. Hall and other letting income was significantly ahead of planned levels. In general, unrestricted expenditure was lower than planned. Designated Fabric funds were used to fund significant repairs at St Mary's Church Centre and unexpected costs associated with a collapsed tomb in the Churchyard. As a result, the Parish achieved a modest general fund surplus of £7,600 for the year (2023 - £37,000). Donations of over £10,000 were received to enable completion of the South Aisle kitchenette at St Mary's.

Income from unrestricted funds for the year amounted to £ 435,419 (2023 - £443,041) with the largest amount being received from regular giving at £196,059 (2023 - £188,956). Expenditure from unrestricted funds was £496,271 (2023 - £420,838) with the largest item spend being the diocesan parish share at £167,413 (2023 - £161,200).

The balance of unrestricted funds at 31st December 2024 amounted to £253,116 which includes £119,529 designated for use on the fabric of the churches, future projects and mission. The general unrestricted free reserves available is £133,588 which is slightly above the reserve policy requirement of three-months operating expenditure - £110,000.

Structure, Governance and Management

The Parochial Church Council (PCC) is registered with the Charity Commission as required by the Charities Act 2011. The charity is governed by the following documents: The Parochial Church Councils (Powers) Measure 1956 and the Church Representation Rules (contained in Schedule 3 to the Synodical Government Measure 1969 as amended).

During the year the following served as members of the Parochial Church Council:
(the names of those who joined or ceased to be a trustee during the year are in italics)

The Rev'd Canon Lisa Barnett (Chairman)	Alistair Inglis-Taylor
The Rev'd Sam Maginnis	Sue Keegan
Greg Andrews (PCC Treasurer)	Brenda Large <i>to July 2024</i>
Val Burgess	Sue Liptrot <i>to May 2024</i>
Peter Fruin (Churchwarden)	Nick O'Riordan
Morag Davies (Churchwarden)	Richard Pearson
Linda Goodwin	Keith Rayner
Cath Hatton (Churchwarden)	Nigel Stalley (PCC Secretary)
Paul Goodwin	Robert Whittaker
Scott Canadas <i>from June 2024</i>	Di Whittaker <i>from May 2024</i>
Reg Haydon <i>from July 2024</i>	Liz Lobb <i>from May 2024</i>
Ray Hambling <i>to May 2024</i>	Stuart Harrison <i>to February 2024</i>

Organisational Structure

The Parish of Horsham is comprised of three churches, the Parish Church of St Mary the Virgin, Holy Trinity Church and St Leonard's Church. Each of the churches is represented on the Parochial Church Council. As of 31st December 2024, there were 20 serving members.

The Churchwardens, who are officers of the bishop, are the senior members of the laity within the Parish. Traditionally Horsham Parish has elected three churchwardens at the Annual Parish meeting.

Appointment of the Trustees

The patrons of the parish are the Archbishop of Canterbury, the Bishop of Chichester and the Bishop of Horsham. They appoint the Vicar of Horsham, subject to the approval of two elected parish representatives, and the Vicar is also ex officio Team Rector of the parish, Chairman of the PCC and Chairman of the Trustees. The team vicars and curates are appointed by the Team Rector.

All clergy are ex-officio members of the PCC. The lay members are elected at the Annual Parish Meeting (APM) and the Annual Parochial Church Meeting (APCM) each year. In 2024 the Horsham Parish APM and APCM were held on 28th April 2024. The PCC decided that the 15 elected lay members and the 8 Deanery synod members should be divided between the churches as shown below.

Office and Years left to serve (<i>ex officio in italics</i>)	St. Mary's	Holy Trinity	St. Leonard's
<i>Churchwardens to 2025, elected by the APM</i>	<i>Peter Fruin, Morag Davies, Cath Hatton</i>		
Lay members elected by the APCM	PCC 7/15	PCC 4/15	PCC 4/15
PCC to 2025	1) Sue Keegan 2) Alistair Inglis-Taylor 3) Nick O'Riordan	1) Bob Whittaker	1) vacancy
PCC to 2026	4) Richard Pearson 5) Paul Goodwin	2) <i>vacancy</i>	2) <i>vacancy</i>

PCC to 2027	6) Greg Andrews 7) Linda Goodwin	3) Keith Rayner 4) Di Whittaker	3) vacancy 4) <i>vacancy</i>
<i>Deanery Synod to 2026</i>	4/8 4 <i>vacancies</i>	2/8 2 <i>vacancies</i>	2/8 2 <i>vacancies</i>
<i>Diocesan Synod to 2027</i>	<i>Val Burgess Nigel Stalley</i>		

Casual vacancies are filled by the PCC as and when they arise.

