

Church of St James the Great, Radley
Annual Report and Financial Statement of the
Parochial Church Council
for the year ended 31st December 2023

Rector	Rev Rob Glenny
Banks	National Westminster Bank plc 11 Market Place Abingdon, Oxon OX14 3HH
	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ
	Virgin Money plc Jubilee House Gosforth Newcastle-upon-Tyne NE3 4PL
Independent Examiner	Jillian Ashton Kings Close, Kennington Road, Radley, OX14 2JW.

Background

St James the Great PCC has the responsibility of co-operating with the priest in charge in promoting in the ecclesiastical parish the whole mission of the Church – pastoral, evangelical, social and ecumenical.

PCC Membership

Members of the PCC are either elected by the laity at the Annual Parochial Church Meeting (APCM), or are ex officio in accordance with the Church Representation Rules. They may also be co-opted in-year. During the year, the following served as members:

Rector		The Revd Rob Glenny	
Associate Ministers		Revd Anne Curtis (Curate)	
		Revd Pat Bhutta	
		Revd Glynis Beckett	
Licensed Lay Ministers		Sue Sowden	
Churchwardens		Anna Bell	2023-2026 (1 st term)
		Caroline Steinsberg	2023-2026 (1 st term)
Elected members	1	Pauline Rudd (Treasurer)	2023-2026 (1 st term)
<i>(9 places)</i>	2	Fliss Henderson	2023-2026 (2 nd term)
	3	Dominique Henderson	2021-2024 (2 nd term)
	4	Phil Henderson	2022-2025 (1 st term)
	5	John Matthews	2021-2024 (1 st term)
	6	Carole Sands	2021-2024 (2 nd term)
	7	Jenny Stead (Secretary)	2023-26 (1 st term)
	8	Charlie McKegney	2023-26 (1 st term)
	9	Clare Sandford	2023-26 1 st term)
Representatives on the Deanery Synod	1	Mary O'Brien	Elected for 3 yrs. to 2026
<i>(2 places)</i>	2	Sue Sowden	Elected for 3 yrs. to 2026

A. COMMITTEES AND WORKING GROUPS IN 2023:

1. **The Standing Committee:** This is required by law and has the power to transact business of the PCC between meetings, subject to any directions given by the council. The Committee comprises the Rector, the Churchwardens, the Secretary and the Treasurer.
2. **The PCC:** The PCC held 7 PCC meetings plus APCM in 2023: 23rd January, 27th March, APCM 23rd April, 22nd May, 24th July, 25th September, and 27th November
Our Rector, Rev Rob Glenny, has presented regular reports to the PCC meetings, inviting us to share with him in the developing Christian ministry in Radley, and the PCC received regular reports on the proceedings of the Deanery Synod.
3. **Working groups:**

RSK Pastoral Team Report for St James the Great Annual report 2023

The Pastoral Care team for Radley, Sunningwell and Kennington parishes is co-ordinated by Mary O'Brien and includes seven trained Pastoral Visitors. Between us we have kept in contact with those that are referred by a member of the clergy team for either a regular or occasional home visit. Those visited are introduced, when appropriate, to church and village activities such as Café Radley, the Community Larder, Apple Café, the Bus Pass group and the monthly Bereavement group.

During 2023, our team gatherings have included the opportunity to review the way we 'listen' to those we meet with, following a clergy referral, and also when listening in day-to-day encounters with people in the community. Such opportunities may arise after a church service, at the Community Larder, at the shops, when out walking our dogs, and when meeting neighbours.

At team meetings we've discussed best practice when handling money and receipts (eg when shopping for someone) and also reviewed RSK's Lone Working policy.

We have also considered and practiced responding to people who may be having thoughts such as 'my life is no longer worth living' or indicating signs of loss and loneliness. We are also alert to situations which indicate that there is a concern that should be referred to one of our RSK Safeguarding officers.

We keep the list of referral agencies up to date. Then, when appropriate, we can tell those we meet with about help that may be available. We provide information about making contact and, if helpful, can accompany the person to an appointment or offer support when they make the phone call.

If you would find some pastoral support helpful for you or for someone you know, please contact the clergy team.

