

Parochial Church Council of the Ecclesiastical Parish of Bushey



Annual Report Year ending December 2018

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Reflections from 2018

Having arrived late in 2018, I have only been with the parish for the closing month of 2018, so I reflect more on what I find as I arrive than on the whole year's activity .

Despite the difficulties surrounding the availability of the Rectory, I have had a relatively smooth landing here in Bushey, and have felt thoroughly and warmly welcomed by members of all three churches.

A very whirlwind introduction to the parish in the late November and early December was really helped by the kindness and helpfulness of so many people. This enabled me to feel at home very quickly and rise to the challenge of the festive season. Christmas, from my point of view went well, with good attendance and people being touched and lifted by the wonderful message of 'God with us'.

And mid-way through March, I am happy to report that I am now settling in a thoroughly redecorated and refurbished and very comfortable rectory, where I shall continue to host events and continue the hospitality and welcome practiced by my predecessors.

At the end of the year, I pay a particular tribute to my colleagues Mary Kingsley, and Verity Harvey, who together with Dave Poultney, enabled worship and pastoral care to continue uninterrupted during the vacancy.

Mary has for the short time we have worked together, proved herself to be a very valuable colleague – an intelligent, prayerful, compassionate and hard-working priest. After Easter she will begin a well-earned retirement. I am sure that ministry will continue for her, albeit at a slower pace. But in common with all retiring priests, she will need a complete break from work for six months to a year. Beyond that, it is my hope that she will visit us from time to time, and exercise an occasional ministry amongst us.

Verity, who had not intended to retire immediately, has on medical advice had to finish her up-front liturgical ministry earlier than she had anticipated. I have valued her support, wisdom and insight, her prayerfulness and her passion that St James should have an active and effective ministry to children and young families, which I and my ordained colleagues will actively pursue. She and Bob will remain as members of St James, supporting us with their prayers and their wisdom. We wish them both well, and speedy recovery to Verity.

Others to whom we have said goodbye during this last year include Rob Whitethread, and Rev Anne Underwood. As one of our Lay Leaders of Worship, Rob made a significant contribution to the spiritual life of the parish through this ministry, and as a pastoral visitor and Home Communion visitor. Rob and his wife Libby have moved to Sheffield and we wish them well in their new home.

As Pioneer minister, Anne Underwood developed the church's outreach through little Reddings school and community work through Reed Trust Bushey. We are thankful for Anne's dedicated work, and wish her well in her new ministry in Cumbria.

The significant challenge underlying all the work of the church in Bushey shows itself in our finances, where we continue to have an annual overspend. Thanks to careful stewardship by the Treasurer and PCC, the overall amount of the deficit has come down, but we remain in a position that is not sustainable, and urgently needs to be addressed on the income side.

Given a very active commitment to fundraising, and a full timetable of events, it is not realistic to suppose that this need can be met by increased fundraising – it is clear that a new commitment to Christian giving is needed as the main response to our situation.

Of course, a financial difficulty in the life of the church always reflects its morale, and its spiritual health. It is my hope that the parish will in this next year experience a growth in our faith, and an awakening to many opportunities for mission, both in new and established ways.

We will also look forward to new arrivals. In June, we will have the delight of welcoming Andy Burgess as curate, together with his family. We are also recruiting an Associate Priest, who we hope will start work with us in the autumn.

On behalf of myself, the Parish Wardens and ministry team we are thankful for all the love, service and commitment shown by so many to our Loving God. May God continue to bless you, those dear to you, the life you live, and the work you undertake in God's name.

Rev Guy Edwards

Rector of Bushey

Administrative Information

The Parish of Bushey is a Registered Charity number 1130540, and has three churches: St James's (the Parish Church) is situated in Bushey High Street, St Paul's is situated in Bushey Hall Road (WD23 2EQ), and Holy Trinity is situated in Bushey Mill Lane (WD23 2AS). The parish is part of the Diocese of St Albans within the Church of England. The correspondence address is: the Parish Office, St James's Church House, High Street, Bushey, Hertfordshire, WD23 1BD. Our website is .

Rector: The Revd Guy Edwards (from November 2018)

Pioneer Minister and Associate Vicar: The Revd David Poultney (until October 2018)

Assistant Priest: The Revd Mary Kingsley

Assistant Priest: The Revd Verity Harvey

Pioneer Curate: Revd. Anne Underwood (until October 2018)

Lay Leaders of Worship: Rob Whitethread (until June 2018) & Christine Cocks

Pastoral Assistant: Rob Whitethread (until June 2018)

Parish Office Manager: Jacqueline Birch

Youth Worker: Joe Palfreyman

Honorary Parish Treasurer: Felicity Cox

PCC Secretary: Gregory Tyler

Parish Wardens: Catherine Brant, Ann E White until April 2018. From April 2018 Christine Cocks and John Rose (until October) Elizabeth Jones from November

Pro Wardens:

(Holy Trinity) Gill Onslow

(St James's) George Crompton

(St Paul's) Marion Golding

Deanery Synod Representatives: Christine Cocks, Maureen Fleming, Stuart Brant and Ingrid Harris

Elected PCC members:

Alex Evans, Jill Macey, Caroline Harper and Roger Prangnell (All appointed 2016)

Phil Stiff, Ali Saunders, Elizabeth Jones, Sandra Cole and Felicity Cox (All appointed 2017)

Ex officio members of PCC are: Clergy, Parish Churchwardens, Deanery Synod reps. The post of Hon PCC secretary and Hon Treasurer, and those of pro-wardens, do not lead to an automatic place on PCC. Those wishing to be PCC members as well as PCC secretary, Treasurer or pro-wardens must stand for election in their own right. After serving on the PCC for three years it is currently the parish policy for people to take a year off before standing again.

Chair of Parish Buildings Committee: Roy Golding

Health and Safety Officer: Roy Golding

Safeguarding Co-ordinator: Alex Evans,

Specific responsibilities within safeguarding;

- Alex Evans - Vulnerable Adults
- Joe Palfreyman - Young People
- Revd Verity Harvey - Clergy contact for those who have been abused

Parish Bankers; Santander, 52 High Street, Watford, Herts, WD17 2AL

Independent Examiner: Malcolm Lucas, Menzies LLP

Architect: Mr James Ford (Clague LLP)

Day to day management control of the churches is exercised by the Incumbent Revd Guy Edwards and the Churchwardens, Christine Cocks and Elizabeth Jones, contactable through the Parish Office, St James's Church House, High Street, Bushey, Hertfordshire, WD23 1BD, Telephone 020 8421 8192.

Structure, Management and Governance

The Parochial Church Council (PCC) is a body corporate established by the Church of England. The Ecclesiastical Parish of Bushey operates under the Parochial Church Council (Powers) Measure 1956. The PCC is registered with the Charity Commission, number 1130540.

The method of appointment of PCC members is set out in the Church Representation Rules. All those who attend our services are encouraged to register on the Electoral Roll and to stand for election to the PCC. PCC meetings are all public meetings and all members of the congregation are invited to attend.

The PCC held nine meetings during the year. Members are welcomed to attend at all PCC meetings, but do not have a vote.

Issues raised for action at PCC meetings included:

- *Living God's Love* - the Diocesan initiative.
- Recruitment of new Rector and parish profile
- Our understanding of Christian Discipleship
- Developing our Mission
- Finances and deletion of posts
- Arrangements for the annual update of the Safeguarding policy and procedures.

Reports from the PCC sub committees listed below have been received and considered regularly at PCC meetings. The PCC operates the following sub committees that report back to it as necessary and their deliberations are discussed.

PCC Sub-Committees

Standing Committee

Revd Dave Poultney (until October 2018), Catherine Brant (Parish Warden), Ann E. White (Parish Warden), Jill Macey, Len Richards, PCC Secretary (Julie Wells then Alex Evans)

Parish Buildings Committee Chair: Roy Golding

Margaret Hotchkiss, Roy Golding, Gill Onslow, Len Richards, Ann E White, Keith Durant, Martyn Lambert, George Crompton.

Parish Finance and Stewardship Group Chair: Felicity Cox

Greg Batts, Christine Cocks, Betty Greengrass, Gill Onslow, Rev Dave Poultney (until Oct), Ann E White, Ali Saunders.

