ALL SAINTS CHURCH HIGHAMS PARK

CHARITY NUMBER 1193213

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2025

ALL SAINTS CHURCH HIGHAMS PARK

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Year ended 31 December 2025

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ALL SAINTS CHURCH HIGHAMS PARK

REPORT OF THE PAROCHIAL CHURCH COUNCIL

Year ended 31 December 2025

The Parochial Church Council (PCC) of All Saints Church Highams Park presents its annual report, together with the financial statements, for the year ended 31 December 2025. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (Financial Reporting Standard 102 (FRS 102)) in preparing the annual report and financial statements of the charity.

OBJECTIVES AND ACTIVITIES

All Saints Highams Park describes its mission as to be a growing community of people of all ages and backgrounds, seeking to:

- Love Jesus
- Love one another
- Love Highams Park (and Waltham Forest, London and beyond...)

So that we may be a place of community, faith, hope and purpose for our local community.

Public Benefit: Our main activities are described below and are undertaken to further our charitable purposes for the public benefit. When planning activities for the year, the Trustees have considered the Charity Commission's guidance on public benefit.

The church offers regular worship opportunities on Sundays and midweek, which are open to all. Some of these worship services offer specific provision for children and young people. We offer additional services during Easter Week and at Christmas.

The church also offers support services to the community by way of a Food Bank open twice a week, a free community café open once a week and a free debt recovery and management service, provided under sub contract with Christians Against Poverty (CAP).

The church also makes the church hall and main church building available for hire as a community space which is used weekly by 15 different organisations including pre and after school play groups, a childminder collective, sports, dance and children's activity groups, a bridge club and the local Scout Group, as well as the local music society and jazz club.

ACHIEVEMENTS AND PERFORMANCE IN THE YEAR

2025 has been a year of both continuity in mission as well as some significant organisational changes. From September 2025 we have offered two Sunday services to reflect different preferences within the church and wider community. One is more traditional in format, while the other is more contemporary in style, also offering specific groups for children and teenagers during school term time. Midweek options continue to include Wednesday morning prayer and Tuesday evening worship, as well as the Community Bible Study on Monday mornings run in partnership with other local churches. An outreach project on the Aldriche Way Estate has continued to build links in that community, and with the Baptist and Methodist churches.

Both Easter week and Christmas offered opportunities to provide additional services and welcome many visitors to the church, with the interactive nativity and Christingle services again being extremely popular.

The Hub continued to flourish with the food bank supporting over 266 people in 115 households a week. Joining with the Local Authorities 'Winter Warm Rooms' initiative enable us to open the free Hub Café for longer hours on a Wednesday and provide a range of wellbeing activities such as trauma informed chair exercise, providing health services via blue bird health care, blood pressure checks, wellbeing checks. The hub has also provided a hair dresser and a member of the early help team to signpost and complete referral forms for those attending.

We are also extremely grateful for the continuing support of City Bridge Trust (CBT) to the hub who have committed to support us until 31 March 2028 which will provide great financial stability, and enable us to gain support from a number of other charities.

We have built a relationship with All Saints Woodford Wells Church, who on behalf of their local scouts and parishioners provided donations of food every Saturday.

Our allotment team E4 Grows provided us with £7,000 of fresh organic vegetables in 2025, and have been an amazing support to us.

Waltham Forest Community Hub provides a housing advisor who attends the Hub fortnightly. They also provided slow cookers for us to allocate to the beneficiaries. Shelter has supported beneficiaries with legal advice for those facing legal challenges with housing.

We have also been working collaboratively with Kids Kitchen, who have provided us with ingredients for beneficiaries over a six-week period. These were all Vegan meals - all ingredients were supplied along with recipe cards of alternate dishes that could be made.

Work with Christians Against Poverty (CAP) has seen beneficiaries alleviated of £78,972 of debt through Debt Recovery Orders in 2025.

The church has continued to update its physical infrastructure and facilities where needed, including the fitting of new flooring in the main church building and new TV screens to replace the out-dated central screen, which has also improved the internal aesthetics. The church website was also redesigned, with a new logo produced.

Following the retirement of the Community Development Manager, and undertaking a partial staff restructure as a result, we have welcomed a new Operations Manager in January 2026.

FUTURE PLANS

2026 will continue to be a year of development. Our main areas of focus will continue to be developing Sunday services in their new format, especially supporting and developing our new provision for children and young people. Outreach remains a key focus, both on Aldriche Way, where partnership working with the Diocese of Chelmsford may lead to the allocation of more resources for family outreach, and through initiatives based at the church such as the Alpha Course we have been running between January and Easter 2026. The Hub, Café and Christians Against Poverty remain a key focus and a remarkable way to engage positively with the situations of hundreds of local people.

In organisational terms we will continue to invest in our IT and finance capabilities, HR and communications functions and AV system. We also aim to begin local consultation on the redevelopment of our church hall.

The PCC has carefully reviewed its financial planning and stability and has set a small deficit budget for 2026. Plans will also be put in place to increase our income for both the general use of the church and for our missionary projects, particularly the Hub to ensure our long-term financial stability.

FINANCIAL REVIEW

Financial Performance

	2025 Actual	2024 Actual
	£	£
Income	229k	209k
Expenditure	(205k)	(218k)
Surplus / (deficit)	24k	(8k)

The overall result is a £24k surplus. The unrestricted funds result is a £17k surplus (£111k income, £94k expenditure). Taking account of those expenses allocated to designated funds of, in total, £20k, the general operating activities surplus was £38k, from £111k income and £73k expenditure.

