

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

Registered Charity Number: 1127816

**Annual Report and Financial Statements
of the Parochial Church Council
for the year ended 31st December 2018**

Wenn Townsend

Chartered Accountants

Oxford

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

Annual Report for the year ending 31st December 2018

This report is prepared in accordance with the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014, and covers the activities of the Parochial Church Council during the year ended 31st December 2018. In accordance with the Charities Act 2011 the PCC is registered as a charity with the Charity Commission (charity number 1127816). St Ebbe's Church is situated in Pennyfarthing Place, off St Ebbe's Street, in central Oxford. We also meet regularly at 30-34 Lime Walk, Headington.

Reference and Administration Details:

Incumbent: The Reverend Canon Vaughan Roberts
The Rectory
2 Roger Bacon Lane
Oxford
OX1 1QE

Banks: Barclays Bank Plc
Oxford City Centre
PO Box 333
Oxford
OX1 3HS

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill, West Malling
Kent
ME19 4JQ

Statutory Auditor: Wenn Townsend
30 St Giles
Oxford
OX1 3LE

Church Manager: Andy Menary
2 Roger Bacon Lane
Oxford
OX1 1QE

Headington Administrator: Jill Gascoigne
21 Latimer Road
Headington
Oxford
OX3 7PG

Membership

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

Incumbent (Rector):	The Revd. Canon Vaughan Roberts - Chairman
Associate Minister (9.45 Congregation Leader):	Peter Wilkinson
Associate Minister (Women & Parish)	Annabel Heywood
Associate Minister (City Congregation Leader):	Matthew Pope
Minister & Headington Congregation Leader:	Alistair Horn
Associate Minister (Headington):	David Reid (to June 2018)
Associate Minister (Headington)	Leon Catallo (from September 2018)
Church Manager:	Andrew Menary
Curate (11.45 Congregation Leader & Students):	Joel Knight

**The Parochial Church Council of the Ecclesiastical Parish
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Annual Report for the year ending 31st December 2018 (continued)

Membership (continued)

Churchwardens:	Paul Taylor Alistair Cory
<i>Representatives on the Deanery Synod:</i>	Jonathan Anelay (Oxford Diocesan Synod) (to July 2018) Julia Cameron Simon Neal Georgina Smallman Paul Taylor Penelope Wearn Suzanne Wilson-Higgins
<i>Elected members of the PCC:</i>	Susan Berry – PCC Secretary Graham Collins Matthew Davidson (from April 2018) Anna Gittins Philip Goh Edward Heywood-Lonsdale Robert Horner Jeff Hunter Richard Mortimer (to April 2018) Trevor Rayment - Hon. Treasurer

The Rector, elected members of the PCC, the Churchwardens and the Representatives on the Deanery Synod are all Trustees of the charity for the purposes of charity law.

Aim of the Church

The aim of the Church is to see God honoured as we engage in three tasks: reaching out to non-believers, building up Christians and sending out Christian workers.

Structure, Governance and Management

The PCC operates through a number of Committees, which meet between full meetings of the PCC:

- The Standing Committee, comprising the Rector, Churchwardens, Secretary, Church Manager and Treasurer, has the power to transact some of the business of the PCC between meetings.
- The Overseas Partners Support Group (and the equivalent Reaching the Nations Group at Headington) and the UK Mission Group maintain contact with the church's supported mission partners and present proposals to the PCC concerning mission work.
- The Finance Committee supports the Treasurer in preparing budgets and financial forecasting to aid the PCC in its decision-making.
- The Pastoral Care Committee aims to ensure there is support and care for those who need it within the church family and considers ways to improve our pastoral care across the church
- The Headington Committee has responsibility for the work at St Ebbe's Headington.
- An Evangelism Committee meets to encourage and support evangelism.
- A Hardship Fund Committee oversees our support for those in our church and area in need.
- The Project Management Group (formerly Premises Development Group) leads the planning and implementation of developments of our church buildings.
- The Buildings Committee has responsibility for the fabric of our current buildings.

The PCC (Powers) Measure 1956, requires the PCC to co-operate with the minister in promoting the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

**The Parochial Church Council of the Ecclesiastical Parish
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Annual Report for the year ending 31st December 2018 (continued)

Induction and Training of PCC Members

New members are briefed on their legal obligations under church and charity law, the committee and decision-making processes, the plans of the church and recent financial performance. They are encouraged to receive appropriate training to facilitate the undertaking of their role.

Objectives and activities for the public benefit

The objective of the charity is to promote in the ecclesiastical parish the whole mission of the church. This is primarily done through meeting for teaching of the Bible, praise and prayer in 8 congregations. The church also provides for work with children of all ages on Sundays, after school, in school holidays and during the day on Wednesday for toddlers. The church supports the mission of the church through prayer and financial support of partners overseas and in the UK. The church also supports education through hosting the South Central Ministry Training Course and supporting trainees at theological college. The church hosts a number of weddings, baptisms and funerals each year.

The church aims to see Christians built up for service through midweek Fellowship Groups, Roots for those in their 20s and 30s, Focus and iFocus (Explore at Headington) for domestic and international students, and Thesis for post-graduate students. The church also aims to reach out to others through a variety of evangelistic events as well as courses for those investigating the Christian faith (e.g. Christianity Explored), and a homeless outreach.

The Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties.

Grant-making policies

Annual budgets for UK mission and International mission are set at 6% and 19% respectively of the previous year's regular giving. The decision making on precise grants is made by the Overseas Partners Support Group (OPSG), Reaching the Nations (RTN) at Headington and UK Mission Group (UKMG).

The congregations are occasionally invited by the PCC to contribute to specific appeals of behalf of designated charities. In 2018, £19,600 was collected for our Harvest Offerings (2017: £18,500) and then given to support Oxford Winter Night Shelter, Oxford Community Emergency Foodbank and Christians suffering in Syria through Open Door and Barnabas Fund.

Use of volunteers

The PCC appreciates that the work of St Ebbe's is hugely dependent upon the contribution of volunteers and wishes to record its thanks to all who offer their time and talents. Volunteers working with children and vulnerable adults are subject to DBS (Disclosure & Barring Service) checks in line with St. Ebbe's Safeguarding Policy and approved by name by the PCC. Ros Clarke is our Safeguarding Officer. Safeguarding is a regular consideration of the PCC and improvements to our approval procedures were agreed during the year.

