

## Minutes of a Meeting of Harwell PCC held on Tuesday 4 February 2020 at 7.30 pm in All Saints', Chilton

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### Present

Jonathan Mobey  
(Chair for items 1-6 and  
present for the second half of  
item 13 plus the whole of  
items 14, 19, 20 and 27)

Tony Hughes  
(Chair for item 7 onwards)

Jane Woolley (Secretary)

Andrew Keene

Phill Johnston (Treasurer)

Sid Gale

Pam Rolls (items 1-6 only)

Eliza Wheaton

St Matthew's, Harwell and All Saints', Chilton PCCs were present together for Items 1-6. For the other items, only St Matthew's PCC members were present.

The items are minuted here in agenda order but they were in fact taken in the following order: 1-12; 15-18; 21-26; 13-14; 19-20; 27.

### 1. Opening & Prayer

The Rector (Jonathan Mobey) read Proverbs 3 v5-18. Part of this passage talks about wisdom. The PCCs need wisdom. Some people refer to Proverbs as 'wisdom literature'. We should be seeking wisdom as a priority to help us make the decisions we need to make.

Jonathan then led the meeting in prayer.

### 2. Songs of Praise

Jonathan Mobey asked for PCC members' thoughts on whether we should hold a Songs of Praise in the Harwell Feast main marquee on the afternoon of Sunday 24 May. Jonathan explained that we last held a Songs of Praise two years ago. We do not hold one every year because it is quite a lot of work to organise it.

The conclusion drawn was that there is support among PCC members to hold a Songs of Praise again this year provided a small group can be assembled to organise the details e.g. music, publicity, choir, selecting interviewees, teas, electrics, staging, seating, etc.

**Action: Jonathan Mobey** to try and assemble a small group to organise Songs of Praise, with a deadline of 31 March to decide whether we can go ahead.

**Action: Jane Woolley** to let the Feast Committee know that we propose to give them an answer by 31 March about whether we would like to put on a Songs of Praise or not.

### 3. Annual Report – sections 1-4

Paper A refers. Jonathan Mobey asked if there were any corrections to sections 1-4 which are identical for both parishes.

The following two alterations shown in [Track Changes](#) were requested and agreed:

#### Alteration 1

The Benefice **Employment Committee** is concerned with meeting the statutory regulations around employment, ~~reviewing-ensuring~~ the performance and development of staff employed by the PCCs ~~is carried out~~, and recruitment procedures.

#### Alteration 2

The Benefice **Walking Group** ~~, sometimes known as CHINWAG (Chilton and Harwell Incorporated Walking and Ambling Group),~~ has continued to provide local walks.

#### 4. Annual Meetings – agenda

Paper B refers.

Jane Woolley explained the need for a resolution to disapply the new limit on the number of terms which may be served by our elected Deanery Synod representatives. PCC members confirmed that they were content with this resolution.

Jonathan Mobey explained that sidespeople are no longer appointed at the Annual Meeting. Instead they are appointed by the PCC.

#### 5. Presentations in the run up to Annual Meetings

Tony Hughes said that he preferred to do the St Matthew's Buildings presentation on Sunday 23 February rather than on Sunday 16 February.

<p><b>Action: Jonathan Mobey</b> to check with Andrew Hayes whether he could do the All Saints' Buildings presentation on Sunday 23 February. - <b>DONE – presentation scheduled for 29 March</b></p>
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Phill Johnston and Stuart Gibson confirmed that they could do the St Matthew's and All Saints' Finance presentation respectively on Sunday 15 March.

#### 6. Encouraging nominees for churchwarden, Deanery Synod and PCC member elections

Jonathan Mobey pointed out that we should be mindful of vacancies and that we should be looking out for people who might be suitable – especially if they can fill a skills or representation gap.

#### 7. Decisions requested of Standing Committee between meetings

There were none.

#### 8. Apologies for absence

Apologies were received from Jan Radford, Gordon Gill, Rebecca Lewis, Allan Macarthur. Michelle Walker was absent.

#### 9. Minutes of previous meeting

The minutes of the PCC meeting on 5 November 2019 were signed as a correct record.

#### 10. Matters arising not covered elsewhere

There were none.

## 11. Electoral Roll - update

Paper E refers.

Jane Woolley summarised the current situation as being that the Roll had increased from 44 to 65 following action by Mike Pepper to approach at Sunday services those who were on the previous Roll but who were missing from the current Roll.

Jane Woolley said that the usual notice in the noticesheet to inform people of the Electoral Roll registration period has been expanded this year to explain why people should consider being on the Electoral Roll and to encourage committed church members to register if they have not already done so. Jane Woolley explained that Mike Pepper and Jonathan Mobey felt that this was more appropriate than approaching individuals.

Jane Woolley reminded PCC members about the need to think ahead because of the need for potential nominees for election to Deanery Synod or PCC to have been on the Electoral Roll for six months to be eligible for election.