Policies Group

Catherine Brant (Chair), Ingrid Harris, Betty Greengrass, Jill Macey

Church Committees

St James's (Chair: rotated between Catherine Brant and Alex Evans)

George Crompton (Deputy warden), Alex Evans (Deputy warden), Maureen Fleming (Pastoral warden), Elizabeth Jones (Pastoral warden), Ann E. White (Pastoral Warden), Catherine Brant (Warden for hospitality), Ann White (2016), Leon Soares (2015), Simon Collier (2016), Julie Wells (2015), Becky Pointer (2016), Felicity Cox (2016), Rob Whitethread (2015), Alex Evans (2016), Salome Jayaratnam (2015), Greg Batts (CMF Rep)

Holy Trinity (Chair: Revd. Dave Poultney)

Gill Onslow (CMF Rep), Stella Nichols, Joan Roft, Russ Edmonds, Betty Greengrass

St Paul's (*Chair: Christine Cocks*)

Christine Cocks (Deanery Synod), Ingrid Harris (pro-warden), Margaret Hotchkiss (secretary), Roy Golding (co-opted 2015), Peter Humphries (2017) Ingrid Harris (2015), Brian Walters (2016), Maureen Jones (2016). Marion Golding (CMF Officer)

PCC members receive information on trustee responsibilities, basic health and safety, risk management and safeguarding procedures.

Church Attendance

The average **Sunday** service attendances are as follows:

Holy Trinity: 18

St. James's: 67

St. Paul's: 19

The average **weekday** service attendances are as follows:

St. James's: 7

St. Paul's: 11

Parish Electoral Roll: there are currently **154** people on the Electoral Roll (2017 = 201)

Occasional Offices

Funerals: 29

Baptisms: 16

Weddings: 4

Burial of Ashes: 18

Statement of Public Benefit

The Members of the PCC have referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing the aims and objectives of the charity and in planning future activities. In particular the PCC considers how planned activities will contribute to the aims and objectives set.

The Parish of Bushey demonstrates public benefit with the following activities;

Regular public worship open to all

- The provision of sacred space for personal prayer and contemplation.
- Pastoral work, including visiting the sick, frail and bereaved.
- Teaching of Christianity through sermons, courses and small groups.
- Taking of religious assemblies in schools.
- Promotion of Christianity through staging of events and meetings and the distribution of literature.
- Promotion of the whole mission of the church through provision of activities for senior citizens, parents, toddlers, young people and other special needs groups.
- Teaching and discussion of Christian Ethics.
- Environmental/Ethical issues e.g. jumble sales (unsold items recycled), supporting other charities in the UK and overseas.
- Community involvement, including the support of local cultural events (music, artistic, etc.) and social action (our food bank (through Red Trust Bushey), Coffee & Chat).

Objectives and Activities

- The Parochial Church Council (Powers) Measure 1956 states that the PCC: is to co-operate with the Minister in providing in the ecclesiastical parish the whole Mission of the Church, pastoral, evangelistic, social and ecumenical.
- In the Parish of Bushey we continue to develop within the Diocesan Living God's Love programme which includes deepening spirituality, outreach to the local community, and a Mission Action Plan.
- Our mission continues to be to proclaim the Gospel according to the doctrines and practices of the Church of England. The PCC maintains an overview of worship throughout the parish and assists in the involvement of the many groups that live within the parish.

Achievements and Performance

1. Development of opportunities for prayer, reflection and faith sharing. Baptism and Marriage preparation provide opportunities for teaching, support and welcome to the church.
 - Sunday School at Holy Trinity (Rock Solid) and Youth Clubs (Club56 and Youth Club) continue to develop and grow.
 - An Pre-Easter event for 1500 children their teachers (and some adults), was held at St. James's
 - Special Christmas services in each church welcome many families and schools to joyful celebration.
 - A weekly "coffee, cake and chat" operates at St. Paul's which has been very well supported and some stay to share in the Eucharist afterwards. Once a month there is a lunch after the Service.
 - Saturday lunchtime recitals and lunches at St James's. Lunches continued after recitals finished and were well attended and welcomed.
 - Parish Sunday Evening services include Choral Evensong at St.James's, and "discussion" Evensong on topical issues at St. Paul's – both monthly
2. Planning and development of fundraising activities

Well proven fundraising events - quiz nights, raffles, lunches, suppers, concerts, jumble sales, summer and Christmas sales, stewardship programmes; all provide opportunities to assist with financial support for the parish, and assistance to UK and overseas charities. They also have a social function and draw in members

parish, and assistance to UK and overseas charities. They also have a social function and draw in members of the local community. A programme of summer lunchtime recitals were good occasions and successful 'fund-raisers' as well as drawing together the wider community.

3. Exploration of Eucharistic and Social Life in ways that lead to growth opportunities.

Lent and other discipleship courses were held across the parish which gave opportunities to learn and worship together in formal and informal settings, and to meet people. Special welcome services and Patronal Festivals and social events are joyful occasions and give opportunities to welcome members of other churches, and our local community.

4. Ecumenical links

Bushey and Oxhey Churches Together organise a Good Friday service by the Village Green in which the Parish participates. The Week of Prayer for Christian Unity is supported within the Parish. Holy Trinity regularly joins with the other churches in North Bushey for worship, social activities and community involvement.

5. Links with other Faiths

Informal links are maintained with the Hertsmere Forum of Faith and Bushey Interfaith Forum

Approved by the PCC on 13 March 2019 and signed on their behalf by

Rev Guy Edwards
Rector

Report: St. James's Church

During a year in which we have mostly been without a Rector, St James has nevertheless had an eventful and successful time. We have maintained a full complement of services thanks to the commitment of Associate Priest Dave Poultney, SSM Rev Mary Kingsley and PTO priest Verity Harvey as well as visiting clergy.

The Archdeacon of the St Albans, Ven. Jonathan Smith visited for our Epiphany service, which was appreciated both by him and all who attended.

Some of our members made significant steps in their spiritual lives, with four young children receiving their First Communion on 7th October. The following weekend, our Diocesan Bishop, Rt Rev Alan Smith came to confirm two adults and two teenagers from our parish.

A service was held for Corpus Christi, during which we prayed for and affirmed the ministry of our home communion and pastoral visitors, and blessed the church's newly-acquired home communion set.

THE SUMMER FAIR 2018 – was co-ordinated by St Pauls, in order to give others a chance to take this and give something of a break to St James members, who nonetheless were able to offer their advice and assistance.

Marion Golding from SP took on this mammoth task, and together with her colleagues and friends, produced one of the most memorable Summer Fairs we have ever had. When the day finally arrived temperatures were heading into the 90s, and gazebos helped to provide shade.

Despite the heat, and the clash with England playing in the world cup, attendance was good, everyone enjoyed themselves and volunteers were in abundance to help make everything run well before, during and after the event. Marion Golding did a magnificent job in all aspects of this events and has our admiration and grateful thanks for her hard work.

The Christmas Fair was well attended, with well stocked stalls with a variety of items for sale. Volunteers, once again were called on to set up the Church before the event with lights displayed all around the church. We had areas for designated for different types of stalls, and some of our regular non-church stallholders paying for a spot to sell their specialities. Many church stallholders cleared the cakes, produce, plants, preserves, toys and fashion accessories they were selling before the end of the event, and all the stalls were well received. We even had an Indian head/neck masseur to calm people down when they realised how much they'd spent. And, of course, the refreshments and light lunches in Church House proved their usual success. Many thanks once again to everyone who helped to make another successful event.

Weekly Saturday Lunchtime Recitals have gone from strength to strength. Many of our recitalists, who give their time free of charge, want to return year after year. Our audiences have a lot to do with that as they enjoy these talented artists. We pay tribute to James Mooney-Dutton, Director of Music and Choir Master at St James's who work immensely hard to puts together weekly recitals from March to October, with assistance from Jane Batts. We are also delighted that many in our audiences stay for delicious light lunches in Church House after the recitals. In response to demand, these continued this year after the end of the recital season, and we thank those whose dedication and hard work made this possible.

In November, we had an excellent service to welcome and induct our new Rector, Rev Guy Edwards. Wonderful music, representation from all parts of the parish, and the attendance of local schools, councillors, representatives from the Jain community and Mayor Brenda Batten helped to make this a really special occasion

In both social events and in the calendar of worship, we are enormously grateful for those who give of their time and energy to make the church function well – although there is always room for more volunteers.

And, finally, I would like to say a very special Thank You my wife Bev, who is always around and has been invaluable during the health hiccups I've experienced in 2018. Her support for me and the Church has been invaluable as a volunteer.

May God bring his love to us all as we carry on the work of our Church.