Achievements and Performance

General Review of the Year

The full PCC met 7 times during the year. The major new subject for discussion was an opportunity to plant a church in the Cowley area of Oxford, the practical and financial implications and the appointment of a minister to lead the church plant. Progress with the planning for a refurbished and extended Church Centre kitchen were considered during the year and approved at the PCC's first meeting of 2019. The PCC was also concerned with staff appointments, finance, Safeguarding appointments and Church of England matters, and received regular reports from sub-committees and congregation leaders.

**The Parochial Church Council of the Ecclesiastical Parish
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Annual Report for the year ending 31st December 2018 (continued)

General Review of the Year (continued)

It has been a relatively quiet year for senior staff changes, the most notable being Dave Reid leaving Headington at the beginning of the summer after 9 years to join Lymington Rushmore Holidays. Along with Helen, Timothy and Rachel he leaves with our deep gratitude and very best wishes. Leon Catallo joined the Headington team in September and we are delighted that he, and his wife Charlotte have returned to St Ebbe's. Becky Lee, who left in the summer following husband Matt's ordination, made a significant contribution to our ministry amongst students and will be missed, but has been ably replaced by Helen Hambling. We also said good-bye to Kate Philips, who has served us in various capacities since joining as an apprentice in 2014, most recently ministering to our Postgraduates. She left in the summer but retains close ties as she, along with Alex and Euan, are now our mission partners in East Asia. We welcome Nancy-Page Lowenfield as Postgraduate Worker.

As usual, we had a large turnover of apprentices during the summer, with 5 staying for a second year and 8 joining us. Those leaving us have moved to many different pastures; we hope and pray that they found their time at St Ebbe's beneficial – we most certainly did. We also welcome this year's new apprentices. In a large church it is too easy to take for granted all that they do, so we warmly record our thanks and appreciation here.

Sunday is the main opportunity for us to meet together – during term time we have 8 services, including 3 at St Ebbe's Headington, and OAK (Oxford Asian Koinonia). A major aspect of our Sunday services is attention to the preaching of God's word, and during the year we appreciated series in Galatians, Acts, Isaiah and Ecclesiastes amongst others. Our buildings are very well used during the week, with an activity nearly every day, including hosting the South Central Gospel Partnership Ministry Training Course on Tuesdays, Mum's & Toddlers Groups on Wednesdays (Sparklers in the city centre & Splat in Headington) and Thursday Afternoon Fellowship. Students meet during the week for Focus, iFocus/Explore (internationals) and Conversation (language students), and our weekly post-graduate ministry (Thesis).

Week-night clubs are also held for children and teenagers. Many adults are members of regular fellowship groups and for 20s and 30s, Roots meets each week for Bible study, prayer and encouragement (20s & 30s group at Headington). Our annual children's Holiday Bible Clubs were once again well attended and appreciated, as were similar day events during half term breaks.

Our ministry to children, youth and their families has continued to grow and develop over the year. On average over 220 children/youth attend our Sunday groups each week, in addition to those attending mid-week clubs and Holiday clubs. We are so very grateful for all the leaders who care for and teach in these ministries.

Week by week we continue to seek to grow in the knowledge of God, to increase our depth of fellowship and unity and to proclaim the Gospel. We have held a variety of events throughout the year to enable people to hear the good news of the gospel, some tied to particular ministry areas, and some for the whole church family to engage with.

Church Attendance

At the time of the Annual Parochial Church Meeting in April 2018 there were 389 (2017: 379) on the church electoral roll. In 2018 our total weekly Sunday attendance has grown slightly following the return to our main church building and the addition of a gallery. The majority of regular attendees are members of small groups to help them study the Bible, encourage each other, and grow as disciples of Jesus Christ.

Fabric Report

The first year following the completion of the gallery and Pennyfarthing has seen snagging and minor defects corrected by the contractors, with final defects to be attended to and the troublesome new floor to be corrected once all likely sources of damp have been addressed. To this end, we applied for and received permission to replace the external drainage and rainwater downpipes at the west end of the church, with work to be undertaken in early 2019. We undertook work on the Pennyfarthing roof to overcome a frequent water ingress and also made some repairs to the church roof. Having now used the gallery and additional space for over a year we are increasingly thankful for its provision and usefulness.

The remaining item from our Building for Growth project has been attention to our kitchen facilities. A project group has been working on plans for this, project management architects were appointed and in early 2019 PCC gave agreement to go ahead with this project during the summer of 2019. We will be seeking to raise funds for this work.

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Annual Report for the year ending 31st December 2018 (continued)

Fabric Report (continued)

We have begun to undertake necessary maintenance work on the Temple Cowley church building, which we began to rent at a peppercorn from The Littlegate Trust in August 2018.

Regular maintenance has been undertaken on our premises, with the help of local tradesman and a group of volunteers to whom we give very grateful thanks.

Financial Review

Our God has been very kind to us over recent years, providing just what is needed for his work through St Ebbe's and 2018 was no exception. The General Unrestricted Fund recorded a net surplus of £179,000 (or an underlying £100,000 before the accounting impact of a decrease in our Pension Fund provision) (2017: £128,000 deficit). The Headington Restricted Fund recorded a surplus of £13,000 (2017: deficit of £66,000). Overall our total funds including restricted funds rose by £157,000 in the year. Our marked improved 'bottom line' compared with 2017 reflects reduced expenditure following the costs of being 'out of Ebbe's and increased regular giving.

The vast majority of our income comes from the faithful regular giving of God's people, and we are once again thankful to our Lord and the generosity of his people for this year's response. Once Gift Aid is included, in 2018 we received regular gifts of £912,000 an overall 12% increase over the previous year, in part reflecting a desire to support the new Cowley church plant. We thank God for the commitment of our regular givers, many for a great number of years and at significant personal cost, and particularly for those who have started to give regularly this past year. Our Gift Days in May and November are significant moments in the year and are necessary to meet the balance of our general expenditure and for specific new expenditure. This year £247,000 was given (2017: £173,900) across our Gift Days for which we are full of thanks and gratitude. Friends of St Ebbe's Trust (FoSE) has continued to support the student work at St Ebbe's, and we remain exceedingly grateful to all those former students who support FoSE to enable it to make these donations year by year. During the year we benefitted from Legacies of £16,000 (2017: £1,000) for which we are extremely appreciative, and also were finally able to bring into our accounts the remaining proceeds from the sale of a medieval chest in 2010.