## 12. Finance actions arising from previous meeting

Paper F refers. In summary, this confirms the following:

- The Stringer legacy is now classified as designated rather than restricted
- The 10% from legacies which have been set aside in the 'Mission Giving – legacies' fund are as follows:
  - £2,000 Stringer legacy
  - £6,755 Talbot legacy
  - £1,144 Staples legacy
  - £500 Ullmer legacy
- A footnote has been added to the 2019 Accounts to confirm the legacies which have contributed to the 'Mission Giving – legacies' fund
- The £1,487 in line 6 of the Income & Expenditure report to the November 2019 PCC meeting is all unrestricted giving

**Action: Phill Johnston** to add a footnote (rather than a cell note) to the Fund Balances report at the May PCC meeting to confirm the legacies which have contributed to the 'Mission Giving – legacies' fund.

**Action: Phill Johnston** to move the (now) £6,233 in the 'Improved Heating' fund into the 'Phase 2 Building Fund', and to then remove the former from the Fund Balances report to the May PCC meeting.

## 13. 2019 Accounts

Papers G & H refer.

Phill Johnston expressed his gratitude to Nick Clarke for preparing the accounts.

## 2020-02-04 St Matthew's PCC – approved minutes

Phill Johnston highlighted the -£23,618 excess of receipts over payments in 2019 on page 2 of the accounts i.e. that this figure is large and negative. Phill explained that the main cause of this was the £22,147 cost of the tower rendering. This has effectively wiped out the reserves in the General Fund, leaving it with a nominally negative balance of -£2,248, having been £19,564 at the start of 2019.

Phill Johnston drew PCC members' attention to the Expenditure & Income report contained within Paper I. Here the net deficit for 2019 shows as £21,814. The reason that it is not identical to the -£23,618 figure for excess of receipts over payments in the accounts is due to movement of funds in designated and restricted accounts.

Andrew Keene queried why the Expenditure & Income report for 2019 showed actual planned giving with Gift Aid was at 81% of the budgeted amount, while the tax recovered via Gift Aid was only at 74% of the budgeted amount. Is there still some Gift Aid money to be recovered?

Phill Johnston explained that it takes some time to actually recover Gift Aid money after we apply for it. As we use cash accounting, this means that some of the money recovered this way won't show up until next year's accounts.

Phill Johnston said that in normal circumstances, he would recommend delaying any major building maintenance projects requiring large expenditure. However, the impending roof repairs cannot be delayed. The net cost of the roof repairs will be around £20k i.e. over and above what is covered by insurance. Tony Hughes said that if we were not in a position to cover this from legacies in reserves or fundraising then we would be in financial difficulty.

Phill Johnston highlighted that, with the exception of the high expenditure on extraordinary church maintenance, and a fall in planned giving from nearly £59k in 2018 to about £52k in 2019, income and expenditure in 2019 was otherwise very similar to that in previous years.

PCC members then discussed the fall in planned giving. In 2017 planned giving was around £61k. It then fell to around £59k in 2018 before falling more steeply to around £52k in 2019.

**Action: Jane Woolley** to circulate Paper I with the end of year Expenditure & Income information for years prior to 2019 visible. – **DONE – see Appendix 1 to these minutes.**

PCC members speculated about various possible reasons for the fall in planned giving.

PCC members referred to the discussion at the Combined PCC meeting in January about the need for various fund raising campaigns across the benefice during 2020 – including for people to review their level of planned giving.

Jonathan Mobey mentioned that All Saints' had an excess of about £7k in income over expenditure in 2019. They are also going to trial use of a card reader in services.

PCC members were supportive of the possibility of scheduling a one-off gift day in the autumn, to help with day to day church expenses.

PCC members discussed the sums raised by previous fund raising appeals for building-related works. Tony Hughes said that experience is that such campaigns usually only raise a maximum of about 60% of the cost, resulting in a gradual eating away of reserves and the setting of a deficit budget for many years.

Phill Johnston asked where the funds for the heating and seating projects had come from. Tony Hughes said that a minor proportion had come from donations but most of the money had come from the Talbot legacy. For various reasons, we had held off from making grant applications to help fund these improvements. Another factor is that it is difficult to make successful grant applications if you have substantial reserves.

Jonathan Mobey expressed the opinion that most congregants are unfamiliar with church finances. He said that it would be useful to familiarise people with the basics i.e. that expenditure is around £150k pa, and so if there are, say, 150 committed church members, that would work out at £1k pa each, or

about £20 per week. If we assume that the average income per person is £26k pa, then £1k pa is less than 5% of gross income.

<b>Resolution</b>	To approve the 2019 Accounts				
<b>Moved</b>	Chair	<b>Seconded</b>	-	<b>Passed</b>	Unanimously

The Chair thanked Phill Johnston for his work as Treasurer.