Mary O'Brien

4 Worship, Liturgy, and Faith:

The worship planning group have been meeting on a quarterly basis to review and plan liturgical worship. This helps us to take the temperature of how Sundays are going on a regular basis, and assists in planning the bigger or more unusual events in the year, such as Palm Sunday, Advent, etc. Anyone can join this group, which reports back to the PCC, please speak to Rob if you are interested.

Rev Rob Glenny

B. CHURCH ATTENDANCE AND STATISTICS

- 1 Electoral roll:** There are currently 84 persons on the Church Electoral Roll (April 2024); (April 2023: 77 persons).

The average Sunday attendance counted during October 2023 was 57 adults and 3 children, totalling 60. These figures compare with 47 adults and 4 children in October 2022.

During 2023 we have continued to live-stream the 11am service at Radley Church. While difficult to measure, it is estimated that around 35 households / individuals view the streamed service each week either during the time of the service or at some later opportunity.

Messy Church met 8 times in 2023. The average attendance was 60. This ranged from 76 in October to 34 in July.

Jenny Stead

- 2 GDPR:** We are compliant with General Data Protection Regulations.

3 Safeguarding:

Introduction

Benefice Safeguarding Team:

PSOs Fiona Sweeney and Sue Sowden

The DBS Recruiter and Verifier is Julia Kent

Safeguarding is a standing agenda item at all PCC meetings, with the Safeguarding Team providing a report and being available to answer questions either in person or on-line.

The Safeguarding Team communicates by email, telephone and online, and meets regularly at least 4 times a year (in person whenever possible).

The PSOs attend the Diocese online briefing meetings when possible.

Safeguarding matters are raised at the weekly Clergy Team meetings as necessary.

All work is carried out in line with Church of England Safeguarding Policy and Practice Guidance.

Risk assessments are carried out for all activities.

Formal Obligation:

The PCC formally reports to the APCM that it:

'has complied with the duty under section 5 of the Safeguarding and clergy discipline measure 2016 (duty to have due regard to House of Bishops guidance on safeguarding children and vulnerable adults).'

Safeguarding Policy, Guidance and Information

The Benefice Safeguarding Policy and related policies (e.g. Recruitment of ex-offenders, hall hire agreements) were reviewed in Autumn 2023 PCC meetings and no changes were made. The policies were formally adopted.

The Safeguarding Team provided the PCC with an Annual Safeguarding Checklist Form, completed at the Autumn 2023 PCC meetings.

The Benefice continues to use the Church of England Parish Safeguarding Handbook and also now uses the new C of E Safeguarding e-Manual.

Safeguarding Learning and Development and Safer Recruitment and People Management

The greatest amount of work by the Safeguarding Team in 2023 was spent in this area.

Safer recruitment processes and audits of safeguarding training have been an ongoing process throughout the year. Much progress has been made in the last year and the team wishes to thank everyone for their support and co-operation.

As activities continued to open up after the COVID pandemic and new activities were introduced, there was a great deal to check, including:

Revising our Safer Recruitment Policy and Procedures in line with new requirements
Removing from lists volunteers who were no longer active
Making sure all previous volunteers were up to date with training, some of which was new.
Ensuring that safer recruitment processes and training were carried out for new volunteers and for new activities. This was a huge task, undertaken superbly by Fiona, who continues to bring much needed order to our records. There is an increase in both activities and number of volunteers and, going forward, the Safeguarding Team has asked the PCCs to ensure that all leaders of activities, that use volunteers, continue to check that their volunteers are up to date with their safeguarding training and safer recruitment, and send an updated list to Fiona Sweeney. With increasing numbers (a very pleasing situation) it is impossible for the Team to contact everyone individually. The Team will alert people already on our registers when training has become out of date and will answer any questions about what is required for any particular role. The Team are also starting to use the Safeguarding Hub on the Dashboard.

Concerns Raised

There were few safeguarding issues during the year. All were dealt with in accordance with the Benefice Safeguarding Policy and advice was always sought from the Diocese Safeguarding Advisers.

Parish Safeguarding Dashboard

The Team continues to use the Dashboard as required by the Diocese and continues to update Activities all the Activities and add new ones.