As expected, total expenditure fell in 2018 to £1,611,000 (2017: £2,793,000) after the significant Building for Growth costs in 2017 and the £79,000 reduction in our Pension Fund provision in 2018, following a £59,000 increase the previous year. Our underlying General Fund expenditure fell from £1,060,000 to £1,003,000 as our costs fell as expected following a return to St Ebbe's. Some £60,000 of expenditure, on Temple Cowley building and church drainage, was approved in 2018 in the light of the forecast outcome but will not occur until 2019, slightly distorting both years. It is appropriate to remember that our priority is the good news of Jesus to individuals, and accordingly the majority of our costs are to enable people to minister this good news, either directly or indirectly.

We are committed to paying 19% of our previous year's regular income as grants to support the work of the Gospel overseas and 6% within the UK. For 2018 a total of £199,162 (2017: £204,746) was given away as grants for this work. We also raise one-off collections for special causes (e.g. Harvest Offerings).

The Honorary Treasurer, Trevor Rayment, and Tim Wilson (for Headington) have guided the PCC throughout the year, supported by our Finance Committee and with regular reports to Standing Committee, Headington Committee and the PCC. Under the direction of our Church Manager, Andy Menary, all day to day financial matters are handled by Bev Adam for Central and by Rachel Browning at Headington. We are thankful for their care and attention.

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

Annual Report for the year ending 31st December 2018 (continued)

Significant Events

We are continually grateful to our Lord for everyone who gives towards the work here, and very especially to those who give regularly and faithfully over many years. Our normal expenditure is relatively predictable and stable from year to year but also significant, and so we remain dependent on renewed generosity of giving each year.

2018 has been a year where we have grown into our lovely new and refurbished buildings, for which we are increasingly thankful. It has also been a year when we have continued to seek to share the love of Jesus with other people and to build up Christians in their discipleship. Unexpectedly, during the year we were able to take a major step forward in our long-term plans for church planting by acquiring a church building in Temple Cowley to be the home for a church plant to this area of Oxford. Ben Vane has been appointed as our minister for the plant – we look forward to him joining the staff team and the plant commencing during 2019.

During 2018 the PCC's property at 32 Dale Close was sold, provided needed cash to meet the costs of Building for Growth and pay off a bridging loan. The property was simultaneously rented back to the PCC to provide family accommodation for one of our ministers.

Senior Management

The PCC aims to align senior staff remuneration with the stipend scales applicable to clergy and other lay workers within Oxford Diocese and updated by them with effect from each April. Senior management, comprising Rector, Congregation Leaders and Church Manager are paid at Incumbent status rates, either in total (including housing allowance) or on a net basis where we provide housing. (Rector is paid a stipend by Oxford Diocese and a housing allowance by PCC.)

Reserves Policy

The PCC has a reserves policy that it considers appropriate to the financial risks of the charity and in accordance with best practice. In the light of a deficit against the policy position at the end of 2017, the PCC gave special attention to considering the policy over the past year. It reiterated our previous policy, namely that we should hold reserves in the form of net current assets sufficient to cover the equivalent of at least three months of unavoidable expenditure by the church. In this context "unavoidable" would include building and accommodation-related costs, salaries and payroll expenses, expenditure normally met from grants received and grant commitments to mission partners. It also considered circumstances where the cover might reduce to a minimum of 2.4 months expenditure for planned investment purposes and with a recovery plan alongside. For the general unrestricted fund, at the end of 2018 we held reserves of £297,000, compared to £187,000 at the end of 2017 and £66,000 above our 3 month's expenditure requirement.

For the Headington Restricted Fund, the same policy is adopted. The required reserves are £71,000 whilst net current assets stood at £83,000 at the year-end (3.5 months' committed expenditure – 2.7 months at 12/2017).

The recovery of our reserves during 2018 is a particular cause of thanks from the PCC.

Principal Risks and Uncertainties

As part of its responsibilities the PCC maintains an overview of the various activities of the church to ensure that the best current practice is followed. Policies are in place for the following particular areas of the work of the church:

Safeguarding for the Protection of Children and Vulnerable Adults. This is an area where best practice develops year by year. Following new guidance from Oxford Diocese we have updated some of our practices and training during the year and the PCC has continued to give Safeguarding its priority.

Insurance. The present Parish Plus policy with Ecclesiastical Insurance Group plc was established in 2000. The sums therein are increased annually to allow for inflation and were formally reviewed by Ecclesiastical during the year. Headington's building and other risks are also insured through Ecclesiastical Insurance Group plc and individual insurances are arranged for other properties owned or occupied by the PCC.

Financial procedures covering best practice. Wenn Townsend continue to advise on church finances and oversee the staff payroll. The safety of monies on deposit and when invested, together with any rate of interest where appropriate are monitored by the Church Manager and the Treasurer who report to the Standing Committee and the PCC as needed.

**The Parochial Church Council of the Ecclesiastical Parish
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Annual Report for the year ending 31st December 2018 (continued)

Principal Risks and Uncertainties (continued)

Health & Safety. The current policy was first approved in September 2014 and is reviewed regularly. A new Fire Strategy was prepared to coincide with the completion of the building work and will be reviewed in the light of experience. A new Fire Risk Assessment has been prepared for the Temple Cowley buildings and the existing FRAs for our central Oxford buildings will be renewed during 2019.

The PCC considers there are two main areas of uncertainty as it looks forward:

- Our regular expenditure is met each year from giving in that year. We are very thankful to everyone who has committed to give regularly, but we remain dependent on that giving to continue our work. We are encouraged to see an increase in giving during the past year but are also aware of increased expenditure commitments during 2019 (e.g. for Cowley). Careful management of our income and expenditure will be a priority during this year, alerting our congregations to the need if appropriate.
- Unexpected consequences of our Building for Growth project. The major work is now complete and the final account has been received, without undue alarm. We await completion of defects works and in particular the corrections needed to the floor, which could have unforeseen financial consequences. The further work to refurbish and extend the Church Centre kitchen will be conducted Summer 2019 and the PCC will be seeking donations for this work. The project has been costed and firm prices received but there is always the possibility of cost slippage due to unexpected problems in a project like this.