The Induction and Training of Trustees

The diocese of Chichester, the Archdeacon of the Horsham, the Rural Dean of the Horsham Deanery and the Diocesan Advisory Committee all provide guidance, both in writing and orally, to the new trustees.

The decision-making process of the Parish

While the PCC remains the central decision-making body in the parish, much of the detailed work is delegated by the PCC to the three Church Committees. The PCC Standing Committee convenes as and when required.

The **Standing Committee** consists of the Team Rector, the Team Vicar, the Churchwardens, the Parish Treasurer and the PCC Secretary (non voting). In exceptional circumstances, if no member from a particular church is able to attend, the nominated substitute member from that church will be invited. This continues to ensure that each church and both the clergy and the laity can be fairly represented. It is the duty of the Standing Committee to transact the PCC's business between meetings.

The **Church Committees** have oversight of local church and mission strategy. Some day-to-day decision-making for each of the member churches is delegated by the PCC to the Church Committees, whose members are elected by their own congregations. Each church also elects two deputy wardens to serve its own community, but they do not have all the powers and responsibilities of Churchwardens. Each Church Committee has initial responsibility for routine legal and financial business. The Church Committees are required to present an annual budget for approval to the PCC or Standing Committee and are required to conduct its affairs in accordance with that budget. From 2024 Holy Trinity and St. Leonard's Church now have a joint Church Committee.

St. Mary's Pre-School is overseen by a Governance Committee made up of staff, parents and representatives of the PCC and the Parish. A report is received at every PCC meeting.

Remuneration is decided by the PCC as part of the annual budget process based on an assessment of roles and appropriate benchmarks. Any recommendations for increases or changes in terms and conditions are then referred to Church Committees for their approval.

Position in relation to a Wider Network

The Parish of Horsham is within the Horsham Deanery, which in turn is within the area of Archdeaconry of Horsham and the Diocese of Chichester, presided over by the Bishop of Chichester and his suffragan the Bishop of Horsham. The Diocese of Chichester is in turn within the metropolitan area presided over by the Archbishop of Canterbury.

Relationship with other Charities and Organisations

The churches of the Parish of Horsham are members of the ecumenical organisation known as Horsham Churches Together.

Volunteers

The parish could not operate without the huge number of volunteers who offer their services to help run church services, operate the committee structure, help with the Sunday schools and Youth work, run the church offices, visit those in need and work in other Christian projects with the parish. The total number of hours cannot be quantified but are considerable and their presence is clearly seen by the community.

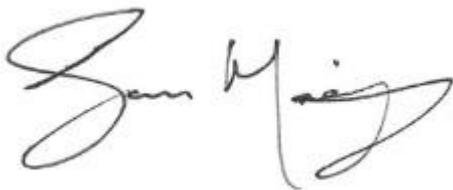
Trustees' Responsibilities in relation to the Financial Statements

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The law applicable to charities in England and Wales requires the trustees 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 the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

Approved by the Trustees on 20 March, 2025
and signed on their behalf by:



The Reverend Sam Maginnis, Team Vicar and acting PCC Chairman

Independent Examiner's Report to the Trustees of the PCC of the Ecclesiastical Parish of Horsham Diocese of Chichester for the year ended 31st December 2024

This is my report to the Parochial Church Council of the Ecclesiastical Parish (PCC) of Horsham, Diocese of Chichester, on the annual report for the year ended 31st December 2024 set out on pages 1 to 36.

Respective responsibilities of trustees and examiner

The PCC members are responsible for the preparation of the annual reports. The PCC members consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

It is my responsibility to:

1. examine the accounts under section 145 of the Charities Act,
2. to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
3. to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in, any material respect, the requirements:
 - a. to keep accounting records in accordance with section 130 of the Charities Act; and
 - b. to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Examiner's signature