George Crompton – Pro-Warden

Report: St. Paul's Church

St. Paul's small but faithful congregation did not increase during the year, but neither did it decrease. Our regular service pattern continued with a Sung Eucharist at 11.15am on the second and subsequent Sundays of the month, Evensong with Discussion Sermon at 5.00pm on the first Sunday and a Holy Eucharist service at midday on Wednesdays.

St. Paul's is very proud of its outreach to the local community and we're thankful that, through hard work and the grace of God, we are able to sustain a number of diverse activities.

The regular Wednesday morning Coffee & Chat continued, closing for the very first time in almost four years, when Boxing Day fell on a Wednesday! We're both humbled and delighted to have got to know so many of the special young adults with varying learning difficulties who occupy two houses close to the church. They come in regularly, some with Support Workers, some without, and bring a special buzz to the morning.

Around every six weeks, a Neighbourhood Beat Surgery is held which gives local residents an opportunity to raise matters of concern with police representatives. Our local councillor frequently attends too.

On the last Wednesday of each month Light Lunches are served at 1.15pm, following the 12.30 service. It's an opportunity for people to be still after the busy morning and share a light lunch – usually with around 15/20 attending.

Messy Church happens on the first Wednesday of each month. With Dave's departure we were uncertain whether we had the experience and/or manpower to carry on but, thanks to our small but talented team, Messy Church is thriving and very well-attended. We feel blessed for this incredible opportunity to share the Christian message of love and forgiveness and to engage with local children and their parents/carers through story telling and creative play.

Parish youthworkers, Joe Palfreyman and Harry Gibbins continued their work with young people on a Monday after school, providing a safe place and an adult to talk to. The church is equipped with various teen-friendly games and we will be sorry to lose this part of our ministry in the summer of 2019.

A total of three Proms were organised during the year. Each of these informal music events (which take place on the first Sunday of the month) raised money for a specific charity and we are thankful to the performers and all those who help make these events possible.

Our seven regular jumble sales, which attract people from near and far, raised just under £3,000 during 2018. Apart from that, the sales provide items for our Fairs and Wednesday bargain table, enables re-cycling and it's also heartening to see friendships which have developed over the years. The Christmas Fair raised just under £3,500 and, as always, we're indebted to friends and family who regularly join the SP congregation to help.

The Annual Christian Aid lunch raised almost £350 and this was added to the street collections, organised by our Christian Aid representative. The September Macmillan Coffee Morning raised £850.

We were very excited to have our old heating system replaced by modern gas central heating, thanks to Miss Irene Alliot who bequeathed a sum of money to SP in her will some 40 years ago.

Marion Golding - Pro-Warden

Report: Holy Trinity Church

This year at Holy Trinity has been a mixture of blessings. We continue to offer two services on a Sunday morning, 9.15am traditional service, 11am a more informal service with Wellsprings now joining us. The two congregations come together after the 9.15am service to share coffee and a chat.

The Parish youth worker Joe Palfreyman and his team continue with youth work in the form of after school homework club and Friday films.

We held our Burns night supper 1 January Supported the community fair on the green in the summer, and at Christmas carols on the green.

We were pleased to now have a home communion set kindly donated. We still have some regular bookings and children's parties which we hope goes some way to help the parish finances.

In September we said goodbye to Dave and Ann Poultny and family, also to Ann Underwood, and to Sian and Ben and family, and all will be missed by the parish.

Like last year we feel that we are in pause mode and are still listening to God to see what path he directs us on.

Gill Onslow – Pro-Warden

Report: Red Trust Bushey

The Red Trust Bushey is an independent charity which works closely with Bushey Parish and other churches (particularly Bushey Baptist Church) in the town to help to build community in Bushey, particularly the Little Reddings area around Harcourt Road. The Red Trust Bushey runs a weekly food bank from St James's Church Hall; during 2018 over 100 people have been helped with emergency parcels and given an opportunity for community support. It also runs a community café; during the year this moved from Little Reddings School to the community centre in Farrington Avenue; a survey in Feb 2018 found that people thought it was helping to make the community more connected. The end of the year saw some significant changes to the organisation as the Chair (Rev David Poultny) and Community Development Worker (Rev Anne Underwood) moved on.

Alison Saunders — Trustee

Report: Healing Prayer Group

The Healing Group meets weekly and is made up of a small number of people representing all three churches. Through reading the bible and other texts, prayer and through sharing our own experiences, it is hoped that we can better understand a Christian approach to suffering in all its many forms and, ultimately, become better equipped to offer healing prayer.

Revd Verity Harvey – Healing Group Leader

Report: Buildings Committee

The Buildings Committee, which is made up of two representatives from each of the three churches, continues to meet monthly. We would like to put on record our grateful thanks to John Rose who has stepped down from the Committee but whose knowledge and input has been invaluable.

Major items of maintenance and improvements during the year have included replacement of fire escape landing and refurbishment of flat roof over toilet area in Church House, modern central heating system at St. Paul's and a new boiler in Church House flat.

We have been mindful of those items listed in the Quinquennial Report and carried out repairs to parapet walls at Holy Trinity and cleaning of gutters and hopper heads at all three churches.

The Committee is grateful to volunteers from all three congregations who regularly attend to minor repairs such as changing light bulbs and clearing gutters.

Given the current financial situation we have tried to be prudent but the continuation of lime plastering and replacement of stonework to the priests' vestry window at St. James's will be necessary this year.

We would ask everyone to be vigilant and report any potential problems with our buildings to their Buildings Committee representative as early detection can prevent costly repairs.

Roy Golding - Chair

Report: 100 Club

This is a fund-raising activity across all 3 churches and the Bushey Community and a prize draw is held every month. Half the money raised is given out in cash prizes and the rest is used to fund our activities across the Parish.

Prizes are given for the 1st, 2nd and 3rd numbers drawn on the third Sunday of each month, you can win more than once during the year and also can have more than one number. There are larger prizes in December and June.

Anyone can buy numbers from 1 to 100 for £60 per number. You can pay the £60 in one go or pay £15 per quarter or £5 per month by any method, although a regular Standing Order is the simplest.

Although some people may not be comfortable with gambling they can, of course, simply donate their winnings back to the Parish or buy another number.

We have just reached half way towards our goal of selling the full 100 and hope and trust we will attract new members. If you wish for more details please contact the Administrator - Betty Greengrass at Holy Trinity Church

Betty Greengrass – 100 Club Administrator

Report: Pastoral Visitors

The Pastoral visitors' team has met very spasmodically during the last year. The team of 4 Pastoral Visitors is supporting up to a dozen or so people at any one time. The members of the team will visit individuals at home or have a coffee in a local café or sometimes a visit may be a walk round the park. There is a great deal of informal support given to many members of the parish by many different people and we are grateful to them and to the Pastoral Visitors' team for the care and concern which is shown by everyone. I would like to record my thanks for the support and work which the visitors do and the mutual support we receive from each other.

Rev Mary Kingsley - Assistant Priest

Report: Home Communions

The home communion team have maintained visits to the house bound and to the residents in Bushey Beaumont Residential Home.

The team consists of 5 people with a couple of people taking sabbatical leave due to family commitments.

During the past year 9 people have been visited and the privilege, which has been afforded to those who take home communion to the housebound has been profound. The team meets about once every six months for mutual support and a member of the clergy is always available for individual support if needed.

The team is managing at the moment, but if a member of the team is unavailable for any reason, the team doesn't have any spare capacity. For this reason the clergy and PCC are looking for new people who would be willing to undertake this ministry. If this is an area where you feel that God is calling you to this ministry, please talk to one of the clergy.

It is unfortunate that the Home Communion Statistics are not included in the statistical returns that go to the diocese as this is such a vital part of our ministry and will become increasingly so as we all are living longer, but with increasing frailty towards the end of our lives.

I would like to record my personal thanks to those who faithfully month -by -month share communion with the house bound, and undertake such an important ministry.

Rev Mary Kingsley - Assistant Priest

Report: Bereavement Befrienders

Six people undertook the Bereavement Course in October 17 and at the moment, because of the vacancy, the team hasn't got off the starting blocks in terms of visiting the bereaved. It is hoped that the new Assistant Priest will be able to pick up this ministry and that some support for the bereaved will be available

Rev Mary Kingsley - Assistant Priest

Report: Church Membership Fund (CMF)

Our Parish relies significantly on the regular Planned Giving of the CMF to finance our Parish Share for which we receive the services of our stipendiary clergy. Without this support we could not pay our contributions to the Diocese and the future would be rather bleak with one or more church closures and even a reduction in stipendiary clergy inevitable.