Church Assets

It has always been the practice for assets to be written off in the year of purchase, and the cost/value of the church's furniture and equipment is not included in these financial statements as a result. The recent work upon the church building itself has been written off as the building is not owned by the PCC. However, work to the Church Centre (including the link area and stairs to the church) and renovation of the Pennyfarthing has been capitalised and depreciated in these accounts over 20 and 5 years respectively, reflecting the expected useful life of these works.

Plans for Future Periods

The church's plan for the future is to continue to pursue its aim "to see God honoured as we engage in three tasks: reaching out to non-believers, building up Christians and sending out Christian workers." Both the need and opportunities are great, and we look to God to direct us and to provide the means to accomplish his will.

2019 will see the establishment of the next stage of our long held plans to plant churches in our area, with the establishment of a church plant at Temple Cowley. We will continue to look for similar opportunities.

Also in 2019, we plan to extend and refurbish the Church Centre kitchen, making it appropriate for the demands placed upon it. We will continue by God's grace to seek to realise the underlying vision for growth behind our recent extensive buildings works.

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

Annual Report for the year ending 31st December 2018 (continued)

Responsibilities of the Parochial Church Council (The Council)

The PCC is responsible for preparing the 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 Council 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 Council is 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 in the financial statements; and
- prepare the financial statements on a going-concern basis unless it is inappropriate to presume that the church will continue to operate.

The Council is 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 and the applicable Charities (Accounts and Reports) Regulations. 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.

The Council is responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

On behalf of the PCC

Revd Canon Vaughan Roberts

Date: 2019

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

**Independent Auditor's Report to the Trustees of The Parish of St Ebbe with Holy Trinity
and St Peter Le Bailey**

Opinion

We have audited the financial statements of The Parish of St Ebbe with Holy Trinity and St Peter Le Bailey for the year ended 31st December 2018 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31st December 2018, and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**The Parochial Church Council of the Ecclesiastical Parish
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**Independent Auditor's Report to the Trustees of The Parish of St Ebbe with Holy Trinity
and St Peter Le Bailey**

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report;
or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 8, the trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

**Wenn Townsend, Statutory Auditor
Oxford**

..... **April 2019**

Wenn Townsend is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

**The Parochial Church Council of the Ecclesiastical Parish
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Statement of Financial Activities

for the year ended 31st December 2018

	Note	General unrestricted funds	Designated unrestricted funds	Restricted funds	Totals 2018	General unrestricted funds	Designated unrestricted funds	Restricted funds	Totals 2017
Income									
Donations and legacies	3a	942,751	-	634,054	1,576,805	817,583	-	1,742,920	2,560,503
Income from church activities	3b	41,773	-	15,022	56,795	62,767	-	33,004	95,771
Activities for generating funds	3c	117,813	-	9,103	126,916	108,964	-	19,072	128,036
Income from investments	3d	1,203	-	7,031	8,234	1,171	-	6,836	8,007
Total income		£1,103,540	-	665,210	1,768,750	£ 990,485	-	1,801,832	2,792,317
Expenditure									
Church activities	4a/b	924,327	-	686,224	1,610,551	1,118,597	-	1,674,883	2,793,480
Total expenditure		£ 924,327	-	686,224	1,610,551	£1,118,597	-	1,674,883	2,793,480
Net (losses)/gains on investments	5b	-	-	(5,667)	(5,667)	-	-	16,358	16,358
Net income/(expenditure)		179,213	-	(26,681)	152,532	(128,112)	-	143,307	15,195
Transfer between funds	10	-	(510,000)	510,000	-	(505,000)	505,000	-	-
Other recognised gains/losses									
Gains on property		-	5,000	-	5,000	31,775	-	-	31,775
Net movement in funds		179,213	(505,000)	483,319	157,532	(601,337)	505,000	143,307	46,970
Balance brought forward at 1st January 2018		242,909	505,000	692,593	1,440,502	844,246	-	549,286	1,393,532
Balance carried forward at 31st December 2018		£ 422,122	-	1,175,912	1,598,034	£ 242,909	505,000	692,593	1,440,502

The notes on pages 14 to 28 form an integral part of these accounts.

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

Balance Sheet

At 31st December 2018

	Note		2018	2017
Fixed assets				
Tangible fixed assets	5a		1,067,014	1,212,225
Investment assets	5b		199,369	205,036
			1,266,383	1,417,261
Current assets				
Stock of books		3,928	3,420	
Property held for sale		-	505,000	
Debtors	7	99,720	313,973	
Cash at bank and in hand		686,695	467,719	
		790,343	1,290,112	
Liabilities: amounts falling due within one year	8a	(400,692)	(1,069,871)	
Net current assets			389,651	220,241
Total assets less current liabilities			1,656,034	1,637,502
Liabilities: amounts falling due after one year	8b		-	(60,000)
Provisions for liabilities	9		(58,000)	(137,000)
Net assets			£1,598,034	£1,440,502
Funds				
Unrestricted - general	10		422,122	242,909
- designated	10		-	505,000
Restricted	10		1,175,912	692,593
			£1,598,034	£1,440,502

Approved by the Parochial Church Council on 2019 and signed on its behalf by:

The Revd Vaughan Roberts
Chairman of PCC

Trevor Rayment
Treasurer of PCC

The notes on pages 14 to 28 form an integral part of these accounts.

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

**Statement of Cash Flows
for the year ended 31st December 2018**

	Note	Total Funds 2018	Total funds 2017
Net cash (used) / provided by operating activities	12	(299,258)	906,130
Cash flows from investing activities:			
Income from investments		8,234	8,007
Purchase of freehold land and buildings		-	(1,019,000)
Proceeds on disposal of freehold land and buildings		510,000	-
Net cash (used) / provided by investing activities		518,234	(1,010,993)
Change in cash and cash equivalents in the year		218,976	(104,863)
Cash and cash equivalents brought forward		467,719	572,582
Cash and cash equivalents carried forward		£ 686,695	£ 467,719

The notes on pages 14 to 27 form an integral part of these accounts.

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

**Notes to the Financial Statements
for the year ended 31st December 2018**

1 Explanatory notes on the Financial Statements:

Basis of preparation and assessment of going concern

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16th July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011. The accounts are presented in a format compatible with the Church Accounting Regulations 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

The aim of the SOFA is to summarise the church income and expenditure according to activity. The notes to the accounts divide the summarised figures in a variety of ways, which provide additional breakdown of the income and expenditure.