The general operating activities of the church are principally funded by church members (£53k). The PCC is thankful that the church family responded so faithfully to the challenges of 2025, especially given the cost of living crisis. General income from charitable activities is primarily site rental income (£46k). In addition, in 2025, there was £6k from an employment allowance claim, this is included in other income. The main general operating activities costs are staff (£12k), parish share (£34k), utility/insurance (£7k), donations (£5k) and service costs (£5k).

Grant income, which increased from £58k in 2024 to £62k in 2025, was mainly restricted income.

Restricted income was £119k and restricted expenditure £112k. The main restricted fund activities are Food Hub and City Bridge, which account for 80% of the restricted income and 78% of the restricted expenditure. Details of the movements on the general and restricted funds are shown in note 14.

2026 Overall budget

	2026 Budget	2025 Actual
	£	£
Income	185k	229k
Expenditure	(195)	(205k)
Surplus / (deficit)	(10k)	24k

2026 General operating activities budget

	2026 Budget	2025 Actual
	£	£
Income	97k	111k
Expenditure	(77)	(75k)
Transfers	(10k)	(6k)
Surplus / (deficit)	10k	30k

Balance sheet position

The net assets at the balance sheet date totalled £176k (2024: £152k). Included in this figure £48k is held in restricted funds, leaving £128k in unrestricted funds.

The total cash balance at year end amounted to £155k of which £42k is restricted (see note 15), £77k is set aside in designated funds leaving £36k for general operating activities, which is sufficient for 5.6 months normal operating activities, based on 2026 budget. The trustees believe this level of reserves is adequate.

The PCC along with the hub management committee will be working on a fundraising and volunteer management strategy to aim to continue the hub provision post March 2028. Restricted food hub reserves at 31 December 2025 stood at £52k and we will aim to continue to build our reserves to help facilitate transitions to our structures post 2028.

The Trustees consider that the operations continue to be viable given the current rate of income and unrestricted funds.

Reserves policy

Free reserves
We are a faith community and rely principally on funding from members of the congregation as led by God. It is the PCC's policy to maintain a balance of available general unrestricted funds in cash and bank accounts (where possible) to maintain cash flows needed to meet all day-to-day operating costs and to cover 3 months of committed employment costs. The PCC reviews the cash flow and financial situation of the church at each of its regular meetings.

Designated funds
The PCC may designate additional unrestricted funds to be retained for an agreed purpose where this is considered to be prudent. Such designated funds are reviewed on an annual basis and returned to the general unrestricted fund in the event that the purpose of their designation is no longer considered to be adequate justification for their retention. At 31 December 2025 designated funds totalled £82k (2024: £47k).

Restricted funds

The PCC holds several restricted funds, totalling £48k at 31 December 2025 (2024: £41k). A description of each fund together with the specified use of the fund is set out in note 14.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Summary Information about the structure of the Church of England

The Church of England is the established church and HM The King is its Supreme Governor. It is organised into two provinces (Canterbury and York) and 42 Dioceses. Each Diocese is a See under the care of a Bishop who is charged with the cure of souls of all the people within that geographical area. This charge is shared with priests within benefices and parishes which are sub-divisions of the Diocese.

The Diocese of Chelmsford is split into three areas - Barking, Bradwell and Colchester - each with an area bishop. These areas are subdivided into archdeaconries and then deaneries. All Saints Church Highams Park is within the Archdeaconry of West Ham and the Deanery of Waltham Forest within the Barking Episcopal Area within the Diocese of Chelmsford. It is part of a Mission and Ministry Partnership of five parishes, linked to All Saints' Woodford Wells.

Organisational structure

All Saints Church Highams Park is part of the Diocese of Chelmsford within the Church of England. Under the provisions of the Charities Act 2006 the parish registered separately with the Charity Commissioners in January 2021. The Charity Registration Number is 1193213 and the HMRC Charities Reference Number is X80090. Its governing documents comprise the Parochial Church Council Powers Measure (1956) (as amended) and the Church Representation Rules.

During the year ended 31 December 2025 All Saints Church Highams Park remained registered as a separate Charity under the Charities Act 2011. Trustees (members of the PCC) are either ex-officio, elected by the APCM or co-opted by the PCC in accordance with the Church Representation Rules.

Trustee recruitment and appointment

A list of Trustees (PCC members) serving since 1 January 2025 to the date of this report is set out on page 7.

Active church members are nominated either by current PCC members or by other church members for consideration as potential Trustees. Selection is by annual election by church members at the APCM in accordance with procedures set out in the Church Representation Rules. All Trustees have to sign an annual declaration that they are a fit and proper person and that they are not disqualified from serving by the Church Representation Rules as a Trustee. Potential Trustees are required to sign the declaration prior to election at the APCM.

TRUSTEES' RESPONSIBILITIES

The law applicable to charities in England and Wales requires the members of the PCC to prepare financial statements for each financial year which give an accurate view of the state of affairs of the PCC and of the incoming resources and application of resources during the year then ended.

In preparing those financial statements, the members of the PCC should follow best practice and are required to:

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

The members of the PCC are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the church and which enable them to ensure that the financial statements comply with the Church Accounting Regulations 2006 and the Charities Act 2011. The members of the PCC are also responsible for safeguarding the church's assets and hence for taking reasonable steps towards the prevention and detection of fraud and other irregularities.

