



Parish of All Hallows Church Bromley by Bow

Trustees' Report & Accounts 2023

DRAFT

Registered at the Charity Commission, no. 1153020

DRAFT

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ANNUAL REPORT 2023

(January – December 2023)

REFERENCE AND ADMINISTRATIVE INFORMATION

Members of the Parochial Church Council (PCC) are elected at the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules. The following served as members of the PCC during the year and up to the date of this report, unless otherwise indicated.

RECTOR: The Rev'd Cris Rogers

ASSOCIATE RECTOR: The Rev'd Beki Rogers

CURATES: The Rev'd Raff Chaves
The Rev'd Nicky Wong

CHURCH WARDENS: Charlie Thompson
Isoboye Nonju From 29/04/2022

DEPUTY WARDENS: James Scrivener
Tracey Alwedo

REPRESENTATIVES ON THE DEANERY SYNOD: David Banks PCC Secretary from 19/4/2022

ELECTED MEMBERS: Sheila Akao-Okeng From 30/04/2023
Timothy Anyuru From 30/04/2021
Louise Vinhas Chaves From 16/04/2017
Hayley Collet From 29/04/2022
Ian Devlin From 16/04/2018
Mel Fenech From 30/04/2022
Emma King Treasurer from 29/04/2022
Steven King Treasurer from 29/04/2022
Ina Markevica From 30/04/2023

All Hallows Bow (AHB) is a charity registered in England and Wales (no. 1153020).
All Hallows Bow uses the banking services of the CAF Bank.

Stewardship was appointed to carry out the independent examination of the accounts for 2023.
The postal address of the church is: All Hallows Rectory, 248b Devons Rd, Bow, E3 3PN.

Responsibilities of the PCC

The PCC of All Hallows Bow, London E3 3PN, has the responsibility, together with the Rector, the Revd. Cris Rogers to promote, in the parish, the whole mission of the Church. This includes the pastoral, evangelistic, social, and ecumenical aspects. It is also responsible for the maintenance of the building of All Hallows Bow. As a Church of England Parish church, the PCC and Rector follow the requirements of Church of England Canon Law. The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 (which sets out the PCC's obligations to safeguard children and vulnerable adults).

CHURCH ATTENDANCE

In 2023, the average Sunday worshipping community at All Hallows Bow, was 123 people, consisting of 100 adults (16+) and 23 children and young people.

ELECTORAL ROLL

This year's electoral roll (as of 20th April 2023) has 156 registered members.

PUBLIC BENEFIT

The PCC members confirm that they have complied with the duty in section 17 of the Charities Act 2011, to have regard to the Charity Commission's general guidance on public benefit. The church of All Hallows Bow benefits the community, by the activities described in the sections attached, particularly through family work, children's work, youth work, AHB food collection and distribution to local people in need, community engagement and working with other faith groups. We also collaborate with the local Mosques in community work and engagement.

OUR VISION

All Hallows Bow is here to be an explosion of Joy, by making Jesus known in our local community, to see lives transformed.

Making Jesus Known

We are challenged to be a supportive, listening, and caring church.
We wish to behave like family towards each other.
We want to be strong in our welcome and extend deeper friendships.
We want to invite other people into this family.

We will do this by:

- Youth outreach – the development of work done by our AHB Youth team and increasing engagement with Clara Grant Primary School.
- Continuing to engage with Fern Street Family Centre.
- Focusing on children and young families.
- Communicating more with local people through community parties and local events.
- Equipping the congregation to understand and engage with other local groups.
- Celebrating our Christian festivals publicly and loudly.
- Celebrating life visibly.
- Having parties, eating together and socialising.
- Joining in weekly small groups and regular prayer gatherings.

Within the Local Community

We are here to stay and be a part of the local picture.
Our life outside of the building will be of joyful celebration.

We will do this by:

- Living locally, shopping locally and socialising locally.

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- Having whole community celebrations.
 - Celebrating the 'good news' outside.
 - Developing contacts with the police, doctors, and civic life. Being intentionally present on ward panels.

To See Lives Transformed

We aim to have worship that is accessible for all people locally, young, and old from all cultures. We want to be inventive and try new things out whilst increasing the depth of our worship. We want to see lives transformed emotionally, physically, and spiritually.

We will do this by:

- Actively pursuing freedom in worship that allows people to meet with God.
- Feeding people spiritually, giving good discipleship and teaching.
- Developing children's worship and teaching, particularly with the growing age groups.
- Committing to creating services for the visually challenged and for those who are poor at reading.
- Collecting for the food bank.
- Engaging with new parents, carers, and toddlers.
- Working with young people on the edge of school exclusion.
- Mentoring at-risk teenagers.

Rector's Report

This APCM report represents the work done during 2023. This year felt like the year we finally made it out of the shadows of 2020 and COVID-19. Lots happened in 2023 with Nicky Wong joining us as curate, women's ministry relaunched, Hayley Collet joined the team to lead on starting some outreach groups and record number of weddings at the church in one year!

1. Making Jesus Known

This year, our church remained committed to sharing the love of God in practical ways throughout our neighbourhood community. Door-knocking initiatives enabled some great conversations and prayers with many families on their own doorsteps. Our Alpha course also provided an open space for people's questions and explorations of faith. One highlight event was our summer party, which drew over 450 people for food, games and relationship-building. Our well-attended Christmas services created space for many visitors to engage the nativity story and the message of Christ's hope and redemption. Additionally, our live-streamed worship continues opening doors for seekers – in the last year, multiple individuals have joined us on Sundays after watching online for several months prior, facilitated by the accessibility of technology. Across many creative outreaches, we consider it a privilege to compassionately make Jesus known both by meeting the needs and introducing people to the One who alone meets our deepest needs.

2. Discipleship

This year we implemented some new initiatives to foster deeper discipleship and spiritual growth in our congregation. Prayer walking events facilitated listening to God and interceding for various parts of our neighbourhood. We held quarterly "Tool kit" sessions to equip people with sessions on prayer ministry, prophecy, sharing our faith with Muslims and pastoral care. Reconfiguring our family service aimed at more intergenerational worship using family movies. This launch Fancy Dress Sunday seeing whole families coming dress up to engage with the worship. We launched Sunday morning discipleship groups for our 11-14-year-olds, shaping young hearts and minds alongside the usual Wednesday evenings. New small groups designed for moms with young

children as well as a midweek group gathering at our Ahaba Café strengthened both community and biblical engagement during the week. Across ministries, our church strives to nurture spiritual development appropriate to wherever someone may be on their faith journey using our Head, Hearts, and Hands framework.