The balance sheet represents the assets and liabilities of the PCC at the end of December 2018. However, it does not include the church itself or the rectory, as well as some other church assets purchased in past years. The financial statements for 2018 are subject to full audit because the income for the year exceeds £1,000,000.

- The general fund comprises the regular income and the regular and predictable expenditure relating to core church activities.
- Restricted funds are detailed in note 10 to the accounts and have been received for specific purposes.

St Ebbe's Ecclesiastical Charity (Registered Charity No. 265307) is a connected charity of which the PCC is the Managing Trustee. The charity is the beneficial owner of the Parish Centre and of funds invested with CCLA Investment Management Limited, the income from which is applied for the maintenance of the fabric, furniture and services of the church.

2. Accounting policies

a. Basis of accounting

The financial statements have been prepared under the historical cost convention except for the valuation of investment assets and certain freehold property.

b. Funds structure

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for application on the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

Designated funds represent funds set aside for a specified purpose by the PCC.

Restricted funds are to be used for specific purposes as specified by the donor.

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

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

**Notes to the Financial Statements
for the year ended 31st December 2018**

..... continued

2. Accounting policies (continued)

c. Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

i) Voluntary income and capital sources

Collections are recognised when received by or on behalf of the PCC, as is planned giving.

Income tax recoverable on Gift Aid donations is recognised in the year the donation is received.

Grants and legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the PCC is probable.

Sales of books and magazines from the church bookstall are accounted for gross.

ii) Other income

Rental income from the letting of church premises is recognised when the rental is due.

iii) Income from investments

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

Tax recoverable on such income is recognised in the same accounting year.

d. Gains and losses on investments

Realised gains or losses are recognised when investments are sold.

Unrealised gains or losses are accounted for on revaluation of investments at 31st December 2018.

e. Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of obligation can be measured reliably.

i) Grants

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

ii) Activities directly relating to the work of the Church

The diocesan quota is accounted for when paid. Any parish share unpaid at 31st December 2018 is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

f. Fixed assets

i) Consecrated property and movable church furnishings

Consecrated and beneficed property of any kind is excluded from the accounts by section 96(2)(a) of the Charities Act 2011. The value of fixed assets other than the Parish Centre and the Pennyfarthing is not included in the balance sheet.

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 considers this inalienable property.

All expenditure incurred in the year on consecrated or beneficed buildings and moveable church furnishings, whether maintenance or improvement is written off as expenditure in the SOFA and separately disclosed.

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

**Notes to the Financial Statements
for the year ended 31st December 2018**

..... continued

f. Fixed assets (continued)

ii) Other property

Additions to freehold and leasehold property are recognised at cost. Any underlying value before cost of additions is not recognised.

The property is depreciated over its expected useful life as follows:

Freehold property (Parish Centre) – equally over 20 years straight line

Leasehold property (The Pennyfarthing) – equally over 5 years straight line

iii) Other fixtures, fittings and office equipment

Equipment used within the church premises is written off in the year of purchase. Individual items of equipment with a purchase price of more than £10,000 are written off when the asset is acquired but the purchase is disclosed in the accounts.

The church owns equipment used in the church offices and halls which has not been capitalised in the accounts but this is not considered to have a material value.

g Investments

Investments are valued at fair value at 31st December 2018.

h Current assets

Amounts owing to the PCC at 31st December 2018 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.

i Pensions

The Church contributes to the Church of England Funded Pensions Scheme for three employees. This is a defined benefit scheme but the St. Ebbe's PCC is unable to identify its share of the underlying assets and liabilities - each employer in that scheme pays a common contribution rate.

For schemes such as the Church of England Funded Pensions Scheme, FRS 102 requires the St Ebbe's PCC to account for pension costs on the basis of contributions actually payable to the Scheme in the year and to provide for any deficit arising.

Contributions to the Church of England's Church Workers Pension Builder defined contribution scheme are included in the accounts when payable.

j Stock

Stock consists of books. Stocks are valued at the lower of cost and net realisable value.

k Irrecoverable VAT

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

**Notes to the Financial Statements
for the year ended 31st December 2018**

..... continued

3. Income

3a Donations and legacies

	General unrestricted funds	Restricted funds	Total funds 2018	Total funds 2017
	£	£	£	£
Planned giving:				
Regular giving	556,370	209,595	765,965	682,588
Income tax recoverable	101,564	44,332	145,896	130,832
Collections	27,513	2,022	29,535	22,886
Gift days and donations	241,291	357,327	598,618	1,705,853
Legacies	16,013	-	16,013	1,000
Other	-	20,778	20,778	17,344
	942,751	634,054	1,576,805	2,560,503

3b Income from church activities

Student conferences income	16,154	6,231	22,385	26,325
Church weekends	-	-	-	39,491
Roots & Thesis weekends	12,858	-	12,858	13,561
Toddler groups	1,696	4,769	6,465	4,978
Holiday Clubs	5,140	672	5,812	5,381
Other activities (<£3,000 each)	5,925	3,350	9,275	6,035
	41,773	15,022	56,795	95,771

3c Activities for generating funds

Sales of books and tapes	4,214	91	4,305	2,997
Catering	37,276	3,996	41,272	32,773
Rental income	24,980	5,016	29,996	52,672
Miscellaneous income	51,343	-	51,343	39,594
	117,813	9,103	126,916	128,036

3d Income from investments

Dividends/interest received	1,203	7,031	8,234	8,007
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4. Expenditure

4a (i) Grants

Missionary and charitable giving:

World Mission (note 4a(ii))	108,290	43,073	151,363	155,847
UK Mission (note 4a(iii))	34,197	13,602	47,799	48,899
Other Giving (note 4a(iv))	21,950	6,426	28,376	57,926
	164,437	63,101	227,538	262,672