The members of the PCC are responsible for the maintenance and integrity of the corporate and financial information included in All Saints Church Highams Park website. Legislation in England and Wales governing the preparation and dissemination of financial statements.

USE OF VOLUNTEERS

With only five part time staff, most of the activities of the church are organised and delivered by volunteers. The principal volunteer body of the church is the Trustee Body, the Parochial Church Council (PCC), who meet as a management committee between 5-8 times a year to manage the development, operation and finances of the church. The second significant volunteer body of the church are the Hub volunteers who provide the Food Bank and free café. Led by a separate volunteer management team, but responsible to the PCC as a missionary programme, approximately 70 volunteers weekly source, sort and issue food to those in need in the local E4 area and run the weekly Hub café. Members of this team also fundraise and publicise the service.

A number of other volunteers engage in one-off activities such as working parties to do maintenance work or deliver fundraising events for example.

DONATED GOODS, FACILITIES OR SERVICES

With regard to donated goods, the vast majority of the food we provide to those in need is donated to us by the general public and from food recovery programmes such as the Felix project, with some coming from the Local Authority and some from commercial companies such as Hovis, Warburtons and Nando's. As these donations are irregular, generated by surpluses which cannot be predicted, and in general redistributed within 2 days of receipt as much of it is fresh produce, we cannot value these donations.

ADMINISTRATIVE DETAILS

Trustees

During 2025 and to the date of this report the following served as members of the PCC in the capacities listed:

Incumbent	The Revd. David Baker (Chairman)
Deanery Synod	Diane Jameson (to April 2025) Steve Whitlam
Churchwardens	Tracey Rogers (from April 2025) Michael Smith (from April 2025)
Acting churchwardens	Tracey Rogers (to April 2025) Wendy Holloway (to April 2025)
Hon Treasurer	Simon Williams
Elected PCC Members	Angela Robinson Claire Lovell (Secretary) Colin Dupey Constantine Chapman Deborah Anstey (from April 2025) Emily Stinchcombe (to January 2026) Janet Williams (to February 2026) Samantha Davis Sharon Waldman (to April 2025) Steve Whitlam (Deputy Chairman)
Ex officio Locally Licenced Minister	Michael Holloway
Clergy With Permission To Officiate	Nigel Anstey
Co-opted	Bevin Thankachan (from September 2025) Peter Rogers

ALL SAINTS CHURCH HIGHAMS PARK

REPORT OF THE PAROCHIAL CHURCH COUNCIL

Year ended 31 December 2025

Principal Office: The Parish Office of All Saints Church Highams Park, Church Avenue, London, E4 9QZ

This report was approved by the PCC on 8 May 2026 and signed on its behalf by:



Revd. David Baker
Vicar

ALL SAINTS CHURCH HIGHAMS PARK

INDEPENDENT EXAMINER'S REPORT

Year ended 31 December 2025

I report to the trustees on my examination of the accounts of the All Saints Church Highams Park (The Church) for the year ended 31 December 2025 set out on pages 10 to 27.

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').

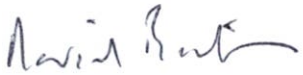
I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

INDEPENDENT EXAMINER'S STATEMENT

I have completed my examination. I confirm that no material 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 charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do no comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) 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.

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.



David Burton
FCA
4 Twentyman Close
Woodford Green
Essex
IG8 0EW

Date: 8 May 2026

ALL SAINTS CHURCH HIGHAMS PARK

STATEMENT OF FINANCIAL ACTIVITIES

Year ended 31 December 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2025 £	*Total 2024 £*
Income from					
Donations and legacies	2a	53,274	54,211	107,485	*94,166*
Charitable activities	2b	46,259	0	46,259	*37,116*
Investments	2c	3,508	1,796	5,304	*5,705*
Other	2d	7,627	62,681	70,308	*71,834*
Total income		110,668	118,688	229,356	*208,821*
Expenditure on					
Raising funds	3a	115	36	151	*254*
Charitable activities					
Parochial ministry	3b	30,025	18,095	48,120	*59,377*
Parish share	3c	34,200	0	34,200	*31,200*
Donations	3d	5,534	1,573	7,107	*10,050*
External ministry	3e	23,660	92,253	115,913	*115,970*
Total expenditure		(93,534)	(111,957)	(205,491)	*(216,851)*
Net income / (expenditure)		17,134	6,731	23,865	*(8,030)*
Transfers between funds	14	0	0	0	*0*
Net movements in funds for the year		17,134	6,731	23,865	*(8,030)*
Reconciliation of funds:					
Total funds brought forward		110,984	41,185	152,169	*160,199*
Total funds carried forward		128,118	47,916	176,034	*152,169*

All income and expenditure derive from continuing activities.

The accompanying notes on pages 12 to 27 are an integral part of these financial statements.

ALL SAINTS CHURCH HIGHAMS PARK

BALANCE SHEET

Year ended 31 December 2025

	Notes	2025 £	*2024* *£*
Fixed assets			
Tangible fixed assets	10	7,599	*5,456*
Current assets			
Debtors	11	30,143	*39,561*
Cash at bank and in hand	12	154,561	*124,975*
		184,704	*164,536*
Creditors: amounts falling due within one year	13	(16,269)	*(17,823)*
Net current assets		168,435	*146,713*
Net assets		176,034	*152,169*
Represented by:			
Unrestricted funds – general	14a	46,351	*64,237*
Unrestricted funds – designated	14b	81,767	*46,747*
Total unrestricted funds		128,118	*110,984*
Restricted funds	14c	47,916	*41,185*
Total funds		176,034	*152,169*

The accompanying notes on pages 12 to 27 are an integral part of these financial statements.