Examiner's name
CAPITALS

LYNN CHOLERTON

Date

26 MARCH 2025

Relevant professional

CHARTERED ACCOUNTANT

qualification(s) or body

ICAEW AND ACCA

Examiner's address

Galloways Accounting (Horsham) Limited

First Floor

Ridgeland House

15 Carfax

Horsham

West Sussex

RH12 1DY

Statement of Financial Activities

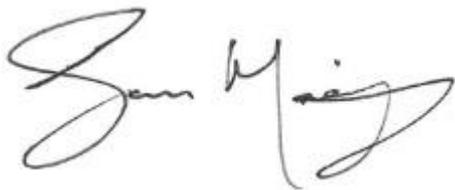
	Unrestricted Fund/s	Restricted Fund/s	Endowment Fund/s	Total Funds 2024	<i>Total Funds 2023</i>	Notes
	£	£	£	£	£	
Income and endowments from:						
Donations and legacies	274,735	56,745	-	331,480	416,599	
Charitable activities	9,882	188,582	-	198,464	160,685	
Other trading activities	139,755	3,466	-	143,221	133,146	
Investments	11,043	11,334	-	22,377	22,603	
Other receipts	4	-	-	4	180	
Total income	435,419	260,127	-	695,546	733,214	2
Expenditure on:						
Raising funds	2,046	-	-	2,046	3,864	
Charitable activities	390,122	233,665	-	623,787	714,410	
Other trading activities	104,103	12,116	-	116,219	51,100	
Total expenditure	496,272	245,780	-	742,052	769,374	3
Net (losses) or gains on investments	697	1,381	908	2,986	10,888	8
Net income or (net expenditure)	(60,156)	15,728	908	(43,520)	(25,272)	
Transfers between funds						7
Net movement in funds	(60,156)	15,728	908	(43,520)	(25,272)	
Total funds brought forward	313,273	277,614	39,651	630,538	655,810	
Total funds carried forward	253,116	293,344	40,558	587,018	630,538	

Balance Sheet

	Total Funds 2024	<i>Total Funds 2023</i>	Notes
	£	£	
Tangible assets	90,451	99,516	8
Fixed Assets Investments	131,699	128,714	8
Total fixed assets	222,151	228,229	
Debtors	21,137	52,835	10
Cash at bank and in hand	375,459	435,078	9
Total current assets	396,596	487,914	
Creditors: Amounts falling due within one year	(31,729)	(85,605)	11
Net current assets	364,867	402,309	
Total assets less current liabilities	587,018	630,538	
Total net assets	587,018	630,538	
The funds of the charity:			
Endowment funds	40,558	39,651	
Restricted income funds	293,344	277,614	
Unrestricted funds	253,116	313,273	
Total charity funds	587,018	630,538	13

This Annual Financial Report, for the year ended 31st December 2024, including the notes following, was approved by the PCC on 20 March 2025 and signed on its behalf by

The Reverend Sam Maginnis, Team Vicar and acting PCC Chairman



Cashflow Statement

	Total Funds 2024	<i>Total Funds 2023</i>	Notes
	£	£	
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	(81,947)	(54,202)	14
Cash flows from investing activities:			
Dividends, interest and rents from investments	22,315	22,603	
Purchase of property, plant and equipment			8
Purchase of investments			8
Net cash provided by (used in) investing activities	22,315	22,603	
Cash flows from financing activities:			
Repayments of borrowing			
Net cash provided by (used in) financing activities	-	-	
Change in cash and cash equivalents in the reporting period	(59,632)	(31,599)	
Cash and cash equivalents at the beginning of the reporting period	435,090	466,677	
Cash and cash equivalents at the end of the reporting period	375,459	435,090	9

1 Accounting policies

a. 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 the Church Accounting Regulations 2016, in accordance with applicable accounting standards and the current Statement of Recommended Practice, Accounting and Reporting by Charities, (SORP (FRS 102)).

The financial statements have been prepared under the historical cost convention as modified by the inclusion of investments at market value. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their affiliation to another body, nor those which are informal gatherings of church members.

b. Funds accounting

Funds held by the PCC are:

Unrestricted funds - general funds which can be used for PCC ordinary purposes.

Designated funds - monies set aside by the PCC out of unrestricted funds for specific future purposes or projects.

Restricted funds - a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest; b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of the year is carried forward as a balance on that fund.

Endowment funds - funds for which the capital must be maintained; only income arising from the investment of the endowment may be used, either as restricted or unrestricted funds, depending on the purpose set out in the terms of the original endowment.

c. Income and endowments

All income and endowments, accounted for without deduction for any costs of receivability, are recognised when there is evidence of entitlement, receipt is probable, and the amount can be measured reliably.

Donations and legacies

Collections are recognised when received.

Planned giving receivable is recognised when there is evidence of entitlement, receipt is probable, and the amount accords with the Gift Aid declaration or other record of intention to donate.