Next Steps

The Team is working on the increasing use of the Safeguarding Hub and is accessing the training from the Diocese.

4 APCM Churchwarden's Report April 2024

It is pleasing to report that our Sunday morning services have seen a regular increase in numbers throughout the past year as people join us from the new developments at 'The Lawns' and 'Church Farm.' The congregation has also been supplemented by the choir that Rob has started which sings twice a month and we have also introduced a Junior Church to meet the needs of our young families. We have sadly paused '11 @ St James' as it was not attracting the young people it was originally aimed at. It is encouraging to see more people attending Morning Prayer and Messy Church which now meets in the school hall and goes from strength to strength attracting a different group of young families from the village and surrounding communities. We continue to livestream services every Sunday and at some funerals and weddings thanks to Bob and Michael. We have a regular online congregation who are extremely grateful for the provision of this facility.

Coronation Celebrations May 7th 2023

We commemorated the coronation of King Charles III by organising activities in the church for the children of the village and afternoon tea in the church room. Everyone had fun and enjoyed the celebrations (in spite of the rain!).

Anne's Ordination

In June we were delighted to celebrate the ordination of our curate, Anne Curtis, as priest at Dorchester Abbey, and then the following week a benefice service was held at Kennington for her first celebration of the Eucharist. Many people from Radley attended both events and they were joyful occasions. It was lovely to meet with others from the benefice and share a meal together afterwards.

Remembrance

At the beginning of November, we commemorated All Souls with an evening service and invited families who have experienced bereavement in the last few years. Other people also came to remember loved ones and light a candle in their honour. Remembrance Sunday was a real village affair this year. We invited people from different village groups to attend and take part in the service and had a congregation of well over a 100. We

were especially pleased to welcome the Guides and Brownies back. As people entered the church 24 of them formed a guard of honour and at the beginning of the service the colour parties presented their flags. The girls went out to the church room in the middle of the service with other children who were in church and engaged in craft activities connected with Remembrance Day. It was a lovely mix of old and young gathered together in a special act of remembrance.

Christmas 2023

This was a joyful celebration with a variety of events held during December. Our Pub Carols attracted over 50 people many of whom normally do not come to church and our traditional service of nine lessons and carols was enjoyed by over a 100. The total number of people attending Christmas services on Christmas Eve and Christmas Day was 338 with a record number of 160 at the Crib Service. The Lantern Walk was also very well attended helped by the clement weather and it was heartening to see the church packed afterwards as people mingled with their mulled wine and mince pies.

Samson Kuponiyi

On February 19th 2024 we were delighted to hold the licensing of our new associate priest, Samson at St Swithun's led by Bishop Gavin. We extend a warm welcome to him and his wife Kikki and hope they very soon feel at home here. Samson is already immersing himself in our church life and getting to know our church family.

Easter 2024

It was wonderful to see our Easter services so well attended. On Palm Sunday we had our usual donkey procession round the village to church. We were joined by the Guides and Brownies and our choir. For the first time this year we processed round Church Farm as we are welcoming quite a few of the new residents to our congregation. The midweek Eucharist service was led by Andrew Mckearney, a retired vicar, who we are delighted to welcome to our clergy team. Some Radley members joined the fish n chip supper at Kennington on Maundy Thursday and it was lovely to have time to talk and share communion. The Good Friday walk between the two churches proved popular once again and was another opportunity to mingle and worship together. Twenty five brave souls made it to the dawn Eucharist on Easter Sunday starting round a fire in the church grounds before moving inside with lighted candles for communion. The bacon rolls afterwards were much appreciated. Easter Sunday we welcomed 120 people to our 11am Holy Communion. It was a joyous celebration led by Samson, our new associate priest, with glorious music by the choir. Afterwards the children enjoyed an Easter egg hunt made more special by Carole's adorable hand knitted chicks filled with chocolate eggs.