Sadly in 2018 we lost more members who passed away and others who moved away. Some members increased their giving whilst others reduced or stopped as their circumstances changed. No new members joined in 2018.

Active CMF Members at the end of 2018 compared with 2016 & 2017 are shown below. Note these figures do not include members of the clergy; and of course one member can also represent a partner or family.

	2016	2017	2018
Holy Trinity	21	17	14
St James's	73	63	56
St Paul's	21	20	18

The rate of decline in membership has been a concern for many years and is probably a reflection of the situation faced across the country. It would be great to have more worshipers join the CMF and pledge a regular amount to the Parish such that we can look forward to a more positive financial and thereby ecclesiastical future.

In 2019 the Parish will have a stewardship campaign and launch a new style Parish Giving Scheme (PGS) so it will be great time to join the CMF. The PCC aim is to ultimately pay our Parish Share from the CMF donations.

If you consider yourself a member of one of our churches and are not already in the CMF, please consider joining and contact one of the CMF Contacts below, or the Rector, to get more information as we really need you. Any amount you can afford will be received gratefully and you can change the arrangement anytime; it's not an immutable commitment. Finally, if you are a tax payer you can offset your giving against your income tax with the HMRC and we claim the tax at no cost to you!

Holy Trinity (Gill Onslow)

St James (Greg Batts)

St Paul (Marion Golding)

In addition, you can find everything about the CMF on the Parish Website.

Greg Batts – Parish Giving Officer

Report: St. James's Church Sacristy and Serving Teams

2018 was yet another challenging one for me as Sacristan and the serving team. Keeping things afloat this year with the departure of a member of the clergy and three servers has not been easy. Nevertheless with my remaining team we have managed to serve to the best of our abilities.

As Sacristan I have also tried my best to keep cost down on vestry supplies and making do with what we have. However it would be nice to replace some of the servers Albs from monies set aside from a few years ago.

With the induction of our new Rector Guy, we hope to encourage and recruit new members to our serving team. Once again I would like to invite anyone out there to let me know if you would like to serve. All would be warmly welcomed.

Leon Soares – Sacristan, St. James's Church

Report: St James's Church Choir

2018 was a busy and enjoyable year in the musical life of St James's Church – we have much to be grateful for, and plenty to look forward to!

There were a few highlights during the year, and certainly our residency in Wells Cathedral for the weekend in October was one of them. We enjoyed a busy weekend, singing four services over two days in the absence of the Cathedral choir. I am grateful to John Wyatt for his expert organ playing during the weekend – and to all the choir for their commitment and hard work in ensuring such a high standard of music making. I received a lovely letter from the Dean of Wells – and am pleased to note that we have been invited back! My thanks as always to The Reverend Mary Kingsley for her continued support of all things musical, but particularly this weekend when she drove all the way to Somerset and straight back to be able to support our choir at Evensong in the Cathedral!

I am grateful to all those who assist with the Saturday recital series, particularly to Jane Batts for all that she does with the administration and to the Saturday lunch team. The 2018 series saw a staggering c.£11,500 raised for church funds – a real success to be proud of! Thank you all.

The choir continue to support the regular Sunday Liturgies, providing support to the congregational singing and singing a Motet during the distribution of Communion. The choir's attendance at Festivals has been much appreciated, and has greatly enriched Worship in church, particularly at Easter, Christmas and for the Confirmation service. I was pleased with a good turnout of choir members to welcome our new Rector in November – the Anthem on that occasion was Philip Stopford's setting of the text *The Spirit of the Lord is upon me* – a contemporary take on a familiar text.

In October members of the choir again joined forces with choirs across Harrow Deanery to sing Evensong for the 2018 Harrow Deanery Choirs Festival held at All Saints, Queensbury. I was honoured to conduct the festival this year. We look forward to the 2019 festival at St Mary's, Harrow on the Hill!

I would like to express my gratitude to the expert Organists who have come to play for us on special occasions, freeing me to conduct the choir from time to time – with thanks to Paul Ayres, Hannah Parry and Charles Andrews.

December was a busy month for the choir with rehearsals for a wonderful Festival of Nine Lessons and Carols, proved popular by over 200 people in attendance, singing Carols to unexpected diners in St James's Restaurant one Friday evening, with Midnight Mass being a particularly joyful & moving experience.

I am particularly grateful to all the regular members of the Choir, and the “and friends” contingent who give of their time and talents to ensure that we can continue to make Music in Worship to such a high standard while having fun at the same time.

James Mooney-Dutton – Director of Music

Report: St James's Bushey Bellringers

The bells have been rung for almost every 0930 Service, and for all of the Weddings that requested bells. The bells have also been rung for key festivals; the service of nine lessons and carols, The Easter Vigil, Christmas Day and New Year's Eve.

Practice nights are generally well supported with visiting ringers from Watford and other local towers. Matt Wheeler and Wendy Crampton have continued to make very good progress. Wendy can now ring plain hunt and Matt has now rung eight quarter peals, including ringing the treble to Grandsire Triples.

On Sunday 11th November 2018, the bells were rung before the 0930 service and a quarter peal of Cambridge Surprise Minor was rung in the evening to commemorate the centenary of the signing of the Armistice marking the end of World War I. Two quarter peals were rung at Bushey to commemorate Roger Baldwin's 80th Birthday.

Two famous ringers, both members of the Bushey band, were sadly killed in World War I in 1918. A peal was rung by a Hertford County Band at Bushey on 25th August to commemorate the 100th anniversary of the death of Captain Robert Elliott Stavert and a quarter peal was rung by Bushey ringers and friends on the 100th anniversary of Bertram Prewett's death. Bertram Prewett was widely regarded as the greatest ringer of his day. On 9th November a peal of Stedman Triples was rung at Bushey by The St James Guild (no direct connection with our church). This peal was rung on the 100th anniversary of the peal rung by members of the Hertford County Association and Middlesex County Association in memory of these two ringers.

The bells are very popular with visiting bands. Ten peals and thirty two quarter peals were rung in 2018. Roger Baldwin rang in three of the peals and several Bushey ringers rang in the quarter peals.

Technical note – a peal is the ringing of 5000 or more continuous changes and takes just under three hours. A quarter peal is the ringing of 1250 or more continuous changes and takes about 45 minutes.

Stuart Brant – Tower Captain

Report: Tots' Praise

This finished in September

Mia Handley - Leader

Report: Baptisms

The Parish of Bushey continues to support families in their wish to have children welcomed into the church through the sacrament of Baptism. At St James's, Baptism is available during the 9.30am Eucharist and on the third Sunday of the month at 11.15am. Parents book a Baptism through the weekly Sunday Surgery

which takes place during Parish Breakfast. Most families choose an 11.15am service as it is less daunting for non-regular churchgoers and is a more convenient time for family and friends travelling from afar. There are on average one or two Baptisms every month.

During the Baptism preparation session, held in Church on a Saturday morning, parents are encouraged to explore their reasons for choosing Baptism for their child and their selection of Godparents. We also go through the service with them, explaining what happens where and when and giving the parents and Godparents the opportunity to practise their responses. Baptisms are always joyful occasions and it is a privilege to be able to minister in this way.

I would like to thank the Sunday Surgery team, Leon Soares and Revd Mary Kingsley for their invaluable help in making sure that Baptisms run smoothly and are a positive experience for the families who come to us.

Catherine Brant

Report: Safeguarding

The Parish paid due regard to the House of Bishops' guidance on safeguarding children and vulnerable adults.

Report: 60+ Monday Club

The 60+ Monday club has met fortnightly at St James Church House. Our attendance has continued to be strong - between 25 and 30 people typically, though with around 45 on the membership list. The programme is a mix of speakers addressing interesting topics – current or historical, and lively entertainment, and the club is greatly appreciated as a chance for company and stimulus

Highlights this year have been :

- A History of medicine – a 2nd visit from pharmacist Anne Savage.
- Maureen Bates, speaking on her visit to Niagara and great Lakes
- Musical entertainment from Ken and June Brazier and Sally

The Christmas lunch on 17th December was full to capacity – with delicious food kindly supplied by Alphonso from St James Restaurant, and a varied programme of classical and folk songs from Christine Bennett.

I am grateful for the assistance of Valerie Turner as our treasurer, and to Joan Roft for her cheerfulness and organisational abilities. Vic Roft and Roy Harrod do a wonderful job driving less mobile members to and from the club.