Gift aid recovered is recognised when the income to which it is attached is recognised.

Grants and legacies are recognised when the formal offer in writing of the funding is received by the PCC.

Charitable activities

Statutory fees for weddings and funerals are recognised when the office occurs.

Fundraising

The PCC relies on the support of its individual donors. Without it, the PCC would not be able to continue to pursue their objectives. Consequently, fundraising policies and procedures are robust and transparent, and are applied scrupulously.

The PCC promises their supporters to make the best use of their donations, be transparent in how donations are spent, inform donors about the difference their support makes, respecting privacy, and make it easy for donors to choose how they communicate with them.

The PCC keeps abreast of, and adapt to, all and any changes in the regulatory framework and adhere to current regulations, including the General Data Protection Regulation 2018 and the Code of Fundraising Practice issued by the Fundraising Regulator.

Other trading activities

Trading activities are where income is receivable in return for selling goods or providing services. Income from trading is recognised when received.

Sales of magazines and study notes are recognised when received.

Rents from property are recognised in accordance with the rental agreements, when receipt is probable.

Investment income

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue.

All other income

All other income is recognised in accordance with the above overall policy.

Gains and losses on investments

Realised gains are recognised when the investments are sold. Unrealised gains and losses are accounted for on revaluation at 31 December.

d. Expenditure

Expenditure is recognised when there is evidence of entitlement, payment is probable, and the amount can be measured reliably.

Grants

Grants and donations are accounted for when paid over, or when awarded where the award creates a binding obligation on the PCC.

Church activities

The diocesan parish share contribution is accounted for on an annual basis, reflecting the allocation set by our Deanery and additional amounts agreed by the PCC. Any parish contribution unpaid at 31 December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the balance sheet.

e. Fixed assets

Tangible fixed assets

Consecrated and beneficed property of any kind is excluded from the accounts by s.10(2) of the Charities Act 2011.

Movable church furnishing held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the church's inventory which can be inspected but are not included in the financial statements. For other property acquired prior to 1970 there is insufficient cost information available and therefore the cost of such assets is stated at a nominal £1 in the financial statements.

Depreciation

Depreciation is calculated to write down the cost of tangible fixed assets, excluding freehold properties, over their expected useful lives. The rates generally applicable are:

- Fixtures and fittings 25%
- Improvements to building 10%
- Resurfacing of car park 10%
- Car park land 0%

No depreciation is provided on freehold buildings as the useful economic life of these assets exceeds 50 years and residual values so high that potential depreciation would be immaterial. It is the PCC's policy to maintain these assets in a continual state of sound repair. Resulting from regular impairment reviews, provision will be made if there has been any permanent diminution in value.

Investments

Investments are stated at market value at the balance sheet date.

f. Current Assets

Amounts owing to the PCC at 31 December in respect of fees, rents or other income are shown as debtors, less provision for amounts that may prove uncollectible.

Short-term deposits include cash held on deposit either with the CBF Church of England Funds, or at the bank.

g. Significant Estimates and Judgements

In the application of the PCC's accounting policies, the PCC is required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Impairment of tangible and intangible fixed assets

Determine whether there are indicators of impairment of the PCC's tangible fixed assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset.

Tangible fixed assets

Tangible fixed assets, other than freehold property and investment properties, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issued such as future market conditions, the remaining life of the asset and projected disposal values.

Estimating the fair value and value in use

The PCC has made estimates of the fair value of financial instruments using suitable, available evidence. Where third party valuations are available, these have been incorporated by the PCC in any estimates made, taking into account the valuer's qualifications and the reasonableness of any assumptions that have been used.

Where there is an indication that fixed assets have been impaired, the PCC carry out an impairment review to determine the recoverable amount, which is the higher of fair value less cost to sell and value in use. The value in use calculation requires the PCC to estimate the future cash flows expected to arise from the asset or the cash generating unit, and a suitable discount rate in order to calculate present value.

Recoverability of trade and other debtors

A provision for bad and doubtful debts is established where it is estimated that trade or other debtors are not fully recoverable. When assessing recoverability the PCC considers factors such as the ageing of the receivables, past experience of recoverability, and the credit profile of individual or groups of debtors.

Calculation of provisions and contingencies

Where the PCC becomes obligated to make a future payment as a result of past events, it makes an estimate of the provision required in the accounts. Where it is deemed likely that a future payment is required but no reliable estimate can be made of its value, the PCC will assess whether it is more suitable to make a disclosure of these contingencies in the accounts rather than making a provision.