Quinquennial Report and building work

We have asked Alan Healy from County Construction to undertake the work on the church from the quinquennial report. He produced the most detailed and sympathetic quote and comes recommended by the architect, Robert Montgomery. They have worked together on many churches and one of his latest projects was St Nicholas' Church in Old Marston where the church wardens were delighted with his work. He has agreed to start our project in the spring of next year. Alex Wenham a stonemason (from Kennington church) and his apprentice, Gabriel, have started work on the stonework on the roof. They have taken moulds of the finial and merlon to be replaced and are currently making the new models in their workshop. They are also making safe other parts of the stone decoration.

We are happy to show people the work that is needed after the APCM meeting but it roughly falls, with costs, into the following categories:

Work to fabric of the church internal and external: £30,000

Stonework on the roof by Alex Wenham: £10,000

Replace struts to make balcony safe: c £8,000

Stained Glass windows: waiting detailed report and quote
Woodwork round the pulpit and choir stalls: waiting report and quote
New microphones and possible sound system: waiting for information about options.

A separate issue that has just arisen is the leak on the church roof affecting both the inside and outside wall of the clergy vestry. This needs immediate attention if it is not to cause further damage and work is starting on this on 13th May by a local company, Robert Shaw Construction and Carpentry, known to Caroline. It is estimated that the work will take between a week to ten days to complete and the quote for this is £8,023 incl VAT. We intend to pay for it from the funds raised for the bell appeal in 2015 and which were left to be used for other work on the church. Hopefully we will be able to pay this back after fundraising.

A brainstorming meeting was held on Saturday 20th April to share ideas for fundraising for all this work. It was attended by a variety of people from both church and the wider village community and lots of good ideas were shared. We are now planning how to launch our fundraising campaign. There are a number of grants that we have identified we can apply for but we need all the quotes in before we can start the process. Over the next two months there are experts coming to inspect our stained glass and woodwork and once we have their reports we will begin the grant applications.

Security Camera

Thanks to Bob Sands, who in April 2023 installed a camera pointing at the door of the church from the inside, a theft from the money box in the wall was recorded on 24th June 2023. The police were notified, and they placed an image of the man responsible in the local papers, and on social media. The camera was able to alert us when the burglar returned in September 2023 and due to the quick reaction of Rob he was successfully handed over to the police.

Graveyards

The War Graves Commission have identified graves of soldiers from both world wars in our cemeteries and have put signs up to draw attention to them.

Our thanks to everyone who has helped with the maintaining and operation of the church, our services, the church room and graveyards throughout the year. Finally, Anna and I would like to extend a special thank you to Mary and Bob, our two deputy wardens, who are an amazing support with the administration of the parish and the fabric of the church.

Caroline Steinsberg & Anna Bell

Open The Book:

Our OTB assemblies carry on as before with the ones in Radley and Sunningwell fitting in. Open The Book continues to be much appreciated by our three schools. Anne, Jenny, Liz and Sue formed the new team for Radley and Sunningwell which is a wonderful achievement. If you would like to volunteer for Open The Book please do speak to Rob or Anne - it is great fun and the children love it!

Rev. Anne Curtis

Radley Primary School links

We continue to have a strong working relationship with the Primary School next door. The Rector leads collective worship on a fortnightly basis and serves as a Foundation Governor, whilst Open the Book present Bible stories in the intervening weeks. We also have other members of our church community who have joined as governors. The school uses the church building for significant moments in the year, such as Harvest, Christmas, Easter, Leaver's service. And we're grateful that in turn they have assisted us with the use of their newly expanded hall as a venue for Messy Church.

Rev Rob Glenny

Youth Group report

Our Youth Group at Radley is small in number (with around 8 young people who attend regularly). Many of our older teenagers have moved on to other things and we have not managed to recruit new members to join us recently. We meet on the second and fourth Sundays of every month for an hour in the Church Room, playing games for the first part of the evening and then thinking about the Bible or other Christian themes.

Over the summer term we plan to run lots of fun activities, advertising the group more widely to try and attract new young people to join us. Watch this space... *Anna Bell*

5 CHURCH ORGANIZATIONS AND ACTIVITIES

Bell Ringing

During the past year the bells have been rung for the 11am service each Sunday, and over the Christmas period they were rung for the Carol Service, the Midnight service on Christmas Eve and for the 11am service on Christmas Day. Practices have been held on the majority of Thursday evenings.