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

**Notes to the Financial Statements
for the year ended 31st December 2018**

..... continued

4. Expenditure (continued)

4a (ii) World Mission (OPSG and RTN)	2018	2017
OMF International (Jones/Harris)	7,650	11,001
Mr & Mrs N Algeo (Crosslinks)	3,400	-
Mr A Becciolini (GBU)	4,000	-
Mr & Mrs J Bell (Friends International)	6,840	8,500
Mr A Bible (BEE)	4,400	4,400
Mr R Brash	4,620	4,195
Mr & Mrs Callow (Friends International)	-	6,200
Mr C Dawson	6,300	6,300
Mr & Mrs L Foster (Crosslinks)	6,000	6,000
Mr & Mrs J Fowler (UFM Worldwide)	6,000	6,000
Mr & Mrs Green (Interserve)	6,000	6,000
Mr S & P Guttridge (Grace Baptist Mission)	5,550	7,200
Mr & Mrs A Kirk (One Challenge International)	9,560	7,920
Mr P Holland (The Crossing)	500	3,000
Mr & Mrs M Johnson (Assemblies of God)	8,900	8,900
Mr & Mrs J Miller (Crosslinks)	4,000	-
Mr & Mrs V Morvan (France Mission)	7,365	7,300
Mr & Mrs G Nesbitt (Crosslinks)	-	9,800
Partners in Service (re Delhi Bible Institute)	4,000	2,000
Mr & Mrs A Phillips	11,400	-
Mr & Mrs T Richards (JCL)	7,800	6,480
Mr & Mrs J Rodriguez (SIM International)	7,335	7,740
Miss H Satterthwaite	4,500	4,500
Mr & Mrs J Vasby-Burnie (Crosslinks)	10,500	10,980
Mr & Mrs Walker	-	3,000
Mr & Mrs J Waters (CMS)	5,800	5,800
Mr A Woodcliffe	500	3,000
26 Grants below £2,000 each (2017: 20)	8,443	9,631
Total	£151,363	£155,847

4a (iii) UK Mission	2018	2017
9.38	2,000	2,000
Anglican Mission in England	500	2,000
Grace Church Cheltenham (J Martin)	2,000	-
Church by the Bay	2,000	2,000
Friends International	2,000	2,000
Oxford Schools Chaplaincy	2,000	2,000
UCCF	15,000	10,500
Mr C Statter	2,000	2,000
OICCU	250	2,200
Wellfield Church Leyland (St Andrews)	2,000	8,000
London Underground Church - M Riley & R Gough	4,000	2,000
Mr R Leadbeater (Kings Church Guildford)	-	2,000
Mr K Campbell	2,000	-
Mr G Loh	2,000	-
Mr J Massie	-	2,000
Mr R Strachan	-	2,000
17 Grants below £2,000 each (2017: 12)	10,049	8,199
Total	£ 47,799	£ 48,899

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

**Notes to the Financial Statements
for the year ended 31st December 2018**

..... continued

4. Expenditure (continued)

4a (iv) Other Giving

	2018	2017
Harvest giving		
Asylum Welcome	-	292
Barnabas Fund	4,900	-
Pioneers Ministries (re Disability Centre, N India)	-	9,122
Open Doors	4,900	-
Oxford Community Emergency Food Bank	1,000	-
Oxford Winter Night Shelter	8,800	9,122
Love Oxford	-	2,000
Magdalen Road Church	-	25,000
Rector's Discretionary Fund	1,603	7,050
Hardship Fund	4,305	5,340
Headington Hardship	518	-
Other giving	2,350	-
Total	£ 28,376	£ 57,926

**4b Activities directly relating to the work
of the church**

	General Unrestricted funds	Restricted funds	Total funds 2018	Total funds 2017
Pay and accommodation:				
Church, parish and youth ministry	297,447	-	297,447	280,856
Central student ministry	54,090	82,258	136,348	210,431
Headington ministry	-	173,913	173,913	197,800
Oak Ministry	5,100	-	5,100	5,100
Quota	92,358	8,000	100,358	90,429
Premises expenses	45,846	9,684	55,530	39,433
General repairs and improvements	33,131	8,661	41,792	28,284
Building improvements	-	118,023	118,023	1,174,769
Contribution to 81 Marlborough Road	15,000	-	15,000	15,000
Church activities	40,827	17,398	58,225	103,689
Catering	48,533	7,046	55,579	47,997
Book purchases	5,146	2,904	8,050	5,926
Other church costs	15,688	15,040	30,728	49,639
Support costs (see note 4e)	97,063	44,646	141,709	281,455
Depreciation	9,661	135,550	145,211	-
	759,890	623,123	1,383,013	2,530,808
Grants paid (see note 4a(i))	164,437	63,101	227,538	262,672
Total expenditure	924,327	686,224	1,610,551	2,793,480

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

**Notes to the Financial Statements
for the year ended 31st December 2018**

..... continued

4. Expenditure (continued)

4c Staff

	2018	2017
Salaries	557,174	645,614
Employer's NI	48,991	49,154
Pension :		
Pension contributions paid in the year	71,240	81,214
Pension deficit contribution paid	(10,000)	(10,000)
Interest cost	2,000	1,000
Remaining change to pension liability (see note 4d)	(71,000)	68,000
Accommodation	118,978	96,916
	£ 717,383	£ 931,898
	£ 717,383	£ 931,898

No remuneration was paid or expenses reimbursed to the Trustees during the current or preceding year.

No employee received £60,000 or more during the current or preceding year.

Neither the Rector nor one of the Curates is included in the total salaries. This is because the Rector and Curate's stipends are met under Church of England arrangements and not by the PCC. Housing expenses for the Rector and Curate are included under Accommodation.

The total remuneration including employer pension contributions paid to key management personnel by the charity was £236,108 (2017: £214,784).

The average number of staff employed during the year was:

	2018	2017
Church	4 (1 p/t)	4 (1 p/t)
Parish/Youth	4	5 (2 p/t)
Student work	3 (1 p/t)	4 (2 p/t)
Headington Church and admin	6 (2 p/t)	7 (2 p/t)
Administration/PA	7 (4 p/t)	7 (4 p/t)
Apprentices	-	7
Cleaning staff	3 (3 p/t)	2 (2 p/t)
	27	36
	21	28

p/t = part time

From September 2017 apprentices were no longer salaried staff but eligible to apply for subsistence grants from Friends of St Ebbes Trust.

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

**Notes to the Financial Statements
for the year ended 31st December 2018**

..... continued

4d Pension costs

St Ebbe's PCC participates in the following pension schemes for its staff:

- (i) St Ebbe's PCC participates in the Church of England Funded Pensions Scheme for stipendiary clergy. This scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Responsible Bodies.