We are always happy to welcome new members.

Caroline Harper – Leader.

Report: Watford Deanery Synod

Three meetings were held during the calendar year 2018:

- **Tue, 27th Feb** ~ at All Saints', South Oxhey. This was an open meeting, at which the topic was General Data Protection Regulations (GDPR), with Vik Davis as speaker.
- **Wed, 23rd May** ~ at All Saints', Leavesden. The main speaker was Tim Lomax, Diocesan Director of Mission, who spoke about 'Reaching New People'. The Revd Ian Pankhurst also formally presented the Deanery MAP (Mission Action Plan)
- **Thu, 11th Oct** ~ at Holy Trinity, Bushey. The topics included hearing about the Town Centre Chaplaincy now that a new Chaplain is in post and finding out how St John's School is going now that it is in its new premises.

Meetings generally include reports from Diocesan Synod and General Synod, where relevant, and also Rural Dean's Notices. The meetings also include an informal act of worship.

Documentation from these meetings is available.

Christine M Cocks & Ingrid Harris - Synod Representatives

† ***The post of Deanery Secretary has remained vacant since late 2014.** Should you be interested in supporting this part of the church's work, Christine Cocks, amongst other Deanery Synod reps, has a copy of a 'flyer', with a brief job description of the unpaid post of Watford Deanery Synod Secretary. It's estimated that, along with eight meetings per year, it involves about 2-3 hours/month; access to a computer is essential.*

Report: Youth Work

St Paul's

This year we have seen God do wonderful things using our service to accomplish much for the Kingdom of God, as well as having a lot of fun with all the young people we interact with on a weekly basis. We still have multiple projects, multiple locations all under the banner of 'Youth' in the Parish of Bushey. We have continued to demonstrate the love of God by being a consistent presence on the street outside St Pauls every Monday of term.

We are now at a place where we have deep youth work relationships with many young teenagers who stay at the club for the entirety. We still see many in a more casual basis whereby they stop for a hot chocolate, a quick conversation and then leave. We limit our hot chocolates to 50 a week now so that we do not miss out on engaging the teenagers in our groups because we are too busy making drinks. Our youth intern Harry has started a second Youth Church which is yet another opportunity for our teenagers to talk about faith, real life and the things they are facing in a safe context. It runs for the final 45 minutes of our youth club every Monday.

Holy Trinity

We still operate an open church community time on a Wednesday which sees many young people attend, some even use our space to complete their homework. These same teenagers help us to run the hot chocolate outreach for the rest of the community including helping me to pack-down the bouncy castle.

We have truly selfless and servant hearted teenagers in our midst. From September a big part of my role has been instructing our new volunteers from the Wellspring congregation on how we do outreach and run our projects.

We also are continuing to run our Friday night group. This year we saw the first group of our young people turn 18 and move away. We lost a few of our numbers at this time as those we had invested in over the past few years travelled away from Bushey to new things. Friday night youth club is still however well attended, and we have seen an influx of younger teenagers as our older ones left. We still follow youth club by a 60-minute session we call 'Youth Church'. Where we look at Bible teaching, prayer, spiritual gifts, learn lessons, ask tough questions and have open discussion.

The Queen's School

This year saw us hand over the Queens school Christian Union to Dan Harrison Congregation leader of Wellspring Church North Bushey.

Falconer School – School House Governor

September 2018 saw me sign up to be a governor for Falconer School. This involves weekly visits to the school's residential unit, conversing with the residents and the staff to ensure that all is up to standard. A major part of this role is to help the unit to pass OFSTED inspections that happen annually.

Soul Survivor Summer Festival

In the summer holidays, our team took a group of 15 young people to the Christian festival 'Soul Survivor'. We camped together, shared food and played games in our spare time. Then, twice a day, attended teaching and worship meetings. All the young people that went experienced something new of God. Encountering His love, kindness and healing power for themselves. It was a wonderful time; time put aside for God.

Joe Palfreyman - Parish of Bushey Youth Worker

Honorary Treasurer's Report 2018

In 2018 the total receipts of unrestricted funds (excluding sums from the sale of Falconer Hall) were £245k of which £100k was from unrestricted voluntary donations excluding gift aid, both of these are slightly reduced compared to 2017 (£5k) but show a significant reduction since 2014. Restricted donations of £2k were also received.

Our expenditure was £29k less than 2017 leaving us with a similar shortfall of income to expenditure of £75k in 2018 compared to £85k in 2017 and £84k in 2016. This is clearly not a situation the parish can continue with. I would note that if the parish could generate the income it achieved in 2014 it would be able to meet its expenditure without reliance on reserves. This means if we continue with income and expenditure as now and we undertake the complete reordering of St James the parish will cease to be a going concern as defined by the charities commission in 2020. The parish adopted a reserves policy in 2018 that identified we need to keep 3 months of running costs (£80,000) to guard against this, however we must recognise the financial situation continues to be serious.

The stewardship campaign running throughout Lent 2019 must be successful or the PCC will need to consider further changes to the parish in 2019.

We paid once again paid our Parish Share to the Diocese in full but our CMF and voluntary income only just covered the amount even with the reduction in parish share occasioned by the interregnum and the pioneer vicar moving on. The CMF was around 65% of the parish share and ideally this should cover 100% of the parish share in the accepted view of a healthy parish. Due to the interregnum no CMF renewal campaign happened again in 2018 but I would ask for your prayers and generosity for a successful campaign in 2019. This will also include the move to the Parish Giving, planned giving scheme which will simplify our administration and improve our cash flow. Some members of the parish have tested this and it has proved simple and successful all round.

I would request all parishioners pray for the success of the CMF renewal and consider their own giving. The new financial system was introduced in 2017 has succeeded in tighter control of costs and this will be strengthened in 2019 with training for anyone who spends parish funds. The unsustainable situation of income exceeding expenditure meant the PCC working with the new Rector again took some difficult decisions and will discontinue a further post in 2019. Our administration costs remained reduced through the interregnum but proper support to the Rector will need to be reviewed now Guy is in post.

Reserves

The proceeds of the sale of Trinity House was designated to fund work with young people, priestly presence in North Bushey and to make our buildings fit for purpose. These reserves were used to continue to fund the Youth Worker, the rental to the diocese on Beechcroft Avenue (whilst Dave was in residence) and to fund maintenance and improvements at all parish sites. The Alliot Bequest was fully utilized in 2018 to put central heating into St Pauls.

Related Party Payments

Are detailed at the end of Note 3 of the accounts on page 29.

Finally, I would like to thank Mike Young and the CMF Officers at each church, Greg Batts, Gill Onslow and Marion Golding.

Felicity Cox

Hon. Parish Treasurer

February 2019

Approved by the PCC on 13th March 2019 and signed on their behalf Rev Guy Edwards, PCC Chair.

Parochial Church Council of Bushey

Notes to the Accounts for the Year ended 31 December 2018

The Parochial Church Council of the Ecclesiastical Parish of Bushey is a Parochial Church Council established under the Parochial Church Council Powers Measure (1956) as amended and the Church Representation Rules, and is a charity registered with the Charity Commission in England and Wales, number 1130540. Details of the principal office are included in the PCC's Annual Report.

The Parochial Church Council of the Ecclesiastical Parish of Bushey meets the definition of a Public Benefit Entity under FRS102.

1. Accounting Policies

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Church Accounting Regulations 2006 and Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared under the historical cost convention except for the valuation of investment assets, which are shown at market value. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body nor do they include groups that are informal gatherings of church members."

The financial statements are presented in sterling and rounded to the nearest £.

2. Funds

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.

Restricted funds are those funds that must be spent on restricted purposes and details of the funds held and restrictions are provided in note 8. Endowment funds, where the capital must be retained, are also explained in note 8.

3. Incoming Resources

Voluntary income

Collections are recognised when received by or on behalf of the PCC. Planned giving receivable under Gift Aid is recognised only when received. Tax recoverable on Gift Aid donations is recognised when the donation is recognised. 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 reasonably certain. Funds raised by fund raising events are accounted for gross.

Other income

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

Income from investments

Dividends are accounted for when due and payable. Interest entitlements are accounted for when receivable. Tax recoverable on such income is recognised in the same accounting year.

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 31 December.

4. Resources Used

Grants

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

Activities directly relating to the work of the Church

The Diocesan parish share is accounted for when due. Any parish share unpaid at 31 December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet. Costs of generating funds include the cost of stewardship campaigns, investment management costs and costs relating to rental properties. Charitable activities comprise the costs relating to the work of the parish. Governance costs represent the costs of running the PCC as a legal entity and include the costs of preparation and independent examination of the accounts.