The bells were rung on 6th May to celebrate the Coronation of King Charles III – general ringing in the morning and a Quarter Peal in the afternoon.

There were visiting ringers on five occasions and there were 3 weddings and 1 funeral that required bells during the year. Charlie and Yvonne Milward moved to Cheltenham in June and so our numbers were yet again reduced. New bell ropes were put in place in November. *Daphne Pollard*

Café Radley:

Café Radley meets every Friday between 10.00 and 12.00 in the Church room. We serve cakes, scones etc. as well as various hot drinks. The aim of Café Radley is for local people to get together for an informal and relaxed couple of hours in a warm place and to meet new and old friends served by new and old friends. Cakes are usually homemade and many go home with customers. Café Radley is not a money making concern but inevitably we do make money, most of which goes to the church and some to local groups such as Brownies and the Church choir. All are welcome. *Heather Rogerson*

Kennington Community Larder:

The year 2023 recorded many successes and these could not have been achieved without the patronage of the clients and the selfless giving of the volunteers as well as generous donations and grants from our benefactors. To this end, we start this report by saying a BIG THANK YOU to all of you.

Also, in April Revd Alison Mathew moved on in order to be closer to family up in Scotland, and we had a send forth party for her shortly before she left. We are grateful for her contributions over the years to the Larder which has put us on the path of success which we are now on, going from strength to strength.

We continue to enjoy the growth in the relationship with the school, with which we are able to serve the community better. Mention need be made that working with the family Liaison officer at the school has meant we are able to reach wider and deeper into the community that might not have been possible without the school. Also, at Christmas, working with the school, we were able to distribute 30 hampers to various individuals and families within the community.

We had visits from the Police Community Support Officer (PCSO) during the year. There were communications regarding the potential for the PCSO surgeries being held at the Larder. Whilst this is promising, we might be constrained by space availability. But with the communication already established, we continue to explore

avenues of how a working relationship can further develop – watch this space.

The Larder café continues to be popular, attracting not just Larder clients but other people as well, which is great. Lots of pastorally minded discussions are taking place.

As the Larder continues to grow, we needed to install a shed in the church yard as well as provide stacking shelves in the shed for storing the Larder stock. Also, looking forward to a time when we will start providing chilled and freezer goods, we need to purchase cool boxes as well as freezer units. All these were made possible by the grant of £2,500.00 that we got via SOFEA, and another grant of £500 from the parish council with the balance needed paid for by the church.

Revd Rob hosted the volunteers to a Tea Party on the grounds of the church in September, as a “thank you” for all the selfless services over the years.

More people continue to come forward offering to be volunteers, and we have had to regrettably put a cap on how many we can take on. This is to avoid situation where volunteers are not featured on the rota as often as they might wish. Good problem to have we think, and also a testament to the generosity of the community as well as faith in the Larder principles. If we have said “not yet” to your volunteering request, please do bear with us, we will come back to you as soon as we have spaces/vacancies.

And finally, we say THANK YOU to ALL for your support.

Larder running group.

Home Group

RSK Benefice Home Group report for APCM 2024

There are 5 regular groups, with a total of 52 members (groups range from 6 to 14).

These groups run across the week, from Tuesday to Friday, with 3 evening groups, one in the morning and one in the evening. Most groups meet in the homes of members except for one which meets in the Church Room. All groups base their studies on the Bible, but the approach varies from studies of books e.g Acts, 1 John, Ecclesiastes, Revelation, Isaiah, to a flexible approach e.g. *Each week we explore a topic that has stood out in the previous Sunday's sermon. We share our ideas, consider related Bible passages, and consider how we can apply things in our daily lives.*

In addition to these regular groups, there are courses which run in particular seasons e.g. Advent or for specific reasons/groups of people.

Sue Sowden

Men's Work

This is an informal network of men, many of whom are not regular church goers. Regular activities include a monthly gathering in the Bowyer Arms and a quarterly Men's Breakfast. Other occasional activities include walks timed to include or finish with a pub lunch and visits to places like the Mini works in Cowley.

Associated with this work is a men's Bible study which meets on a Saturday morning.

The work is run by a team consisting of John Matthews, Geoff White and Phil Henderson.