2. Analysis of income and endowments:

	Unrestricted Fund/s	Restricted Fund/s	Endowment Fund/s	Total Funds 2024	<i>Total Funds 2023</i>	<i>Notes</i>
	£	£	£	£	£	
Planned giving (excl. Gift Aid)	196,059	25,890	-	221,949	207,706	
Loose cash collections	21,331	333	-	21,664	31,645	
Gift Aid recoverable	44,078	6,900	-	50,978	61,391	
Legacies	-	5,051	-	5,051	5,000	
Grants	1,400	10,640	-	12,040	35,215	
Special appeals/Small donations	11,867	7,931	-	19,798	75,643	
Donations and legacies	274,735	56,745	-	331,480	416,599	
Fees for weddings & funerals	9,882	-	-	9,882	12,276	
St Mary's Pre-school Fees	-	188,582	-	188,582	148,408	
Charitable activities	9,882	188,582	-	198,464	160,685	
Church centre, church and hall hiring fees	80,271	-	-	80,271	68,970	
Car park fees and property rental	53,164	-	-	53,164	52,726	
Fundraising sales and other receipts	6,319	3,466	-	9,785	11,451	
Other trading activities	139,754	3,466	-	143,220	133,146	
Bank & CBF deposit interest	10,198	7,490	-	17,688	18,652	
CBF investment fund dividends	846	3,844	-	4,690	3,951	
Investments	11,044	11,334	-	22,378	22,603	
Other receipts	4	-	-	4	180	
Other income	4	-	-	4	180	
Total income and endowments on all funds	435,419	260,127	-	695,546	733,214	

Volunteers offer their services to help run church services, help with the Sunday schools, run the church offices and visit those in need. The total number of hours cannot be quantified but are considerable and their presence is clearly seen by the community.

3. Analysis of expenditure:

	Unrestricted	Restricted	Endowment	Total Funds	Total Funds	Notes
	<u>Fund/s</u>	<u>Fund/s</u>	<u>Fund/s</u>	<u>2024</u>	<u>2023</u>	
	£	£	£	£	£	
Bank & card reader charges	1,157	-	-	1,157	1,012	
Other fundraising costs	889	-	-	889	2,852	
Cost of raising funds	2,046	-	-	2,046	3,864	
Charitable grants and donations	6,066	2	-	6,068	4,899	4
Worship	33,998	-	-	33,998	35,228	
Mission costs	4,604	4,190	-	8,794	18,402	
Diocesan parish share	167,413	5,250	-	172,663	165,458	
Clergy Housing & Expenses	12,571	600	-	13,171	9,742	
Church running costs	37,439	13,667	-	51,106	31,094	
Children and youth work	34,366	27,004	-	61,370	56,047	
Church maintenance and repair	22,805	4,633	-	27,438	168,312	
Governance	5,390	-	-	5,390	5,304	6
St Mary's Pre-school expenditure	-	174,269	-	174,269	151,393	
Administration	56,407	4,050	-	60,457	59,466	
Depreciation	9,064	-	-	9,064	9,064	8
Cost of charitable activities	390,122	233,665	-	623,787	714,410	
Church hall running costs	98,474	12,116	-	110,590	42,979	
Car park and property rental	5,629	-	-	5,629	8,121	
Cost of other trading activities	104,103	12,116	-	116,219	51,100	
Total expended on all funds	496,272	245,780	-	742,052	769,374	

The running costs of the Pre-School are included in cost of charitable activities. These totalled £174,269 (2023 £151,393) and were made up of salaries, NI pension of £157,162 (2023 £126,281) and other costs of £17,107 (2023 £25,112).

4. Charitable Grants and Donations:

	Unrestricted Fund/s	Restricted Fund/s	Endowment Fund/s	Total Funds 2024	Total Funds 2023	Notes
	£	£	£	£	£	
Teach Beyond Grant	1,000	-	-	1,000	-	
St Mary's CoE Primary School	1,000	-	-	1,000	2,000	
Horsham Churches Together	2,066	-	-	2,066	1,869	
Horsham Debt Advisory Service	750	-	-	750	1,000	
Other	50	2	-	52	30	
Engineering Ministries International	1,200	-	-	1,200	-	
	6,066	2	-	6,068	4,899	3