The members of the PCC acknowledge their responsibility for ensuring the church keeps proper accounting records in accordance with the requirements of the Charities Act 2011 as more fully set out in the statement of Trustees' responsibilities in the Trustees' Report.

The financial statements on pages 10 to 27 were approved by the Parochial Church Council on 8 May 2026 and were signed on its behalf by:

Simon Williams
Treasurer

1. ACCOUNTING POLICIES

The financial statements have been prepared on a going concern basis under the historical cost convention. The financial statements have been prepared in accordance with the Charities Act 2011 together with the 'Statement of Recommended Practice' for Charities (SORP 2015), and the applicable accounting standard (FRS102).

The financial statements include all the transactions, assets and liabilities for which the Parochial Church Council (PCC) is responsible in law. They do not include the accounts of church groups that owe their affiliation to another body or those which are informal gatherings of church members.

The financial statements are presented in sterling, which is the functional currency of the charity, and rounded to the nearest pound sterling. The principal accounting policies and estimation techniques are as follows.

a) Income

All income is included in the Statement of Financial Activities when the PCC is legally entitled to them as income or capital respectively, ultimate receipt is probable and the amount to be recognised can be quantified with reasonable accuracy.

i) **Donated income** (collections, donations and committed giving together with any tax recovery) is recognised as income in the year in which they are receivable.

ii) **Site lettings, fees, other income and fundraising event receivables** are accounted for on a gross basis and recognised as income in the period to which they relate.

iii) **Interest and dividends including bank interest** are recognised as income when receivable.

iv) **Grants** income is only recognised when any pre-conditions for entitlement specified by the donor have been met. When grant income is recognised, income is recognised over the length of the grant to which it relates.

v) **Legacies** are recognised when the amounts can be quantified with reasonable accuracy and there is a probable likelihood of receipt.

vi) **Gains on disposal of fixed assets for the PCC's own use** (i.e. non-investment assets) are accounted for as other income. Losses on disposal of such assets are accounted for as other expenditure.

b) Expenditure

Expenditure is included on the accruals basis and has been classified under headings that aggregate all costs related to the relevant category in the Statement of Financial Activities.

i) **Costs of raising funds** are those costs incurred in seeking voluntary contributions.

ii) **Charitable expenditure** is analysed between the principal activities of the PCC.

iii) **Support costs** consist of central management, administration and governance costs. Support costs are allocated across the categories of charitable activities. For details of the allocation see note 5. The allocation model is reviewed and updated annually, to ensure that the apportionment properly reflects the activities of the Church.

iv) **Pension contributions**. The church participates in the Pension Builder Scheme section of CWPF for lay staff administered by the Church of England Pensions Board as well as contributing to the Scottish Widows Personal Pension Plan for one member of staff in 2024. See note 7 for details.

c) Tangible fixed assets and depreciation

Consecrated land and buildings and moveable church furnishings

Consecrated and beneficed property is excluded from the Financial Statements by Section 10(2)(a) of the Charities Act 2011. No value is placed on moveable church furnishings held by the churchwardens on special trust for the PCC and which require a faculty for disposal since the PCC consider this to be inalienable property. All expenditure incurred during the year on consecrated or beneficed buildings and moveable furnishings, whether maintenance or improvements, is written off as incurred.

Fixtures, fittings and equipment

Individual items of fixtures, fittings and equipment used within the church premises with a purchase price of £1,000 and above are capitalised, items with a purchase price of less than £1,000 when the asset is acquired are written off as incurred. Capitalised fixtures, fittings and equipment are depreciated on a straight line basis over 4 years.

d) Taxation

As a registered charity, the organisation is exempt from income and corporation tax to the extent that its income and gains are applicable to charitable purposes only. Value added tax is not recoverable by the organisation and is therefore included in the relevant costs in the Statement of Financial Activities.

e) Going concern

The financial statements have been prepared on a going concern basis as the Trustees believe that no material uncertainties exist. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from the date of authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

f) Fund balances

Fund balances are split between unrestricted and restricted funds.

i) **Unrestricted funds** are the PCC's corporate funds and are freely available for any purpose within its charitable objects, at the discretion of the PCC. There are two types of unrestricted funds:

   a. **General funds** which the PCC intends to use for the general purposes of the PCC and

   b. **Designated funds** set aside out of unrestricted funds by the PCC for a purpose specified by the Trustees. The aim and use of each designated fund is set out in note 14.

ii) **Restricted funds** are income funds subject to conditions imposed by the donor as specific terms of trust, or else by legal measure. The aim and use of each restricted fund is set out in note 14. It is the Policy of the PCC to monitor carefully the application of those funds in accordance with the restrictions placed upon them.

g) Judgements and estimates

In the application of the accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 continually evaluated. Revisions to accounting estimates are recognised in the period in which the estimate is revised.

Sources of estimation uncertainty

In the view of the Trustees there are no sources of estimation uncertainty affecting assets or liabilities at the balance sheet date that are likely to result in a material adjustment to their carrying amounts in the next financial year.