We measure success not by numbers but by the degree of increasing maturity, authentic transparency about struggles, acts of service, and qualities like patience, forgiveness, and love actively flowing from our communal life together. We do this using our Making Disciples assessment tool.

3. Staff Care

We have continued to make sure care for our staff is a priority. With retreat days, providing mentors and outside support alongside line management, we have been able to retain our staff and see them emotionally and spiritually well. Beki and I personally want to recognise the cost and dedication of our Staff and volunteer teams that have served and loved people this last year. We really love you and all you do for AHB.

Caring for the wellbeing of our staff remained a key priority this past year. Multiple concrete efforts were used to help leadership teams amidst heavy demands - retreats, mentoring partnerships, and counselling support, to name a few. We therefore want to sincerely recognise the tremendous dedication shown by all staff and key volunteers this past year. The sacrifices made to love and serve our church family do not go unnoticed. Each role carried out with grace contributes to our shared kingdom goals. As the body of Christ, we are strengthened when every part is functioning healthily. We are grateful!

4. All Hallows Moving Forwards

All Hallows Bow will be 150 years old in 2024. With this in mind, we are going to be using the year to celebrate the work of dedicated Christians in Bow as well as use it to reach our neighbourhood. Our partnership with Fern Street is also 10 years old in 2024. This means as we look forward, it's going to be a year of remembering what God has done in the neighbourhood.

Having built up our children's work and started to develop the church youth work, we want to move our focus to working in the neighbourhood with teenagers. In 2024, we will be taking time to see what might be possible to start up new work to engage young people of the Lincoln Est.

REV CRIS ROGERS

Wardens' Report

Introduction

A warm welcome to the Warden's Report 2023 from Charlie and Soby! 2023 was a year that was full to the brim with challenges, rewards, and opportunities for the church, as we sought to love our community with our head, our hearts, and our hands. More than ever, All Hallows exists to be an explosion of joy, in our local community, by making Jesus known, to see lives transformed! Let's dive in.

Making Disciples!

2023 has been a year full of diving deeper into discipleship. We have been able to grow in lots of different areas - growing in our head knowledge, expanding the compassion and capacity of our hearts, and getting our hands dirty in service of others. We started the year with 'sticky theology', where we learned profound truths that you can write on a post-it. We were so blessed by those running our quarterly 'tool-kits', looking at areas of deeper enabling such as learning to pray for others, crafting a sermon, or engaging with people from different faith backgrounds. Towards the end of the year we

began an epic journey of a deep dive through the book of Ephesians in our 'Made Alive in Christ' series, which will continue into 2024.

New beginnings.

We are grateful for the way God is continually in the business of renewal and creation. This year has been marked by some new seasons in several areas of the church. We welcomed Amiee Muir in January as our new Centre Manager at Fern St and we have been blown away by the way she has taken on the role and made it her own. In the summer we saw Nicky Wong finish his training and become ordained, remaining with us as a curate. We are so blessed by his ministry throughout church life. New chapters for Men's' and Women's' ministries have seen people come together in fellowship, prayer, and discipleship in fresh ways in 2023. And new initiatives such as our community outreach project - led by Hayley Collett - have been an exciting area of growth and outreach. God is always on the move, and this year has been a year of new beginnings, and renewed growth!

Thank you!

We have so much to say thank you to God for in 2023. We are so grateful for his continued work in the many and various ministries of the church. Whether it is the work of Fern Street in reaching some of the most vulnerable in our local community, or AHABA becoming more and more of a hub for the community to come and enjoy our famous hospitality.

Whether it is our small groups, or Men's'/ Women's' ministries - we have seen the way God works in bringing people into community with each other, and working through them to support, lift, and encourage one another deeper in faith. Our Father's House has had an amazing year, and we are so grateful for the way God is setting people free from addiction and drawing them closer to himself as they learn to walk with him through profound battles.

The Youth and Children's' work at AHB has been growing in depth and number throughout the year, and we are so grateful for the way these ministries are being re-birthed after the big 'reset' that the Covid pandemic enforced. We are aiming to focus more on these in 2024 as areas of special importance to us in this season.

We also want to say thank you to our people. We are also grateful to the many members of the church who have made everything we do at All Hallows possible. To every single member of the team - whether staff, volunteer, or congregation member - we are grateful for your contributions, and you are so precious to us. Thank you. Whether it is prepping food bundles for Homeless Outreach, cooking burgers at the Summer Party, or cleaning the toilets - it is through service of others that we minister to Jesus. We pray for you all to know the rich and deep blessing of God and be enriched by serving his church and the people of E3.

As we look ahead to an exciting 2024, we are reminded that God is eternal, his love is enduring, and he is far more excited about the year to come than we can imagine. Let's go!

CHARLIE THOMPSON

Ahaba Café Report

Some of our google reviews received from the public in 2023:

'Some of the best coffee I've had, and a very friendly, welcoming place. A top spot for takeaway or staying in.'

'Although I didn't have anything to eat, the food everyone else was eating looked totally yummy. I'm more interested in coffee, and you know when you find a magical place that sells great coffee, you can't help yourself. You have to keep going back. Friendly staff. Reasonably priced, too.'

'Love this place! Great coffee and prices and lovely friendly staff and atmosphere. Support local and go to this cute cafe 10/10'

This year was a year of consolidation for the café. The café manager and Nayem, supported wonderfully by volunteers Jake and Isaac greeted and served the people of Bow across the Ahaba counter 8836 times and served up over 15000 coffees, meals, and baked treats.

We are looking forward to another year of facilitating connections between our church and our community, displaying the goodness of God in Bow, and providing people with the opportunity to connect with Him.

DAVID GLOVER

Men's Ministry

We have gathered 3 times last year, to encourage community and deepen relationships between the men in our church.