5. Staff costs:

	Unrestricted Fund/s	Restricted Fund/s	Endowment Fund/s	Total Funds 2024	Total Funds 2023	Notes
	£	£	£	£	£	
Remuneration						
Wages and salaries	115,141	147,087	-	262,228	216,665	
Employer social security costs	5,575	4,085	-	9,660	4,315	
Employer pension costs	4,034	4,644	-	8,678	5,466	
	124,750	155,816	-	280,566	226,446	3

During the year, the PCC employed Organists, a Parish Operations Manager, a Premises Manager, a Youth Enabler, a Children's Co-Ordinator and pre-school staff, none of whom earned £60,000 p.a. or more. The average number of staff was 22 (2023 - 22). The charity operates a defined contribution pension scheme as set out in Note 15. Contributions paid in the year were £8,678 (2023 - £5,466).

No trustee received any remuneration in the year or the previous year.

6. Governance

	Unrestricted Funds	Restricted Fund/s	Endowment Fund/s	Total Funds 2024	Total Funds 2023	Notes
	£	£	£	£	£	
Independent examination	5,160	-	-	5,160	4,740	
Safeguarding	230	-	-	230	564	
	5,390	-	-	5,390	5,304	3

7. Transfers between funds:

	Unrestricted Funds	Restricted Fund/s	Endowment Fund/s	Total Funds 2024	<i>Total Funds 2023</i>	Notes
	£	£		£	£	
HT Fabric Designated Fund	-	-	-	-	3,000	
STM Fabric Designated Fund	-	-	-	-	21,000	
General Fund	-	-	-	-	(24,000)	
STL Hayward Fund	-	-	-	-	(2,700)	
STM Youth TGI Fund	-	-	-	-	2,700	
STM St Mary's General Use Fund	-	-	-	-	(56,051)	
STM South Aisle Fund	-	-	-	-	56,051	
	-	-	-	-	-	

8. Fixed Assets:

a. Investments (CBF Church of England Funds)

	Unrestricted Fund	Restricted Fund/s	Endowment Fund/s	Total Funds 2024	Notes
	£	£	£	£	
Market value 1 January 2024	30,472	58,591	39,651	128,714	
Disposals at carrying value	-	-	-	-	
Purchases at cost	-	-	-	-	
Net gains on revaluation	697	1,381	908	2,986	
Market value 31 December 2024	31,169	59,972	40,558	131,699	

b. Tangible Fixed Assets

	<u>Freehold land and buildings</u>	<u>Car park land</u>	<u>Total fixed assets</u>	<i>Notes</i>
	£	£	£	
Cost or valuation				
At 1 January 2024	194,569	55,952	250,521	
Additions	-	-	-	
Disposals	-	-	-	
Revaluation	-	-	-	
At 31 December 2024	194,569	55,952	250,521	
Charge for depreciation				
At 1 January 2024	(122,055)	(28,950)	(151,005)	
Depreciation charge	(9,064)	-	(9,064)	
Depreciation eliminated on disposal	-	-	-	
Revaluation	-	-	-	
At 31 December 2024	(131,120)	(28,950)	(160,070)	
Net book value				
At 31 December 2024	63,449	27,002	90,451	
<i>At 31 December 2023</i>	72,514	27,002	99,516	

The freehold land and buildings comprise the new parish office, the hall at Holy Trinity Church and capitalised improvements to the parish church centre. The valuation of the properties is considered to be in excess of the cost value included above. The church buildings are all owned by The Diocese of Chichester. Car park land was purchased by Horsham PCC and resurfaced. The land is considered to be an appreciating asset and no depreciation has been provided. The resurfacing cost has been fully depreciated.

9. Analysis of net assets by fund:

	Unrestricted Funds	Restricted Fund/s	Endowment Fund/s	Total Funds 2024	<i>Total Funds 2023</i>	Notes
	£	£	£	£	£	
Fixed assets for church use	90,451			90,451	99,516	8
Investment fixed assets	31,169	59,972	40,558	131,699	128,714	8
Current assets (except cash)	10,388	10,749		21,137	52,835	10
Cash at bank and on deposit	146,982	228,477	-	375,459	435,078	
Current liabilities	(25,875)	(5,854)	-	(31,729)	(85,605)	11
	253,116	293,344	40,558	587,018	630,538	