2. INCOME FROM

	Unrestricted Fund £	Restricted Funds £	Total 2025 £	*Total 2024 £*
(a) Donations and legacies				
Planned giving	40,284	0	40,284	*39,854*
Collections at services	3,762	77	3,839	*2,915*
Other gifts	885	49,761	50,646	*42,150*
Legacies	0	0	0	*0*
Income tax recoverable	8,343	4,373	12,716	*9,247*
	53,274	54,211	107,485	*94,166*
(b) Charitable activities				
Site rental	46,147	0	46,147	*37,062*
Fees	112	0	112	*54*
	46,259	0	46,259	*37,116*
(c) Investments				
Interest	3,508	1,796	5,304	*5,705*
	3,508	1,796	5,304	*5,705*
(d) Other				
Grants	1,540	60,404	61,944	*57,931*
Sundry income	6,087	2,277	8,364	*13,903*
	7,627	62,681	70,308	*71,834*
Total income	110,668	118,688	229,356	*208,821*

3. **EXPENDITURE ON**	Unrestricted Funds £	Restricted Funds £	Total 2025 £	*Total 2024 £*
(a) Raising funds				
Raising donations and legacies	115	36	151	*254*
	115	36	151	*254*
(b) Charitable activities - Parochial ministry				
Clergy and operations	0	12,953	12,953	*13,637*
Church operating costs	4,697	0	4,697	*4,673*
Service costs	5,200	142	5,342	*3,204*
Church maintenance and repairs	15,143	5,000	20,143	*33,313*
Direct costs	25,040	18,095	43,135	*54,827*
Allocated support costs (see notes 4 and 5)	4,985	0	4,985	*4,550*
	30,025	18,095	48,120	*59,377*
(c) Charitable activities - Parish share				
Parish share	34,200	0	34,200	*31,200*
	34,200	0	34,200	*31,200*
(d) Charitable activities - Donations				
Donations to institutions:				
Children's Society	2,767	1,546	4,313	*7,051*
Christian Aid	2,767	0	2,767	*2,877*
British Legion	0	27	27	*122*
	5,534	1,573	7,107	*10,050*
e) Charitable activities - External ministry				
Food hub	0	71,251	71,251	*73,642*
Christians Against Poverty	5,753	11,494	17,247	*15,840*
Outreach events	813	434	1,247	*1,621*
Hall expenses	17,040	3,359	20,399	*19,296*
Baptisms, weddings and funerals	54	0	54	*0*
Direct costs	23,660	86,538	110,198	*110,399*
Allocated support costs (see notes 4 and 5)	0	5,715	5,715	*5,571*
	23,660	92,253	115,913	*115,970*
Total expenditure	93,534	111,957	205,491	*216,851*

4. TOTAL RESOURCES EXPENDED

	Direct Costs £	Support Costs £	Total 2025 £	*Total 2024 £*
Raising funds	151	0	151	*254*
Charitable activities				
Parochial ministry	43,135	4,985	48,120	*59,377*
Parish share	34,200	0	34,200	*31,200*
Donations	7,107	0	7,107	*13,650*
External ministry	110,198	5,715	115,913	*112,370*
	194,791	10,700	205,491	*216,851*

5. SUPPORT COSTS ALLOCATION

Costs have been allocated based on an estimate of how much the resource is used by each category. The allocation is:

	Raising funds £	Parochial ministry £	Parish share £	Donations £	External Ministry £	Total 2025 £	*Total 2024 £*
Office, equipment and software	0	76	0	0	76	152	*1,032*
Printing, postage and stationery	0	129	0	0	149	278	*729*
Telephone, internet & website	0	873	0	0	1,334	2,207	*1,702*
Other administration	0	324	0	0	574	898	*983*
Governance							
Accounts preparation and independent examination	0	3,363	0	0	3,362	6,725	*5,675*
Human resources	0	220	0	0	220	440	*0*
	0	4,985	0	0	5,715	10,700	*10,121*

6. STAFF COSTS AND EMOLUMENTS

	2025 £	*2024 £*
Gross wages and salaries	73,515	*70,850*
Employer's National Insurance contributions	6,311	*3,298*
Employer's pension contributions	4,411	*4,254*
	84,237	*78,402*

No employee received more than £60,000 during the year (2024: none). The incumbent receives a stipend from the Church of England and therefore no amount is included in the employee benefits figure for this individual.

	2025 Number	*2024 Number*
Average number of persons employed during the year	5.0	*5.2*

6. STAFF COSTS AND EMOLUMENTS (CONT'D)

	2025	*2024*
	FTE	*FTE*
Average number of persons employed during the year based on full-time equivalent	2.3	*2.4*

At 31 December 2025 the actual number of employed staff was 5 (2024: 5).

7. PENSION COSTS

	2025 Number	*2024 Number*
Number of staff to whom benefits accrued:		
- Pension Builder Scheme section of CWPF	5	*6*
- Scottish Widows Personal Pension Plan	0	*1*
	£	*£*
Costs for the year		
- Pension Builder Scheme section of CWPF	4,411	*4,136*
- Scottish Widows Personal Pension Plan	0	*118*
	4,411	*4,254*
Contributions outstanding at year end		
- Pension Builder Scheme section of CWPF	874	*610*
- Scottish Widows Personal Pension Plan	249	*0*
	1,123	*610*

The employer participates in the Pension Builder Scheme section of 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:
- the Defined Benefits Scheme
- the Pension Builder Scheme, which has two subsections;
    - a deferred annuity section known as Pension Builder Classic, and
    - a cash balance section known as Pension Builder 2014.

Both sections of the Pension Builder Scheme are classified as defined benefits schemes.