In January 2024 we went out for dinner at Brick Lane and over 20 men attended, which was one of the best attended men's events so far.

In 2023 we met at Ahaba café for breakfast and games, and for a walk at the cemetery park finishing with praying for one another. Attendance for this wasn't as high for different reasons with many members not being available.

Plans for the new year

To continue meeting every 2 to 3 months, to fellowship, play and pray together, to ensure we are building relationships with one another and supporting one another in prayer and friendship.

REV RAFF CHAVES

Our Father's House Recovery Ministry

Our Father's House is our Recovery Service on Tuesday nights in church. It's a church service for those struggling with addiction.

Last year OFH have initiated 3 types of support for those in recovery or still addicted.

- Food bank.
- Transport support.
- Free recovery literature.

Food bank. In the last year 23 individuals in recovery have accessed our food bank, including a family of refugees that are not in recovery.

Transport support. Five individuals were helped with access to public transport, to help them access recovery meetings.

Baptisms. On the 26th of March 2024, Our Father's house will have a baptism service where 4 people have decided to give their lives to Jesus.

Discipleship and teaching. Last year at Our Fathers house they studied the book of Jonah together, helping those new to faith to understand the book in a way that was relatable to them.

They also explored the 12 steps through the bible, from 1 to 12, showing those in recovery the roots from where the steps came from and introducing them to scripture in a pathway in which those in recovery are familiar with. We are starting a new Bible 12 steps study group on the 6th of march every Wednesday evening.

Mentorship. Several members have had one to one mentoring session to get support both on their recovery and faith journey.

Plans for 2024. To continue supporting addicts on their recovery and faith journey, every step of the way. To continue growing the ministry and its structures.

A leadership requirement document was created to ensure leaders are leading by example.

REV RAFF CHAVES

Women's Ministry

Since March 2023 we've launched Women's Ministry again at AHB and aim to have meetings together 6 times a year, being split up according to the school term times/half term holidays. Our vision is for the women of AHB to grow in intimacy in their relationship with God and with each other, so that we can form real community that both supports each other and puts Jesus first. We've had brunches, walks, and worship nights and seek to pray together whenever we meet. We'd love to see all women of the church coming together and we have a WhatsApp group for additional communication/prayer requests between meetings. Please do get in touch with either Manda or I if you'd like to know more or get involved! Love Laura T

LAURA THOMPSON

Small Hallows (small groups)

We currently run 5 small groups at All Hallows, in addition to other mid-week groups and termly ministries such as men's and women's ministries. Small groups play a vital role in discipleship, providing opportunities for us to gather and encourage one another in our journey to becoming more like Jesus. The main goals with small groups are: to increase the number, aiming for both more groups and more people attending from the church and to grow leaders who are growing into confident disciples to lead them.

REV NICKY WONG

Children's Church

Children's ministry continues to be a strong feature of All Hallows Bow. While previously we have looked at school holidays when planning our sessions, we now have Children's Church sessions on every Sunday except the final Sunday of the month when the family service is linked to children's animation films. The children come to All Hallows knowing they are welcome, loved and a valuable part of our church family.

The welcome which is an integral part of All Hallows Bow life and mission extends to visitors to our church. We welcome children visiting with their families.

While we continue to have a mainly craft focus in our sessions, occasionally, we form the sessions differently involving drama, role play or games.

We encourage our children to think about the wider world and our community. Two sessions in particular have focussed on this:

- The children prepared packages for homeless people which they took with them when leaving the service, planning to give them to others on their way home.
- The children decorated lolly sticks and planted these in their community on their way home.

We have a regular group of volunteers who support the sessions. Generally, these are led by me or Katrin. I was pleased when Yasmin led a session for the first time. Her enthusiasm for the children is an asset to the team.

During the PCC day, we prayed for the 11 - 14 group. Since December, we have had two sessions a month for this group of young people. Initially, I organised these sessions. We had four volunteers who worked in pairs to lead the sessions. This has allowed the young people to have deeper discussions relevant to their age and for them to be engaged in scripture and the teachings of Jesus.

Since Lou has returned from maternity leave, she has taken on the organisation of this group. Scripture Union resources were purchased by the church to use with the young people.

I was pleased when Carissa requested volunteering with children's church as part of her Duke of Edinburgh activities. She proved to be an asset to the groups, working with some of the youngest members and encouraging their participation.

The children have ownership of the outcomes of the sessions and now tell the church family what they have learnt and describe the activity. They also write a prayer to share with the church family.

We like to promote what we have done on the church's social media sites. With attention to safeguarding, any photos posted are of hands completing the craft activity. No children can be identified from the photos, Hayley manages the posts on our behalf.

I continue to appreciate the prayers of our family for the work with children and feel blessed to be trusted with this valuable part of our mission. Our children are great and a valuable part of our church community.

Matthew 19:14

AMANDA CLEGG

Fern Street Family Centre

In 2023 we welcomed a new Centre Manager and a new ESOL tutor as maternity cover, behind the scenes we also welcomed 2 new members to the steering group, so a lot of catching up had to be done. With much grace the team stepped up to the challenge and achieved some incredible outcomes for families and children in our community. At least 472 family members (217 children and 255 parents) were directly involved in our activities, with many more benefiting indirectly.



30 parents and babies attended our baby massage courses and through our early years programme including Little Explorers which successfully piloted this year, 107 babies and toddlers accessed our quality early learning and play activities, laying vital foundations for a positive future. We are pleased to report that 100% of surveyed families reported a significant improvement in parent-child relationship and better able to support their child's learning and development after attending our sessions. We also made an official partnership with Tower Hamlets Family Hubs Network: formally joining helps provide joined up support for families with children in the Northeast of London.

28 families with 60 children accessed our food pantry, designed to enable local families with chronically low incomes to access fresh fruit and vegetables, dry goods, toiletries, and cleaning products. We took trips to the London Transport Museum and the Natural History Museum and thanks to funding from London Borough of Tower Hamlets and Action for Bow were able to hold a clue-solving Spy Kids holiday club for 39 local children from low-income families. We travelled to Westminster, around Bow and visited the Twist Museum in Oxford Street to find and stop the terrible Dr. Fern Slayer from taking over the world!