Tony Rogerson

Mission and New Housing report

Our programme of welcoming every new home on The Lawns and Church Farm has been going for nearly four years now, with over 100 visits made at each site. The response continues to be hugely positive – and we are delighted that so many people from Church Farm are joining our congregation.

Anne Curtis has started a new Walking Group, in response to requests from people who live at Church Farm. And at The Lawns, the new community room - Radley Rotunda – will be built this year, ready to open by Christmas. This will give the church an excellent venue for events.

And to help all these opportunities go forward, we now have the wonderful addition of Samson Kuponiyi on the clergy team, with his particular brief to focus on mission and community.

Phil Henderson: Mission and New Housing lead

Music

This year has seen a real expansion in the musical life of the Church's Sunday worship. We have been blessed to have David Crosse, John Oxlade, and Phil Henderson offering their many gifts as accompanists on organ and piano, and Clare Sanford supplementing with her flute. The choir has continued to sing anthems at the Communion service twice a month, as well as joining with the St Swithun's choir for special events. In particular, everyone deserves enormous credit for the Carol Service, in which some quite complicated repertoire was attempted successfully. Our thanks to all those who give of their time and talent, and a special mention for Lizzy Buckle who took on the task of organising the choir library. We will continue to explore the breadth and range of the music we offer, and there is always room for new singers and musicians!

Rev Rob Glenny

Prayer group:

We are a small group who meet to pray informally for our churches, communities and our mission. We continue to gather at 10-11 am in the Croft, on the first and third Wednesdays of the month, warmed by a cuppa and a biscuit. We follow the Northumbrian community readings for the Prayer of the day. Please come and join us! No expertise is needed - everyone welcome.

Revd Anne Curtis

Prayer Chain

The Prayer Chain exists to allow urgent matters to receive immediate prayers. Requests are passed to Tony or Heather Rogerson (if unavailable to Clive and Sally Ricketts), who then pass the request to the next person on the chain and so on. Requests are treated completely confidentially and even the names of those on the Prayer Chain are not publicised.

We have gained two or three new intercessors over the last year, but, if anyone is interested in joining the team, please get in touch with Tony (01235 550214)

Tony Rogerson

Prayer Shawl Ministry

For St James the Great, Radley, St Leonards, Sunningwell and St Swithun's, Kennington

We meet each month on the first Wednesday of the month at 2.00 pm at Lower Farm, Radley and would very much welcome new faces to the group. We knitted or crocheted 34 shawls and baby blankets during 2023.

If you know of someone whose child might benefit from the gift of a cot blanket/shawl or a blanket for the baby buggy, shawls for both and men and women, we would be delighted to hear from you. We were very happy to have supplied shawls to those who were being confirmed in 2023. The candidates chose the shawls themselves.

We are a prayer led group who also enjoy talk and laughter with tea and biscuits. If you would like to know more about us, please do ask a member of the Clergy who would put you in touch with someone from our group.

Ann Blake a member of the Prayer Shawl Ministry

Radley Women's Fellowship 2023

FELLOWSHIP have had another successful year with a variety of speakers, demonstrations and celebratory lunches.

We continue to be a fairly small but very friendly and inclusive group of women who meet for each other's company as well as learning new skills and gaining knowledge in subjects we knew nothing about.

We would welcome new members from Church Farm as they become residents of Radley.

Carol Sutcliffe (secretary)

6 FINANCIAL REPORT

St James the Great Radley Financial Statement: Year ending 31st December 2023

Introduction

There are three types of funds in our accounts: **General, Designated, and Restricted.**

The General Fund receives all regular income: giving via the Parish Giving Scheme (PGS) and standing orders, plate collections and donations, Gift Aid from HMRC, fees for weddings and funerals and hire of the church and church room. It is used to pay our running costs including heating, lighting, insurance, printing, routine maintenance and donations to outreach and overseas missions. We aim to cover our Parish Share (PS) from the General fund. It is paid to the Diocese to cover clergy stipends and housing costs. The PS also contributes to the diocesan overheads. Including various rebates, the PS was **£41,003** in 2023. In 2024 our PS will be **£51,745** less a rebate of £2010 for clergy fees that initially are paid to the diocese. This higher PS largely reflects the arrival of our new full time Associate Priest.