Pension Builder Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Discretionary increases may also be added, depending on investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from aged 65.

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

7. PENSION COSTS (CONT'D)

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 contributions payable scheme. The pension costs, of £4,411 (2024: £4,136) charged to the Statement of Financial Activities in the year are the contributions payable.

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 will be as at 31 December 2025. The valuation will be carried out during 2026 and should be published by the end of March 2027.

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 employer could become responsible for paying a share of the failed employer's pension liabilities.

In addition, during 2024, at the request of one member of staff, their pension contributions were paid into their Scottish Widows Personal Pension Plan. The pension cost in 2024 was £118.

8. NET INCOME / EXPENDITURE FOR THE YEAR

	2025 £	2024 £
This is stated after charging:		
Independent examination	0	0
Depreciation	3,969	4,049

9. RELATED PARTY TRANSACTIONS

Peter Rogers, Community Development Manager, was paid a salary (including employer pension contribution) of £17,797 (2024 - £19,069). He is married to Tracey Rogers.

Trustees and related parties made aggregate donations during the year of £24,785 (2024: £21,532).

10. TANGIBLE FIXED ASSETS

	Church land and buildings £	Fixtures, fittings and equipment £	Total £
Cost or valuation			
At 1 January 2025	2,500	37,790	40,290
Additions	0	6,112	6,112
At 31 December 2025	2,500	43,902	46,402
Depreciation			
At 1 January 2025	(2,500)	(32,334)	(34,834)
Charge for year	0	(3,969)	(3,969)
At 31 December 2025	(2,500)	(36,303)	(38,803)
Net book value			
At 1 January 2025	0	5,456	5,456
At 31 December 2025	0	7,599	7,599

The Charities SORP 2015 and Church of England guidance to PCC's (4th edition) require all non-consecrated buildings to be capitalised as fixed assets in the balance sheet. The church land and building cost element in the above table records the construction costs of the All Saint's church hall in 1935.

Fixtures, fittings and equipment is depreciated on a straight line basis over 4 years.

11. DEBTORS

	2025 £	*2024 £*
Tax reclaim	12,886	*9,795*
Trade debtors	9,453	*3,511*
Other debtors	5,069	*11,083*
Accrued income	2,723	*5,365*
Prepayments	12	*9,807*
	30,143	*39,561*

12. CASH AT BANK AND IN HAND

	2025 £	*2024 £*
CBF deposit accounts	110,144	*105,375*
CAF current accounts	44,260	*19,426*
Cash in hand	157	*174*
	154,561	*124,975*

13. CREDITORS - DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	2,311	7,124
Other creditors	1,453	939
Accruals		
Giving	5,533	5,753
Parish share	3,000	0
Utilities	1,286	838
Accounts preparation and independent examination	700	700
Other	952	432
Deferred income	1,034	2,037
	16,269	17,823

14. FUNDS - MOVEMENTS IN YEAR	Balance at 1.1.25 £	Income £	Expenses £	Transfers £	Balance at 31.12.25 £
(a) General					
Operating Activities	64,237	110,668	(73,021)	(55,533)	46,351
	64,237	110,668	(73,021)	(55,533)	46,351
(a) Designated					
Site Redevelopment	0	0	0	50,000	50,000
Joy Farrow Legacy	28,592	0	(2,358)	0	26,234
CAP (Christians Against Poverty)	5,753	0	(5,753)	5,533	5,533
Building Maintenance	12,402	0	(12,402)	0	0
	46,747	0	(20,513)	55,533	81,767
(b) Restricted					
Food Hub	40,274	51,526	(39,448)	0	52,352
Chairs	1,975	76	0	0	2,051
Warm Rooms	2,325	0	(1,162)	0	1,163
Children's Ministry	0	1,250	(142)	0	1,108
Christian Kitchen	337	0	0	0	337
Defibrillator	0	250	0	0	250
Flowers	101	0	0	0	101
Aldriche Estate	536	0	(536)	0	0
Community Living Room (31.3.25)	322	1,108	(1,430)	0	0
Children's Society	136	1,410	(1,546)	0	0
British Legion	27	0	(27)	0	0
CAP (Christians Against Poverty)	0	5,670	(5,670)	0	0
Church Floor	0	5,000	(5,000)	0	0
CWF - Youth	(688)	688	0	0	0
CWF - Summer	(3,612)	3,612	0	0	0
CWF - Growing	(4,635)	4,635	0	0	0
Christmas	113	0	(434)	0	(321)
CWF - Nutrition and Wellbeing	500	0	(1,000)	0	(500)
CWF - Youth Link (South)	500	0	(1,000)	0	(500)
CWF - Youth Link (North)	1,000	0	(2,000)	0	(1,000)
CWF - Healthy Ageing	1,375	0	(2,750)	0	(1,375)
CWF - E Help @ Hub (North)	0	0	(905)	0	(905)
CWF - E Help @ Hub (South)	0	0	(685)	0	(685)
City Bridge	599	43,463	(48,222)	0	(4,160)
	41,185	118,688	(111,957)	0	47,916
	152,169	229,356	(205,491)	0	176,034

Unrestricted Funds

General Operating Activities

The operating activities fund represents the unrestricted funds that are available for the PCC to spend in line with their aims and objectives.

14. FUNDS - MOVEMENT IN YEAR (CONT'D)

Site Redevelopment
We have set aside this fund to begin the process of redeveloping our church hall and link section with the church. We are aiming to begin community consultation and engaging in initial feasibility scoping through 2026.