Our Children and Families Outreach Lead delivered 119 hours of one-on-one support and advice to a further 19 vulnerable families with 32 children being affected, helping to overcome complex relational issues and build strong healthy families.

Before going on maternity leave, our ESOL and Wellbeing Lead hosted 8 mums with their babies for

"This group has given me confidence in my postpartum body and helped me to enjoy exercise again."

a popular 6-week post-natal workout class "Mummy & Me" as well as running another "Active Woman" course helping introduce 14 local migrant women to a range of different sports including cycling, climbing and weightlifting. As well as improving physical health, 100% reported the course made a significant difference in their confidence and feeling more connected with the community.

88 migrant women participated in our ESOL programme this year. We delivered 4 classes for mixed abilities, and this proved highly popular as one of the only local providers of pre-entry level tutoring. In feedback surveys, a significant improvement was reported by respondents in their language skills (88%), feeling more integrated in society (94%) and feeling more connected and supported (88%).

We receive a huge amount of support from our community partners and volunteers which enables local families to engage with our support in a safe and fun environment. Thanks to Volunteer Centre Tower Hamlets, Queen Mary University, Neighbourly and the members of All Hallows Bow, this year we had over 30 community volunteers



I just wanted to say thank you, without volunteering here I wouldn't have got the job...volunteering has led to something better"

supporting our service delivery from gardening to acting.

AIMEE MUIR

AHB Youth

We had a great time studying the book of Exodus and learning more about the story of Moses. The young people are growing in understanding about not only the story but how it was relevant to us today through the fulfilment of Jesus. We also did a series over summer looking at how we can 'do the things of faith' as we explored Richard Foster's spiritual disciplines in creative ways.

There has been tremendous growth in the community of Evolve, beyond being part of a youth group they are a family of people doing sharing stories of life together. We've celebrated people with Krispy Kreme's, hung out at movie nights and other games and socials were had throughout.

Evolve also got stuck in with more practical elements such as helping to pack some gifts for

disadvantaged families with fern St. They also helped decorate church and cafe for Christmas too.

We have been super blessed to have the team grow with the addition of Aimee and Joanna serving weekly and even taking the lead sometimes.

LOUISE CHAVES

Homeless Outreach

The AHB Homeless Outreach continues to offer much needed help to those sleeping on the street and in hostels. We continue to meet every month; this year outreach has been the 2nd or 3rd week of the month rather than the end of the month as in previous years.

The core team now consists of 4-6 volunteers with another 3-4 volunteers joining us when possible. We continue to serve the Mile End to Brick Lane route as this is where we feel we are most needed, with many people looking forward to our monthly visits.

We have recently had some financial contributions which has allowed us to purchase vital supplies such as bottled water, pot noodles and snacks, as well as the hot drinks we provide every month.

The outreach was recently chosen for sponsorship by the Co-Operative which has been a much-welcomed development. Through the sponsorship we have received much needed donations however, we are still in need of a good stock of men & women's warm clothes and shoes (especially men's trainers).

The Christmas outreach was a great success again this year and we were delighted to hand out our Christmas care packages. The recipients were very grateful for the items and said we brought them a little Christmas spirit which was wonderful to hear.

MELISSA FENECH

Safeguarding

At All Hallows Bow the safeguarding of our church family and wider community is paramount. We benefit greatly from the advice and training provided from the Diocesan Safeguarding Team and we will continue to seek their ongoing support and knowledge in the future.

Ensuring that all staff and volunteers have access to appropriate training is essential and we aim to provide high quality training for all. Fern Street Family Centre attended a training session for 10 members of staff and volunteers in September, which helps them to continue their excellent work, responding quickly to safeguarding concerns and offering support to some of our vulnerable families within our community.

We have continued to use the Church of England's Parish Safeguarding Dashboard; this is a helpful tool which highlights areas that as a church, we need to strengthen. This Dashboard also collates information about our safeguarding practice that can then be presented at regular PCC meetings throughout the year.

We aim to provide a safe space for all people to be able to engage with and enjoy church services and activities at All Hallows Bow. A space where each person feels confident and heard when sharing sensitive safeguarding concerns, a space where we look after and safeguard each other, from a place of love rather than judgement.

If you have any safeguarding concerns please speak to Hayley Collett, Beki Rogers or a member of the staff team.

Finally, a huge thank you to our church family and staff team who strive daily to safeguard well and take care of each other.

HAYLEY COLLETT

Community Outreach Project

October 2023 saw the beginning of a new project in Community Outreach. Our aim is to bring people from the neighbourhood (particularly those struggling with mental health issues and loneliness) into the building to experience God's peace and love.

We currently run a mindful doodling class (Moodles) on a Tuesday afternoon and have seen it grow steadily since November, with a core group of members and a few people that dip in and out depending on work schedules, weather, and babies.

Wednesday mornings have seen two new small groups commence in the vestry and church. Creating a space for those who cannot make it to evening bible study groups, including an amazing group of new mums with their babies and a group that meet after the school drop off (child free). Friday afternoons have been filled with fun, chatter, giggles, coffee, and board games as we meet in the café for ahaba Connect. A small group of people coming together, engaging, sharing, and supporting each other, bringing joy into otherwise ordinary and often lonely days.

February half-term was filled with messy painted hands and incredible creations as we opened our doors to the 'Little Lego Legends' for a fun filled afternoon of printing and building. Not only did we host 13 of our regular awesome children (along with their fabulous parents), but we also welcomed 7 new children (four families) to play and eat biscuits with us. This was such a fun-filled and inspiring afternoon. There will be more holiday fun to come.

It has been a great start to the project and a real blessing to see these groups grow and bond. Friendships have been forged and continue to blossom. Being based in the café provides a great opportunity to meet, drink coffee, give support, share the gospel, and pray for people, which has been a personal highlight. We aim to see more people joining and new clubs using the spaces available, including the Saber Guild who made great use of the church space and taught us some vital life-saving light-saber skills in January.

Finally, a huge thank to the café team who have welcomed, watered, and fed us so gracefully.