5. Fixed assets

Consecrated property and movable church furnishings

Consecrated and beneficed property of any kind is excluded from the accounts by s10(2)(a) of the Charities Act 2011.

Movable church furnishings held by the Vicar and Churchwardens on special trust for the PCC, and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the church's Inventory which can be inspected at any reasonable time.

All expenditure incurred in the year on consecrated or beneficed buildings, or on individual items under £1,000 is written off.

Land and buildings are shown at cost or at valuation based on 1970 figures.

Depreciation

Fixtures and Fittings are depreciated at 10% of cost and Office Equipment is depreciated at 25% of cost. Buildings are depreciated at 2%. However, since the 1970 valuations included the land it is assumed that each contributed 50% to the original valuation such that the effective depreciation is 1% as land does not depreciate.

6. Investments

Investments are valued at market value at 31 December.

7. Current assets

Amounts owing to the PCC at 31 December in respect of fees, rents or other income are shown as debtors less provision for amounts that may prove un-collectable. Short-term deposits include cash held on deposit either with the Central Board of Finance of the Church of England Funds or at the bank.

8. Liabilities

Liabilities are recognised when there is a legal or constructive obligation to expend resources.

Church Workers Pension Fund (CWPF)
Draft FRS102 Wording - December 2018 Year End

The Parish of Bushey participates in the Pension Builder Scheme section of CWPF for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

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

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 on 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 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 a multi-employer scheme as described in Section 28 of FRS 102 as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers. This means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable (2018: **£1,903**, 2017: **£3,374**)

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 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, ***The Parish of Bushey*** could become responsible for paying a share of that employer's pension liabilities.

STATEMENT OF FINANCIAL ACTIVITIES for the year ended 31st December 2018

2018						2017				
		<u>Unrestricted</u>	<u>Restricted</u>	<u>Endowment</u>	<u>TOTAL</u>	<u>Unrestricted</u>	<u>Restricted</u>	<u>Endowment</u>	<u>TOTAL</u>	
		<u>Funds</u>	<u>Funds</u>	<u>Funds</u>		<u>Funds</u>	<u>Funds</u>	<u>Funds</u>		
INCOME AND ENDOWMENTS										
FROM	Notes	£	£	£	£	£	£	£	£	
Donations and legacies	2a	122,831	-	-	122,831	122,602	6,035	-	128,637	
Charitable activities	2b	22,298	-	-	22,298	20,656	-	-	20,656	
Other trading activities	2c	91,111	-	-	91,111	99,176	-	-	99,176	
Investments	2d	5,969	866	-	6,835	4,627	-	-	4,627	
Other	2e	3,286	-	-	3,286	359,076	-	-	359,076	
Total Income		245,496	866	-	246,362	606,137	6,035	-	612,172	
EXPENDITURE ON										
Raising funds: other costs	3c	27,171	-	-	27,171	33,768	-	-	33,768	
Ministry expenses	3b	293,625	323	-	293,948	302,993	6,035	-	309,028	
Total Expenditure		320,796	323	-	321,119	336,761	6,035	-	342,796	
Net (Expenditure)/Income before Transfers		(75,300)	543	-	(74,757)	269,376	-	-	269,376	
Transfers between funds		(543)	543	-	-	(921)	923	(2)	-	
Net (Expenditure)/Income after Transfers		(75,843)	1,086	-	(74,757)	268,455	923	(2)	269,376	
Unrealised gains (loss) on investments		(130)	(578)	(377)	(1,085)	745	3,312	2,165	6,222	
Net Movement in Funds		(75,973)	508	(377)	(75,842)	269,200	4,235	2,163	275,598	
Balances brought forward at 1 Jan 2018		788,010	43,954	25,293	857,257	518,810	39,719	23,130	581,659	
Balances carried forward at 31 Dec 2018		712,037	44,462	24,916	781,415	788,010	43,954	25,293	857,257	

BALANCE SHEET

as at 31st December 2018

	Notes	2018	2017 £
FIXED ASSETS			
Tangible Assets			
Buildings & land	5a	60,385	61,180
Fixtures & fittings	5a	-	-
Investment funds	6a	71,595	72,680
		131,980	133,860
CURRENT ASSETS			
Debtors & prepayments			
- Gift Aid recoverable		4,969	4,465
- Other prepayments and accrued income		2,937	2,059
Deposit funds	6b	646,454	706,525
Cash & bank balances		6,262	20,912
		660,622	733,961
LIABILITIES			
Amounts falling due within one year			
Trade creditors		(6,493)	(6,631)
Taxation and social security		(1,155)	(1,133)
Accruals and deferred grants received		(3,540)	(2,800)
		(11,188)	(10,564)
NET CURRENT ASSETS			
		649,434	723,397
Net Assets			
		781,414	857,257
FUNDS			
Endowment Funds	7	24,916	25,294
Restricted Funds	7	43,919	43,032
Unrestricted Funds	7	712,580	788,931
		781,415	857,257

Approved by the Parochial Church Council on 13th
March 2019 and signed on its behalf by

Rev Guy Edwards
Rector

Felicity Cox
Hon. Parish Treasurer

STATEMENT OF CASH FLOWS

as at 31st December 2018

	Notes	2018 Total £	2017 Total £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	<i>see below</i>	(81,679)	(80,223)
Cash flows from investing activities:			
Dividends, interest from investments		6,835	4,627
Proceeds from the sale of property		124	378,164
Proceeds from sale of investments		-	-
Net cash provided by (used in) investing activities		6,959	382,791
Cash flows from financing activities:			
Repayments of borrowing		-	-
Cash inflows from new borrowing		-	-
Receipt of endowment		-	-
Net cash provided by (used in) financing activities		-	-
Change in cash and cash equivalents in the reporting period		(74,720)	302,568
Cash and cash equivalents at the beginning of the reporting period	<i>see below</i>	727,437	424,869
Cash and cash equivalents at the end of the reporting period	<i>see below</i>	652,717	727,437
<u>Reconciliation of net income/(expenditure) to net cash flow from operating activities</u>			
Net income/(expenditure) for the reporting period (as per the statement of financial activities)		(75,842)	275,598
Adjustments for:			
Depreciation charges		795	795
Dividends, interest and rents from investments		(6,835)	(4,627)
(Gains)/losses on investments		1,085	(6,222)
Loss/(profit) on the sale of fixed assets		(124)	(354,464)
(Increase)/decrease in debtors		(1,382)	5,474
Increase/(decrease) in creditors		624	3,223
Net cash provided by (used in) operating activities		(81,679)	(80,223)
<u>Analysis of cash and cash equivalents</u>			
Cash in hand and at bank		6,262	20,912
Notice deposits (less than 3 months)		646,454	706,525
Total cash and cash equivalents		652,716	727,437

NOTES TO THE ACCOUNTS (CONT'D) for the year ended 31st December 2018

2 INCOME
2018
2017

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>
	<u>Funds</u>	<u>Funds</u>		<u>Funds</u>	<u>Funds</u>	
	£	£	£	£	£	£
2a Donations and legacies						
Planned Giving						
CMF & Gift Aid Donations	74,529		74,529	80,040		80,040
Income Tax Recovered	23,113		23,113	17,621		17,621
Collections (open plate) at all services	7,072		7,072	8,820		8,820
Grants		-	-	2,968	-	2,968
Sundry Donations/Appeals	8,118	-	8,118	10,093	6,035	16,128
VAT recovered			-			-
Legacies	10,000		10,000	3,060		3,060
TOTAL	122,831	-	122,831	122,602	6,035	128,637
2b Charitable activities						
Church lettings	1,100		1,100	637		637
Parish Breakfast	1,352		1,352	631		631
Parish Magazine	777		777	352		352
Wedding income	5,647		5,647	9,284		9,284
Statutory Fees & other fees	13,422		13,422	9,752		9,752
TOTAL	22,298	-	22,298	20,656	-	20,656
2c Other trading activities						
Hall & Gallery Lettings	53,971		53,971	52,900		52,900
Parish Rentals	10,660		10,660	10,660		10,660
Fund-raising events	26,480		26,480	35,616		35,616
TOTAL	91,111	-	91,111	99,176	-	99,176
2d Investments						
Dividends & interest including reclaimed tax	5,969	866	6,835	4,627		4,627
TOTAL	5,969	866	6,835	4,627	-	4,627
2e Other						
Disposal of property	124		124	354,464		354,464
Miscellaneous	3,162		3,162	4,612		4,612
TOTAL	3,286	-	3,286	359,076	-	359,076
TOTAL INCOME	245,496	866	246,362	606,137	6,035	612,172