- **Designated funds:** in which the PCC has discretion over their use but prefers to earmark the funds for specific worthwhile projects rather than for general routine purposes.
- **Restricted funds** contain donations where the donor has specified what the money must be used for. This applies, for example, to the Mott legacy (for graveyard costs) & Choir fund.

Details of income and expenditure specific to 2023 Income shows an increase from 2022 of about **£16,340**, from **£71,187** to **£87,352**.

- This increase came from sources such as the PGS including refunds from HMRC Gift Aid. PGS giving has increased from £27,000 to £31,000. We are very grateful to everyone who commits to giving regularly in this way.
- Sundry donations came to a total of £6,610; an increase of around £3,000 in 2023 because of generous gifts from long standing parishioners, including one for the maintenance of the organ.
- Income from church room lettings has doubled from £1,713 to £3,555 **Expenditure Increased by £7,287 from £88,739 in 2022 to £96,026 in 2023. Major costs included:**
- Initial housing and support for a family of Ukrainian refugees. £11,022 was donated. In all, £12,609 has been spent on six months house rental, Council tax and language classes.
- Boiler repair and maintenance cost £4,567
- Insurance £3,099.
- The cost of electricity for the Church room and Church increased by £3,890 to £5,005 compared with 2022 (the result of rising energy prices and estimated bills in 2022 and 2023). We have installed smart meters so bills will be based on actual usage.
- Printing and photocopying costs were £1,292, nearly three times those for 2022 (£461) reflecting the printing for increased congregations and more extensive publicity.
- The PCC agreed that 10% of our 'Regular Giving net of Parish Share' would be allocated to chosen local and international missions/charities. Donations were made towards the costs of the Welcome Packs delivered to those moving into new houses on The Lawns and Church Farm. We also donated £1,587 from the General fund to the Ukraine fund.
- **Running costs deficit: £8,679**

Balance sheet summary of assets which includes changes in all funds eg increase in value of investments

At 31 Dec 2023 our restricted and designated funds were £77,425 The general fund stood at £25,636 Total assets: £103,062

This was a decrease in total assets of £2,147

Planning for 2024 and beyond

- We received 2 legacies each of £1,000 for which we are very grateful.
- In 2024 we will continue to fund Welcome packs for Radley village, Church Farm and The Lawns and have donated £600 each to LAMPS, Tear Fund, A Rocha UK and £1,000 to the North Radley community room known as the Rotunda project at The Lawns. We have committed an additional £9,000 to cover furnishing the Rotunda building when needed.
- The costs of the Quinquennial repairs to the building are roughly estimated to be £50-60K. Initially, costs will be paid from restricted and designated funds, significantly reducing our reserves.
- It is anticipated that the 2024/25 fundraising initiative and grant applications will raise the funds to cover these building repair costs. A series of events are being planned for the autumn and grant applications will be made to fund repairs e.g. for restoration of the stained-glass windows.
- We anticipate that many general costs will rise in 2024 so we need to spend carefully and reconsider the contributions that each of us makes. We have taken steps to promote the Parish Giving Scheme and to draw attention to the immense value of Legacies.
 - We are the inheritors of a building that has been a house of prayer since the 12th century. This is a privilege that comes with the responsibility to do our part in leaving the building and our finances in a good place for those who will follow us. Importantly, we also need to have the resources now to achieve our own vision of what is needed to build a church that is to fulfil her mission in our own challenging times.
 - We would particularly like to record our deep appreciation of the generosity of all those who support the work of St James with their gifts of money, their time and their skills.
 - ***This report has been prepared by the Parish Treasurer with the invaluable support of the Finance Sub-committee: Bob Sands, John Matthews. Mary O'Brien, Anna Bell and Caroline Steinsberg***

Over the past year, together we have built a strong team that has been able to address many important financial and organizational challenges in the Parish. I would like to extend to you all my personal thanks for making my job possible. Finally, we would also like to thank our Auditor, Jillian Ashton, who has so generously given of her time and expertise to checking these accounts.

Pauline Rudd Treasurer