HAYLEY COLLETT

Racial Justice and Equality Group (RJEG)

Our activities in 2023 were guided by the five-point action plan agreed since 2021 as summarised below.

1. Education, vision, & theology
We supported our church to reflect racial justice in the teachings. We explored ways to educate our community in a way they will understand and receive the message of racial justice and equality.
2. Structures & governance
Ensured we had appropriate church policies that reflect racial equality (e.g., equal opportunities, grievances).
3. Participation

Encouraged and engaged the equal participation of people with disabilities, adults and young people of colour so as to ensure those who participate in church reflect our diverse community, and we are fully inclusive.

4. Language & terminology

We considered ways to express ourselves as a church in a way that is respectful, inclusive, and sensitive to all.

5. Visibility

We championed racial justice publicly via several outreach events among others. Pupils, teachers and head of one of the local schools (Clara Grant School) enjoyed the Christmas Assembly and our use of a non-white baby Jesus.

Unconscious Bias Training and other Trainings

Our Clergy and staff stayed up to date on their training on unconscious bias, equipping themselves to do God's work and serve the community without bias knowingly or unknowingly.

Our vicar attended a clergy training where the Diocese of London Racial Justice Priority Group *Ten-point Action for Churches* were discussed.

We also from time to time recommended to one another books or other useful resources we discover which help us promote racial justice and equality. For example, as we have a large community of Bengalis in our neighbourhood, a member in our group recommended a book by Shabna Begum titled, *From Sylhet to Spitalfields: Bengali Squatters in 1970 East London*.

Diocese of London Racial Justice Prayer Bulletin

We regularly received the Diocese of London Racial Justice Prayer Bulletin and pray along for various matters raised.

Dedicated Prayer Sessions for Racial Justice and Equality

The Diocese of London Racial Justice Prayer Network set aside the 22nd of every month as a day in the Diocese for prayer for racial justice and we managed to lead prayer in church to do so when possible.

We also dedicated some of our church's weekly prayer meetings to specifically pray for racial justice and equality.

Black History Month

We joined other churches in October at St Michael and All Angels Stoke Newington the event tagged Stepney at Prayer to pray for churches as part of activities to mark Black History Month.

Current Affairs

We caught up regularly on events happening around us and the world which impacted on racial justice and equality, and responded as best as we could from time to time, praying about them, as well as learnt from such events where applicable to our service to God.

Welcome Churches

We continued to engage with Welcome Churches to get involved in their work welcoming refugees e.g., refugees from Ukraine and Hong Kong.

RJEG Membership

We agreed to welcome new members to the group whenever we find people who would be interested in joining us and interested in promoting racial justice and equality.

SOBY NONJU

Church Policies

DATA PROTECTION

AHB has a data protection policy in compliance with GDPR (Regulation (EU) 2016/679) legislation. The entirety of this can be read at All Hallows GDPR (www.allhallowsbow.org.uk/gdpr)

GRANT MAKING

The task of deciding how to distribute grants for missions is done by the Rector and Associate Rector, with reference to the Treasurer. Grants are awarded to organisations and church members working in mission based on an evaluation of each case. All giving follows the mission policy of All Hallows Bow, which is the promotion of the Christian gospel in proclamation and social action throughout the world. There are no PCC related trusts.

INVESTMENTS

The church's endowment investments, both shares and cash, are entrusted to the Diocese of London. Our policy as regards money held for the general fund and under the control of the PCC is to place funds not needed in the near future on deposit.

RESERVES

The PCC have determined that the charity should aim to hold unrestricted cash of no less about 9 months of unrestricted expenditure (2023: £105k / 2022: £101k) so that the charity could continue to operate should income and / or expenditure vary adversely. At the year end, the charity held unrestricted funds of £129k (2022: £116k) and the charity is complying with its reserves policy.

Where General funds are more than nine months' general expenditure (based on trailing three-year average), we expect to review our budgets and to consider designating the excess for a particular purpose. The restricted funds of AHB Youth and AHB@Fern Street are managed by the project leaders who aim to ensure their projects are viable for at least a year ahead and who are instrumental in raising additional funds as appropriate. Ahaba restricted fund include balance sheet items which are not liquid and therefore should be excluded from our reserves position.

RISK ASSESSMENT AND MITIGATION

Risks associated with the operation of the church are reviewed regularly by the Rector and PCC. Policies and procedures are developed as appropriate to mitigate these risks. Areas assessed include risks associated with finance, information, buildings, and contents, employed staff and volunteers, and members of the public. Good financial controls reduce the risks associated with handling money. Church property is protected with security systems, and insurance is held to reduce the impact of any physical loss that may occur. Staff and volunteers are trained in keeping themselves and others safe. As a matter of policy, independent professional advice is taken where appropriate.

CHILD PROTECTION AND ADULT SAFEGUARDING

AHB takes its responsibility to protect and champion the well-being of children, young people, and vulnerable adults very seriously. We will act promptly whenever a concern is raised about a child, young person, or vulnerable adult or about the behaviour of an adult and will work with the appropriate statutory bodies when an investigation into abuse is necessary. We follow safer recruitment procedures and have clear procedures in place to identify, respond to and report concerns. Staff and volunteers receive annual safeguarding training, and our safeguarding policy and procedures are reviewed at least annually.

SUSTAINABILITY

AHB encourages the adoption of sustainable practices in all areas of church life and work. This is our contribution to reducing carbon emissions in response to the climate emergency. Measures taken include recycling, energy audits, encouraging the use of public transport, cycling and walking. In 2020 All Hallows achieved a Bronze Eco Church Award, reflecting the measures already in place. Using the resources and advice given, we aim to work towards Silver in the next few years.

The PCC is responsible for keeping proper accounting records, which disclose, with reasonable accuracy at any time, the financial position of the church, and to enable them to ensure that the financial statements comply with applicable Accounting Standards and Statements of Recommended Practice and the regulations made under the Charities Act 2011. They are also responsible for safeguarding the assets of the church and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the PCC of All Hallows Bow and signed on its behalf on 28th April 2024 by

Cris Rogers

The Revd Cris Rogers

Rector

28th April 2024

Treasurer's Report

This year has been the first year where we have resumed our activities in a post Covid-19 world. The economic conditions remain challenging with 'cost of living' and high energy costs persisting and impacting many of our residents. Regardless of these external pressures we have continued to serve our community, made possible by the generosity of your gifts and grants.