Each participating Responsible Body in the scheme pays contributions at a common contribution rate applied to pensionable stipends.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This means it is not possible to attribute the Scheme's assets and liabilities to specific Responsible Body, and this means contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficit contributions.

A valuation of the Scheme is carried out once every three years. The most recent Scheme valuation completed was carried out at as 31st December 2015. A valuation at 31st December 2018 is currently under way, but the results of this are yet to be determined. The 2015 valuation revealed a deficit of £236m, based on assets of £1,308m and a funding target of £1,544m, assessed using the following assumptions:

- An investment strategy of:
 - for investments backing liabilities for pensions in payment, an allocation to gilts of 33% from the valuation date until 31st December 2019 and thereafter increasing linearly to 70% by 31st December 2030 (with the remainder in return-seeking assets); and
 - a 100% allocation to return-seeking assets for investments backing liabilities prior to retirement;
- Investment returns equivalent to 2.6% p.a. on gilts and 4.6% p.a. on return-seeking assets;
- RPI inflation of 3.2% p.a. (and pension increases consistent with this);
- Increase in pensionable stipends of 3.2% p.a.;
- Mortality in accordance with 80% of the S2NMA and S2NFA tables, with allowance for improvements in mortality rates in line with the CMI 2015 core projections with a long term annual rate of improvement of 1.5%.

Following the 31 December 2015 valuation, a recovery plan was put in place until 31st December 2025 and the deficit recovery contributions (as a percentage of pensionable stipends) are as set out in the table below.

% of pensionable stipends	January 2015 to December 2017	January 2018 to December 2025
Deficit repair contributions	14.1%	11.9%

As at December 2017 and December 2018 the deficit recovery contributions under the recovery plan in force were as set out in the above table.

For senior office holders, pensionable stipends are adjusted in the calculations by a multiple, as set out in the Scheme's rules.

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

**Notes to the Financial Statements
for the year ended 31st December 2018**

..... continued

4d Pension costs (continued)

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. The movement in the provision is set out in the table below.

	2018	2017
Balance sheet liability at 1 January	137,000	78,000
Deficit contribution paid	-10,000	-10,000
Interest cost (recognised in SoFA)	2,000	1,000
Remaining change to the balance sheet liability* (recognised in SoFA)	-71,000	68,000
Balance sheet liability at 31 December	58,000	137,000

* Comprises change in agreed deficit recovery plan, and change in discount rate and assumptions between year-ends.

This liability represents the present value of the deficit contributions agreed as at the accounting date and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

	December 2018	December 2017	December 2016
Discount rate	2.1% pa	1.4% pa	1.5% pa
Price inflation	3.1% pa	3.0% pa	3.1% pa
Increase to total pensionable payroll	1.6% pa	1.5% pa	1.6% pa

The legal structure of the scheme is such that if another Responsible Body fails, St Ebbe's PCC could become responsible for paying a share of that Responsible Body's pension liabilities.

- (ii) St Ebbes (Oxford) PCC participates in the Pension Builder Scheme section of Church Workers Pension Fund for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

**Notes to the Financial Statements
for the year ended 31st December 2018**

..... continued

4d Pension costs (continued)

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

Pension Builder Classic provides a pension for members for payment from retirement, 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 upon the investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

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 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 contributions payable towards benefits and expenses accrued in that year, plus any impact of deficit contributions.

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31st December 2016.

For the Pension Builder Classic section, the valuation revealed a deficit of £14.2m on the ongoing assumptions used. At the most recent annual review, the Board chose not to grant a discretionary bonus, which will have acted to improve the funding position. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £1.8m 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, St Ebbe's PCC could become responsible for paying a share of that employer's pension liabilities.

(iii) Contributions were also made on behalf of 1 member of staff under private pension arrangements.

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

**Notes to the Financial Statements
for the year ended 31st December 2018**

..... continued

4e Analysis of support costs

	General Unrestricted Funds	Restricted Funds	Total 2018	Total 2017
Payroll and pension for admin staff	139,968	35,990	175,958	177,402
Stationery, printing and photocopying	13,991	4,215	18,206	18,251
Postage, phone and internet	10,469	2,138	12,607	12,535
Equipment	1,962	60	2,022	3,727
Auditor's fees - audit	6,320	-	6,320	4,916
- payroll administration	2,040	-	2,040	2,203
Legal and professional fees	264	-	264	1,920
Other administration	684	2,155	2,839	806
Bank charges	365	88	453	695
Movement on pension liability	(79,000)	-	(79,000)	59,000
	<u>£ 97,063</u>	<u>£ 44,646</u>	<u>£ 141,709</u>	<u>£ 281,455</u>

5. Fixed assets

5a Tangible fixed assets

	Freehold Property Parish Centre	Leasehold Property Penny- farthing	Total
Cost or Valuation			
At 1st January 2018	648,225	564,000	1,212,225
Cost or valuation c/f	<u>£ 648,225</u>	<u>£ 564,000</u>	<u>£1,212,215</u>
Depreciation			
At 1st January 2018	-	-	-
Charge for the year	32,411	112,800	145,211
Depreciation c/f	<u>£ 32,411</u>	<u>£ 112,800</u>	<u>£ 145,211</u>
Net book value			
At 31st December 2018	<u>£ 615,814</u>	<u>£ 451,200</u>	<u>£1,067,014</u>
At 31st December 2017	<u>£ 648,225</u>	<u>£ 564,000</u>	<u>£1,212,225</u>

**The Parochial Church Council of the Ecclesiastical Parish
of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford**

**Notes to the Financial Statements
for the year ended 31st December 2018**

..... continued

5b Investment fixed assets

Investment Funds

	St Ebbe's Ecclesiastical Charity	Hardship Fund	Total
Market value at 1st January 2018	73,273	131,763	205,036
(Decrease) during the year	(2,025)	(3,642)	(5,667)
Market value at 31st December 2018	£ 71,248	128,121	199,369

Investment Funds held by the St Ebbe's Ecclesiastical Charity: see Note 1.

Investments in common investment funds are included at bid price.