10. Debtors:

	Unrestricted Funds	Restricted Fund/s	Endowment Fund/s	Total Funds 2024	<i>Total Funds 2023</i>	Notes
	£	£	£	£	£	
Income tax recoverable	3,094	8,890	-	11,984	12,720	
Accounts receivable	5,421	2,528	-	7,949	16,362	
Prepayments and accrued income	1,165	39	-	1,204	2,885	
Other debtors	709	(709)	-	-	20,869	
	10,388	10,749	-	21,137	52,835	

11. Creditors - amounts falling due within one year:

	Unrestricted Funds	Restricted Fund/s	Endowment Fund/s	Total Funds 2024	<i>Total Funds 2023</i>	Notes
	£	£	£	£	£	
Accounts payable	-	-	-	-	-	
Deferred income	8,815	-	-	8,815	56,533	
Accruals for utilities and other costs	17,060	3,980	-	21,040	26,932	
Other creditors	-	1,874	-	1,874	2,140	
	25,875	5,854	-	31,729	85,605	

12. Prior year Statement of Financial Activities comparative figures for this year:

	Unrestricted <u>Funds</u>	Restricted <u>Funds</u>	Endowment <u>Fund</u>	Total Funds <u>2023</u>
	£	£	£	£
Income and endowments from:				
Donations and legacies	293,267	123,333	-	416,600
Charitable activities	12,276	148,408	-	160,684
Other trading activities	128,340	4,806	-	133,146
Investments	8,978	13,625	-	22,603
Other receipts	180	-	-	180
Total income	443,041	290,172	-	733,213
Expenditure on:				
Raising funds	2,438	1,425	-	3,863
Charitable activities	372,471	341,939	-	714,410
Other trading activities	45,929	5,171	-	51,100
Total expenditure	420,838	348,535	-	769,373
Net gains (or losses) on investments	2,620	4,858	3,410	10,888
Net income or (net expenditure)	24,823	(53,505)	3,410	(25,272)
Transfers between funds	-	-	-	-
	24,823	(53,505)	3,410	(25,272)
<i>Reconciliation of funds:</i>				
Net movement in funds	24,823	(53,505)	3,410	(25,272)
Total funds brought forward	288,450	331,119	36,241	655,810
Total funds carried forward	313,273	277,614	39,651	630,538

13. Statement of Funds:

	Bal BF 1 Jan 2024	Income	Expenditure	Transfers	Gains & losses	Bal CF 31 Dec 2024
	£	£	£	£		£
Padwick Parish Halls Fund	39,651	-	-	-	908	40,558
Total of all endowment funds	39,651	-	-	-	908	40,558
Holy Trinity Fabric Fund	10,248	433	-916	-	-	9,765
Holy Trinity Flower Fund	66	24	-	-	-	90
Holy Trinity General Use by Holy Trinity	10,542	4,015	-	-	-	14,557
Holy Trinity Memorial Garden	454	1,203	-534	-	-	1,123
Holy Trinity Messy Church	306	25	-	-	-	331
PCC Padwick Parish Halls Fund	9,729	1,281	-1,750	-	164	9,424
PCC Ukraine Refugee Fund	4,688	-	-586	-	-	4,102
PCC Premises Manager Fund	-	1,000	-1,000	-	-	-
St Leonard's Fabric Fund	2,166	82	-2,248	-	-	-
St Leonard's General use by St Leonard's	-	-	-	-	-	-
St Leonard's Gooding	3,764	-	-2,923	-	-	841
St Leonards - Hayward Fund	144,268	5,333	-12,150	-	1,217	138,667
St Leonard's Young	1,045	45	-600	-	-	490
St Mary's Asylum Seeker Fund	2,030	2,766	-3,604	-	-	1,192
St Mary's Audio Visual	567	-	-	-	-	567
St Mary's Bells Fund	351	-	-	-	-	351
St Mary's Church Centre Refurbishment	5,457	-	-5,457	-	-	-
St Mary's Chancel Trust Income Fund	8,628	1,099	-	-	-	9,727
St Mary's Eco Church Fund	305	-	-	-	-	305
St Mary's Fabric Fund	18,733	989	-	-	-	19,722
St Mary's General use by St Marys	5,544	8,448	-859	-	-	13,133
St Mary's Music	1,404	-	-	-	-	1,404
St Mary's Musical Productions	977	1,189	-368	-	-	1,797
St Mary's Organ	4,322	3,380	-	-	-	7,702
St Mary's Pre-School	28,548	189,230	-173,999	-	-	43,779
St Mary's Pre-School Fundraising	12,771	517	-270	-	-	13,019
St Mary's Pre-School Hardship	7	-	-	-	-	7
St Mary's South Aisle Fund	-	11,878	-11,878	-	-	-
St Mary's Youth/TGIF	-	27,192	-26,637	-	-	555
St Mary's Youth Festival	696	-	-	-	-	696
Total of all restricted funds	277,615	260,128	-245,780	-	1,381	293,344
General fund**	125,333	431,575	-424,017	-	697	133,588
Designated funds						
-Fixed asset fund	72,514	-	-9,064	-	-	63,449
-St Mary's fabric	83,678	3,491	-60,155	-	-	27,015
-Holy Trinity fabric	26,421	-	-1,125	-	-	25,297
-St Leonard's fabric	719	-	-719	-	-	-
-Holy Trinity - Messy Church	344	86	-192	-	-	238
-Parish Gifts to Mission	3,009	-	-1,000	-	-	2,009
-St Mary's Organ	693	150	-	-	-	843
-St Mary's Audio Visual	561	117	-	-	-	678
Total of all unrestricted funds	313,272	435,419	-496,272	-	697	253,116
Total funds	630,538	694,547	-741,052	-	2,986	587,018