It has been increasingly difficult to secure grants during 2023, and we have engaged with an external fundraiser to support our efforts. Funds at Fern Street have reduced by almost half compared to the prior year and the Fern Street Settlement charity have provided financial support during this financial year. We continue to work tirelessly to secure new grants and the financial position remains under review in line with our reserves policy.

The Ahaba café has seen an improved footfall in 2023 and beyond, which is noted in the increased café takings. This ministry is supported by generous gifts to ensure we continue to serve the local community - great coffee and connections.

Thank you to everyone; our congregation members, grant makers, close friends and all who have supported us financially in 2023. We are incredibly thankful for this and continue to trust that the Lord will supply our every need going forward; we're excited to see what God has in store for us next.

GENERAL FUND: Total income was £154k in the year to 31 December 2023, representing a 6% increase on 2022. Regular giving from individuals decreased in year to £96k (2022 £107k), however an increase in one-off gifts and grants supported overall improved income. Total General Fund expenditure, which is reflective of the continued activities of the church, increased by £5k to £141k as staff and energy costs have continued to factor due to inflation. In anticipation, we reduced the Common Fund contribution by £5k vs 2022. Other expenditure was in line with expectations and prior year. The net effect of the above has resulted in the General Fund recording a surplus for the year of £13k (2020: £6k), and funds carried forward of £129k (2022: £116k).

ENDOWMENT FUNDS: The investments referred to as the 'Table Fund' decreased 6k following revaluation of the investments. Dividends and interest from the fund are restricted for general maintenance of the church buildings.

RESTRICTED FUNDS: recorded total income and expenditure of £212k and £267k, respectively, in the year to 31 December 2023. Income was lower than 2022 (from £321k), with expenditure also reducing (from £300k in 2022). In terms of the underlying movements, the constituents were as follows:

- 1) Fern Street Family Centre: Income decreased from £192k to £85k because of lower grant funding. Expenditure decreased, from £139k to £132k resulting in a deficit of -£46k (vs a surplus of £53k in 2022).
- 2) AHB Youth: Income increased from £6k to £11k, whilst expenditure reduced from £16k to £8k, leading to a surplus of £3k (vs a deficit of -£10k in 2022).
- 3) Ahaba Café: income decreased from £63k to £54k. However, income generated from the café takings increased from £45k to £46k. Expenditure decreased from £92k to £66k following a reduced staffing model implemented in 2022. The deficit reduced to -£11k (from -£29k in 2022).

The result of these movements, as well as other smaller balances (for which more detail can be found in notes of the accounts), is that the Restricted funds generated a deficit of -£53k in the year. There was sufficient cashflow to maintain the reserves policy.

PLANS FOR FUTURE PERIODS

The short- and medium- term plan is to continue with supporting the same objectives and activities.

THE PCC'S RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

Charity law requires the Parochial Church Council (PCC) to prepare a statement of financial activities and statement of assets and liabilities for each financial year, which gives a true and fair view of the state of affairs of the church and of its financial activities for that year and adequately distinguishes any material special trust or other restricted fund of the church. In preparing those financial statements the PCC is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the policies adopted are in accordance with the appropriate Statements of Recommended Practice (SORPs) on Accounting by Charities and the Accounting Regulations and with applicable accounting standards, subject to any material departures disclosed and explained in the financial statements;
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the church will continue to operate.

The PCC is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the church, and to enable them to ensure that the financial statements comply with applicable Accounting Standards and Statements of Recommended Practice and the regulations made under the Charities Act 2011. They are also responsible for safeguarding the assets of the church and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the PCC of All Hallows Bow and signed on its behalf on 28th March 2024 by:

Emma King

Treasurer

Financial Accounts

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW
DRAFT STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds 2023 £	Total Funds 2022 £
INCOME AND ENDOWMENTS FROM:						
Donations and legacies	3	145,946	166,412	-	312,358	404,779
Charitable activities	4	2,273	46,246	-	48,519	46,636
Investments	5	5,827	-	-	5,827	5,402
Other income		-	-	-	-	8,337
Total income and endowments		154,046	212,658	-	366,704	465,154
EXPENDITURE ON:						
Charitable activities	6	140,551	265,685	-	406,236	434,605
Raising funds	7	-	-	-	-	600
Total expenditure		140,551	265,685	-	406,236	435,205
		105,413				
Net gains/(losses) on investments		-	-	(5,614)	(5,614)	(12,428)
Net income/(expenditure)		13,495	(53,027)	(5,614)	(45,146)	17,522
Transfers between funds	15	-	-	-	-	-
		13,495	(53,027)	(5,614)	(45,146)	17,522
Other recognised gains/(losses):						
Gains/(losses) on revaluation of fixed assets		-	-	-	-	-
Actuarial gains/(losses) on defined benefit pension schemes		-	-	-	-	-
Other gains/(losses)		-	-	-	-	-
Net movement in funds		13,495	(53,027)	(5,614)	(45,146)	17,522
Reconciliation of funds:						
Total funds brought forward		115,824	666,410	110,470	892,704	875,183
Total funds carried forward	15	129,319	613,383	104,856	847,558	892,704

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing operations.

The notes on pages 24-30 form part of these accounts.