NOTES TO THE ACCOUNTS (CONT'D) for the year ended 31st December 2018

3 EXPENDITURE ON

	2018			2017		
	Unrestricted	Restricted	TOTAL	Unrestricted	Restricted Funds	TOTAL
	Funds	Funds		Funds		
	£	£	£	£	£	£
3b Charitable activities						
<u>Missionary and charitable giving:</u>						
Missionary societies	250		250	114	-	114
Relief and development agencies	100		100	539	-	539
Home missions & other Church Societies	1,708		1,708	1,024	-	1,024
Secular charities	5,573		5,573	5,550	-	5,550
<u>Ministry:</u>						
Diocesan Parish Share	115,202	-	115,202	122,792	-	122,792
clergy expenses	13,548		13,548	11,283	-	11,283
clergy education & training	1,253		1,253	71	-	71
Fresh Expressions	35		35	78	126	204
Work with Families & children of Parish	27,045		27,045	33,359	1,133	34,492
Other outreach	5,221		5,221	2,339		2,339
<u>Churches:</u>						
running expenses	24,943		24,943	21,785	1,625	23,410
maintenance & repairs	25,226	323	25,549	23,928	-	23,928
improvements	13,740		13,740	6,002	-	6,002
music	9,176		9,176	2,344	-	2,344
upkeep of services	16,250		16,250	20,406	1,251	21,657
depreciation	795		795	795	-	795
Parish magazine & other publicity	2,365		2,365	627	-	627
Churchyard upkeep	2,375		2,375	-	-	-
printing & stationery	4,369		4,369	7,074	1,000	8,074
administration & Parish Office	16,886		16,886	39,401	-	39,401
bank charges	165		165	82	0	82
Independent examiner & accountancy	7,400		7,400	3,400	900	4,300
TOTAL	293,625	323	293,948	302,993	6,035	309,028
3c Raising Funds: other costs						
Church halls:						
running costs	17,382		17,382	15,790	-	15,790
improvements	2,952		2,952	1,714	-	1,714
costs of fetes, bazaars, other events	6,691		6,691	8,910	-	8,910
costs of stewardship campaign	145		145	-	-	-
Other expenses	-		-	7,354	-	7,354
flat running costs	-		-	-	-	-
TOTAL	27,171	-	27,171	33,768	-	33,768
TOTAL EXPENDITURE	320,796	323	321,119	336,761	6,035	342,796

2018

Charitable donations (net of any designated donations received):

Missionary societies

Barnabas Trust	100
Church Mission Society	150
	250

Relief and development agencies

Mercy Ships	100
Total	100

Home missions & other Church Societies

Watford Schools Trust	100
The Bishops Fund	303
The Children's Society	349
The Red Trust	700
Diocesan Training Fund	256
	1,708

Raised and sent directly to Charity

Christian Aid	331
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Secular charities

Herts Musical Memories	£890
Churches Child Protection Advisory Service	£120
Bushey and Oxhey Care	£650
Motor Neurone Disease Association	£75
Macmillan Cancer	£1,399
Peace Hospice	£625
Samaritans	£250
New Hope Trust	£250
Mothers Union	£150
Alzheimers Society	£100
Royal British Legion	£354
Bushey Museum	£60
Michael Sobell House	£550
Harrow MS Therapy Centre	£100
	£5,573

Related Party Transactions

- 1 None of the member of the PCC received payment in respect of their service as PCC members.
- 2 One related person to a member of the PCC received payment , Bob Harris £825 for burial of ashes internment.
- 3 No other expenses were paid to members of the PCC.
- 4 The expenses paid to clergy may include a small, immaterial proportion which relates to their functions as PCC members.
- 5 Aggregate donations to the parish from PCC of which we have records (CMF members) were £10,169
- 6 These payments were made under the PCC Powers Measure as amended by The Church of England (Miscellaneous

NOTES TO THE ACCOUNTS (CONT'D) for the year ended 31st December

	2018			2017		
	<u>Unrestricted</u>	<u>Restricted</u>	<u>TOTAL</u>	<u>Unrestricted</u>	<u>Restricted</u>	<u>TOTAL</u>
	<u>Funds</u>	<u>Funds</u>		<u>Funds</u>	<u>Funds</u>	
	£	£	£	£	£	£
STAFF COSTS (Director of Music, and						
4 Parish Administration)*				<i>Included in relevant headings, above</i>		
Wages & salaries	39,342	-	39,342	36,160	-	36,160
Social security costs	976	-	976	3,954	-	3,954
Pension costs	1,903	-	1,903	3,374	-	3,374
Staff training costs	489	-	489	40	-	40
Staff travel & subsistence costs	405	-	405	726	-	726
TOTAL	43,115	-	43,115	44,254	-	44,254

**During 2018 the PCC employed a Youth Worker (in 3b) and Parish Administration staff, none of whom earned more than £60,000.*

The PCC regard the key management of the parish as being the incumbent, who is paid directly by the diocese, together with the two Churchwardens, both of whom are unpaid.

The average number of employees during the year was 3, 2017:3

5 FIXED ASSETS FOR USE BY THE PCC

5a	<u>Land and Buildings</u>	<u>Fixtures and Fittings</u>	<u>TOTAL</u>
	£	£	£
<i>Cost/Valuation</i>			
At 1 January 2018	79,515	(5,476)	74,039
Disposal during the year (at 1970 valuation)	-	-	-
At 31 December 2018	79,515	(5,476)	74,039
<i>Depreciation</i>			
At 1 January 2018	18,335	4,212	22,547
Disposal depreciation written back		-	-
Charge for Year	795	-	795
At 31 December 2018	19,130	4,212	23,342
<i>Net Book Value</i>			
At 31 December 2018	60,385	-	60,385
At 31 December 2017	61,180	-	61,180

Land and Buildings

Land and Buildings comprise the following:-

	<u>At Cost</u>	<u>Disposals</u>	<u>2018</u>	<u>2017</u>
	£	£	£	£
5b Church House & extension	31,003	-	31,003	31,003
Stockwell Hall	24,512	-	24,512	24,512
John Stobbsart Hall	24,000	-	24,000	24,000
	79,515	-	79,515	79,515

Land and buildings shown at valuation are based on 1970 figures. Church House Flat is held for future use for Church work and is not treated as a long term investment

Depreciation

Fixtures and Fittings are depreciated at 10% of cost and Office Equipment is depreciated at 25% of cost. Buildings are depreciated at 2%. However, since the 1970 valuations included the land it is assumed that each contributed 50% to the original valuation such that the effective depreciation is 1% as land does not depreciate.

6a **FIXED ASSET INVESTMENTS**

	2018				2017
	Unrestricted	Restricted	Endowment	TOTAL	TOTAL
	Funds	Funds	Funds	FUNDS	FUNDS
	£	£		£	£
Market Value at 1 January 2018	8,682	38,705	25,293	72,680	66,458
Disposal in the year				-	-
Net gains/(losses) on revaluations in the year ended 31 December 2018	(130)	(578)	(377)	(1,085)	6,222
Market Value at 31 December 2018	8,552	38,127	24,916	71,595	72,680

The principal funds of the parish are invested with the CBF (Central Board of Finance) or the SADBF (St Albans Diocesan Board of Finance) in the form of deposit funds from which interest accrues. These are included within the cash funds of the PCC (see above).

Investments constitute shares held with the CBF Investment Fund and for which dividends are received. As with such investments, the value of these shares fluctuates up and down, as do the dividends received. They are valued at the bid (sale) price on 31st December 2018.