6. Analysis of net assets by fund

	Designated unrestricted funds	General unrestricted funds	Restricted funds	Total funds 2018	Total funds 2017
Tangible fixed assets	-	183,564	883,450	1,067,014	1,212,225
Investments	-	-	199,369	199,369	205,036
Current assets	-	363,522	426,821	790,343	1,290,112
Current and long term liabilities	-	(66,964)	(333,728)	(400,692)	(1,129,871)
Pension provision	-	(58,000)	-	(58,000)	(137,000)
	£ -	422,122	1,175,912	1,598,034	1,440,502

7. Debtors

	2018	2017
Income tax recoverable	38,447	52,030
Other debtors	42,476	250,713
Prepayments	18,797	11,230
	£ 99,720	£ 313,973

Included in other debtors is £22,570 (2017: £43,473) due from 'The Friends of St Ebbe's Trust', a related charity as described in note 11 to these accounts.

**The Parochial Church Council of the Ecclesiastical Parish
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**Notes to the Financial Statements
for the year ended 31st December 2018**

..... continued

8a. Liabilities: amounts falling due within one year

	2018	2017
Trade creditors	8,683	11,054
Accruals and deferred income	99,493	149,110
Other creditors	32,516	49,707
Loans	260,000	860,000
	£ 400,692	£1,069,871

8b. Liabilities: amounts falling due after more than one year

Loans	-	£ 60,000

Loans were taken to meet the cashflow requirements of the Building for Growth building project. During 2018 a loan of £460,000 from Methodist Chapel Aid was repaid together with a £200,000 private loan. Two private loans (at nil interest) for £200,000 and £60,000 remain outstanding with terms which may require repayment during 2019.

9. Provision

Provision has been made for deficit funding plans in respect of the Church of England Funded Pension Scheme for stipendiary clergy. See note 4d(i).

10. Fund details

	Balance at 1/1/18	Income	Losses on invest- ments	Expenditure	Property gain	Transfers	Balance at 31/12/18
Unrestricted							
General	242,909	1,103,540	-	(924,327)	-	-	422,122
Designated	505,000	-	-	-	5,000	(510,000)	-
Restricted							
Headington	70,517	329,200	-	(316,236)	-	-	83,481
St Ebbe's Ecclesiastical Charity	73,274	2,478	(2,025)	(2,478)	-	-	71,249
PA for Vaughan Roberts	-	16,614	-	(16,614)	-	-	-
Local Hardship Fund	162,591	5,209	(3,642)	(4,305)	-	-	159,853
Rector's Discretionary Fund	4,014	20,778	-	(13,572)	-	-	11,220
Student Ministry	-	82,595	-	(82,595)	-	-	-
Building Project	382,197	189,774	-	(246,512)	-	510,000	835,459
Cowley Building	-	18,562	-	(3,912)	-	-	14,650
	£1,440,502	1,768,750	(5,667)	(1,610,551)	5,000	-	1,598,034

The restricted fund: Headington represents the Headington branch of the church, which from 1st January 2009 became autonomous from the central branch from an accounting perspective.

The restricted fund: PA for Vaughan Roberts represents giving specifically for the purpose of contributing to the employment costs of a Personal Assistant for the Rector.

The restricted fund: Rector's Discretionary Fund represents income arising from royalties from publications of the Rector, which he has pledged to the PCC. In turn, the PCC has agreed that he has the discretion to direct where these payments should be made.

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**Notes to the Financial Statements
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..... continued

10. Fund details (continued)

The restricted fund: Local Hardship Fund provides financial help to needy individuals with whom St Ebbe's PCC is associated, both within our congregations and our local community.

The restricted fund: Cowley Building represents giving specifically to establish a church plant at Cowley, and the related expenditure.

The Building Project fund represents monies collected for appeals to extend and alter our buildings and the expenditure on this work.

For the St Ebbe's Ecclesiastical Charity, please see Notes 1 and 5b.

Any proceeds from the PCC's former freehold property in Dale Close and the Parish Centre can be used for any ecclesiastical purpose affecting the Parish and are considered by the Trustees to be unrestricted assets. During the year the Dale Close property, within designated funds at 1st January 2018 was sold, realising £510,000. The £510,000 transfer between the Restricted Fund: Building Project and the Unrestricted Designated Fund represents expenditure incurred in 2017 for the Building for Growth building project which has been paid for from the Designated Funds rather than from Restricted Funds. This leaves this Designated Fund with a nil balance and therefore closed.

11. Related party transactions

- (i) The 'Friends of St Ebbe's Trust' (registered charity 1043090) is deemed a related party of the PCC as it has some common trustees.

During the year the PCC received a donation of £77,062 (2017: £123,687) from the Trust as a contribution towards student ministry costs. The PCC transferred funds of £15,000 (2017: £15,000) to the Trust to contribute to the repayment of the loan on 81 Marlborough Road, a property acquired for the current and future residential use of ministry staff at St Ebbes.

One part time employee of the PCC worked as an administrator for FOSE and the costs of her employment were fully covered by FOSE.

- (ii) The incumbent, the Reverend Canon Vaughan Roberts, was also a trustee of the following charities with which the PCC had transactions during the year:

- the Proclamation Trust (registered charity 1094952) – the PCC received funding totalling £10,008 from this charity in the year (2017: £10,008).
- 9:38 (registered charity 1092881) – the PCC awarded a grant of £2,350 to this charity in the year (2017: £2,000).
- South Central Gospel Trust (registered charity 1149625) – the PCC received funding totalling £33,222 from this charity in the year (2017: £31,920). This includes payment for the Trust's Training Director who is employed by the PCC and all his costs are fully covered by the Trust.

- (iii) The 'St Ebbe's Gospel Trust' (a charity) is deemed a related party of the PCC as it has some common trustees.

The property in Lime Walk in Headington where the congregation meets is owned by SEGT and is occupied by the PCC under a licence at a licence fee of £1 per annum. The PCC has to pay all running costs and maintenance on this property.

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**Notes to the Financial Statements
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12. Reconciliation of net movement in funds to net cash flow from operating activities

	2018	2017
Net movement in funds	157,532	46,970
Interest income shown in investing activities	(8,234)	(8,007)
Depreciation	145,211	-
Gains on revaluation of tangible fixed assets	(5,000)	(31,775)
(Gains)/losses on investments	5,667	(16,358)
Increase in stock	(508)	(1,002)
(Increase)/decrease in debtors	222,859	(182,580)
Increase/(decrease) in creditors	(737,785)	1,039,882
Increase/(decrease) in provisions	(79,000)	59,000
Net cash (used) / provided by operating activities	£ <u>(299,258)</u>	£ <u>906,130</u>