THE PARISH OF ALL HALLOWS CHURCH, BROMLEY BY BOW
DRAFT BALANCE SHEET
AS AT 31 DECEMBER 2023

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds 2023 £	Total Funds 2022 £
FIXED ASSETS						
Tangible assets	9	1,870	435,304	-	437,174	443,032
		<u>1,870</u>	<u>435,304</u>	<u>-</u>	<u>437,174</u>	<u>443,032</u>
CURRENT ASSETS						
Debtors	10	20,030	12,585	-	32,615	117,217
Investments	11	1	2,023	104,856	106,880	112,493
Cash at bank and in hand	12	101,322	181,390	-	282,712	233,166
		<u>121,353</u>	<u>195,998</u>	<u>104,856</u>	<u>422,207</u>	<u>462,876</u>
CREDITORS: Amounts falling due within one year	13	6,774	(17,965)	-	(11,191)	(13,204)
Net current assets / (liabilities)		<u>128,127</u>	<u>178,033</u>	<u>104,856</u>	<u>411,016</u>	<u>449,672</u>
Total assets less current liabilities		<u>129,997</u>	<u>613,337</u>	<u>104,856</u>	<u>848,190</u>	<u>892,704</u>
CREDITORS: Amounts falling due after more than one year		(300)	(500)	-	(800)	-
Provisions for liabilities		-	160	-	160	-
Net assets / (liabilities) excluding pension asset / (liability)		<u>129,697</u>	<u>612,997</u>	<u>104,856</u>	<u>847,550</u>	<u>892,704</u>
Defined benefit scheme asset / (liability)		-	-	-	-	-
TOTAL NET ASSETS		<u>129,697</u>	<u>612,997</u>	<u>104,856</u>	<u>847,550</u>	<u>892,704</u>
FUND BALANCES						
Unrestricted Funds	15					
General funds		129,697	-	-	129,697	115,824
		<u>129,697</u>	<u>-</u>	<u>-</u>	<u>129,697</u>	<u>115,824</u>
Restricted Funds		-	612,997	-	612,997	666,410
Endowment Funds		-	-	104,856	104,856	110,470
		<u>129,697</u>	<u>612,997</u>	<u>104,856</u>	<u>847,550</u>	<u>892,704</u>

The financial statements were approved by the members of the PCC and were signed on its behalf by:

Rev Cris Rogers
28th April 2024

The notes on pages 24-30 form part of these accounts.

Notes to the Financial Accounts

1 Statutory Information

2 Accounting Policies

3 Donations and legacies

	2023	2022
	£	£
Donations of cash and similar	162,722	147,810
Government grants (note 3b)	-	7,766
Other grants receivable	123,028	226,906
Income tax recoverable	26,608	22,297
	<u>312,358</u>	<u>404,779</u>

b Government grants comprise:

	2023	2022
	£	£
Kick Start grants	-	7,766
	<u>-</u>	<u>7,766</u>

4 Income from charitable activities

	2023	2022
	£	£
Contribution for church activities and events	2,273	1,873
AHABA Café Income	46,246	44,763
	<u>48,519</u>	<u>46,636</u>

5 Investment income

	2023	2022
	£	£
Dividends and interest	5,827	5,402
	<u>5,827</u>	<u>5,402</u>

6 Other income

	2023	2022
	£	£
Gains on disposal of: tangible fixed assets		
social investments		
	<u>-</u>	<u>-</u>

Parochial Church Council of All Hallows, Bow
Accounts for year ending December 2023

6 Charitable expenditure

	2023	2022
	£	£
a Costs incurred directly on specific activities		
Ministry expenses:		
Common Fund	65,000	70,000
Staff employment costs	191,947	215,553
Other ministry expenses	8,303	10,157
Upkeep of services	6,052	5,426
	<u>271,302</u>	<u>301,136</u>
Property expenses:		
Operational costs for church & church hall	1,722	22,700
Operational costs for other PCC property (AHABA Café)	19,364	22,439
	<u>21,086</u>	<u>45,139</u>
Grants payable (note 8c)	5,097	9,919
	<u>297,485</u>	<u>356,194</u>
b Costs incurred on support & administration		
Governance costs		
Independent examiner's fee	4,300	3,120
	<u>4,300</u>	<u>3,120</u>
Other administration costs	97,793	68,737
Depreciation of tangible fixed assets	6,658	6,554
	<u>108,751</u>	<u>78,411</u>
Total expenditure	<u>406,236</u>	<u>434,605</u>

The fee payable to the independent examiner for examining the accounts was £4,300 (2022: £3,120).

c Grants payable

	Institutions	Individuals	2023
	£	£	£
Grants to support church members	-	5,097	5,097
	<u>-</u>	<u>5,097</u>	<u>5,097</u>

The comparatives for the previous year are as follows:

	Institutions	Individuals	2022
	£	£	£
Grants to support church members	-	9,919	9,919
	<u>-</u>	<u>9,919</u>	<u>9,919</u>

7 Cost of raising funds

	2023	2022
	£	£
Fundraising costs	-	600
	<u>-</u>	<u>600</u>

8 Analysis of staff costs, the cost of key management personnel and trustee remuneration

- Note currently being drafted -

9 Tangible fixed assets

	Freehold Property £	Fixtures, fittings and equipment £	Total 2023 £
Cost			
At 1 January 2023	428,445	41,093	469,538
Additions	-	799	799
At 31 December 2023	<u>428,445</u>	<u>41,892</u>	<u>470,337</u>
Accumulated depreciation			
At 1 January 2023	-	26,506	26,506
Charge for the year	-	6,657	6,657
At 31 December 2023	<u>-</u>	<u>33,163</u>	<u>33,163</u>
Net book value			
At 31 December 2023	<u>428,445</u>	<u>8,729</u>	<u>437,174</u>
At 31 December 2022	<u>428,445</u>	<u>14,587</u>	<u>443,032</u>

The Ahaba Cafe building has not been revalued, it's carrying value at historical cost of £428,445

10 Debtors

	2023 £	2022 £
Falling due within one year:		
Trade debtors		
Tax recoverable	27,200	49,009
Other debtors	5,415	2,635
Prepayments and accrued income	-	65,573
Total debtors	<u>32,615</u>	<u>117,217</u>

Parochial Church Council of All Hallows, Bow
Accounts for year ending December 2023

11 Current asset investments

	2023	2022
	£	£
Table Fund, Investments	85,857	91,470
Development Fund, Investments	2,023	2,023
Table Fund, Cash equivalent deposits	19,000	19,000
	<u>106,880</u>	<u>112,493</u>

12 Cash at Bank and in Hand

	2023	2022
	£	£
Cash at bank with immediate access	262,887	217,705
Notice deposits (with a term of three months or less)	19,824	15,261
Petty cash	-	200
	<u>282,712</u>	<u>233,166</u>

13 Creditors: liabilities falling due within one year

	2023	2022
	£	£
Trade creditors	7,575	10,057
Taxation and social security	3,616	3,147
	<u>11,191</u>	<u>13,204</u>