NOTES TO THE ACCOUNTS (CONT'D) for the year ended 31st December 2018

6b	Deposit Funds	2018	2017
	Church Fabric Fund	426	426
	Alliott	-	13,669
	Farm Way	323	323
	Churchyard	4,064	3,404
	Ellis	1,729	1,522
	Trinity House Proceeds	254,399	305,395
	Falconer Hall Proceeds	371,354	369,518
	SJ Deposit Account	14,042	7,158
	Parish deposit	118	5,110
		<u>646,454</u>	<u>706,525</u>

7 FUNDS	2018						2017					
	<u>Balance Brought Forward</u>	<u>Income</u>	<u>Expenditure</u>	<u>Transfers between Funds</u>	<u>Gains and Losses on Investments</u>	<u>Balance carried Forward</u>	<u>Balance Brought Forward</u>	<u>Income</u>	<u>Expenditure</u>	<u>Transfers between Funds</u>	<u>Gains and Losses on Investments</u>	<u>Balance carried Forward</u>
<u>Endowment Funds</u>												
The Bushey Church and Churchyard Trust Fund	19,309	-	-	-	(288)	19,021	17,657	-	-	-	1,652	19,309
Ellis Bequest (Grave Trust)	5,984	-	-	-	(89)	5,895	5,471	-	-	-	513	5,984
	25,293	-	-	-	(377)	24,916	23,128	-	-	-	2,165	25,293
<u>Restricted Funds</u>												
Miss F M Mitchell Bequest	38,705	-	-	-	(578)	38,127	35,393	-	-	-	3,312	38,705
The Bushey Church and Churchyard Trust Fund	3,404	659	-	-	-	4,063	2,768	636	-	-	-	3,404
Ellis Bequest (Grave Trust)	1,522	207	-	-	-	1,729	1,324	198	-	-	-	1,522
Miscellaneous Restricted Funds	323	-	(323)	-	-	-	235	5,201	(6,035)	922	-	323
	43,954	866	(323)	-	(578)	43,919	39,720	6,035	(6,035)	922	3,312	43,954
<u>Unrestricted Funds</u>												
Capital Reserve	61,180	-	(795)	-	-	60,385	85,675	-	-	(24,495)	-	61,180
Church Fabric Fund	9,108	288	(288)	-	(130)	8,979	8,363	-	-	-	745	9,108
Alliott Fund	13,669	27	(13,696)	-	-	-	14,086	38	(455)	-	-	13,669
Trinity House sale proceeds	305,395	1,399	(52,396)	-	-	254,398	354,499	896	(50,000)	-	-	305,395
Falconer Hall Sale Proceeds	369,518	1,836	0	-	-	371,354	-	379,123	(9,605)	-	-	369,518
SI Deposit	7,158	10,353	(3,469)	-	-	14,042	-	-	-	7,158	-	7,158
General Fund (inc parish deposit and Farm Way)	21,982	231,592	(250,151)	-	-	3,422	56,187	226,050	(276,671)	16,416	-	21,982
	788,010	245,496	(320,796)	-	(130)	712,580	518,810	606,107	(336,731)	(921)	745	788,010
Total Funds	857,257	246,362	(321,119)	-	(1,085)	781,415	581,658	612,142	(342,766)	1	6,222	857,257

Endowment funds comprise monies to be retained as permanent capital and invested to generate income.

Restricted funds are those where a specific limitation has been placed on the use of the capital or income by the terms of the bequest or donation.

Unrestricted funds represent monies to be used at the discretion of the PCC. Designated funds represent unrestricted funds set aside for specific purposes by the PCC.

NOTES TO THE ACCOUNTS (CONT'D) for the year ended 31st December 2018

Details of Parish Funds are as follows:-

Endowment Funds

The Bushey Church and Churchyard Trust Fund
Ellis Bequest (Grave Trust)

Monies held for the upkeep of the Churchyard. The capital is invested in CBF Investment Funds.
Monies held for the upkeep of the Ellis Grave. The capital is invested in CBF Investment Funds. Income is

Restricted Funds

Miss F M Mitchell Bequest
The Bushey Church and Churchyard Trust Fund
Ellis Bequest (Grave Trust)

Monies given for the general purposes of St Paul's and invested in CBF Deposit Funds. Income generated is used for the general purposes of St Paul's.
Investment income generated by the Endowment Fund above. Accumulated income is invested in CBF Deposit Funds.
Investment income generated by the Endowment Fund above. Accumulated income is invested in CBF Deposit Funds.

Unrestricted Funds

Designated Funds

Capital Reserve

Capital reserves were created to recognise the properties under the control of the Parochial Church Council. The original reserves represent either the net cost or the valuations of the properties. Each year the reserves are set aside to provide for the maintenance of the church fabrics. Monies at the year-end are invested in CBF Investment Funds.
This fund arose from the will of Miss I Allott and is unrestricted but intended primarily for St Paul's. The PCC have invested the funds in CBF Deposit Funds and use the income towards the maintenance of the Churchyard.
In line with the 2015 results of the Sustainability Review, carried out at the request in December 2014 of the PCC, Trinity House (the clergy house associated with Holy Trinity Church) was sold early in 2016, because it no longer met the needs of clergy in that post. The funds from this disposal are not restricted, but it is the declared intention that the funds should be used for the maintenance of the Churchyard.
In line with the 2015 results of the Sustainability Review, carried out at the request in March 2015 of the PCC, Falconer Hall was sold early in 2017, because the costs of repair were prohibitive. The sale of Falconer Hall would help us to:

- enhance existing youth work at St. James's
- enable greater income generation possibilities through the provision of enhanced facilities at St. James's in due course, thus enabling us to develop St. James's more as a community focus for arts and crafts

Church Fabric Fund
Allott Fund

Trinity House sale proceeds

Falconer Hall Proceeds

General Fund

SJ Deposit
Parish Deposit

These represent unrestricted monies at the disposal of the PCC.

The SJ Deposit account was recognised in account balances last year but is a reserve deposit for use at St James.
These represent unrestricted monies at the disposal of the PCC.

NOTES TO THE ACCOUNTS (CONT'D) for the year

8 ANALYSIS OF ASSETS AND LIABILITIES BETWEEN FUNDS

	<u>2018</u>					<u>2017</u>				
	<u>Tangible</u> <u>Fixed</u> <u>Assets</u>	<u>CBF</u> <u>Investmen</u> <u>t Funds</u>	<u>Deposit</u> <u>Funds</u>	<u>Net</u> <u>Current</u> <u>Assets</u>	<u>TOTAL</u>	<u>Tangible</u> <u>Fixed</u> <u>Assets</u>	<u>CBF</u> <u>Investmen</u> <u>t Funds</u>	<u>Deposit</u> <u>Funds</u>	<u>Net</u> <u>Current</u> <u>Assets</u>	<u>TOTAL</u>
<u>Endowment Funds</u>										
The Bushey Church and Churchyard Trust Fund	-	19,021		-	19,021	-	19,309	-	-	19,309
Ellis Bequest (Grave Trust)	-	5,895		-	5,895	-	5,984	-	-	5,984
	-	24,916	-	-	24,916	-	25,293	-	-	25,293
<u>Restricted Funds</u>										
Mitchell Bequest	-	38,127	-	-	38,127	-	38,705	-	-	38,705
The Bushey Church and Churchyard Trust Fund	-	-	4,063	-	4,063	-	-	3,404	-	3,404
Ellis Bequest (Grave Trust)	-	-	1,729	-	1,729	-	-	1,522	-	1,522
Miscellaneous	-	-	-	-	-	-	-	323	-	323
	-	38,127	5,792	-	43,919	-	38,705	5,249	-	43,954
<u>Unrestricted Funds</u>										
Capital Reserve	60,385	-	-	-	60,385	61,180	-	-	-	61,180
Church Fabric Fund	-	8,552	426		8,978	-	8,682	426	-	9,108
Alliott Fund	-	-	-	-	-	-	-	13,669	-	13,669
Trinity House sale proceeds	-	-	254,398	-	254,398	-	-	305,395	-	305,395
Falconer Hall proceeds	-	-	371,354	-	371,354	-	-	369,518	-	369,518
SJ Deposit	-	-	14,042	-	14,042	-	-	7,158	-	7,158
Parish Deposit/general fund			441	2,981	3,422			5,110	16,872	21,982
	60,385	8,552	640,661	2,981	712,580	61,180	8,682	701,276	16,872	788,010
<u>Total</u>	60,385	71,595	646,453	2,981	781,414	61,180	72,680	706,525	16,872	857,257

INDEPENDENT EXAMINER'S REPORT TO THE PAROCHIAL CHURCH COUNCIL OF THE PARISH OF BUSHEY

I report to the members on my examination of the accounts of The Parochial Church Council of Bushey ("the PCC") for the year ended 31 December 2018 set out on pages 21 to 38.

Responsibilities and basis of report

As the members of the PCC (and trustees for the purposes of charity law) 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 PCC'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:

- accounting records were not kept in respect of the PCC as required by section 130 of the Act; or
- the accounts do not accord with those records; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

April 2018

Malcolm Lucas, FCA, DChA
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Chartered Accountants

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