Designated Joy Farrow Legacy
The PCC uses this fund for investing in the physical infrastructure of the church including facilities for music and worship. It is expected to be used in the next 5 years.

Designated CAP (Christians Against Poverty)
The Church supports the operation of CAP through the Hub as a support mechanism for parishioners and the wider public. The designation of this fund allows for the effective management of this work. It is expected to be used within the next year.

Designated Building Maintenance
In 2023 the PCC was aware that significant work was required to repair and maintain the buildings, so £45,000 was set aside to enable to the most urgent works to take place. In 2024 the church was partly rewired and a new heating system installed. A raised platform was also installed to accommodate the lighting and sound desks. In 2025 the new church flooring and carpeting was installed. The fund was spent in full during 2025.

Restricted Funds

Food Hub
The fund is for the provision of the Food Bank, Community Café and other community outreach activities.

Chairs
These funds were provided specifically for the supply and replacement of chairs for the church following the removal of the pews and other furnishings.

Warm Rooms
Funds for the initial Warm Rooms programme were secured from the London Borough of Waltham Forest and expended on a new kitchen, in line with the grant conditions, and capitalised in the 2023 accounts. The fund will be used over the next year as the fixtures, fittings and equipment is depreciated.

Children's Ministry
This fund is to support the provision of youth and children's services and is expected to be used in the next two to three years.

Christian Kitchen
The retiring collection for our 2024 Christmas event was for the Christian Kitchen, an organisation providing meals for the homeless. In the event it was not possible to apply it to that end, so the funds were given to a similar organisation working with families in need.

Defibrillator
This fund is for the upkeep and maintenance of the defibrillator located at the front door to the church and is expected to be used within the next three years.

14. FUNDS - MOVEMENT IN YEAR (CONT'D)

Flowers
This small fund enables church members to donate funds specifically for flower decorations in the church is support of various services and activities. It is expected to be used in the next two to three years.

Aldriche Estate
During 2024 and 2025 the church, together with the local Baptist and Methodist churches, ran an outreach programme to establish better links with the residents of the Aldriche Way estate.

Community Living Room (31.3.25)
Funds were secured from the London Borough of Waltham Forest for us to participate in this Borough wide initiative. The funds were used to support and extend the delivery of the Community café for the benefit of local residents. The grant covers the period to 31 March 2025 and these funds were spent by 31 March 2025.

Children's Society
The church raised funds for the Children's Society's work and this fund allows for transparency in the management of this money. The accumulated balance from previous years was paid to The Children's Society during this year. It is expected that the balance will be paid to the Children's Society during the next year.

British Legion
The church raised funds for the British Legion in support of their Poppy Appeal and this fund allows for transparency in the management of this money. The balance from previous years was paid to the British Legion during this year.

CAP (Christians Against Poverty)
The Church support the operation of CAP through the Hub as a support mechanism for parishioners and the wider public. This fund facilitates specific contributions to this work. The fund was spent in full during the year.

Church Floor
The Screwfix Foundation provided £5k towards the costs of replacing the church floor, with carpet and vinyl flooring being fitted throughout. The fund was spent in full during the year.

CWF - Youth
Waltham Forest Council, through their Ward Grant funding programme, supported us to deliver a residential weekend for local young people. The grant covers the year to 31 March 2025. 50% of the income was received up front and the balance in 2025.

CWF - Summer
Waltham Forest Council, through their Ward Grant funding programme, supported us to deliver an activity programme targeted at older resident in the summer alongside our Café provision. The grant covers the year to 31 March 2025. 50% of the income was received up front and the balance in 2025.

CWF - Growing
Waltham Forest Council, through their Ward Grant funding programme, supported the development of the waste ground at the back of the Church into a vegetable growing area. The grant covers the year to 31 March 2025. 50% of the income was received up front and the balance in 2025.

Christmas
McCrae's Estate Agent supported our annual Christmas events in 2024 and 2025 to whom we are very grateful. Both events were a great success. The £500 support regarding 2025 was made in February 2026.

14. FUNDS - MOVEMENT IN YEAR (CONT'D)

CWF - Nutrition and Wellbeing
These funds were secured from London Borough of Waltham Forest Ward funding and were used to provide a nutritional eating programme including the provision of recipes and interactive cooking demonstrations, coupled with the provision of free slow cookers and ingredients funded from other programmes. The balance should be received in 2026.

CWF - Youth Link (South)
These funds were secured from a London Borough of Waltham Forest Ward funding and were used to build relationships between those delivering youth services in Highams Park and provide a Youth Fair for activity providers to engage directly with young people and to build and support better links with the Aldriche Way estate residents. The balance should be received in 2026.

CWF - Youth Link (North)
These funds were secured from a London Borough of Waltham Forest Ward and were used to build relationships between those delivering youth services in Highams Park and provide a Youth Fair for activity providers to engage directly with young people and to build and support better links with the Aldriche Way estate residents. The balance should be received in 2026.

CWF - Healthy Ageing
These funds were secured from London Borough of Waltham Forest Ward funding and were used to provide health activities and health support provision such as chair aerobic sessions and the services of a podiatrist, for example. The balance should be received in 2026.

CWF - E Help @ Hub (North)
London Borough of Waltham Forest Ward funding awarded this grant for the period March 2025 to March 2026 to provide support to people without access to technology to make applications, complete forms and deal with utility companies. The initial grant award has not yet been received, it and the balance should be received in 2026.