13. Statement of funds (continued):

Explanation of Funds

Endowment Funds

Padwick Parish Halls Fund – Income from this fund is to be used for the upkeep and repair of Church Halls and rooms in the Parish.

Restricted Funds

The purposes of the major components of restricted funds are:

Holy Trinity Fabric)

St Leonard's Fabric) – funds for maintaining the fabric of these churches

St Mary's Fabric)

St Leonard's Hayward)

St Leonard's Gooding) legacies or donations for the church and mission of St Leonard's

St Leonard's Young)

St Mary's Pre-School – accumulated surpluses of the Pre-School which are restricted for use in operating the Pre-School

St Mary's Pre-School Fundraising and Hardship – funds to be used for assisting parents and developing or enhancing the work of the Pre-School

St Mary's use only) Donations and legacies to be spent for the church and mission of St Mary's

Padwick Parish Halls Fund - The funds are to be used for the upkeep and repair of Church Halls and rooms in the Parish

Designated Funds

As indicated, the Designated Funds are earmarked for future work on the fabric of the respective Churches and our wider mission.

Fixed Asset Fund - The net book value of improvements to the Parish Church Centre.

Unrestricted Funds

***These funds are not subject to any donor restricted and can be spent as the PCC decide, consistent with the charitable mission*

14. Reconciliation of net income/(expenditure) to net cash flow from operating activities:

	Total Funds 2024	Total Funds 2023	Notes
	£	£	
Net income for the reporting period from the statement of financial activities	(43,559)	(25,272)	
Adjustments for:			
Depreciation charges	9,064	9,064	
Losses/(gains) on investments	(3,010)	(10,888)	8A
Dividends, interest and rents from investments	(22,315)	(22,603)	2
Decrease in stocks			10
(Increase)/decrease in debtors	31,737	(12,118)	10
(Decrease)/increase in creditors	(53,876)	7,615	11
Net cash provided by operating activities	(81,959)	(54,202)	

15. Pensions:

The Parochial Church Council of the Ecclesiastical Parish of Horsham Diocese of Chichester (PCC) participates in the Pension Builder Scheme section of the Church Workers Pension Fund (CWPF) for lay staff. CWPF is administered by the Church of England Pensions Board, which holds the CWPF assets separately from those of the Employer and other participating employers.

CWPF has two sections:

1. the Defined Benefits Scheme
2. the Pension Builder Scheme, which has two subsections.
 - a. a deferred annuity section known as Pension Builder Classic, and,
 - b. a cash balance section known as Pension Builder 2014.

As at 31 December, 2024, all PCC employees were enrolled in the Pension Builder 2014 section of the Scheme.

Pension Builder Scheme

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.

15. Pensions (continued):

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 (2024: £4,034, 2023: £5,466).

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 2022.

For the Pension Builder Classic section, the valuation revealed a surplus of £34.8m on the ongoing assumptions used. At the most recent annual review effective 1 January 2025, 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 2.7% (where usually it would be calculated based on inflation up to 2.5%). This followed improvements in the funding position over 2024. There is no requirement for deficit payments at the current time.

The next valuation is due as at 31 December 2025.

For the Pension Builder 2014 section, the valuation revealed a surplus of £8.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, The Parochial Church Council of the Ecclesiastical Parish of Horsham Diocese of Chichester could become responsible for paying a share of the failed employer's pension liabilities.