14 Pension Commitments

Note currently being drafted

DRAFT

14 Pension commitments (continued)

Summary of pension contributions payable for year:

The charity's pension contributions were as follows

	2023 £	2022 £
Church Worker's Pension Fund (see above) contributions payable for year	11,341	11,088
Pension contributions to defined contribution schemes	97	1,597
	<u>11,438</u>	<u>12,685</u>

Summary of pension liabilities at the year end:

Note currently being drafted

15 Funds

During the year the movements in the charity's funds were as follows:

	Opening balance 2023 £	Incoming resources 2023 £	Outgoing resources 2023 £	Transfers in the year 2023 £	Gains and losses 2023 £	Closing balance 2023 £
<i>General Unrestricted Funds</i>	116,195	154,050	(140,547)		-	129,698
Total Unrestricted Funds	<u>116,195</u>	<u>154,050</u>	<u>(140,547)</u>		<u>-</u>	<u>129,698</u>
<i>Restricted Funds</i>						
Fern Street Settlement	150,111	85,059	(132,365)		-	102,805
AHB Youth	21,178	11,069	(7,866)		-	24,381
AHABA Café	459,814	54,349	(66,080)		-	448,083
Friends of All Hallows	6,901	3,167	(1,780)		-	8,288
Grants for outreach	5,000	-	-		-	5,000
Little Cherubs	239	-	-		-	239
Our Fathers House	545	5,522	(1,629)		-	4,438
Development Fund	18,027	4,624	(1,782)		-	20,869
Grocers Trust	1,445	2,000	(1,788)		-	1,657
HTB church family events	3,115	-	-		-	3,115
Church Revitalisation Trust	(141)	46,867	(52,395)		-	(5,669)
	<u>666,234</u>	<u>212,657</u>	<u>(265,685)</u>	<u>-</u>	<u>-</u>	<u>613,206</u>

Parochial Church Council of All Hallows, Bow
Accounts for year ending December 2023

15 Funds (continued)

Endowment Funds

<u>Permanent</u>						
Table Fund	91,470	-	-	-	(5,614)	85,856
<u>Expendable</u>						
Table Fund	19,000	-	-	-	-	19,000
	<u>110,470</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(5,614)</u>	<u>104,856</u>
Aggregate of funds	<u>892,899</u>	<u>366,707</u>	<u>(406,232)</u>	<u>-</u>	<u>(5,614)</u>	<u>847,760</u>

Analysis of net assets by fund

The assets and liabilities of the various funds were as follows:

	Unrestricted funds £	Restricted funds £	Endowment funds £	2023 £
Tangible fixed assets	1,871	435,304	-	437,175
Debtors	20,030	12,585	-	32,615
Investments held as current assets	-	2,023	104,856	106,879
Cash at bank and in hand	101,322	181,390	-	282,712
Creditors falling due within one year	6,774	(17,965)	-	(11,191)
Funds in Advance	(300)	(500)	-	(800)
Stock	-	160	-	160
	<u>129,697</u>	<u>612,997</u>	<u>104,856</u>	<u>847,550</u>

In the previous year the movements in the charity's funds were as follows:

	Opening balance 2022 £	Incoming resources 2022 £	Outgoing resources 2022 £	Transfers in the year 2022 £	Gains and losses 2022 £	Closing balance 2022 £
<i>General Unrestricted Funds</i>	109,685	144,245	(135,460)	(2,645)	-	115,825
Total Unrestricted Funds	<u>109,685</u>	<u>144,245</u>	<u>(135,460)</u>	<u>(2,645)</u>	<u>-</u>	<u>115,825</u>
<i>Restricted Funds</i>						
Fern Street Settlement	97,419	191,888	(139,165)	-	-	150,142
AHB Youth	25,936	6,286	(16,044)	5,000	-	21,178
AHABA Café	484,251	63,217	(92,654)	5,000	-	459,814
Friends of All Hallows	2,725	6,250	(2,073)	-	-	6,902
Grants for outreach	15,000	-	-	(10,000)	-	5,000
Little Cherubs	239	-	-	-	-	239
Our Fathers House	-	1,974	(1,429)	-	-	545
Development Fund	12,476	26,310	(22,781)	2,292	(269)	18,028
Grocers Trust	1,708	2,000	(2,261)	-	-	1,447
HTB church family events	3,115	-	-	-	-	3,115
Church Revitalisation Trust	-	21,369	(21,510)	141	-	-
Acts 435	-	1,615	(1,827)	212	-	-
	<u>642,869</u>	<u>320,909</u>	<u>(299,744)</u>	<u>2,645</u>	<u>(269)</u>	<u>666,410</u>

Parochial Church Council of All Hallows, Bow
Accounts for year ending December 2023

15 Funds (continued)

Endowment Funds

<u>Permanent</u> Table Fund	103,629	-	-	-	(12,159)	91,470
<u>Expendable</u> Table Fund	19,000	-	-	-	-	19,000
	<u>122,629</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(12,159)</u>	<u>110,470</u>

Aggregate of funds	<u>875,183</u>	<u>465,154</u>	<u>(435,204)</u>	<u>-</u>	<u>(12,428)</u>	<u>892,704</u>
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Analysis of net assets by fund

In the previous year, the assets and liabilities of the various funds were as follows:

	Unrestricted funds £	Restricted funds £	Endowment funds £	2022 £
Tangible fixed assets	573	442,459	-	443,032
Debtors	46,147	71,070	-	117,217
Investments held as current assets	-	2,023	110,470	112,493
Cash at bank and in hand	73,476	159,690	-	233,166
Creditors falling due within one year	(4,372)	(8,832)	-	(13,204)
	<u>115,824</u>	<u>666,410</u>	<u>110,470</u>	<u>892,704</u>

Restricted Funds are utilised for the purposes as set out by the terms of each Grant issuer and / or for specific outreach activities. Interest received from the Table Fund is utilised for general maintenance of church building's. General funds are unrestricted and used for the overall ministry of the church.

16 Transactions with related parties

Note currently being drafted

17 Events since the year end

Note currently being drafted