CWF - E Help @ Hub (South)
London Borough of Waltham Forest Ward funding awarded this grant for the period March 2025 to March 2026 to provide support to people without access to technology to make applications, complete forms and deal with utility companies. The initial grant award has not yet been received, it and the balance should be received in 2026.

City Bridge Trust
The Trust are supporting the delivery of the Hub over the five years to 31 March 2028.

14. FUNDS - MOVEMENT IN YEAR (CONT'D)

	Balance at 1.1.24 £	*Income* £	*Expenses* £	*Transfers* £	*Balance at 31.12.24* £
(a) General					
Operating Activities	*18,124*	*115,057*	*(62,791)*	*(6,153)*	*64,237*
	18,124	*115,057*	*(62,791)*	*(6,153)*	*64,237*
(b) Designated					
Joy Farrow Legacy	*28,592*	*0*	*0*	*0*	*28,592*
Building Maintenance	*45,000*	*0*	*(32,598)*	*0*	*12,402*
CAP (Christians Against Poverty)	*0*	*0*	*0*	*5,753*	*5,753*
	73,592	*0*	*(32,598)*	*5,753*	*46,747*
(b) Restricted					
Food Hub	*54,958*	*30,557*	*(45,241)*	*0*	*40,274*
Warm Rooms	*3,488*	*0*	*(1,163)*	*0*	*2,325*
Chairs	*1,908*	*67*	*0*	*0*	*1,975*
CWF - Healthy Ageing	*0*	*1,375*	*0*	*0*	*1,375*
CWF - Youth Link (North)	*0*	*1,000*	*0*	*0*	*1,000*
City Bridge	*3,535*	*42,200*	*(45,136)*	*0*	*599*
Aldriche Estate	*0*	*845*	*(709)*	*400*	*536*
CWF - Nutrition and Wellbeing	*0*	*500*	*0*	*0*	*500*
CWF - Youth Link (South)	*0*	*500*	*0*	*0*	*500*
Christian Kitchen	*0*	*337*	*0*	*0*	*337*
Community Living Room (31.3.25)	*0*	*2,642*	*(2,320)*	*0*	*322*
Children's Society	*4,175*	*136*	*(4,175)*	*0*	*136*
Christmas	*0*	*1,000*	*(887)*	*0*	*113*
Flowers	*100*	*1*	*0*	*0*	*101*
British Legion	*122*	*27*	*(122)*	*0*	*27*
Community Living Room (24.5.24)	*(1,126)*	*3,756*	*(2,630)*	*0*	*0*
Community Chest	*2,500*	*2,658*	*(5,158)*	*0*	*0*
Church Utility	*1,419*	*2,550*	*(3,969)*	*0*	*0*
CAP (Christians Against Poverty)	*459*	*3,613*	*(4,072)*	*0*	*0*
CWF - Youth	*(688)*	*0*	*0*	*0*	*(688)*
CWF - Summer	*(2,692)*	*0*	*(920)*	*0*	*(3,612)*
CWF - Growing	*325*	*0*	*(4,960)*	*0*	*(4,635)*
	68,483	*93,764*	*(121,462)*	*400*	*41,185*
	160,199	*208,821*	*(216,851)*	*0*	*152,169*

15. ANALYSIS OF NET ASSETS BY FUND

	Unrestricted Funds	Restricted Funds	Total 2025	*Total 2024*
	£	£	£	*£*
Fixed assets	4,646	2,953	7,599	*5,456*
Debtors, accrued income and prepayments	24,071	6,072	30,143	*39,561*
Cash at bank and in hand	112,862	41,699	154,561	*124,975*
Creditors due within one year	(13,461)	(2,808)	(16,269)	*(17,823)*
Net assets	128,118	47,916	176,034	*152,169*

	Unrestricted Funds	*Restricted Funds*	*Total 2024*
	£	*£*	*£*
Fixed assets	*125*	*5,331*	*5,456*
Debtors, accrued income and prepayments	*32,488*	*7,073*	*39,561*
Cash at bank and in hand	*92,410*	*32,565*	*124,975*
Creditors due within one year	*(14,039)*	*(3,784)*	*(17,823)*
Net assets	*110,984*	*41,185*	*152,169*

16. PRIOR YEAR COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES	*Unrestricted Funds* £	*Restricted Funds* £	*Total 2024* £
Income from			
Donations and legacies	*61,791*	*32,375*	*94,166*
Charitable activities	*37,116*	*0*	*37,116*
Investments	*4,071*	*1,634*	*5,705*
Other	*12,079*	*59,755*	*71,834*
Total income	*115,057*	*93,764*	*208,821*
Expenditure on			
Raising funds	*254*	*0*	*254*
Charitable activities			
Parochial ministry	*45,905*	*13,472*	*59,377*
Parish share	*31,200*	*0*	*31,200*
Grants	*5,753*	*4,297*	*10,050*
External ministry	*12,277*	*103,693*	*115,970*
Total expenditure	*(95,389)*	*(121,462)*	*(216,851)*
Net income / (expenditure)	*19,668*	*(27,698)*	*(8,030)*
Transfers between funds	*(400)*	*400*	*0*
Net movements in funds for the year	*19,268*	*(27,298)*	*(8,030)*
Reconciliation of funds:			
Total funds brought forward	*91,716*	*68,483*	*160,199*
Total funds carried forward	*110,984*	*41,185*	*152,169*