## 14. 2020 Budget

Paper I (revised) refers.

Phill Johnston explained that the budget allows for a transfer of £47,100 from restricted funds to balance the budget (see line 10). This is primarily for staff costs £29k, but also includes £15k for extraordinary church maintenance church roof repairs. Phill stated that we hoped this would be recouped via fundraising.

Tony Hughes pointed out that he had not in fact included the net costs of the roof repairs in the budget that he submitted to the Finance Committee for extraordinary church maintenance (see line 40). This is because the likely cost was not known at that time.

PCC members agreed that it would now be appropriate to add the likely net cost of the roof repairs into line 40 of the budget. Tony Hughes suggested allowing £25,500 for this rather than the previously mentioned sum of £20k because he expects the final net cost to be higher than £20k for reasons that will become apparent under agenda item 19. The £25k includes the £7,500 potential rebate related to insurance cover.

In view of this expenditure, Tony suggested removing the £3k currently allowed for maintenance of rainwater goods at line 40 and to hold off on this work for the time being. The net result would be a figure of £25,500 on line 40.

The effect of these changes is a revised budget, predicting £13,389 deficit in 2020, made from Total Income of £136,552 and Total Expenditure of £149,941. The PCC agreed that fundraising should aim to cover all the costs of the repairs, but allowed for some underachievement.

It was also agreed that the £3,100 in the CAP Centre restricted fund should be used to offset the £3,333 CAP expenditure on line 30.

<b>Resolution</b>	To approve the 2020 Budget with the above changes				
<b>Moved</b>	Chair	<b>Seconded</b>	-	<b>Passed</b>	Unanimously

**Action: Phill Johnston** to send Jane Woolley a revised 2020 Budget to attach to the PCC meeting minutes – **DONE – see Appendix 1 to these minutes.**

**15. 2019 Fabric Report**

Paper J refers. The Chair asked if there were any comments. There were none.

<b>Resolution</b>	To approve the 2019 Fabric Report				
<b>Moved</b>	Eliza Wheaton	<b>Seconded</b>	Sid Gale	<b>Passed</b>	Unanimously

**16. 2019 Annual Report**

Paper A refers.

<b>Resolution</b>	To delegate approval of the yet to be finalised financial sections of the 2019 report (namely section 5, Appendix 4 and the last sentence of section 6) to a small sub-set of the PCC consisting of the Rector, the Secretary, the Treasurer and churchwarden Allan Macarthur				
<b>Moved</b>	Chair	<b>Seconded</b>	-	<b>Passed</b>	Unanimously

<b>Resolution</b>	To approve sections 1-4 (with the minor alterations recorded under agenda item 3) and section 6 (other than the last sentence) and Appendices 1-3 of the 2019 Annual Report				
<b>Moved</b>	Sid Gale	<b>Seconded</b>	Phill Johnston	<b>Passed</b>	Unanimously

**17. Annual Meeting Agenda**

Paper B refers.

<b>Resolution</b>	To approve the agenda for the Annual Meetings				
<b>Moved</b>	Chair	<b>Seconded</b>	-	<b>Passed</b>	Unanimously

**Action: Jane Woolley** to ensure that the noticesheet item announcing the Annual Meetings includes an explanation of why people should attend, and to encourage oral announcements by service leaders to reinforce this message.

Sid Gale confirmed that he is happy to stand again as Deanery Synod representative. Sid said he did not know whether or not Gordon Gill is also happy to stand again.

**Action: Jane Woolley** to send Sid Gale and Gordon Gill the nomination form for Deanery Synod reps

Andrew Keene is coming to the end of a three year term as a PCC member. Andrew said that he had not yet decided whether or not to stand again.

Phill Johnston, currently co-opted on to the PCC, confirmed that he is willing to stand for election as a PCC member.

Tony Hughes encouraged PCC members to think of people they could invite to stand as PCC members. Jane Woolley handed out paper copies of the PCC nomination form for PCC members to give to potential nominees.

## 18. Buildings Committee Report

Paper K refers.

Tony Hughes relayed that the rope handrail has now been installed in the tower staircase.

Tony Hughes said that the Buildings Committee will defer repainting of rainwater goods until the cost of the roof repairs is known.

Tony Hughes clarified that only one of the remaining improvements recommended by the 5 year electrical inspection is mandatory; the rest are advisory. Tony said that he is having some difficulties arranging for a date when the electrician can come to do all the items on the list in the church and church hall. We need a certificate from an electrician to confirm that the mandatory item has been dealt with before the quinquennial inspection of the church which is due sometime this year.

## 19. North Aisle Roof - update

Tony Hughes reminded PCC members that at the last PCC meeting, they had endorsed the Building Committee's recommendation to repair the roof with steel rather than lead and to replace the extension roof at the same time.

Tony Hughes relayed that he had now had feedback from the DAC's architect and from Historic England. This indicates that they would be likely to approve a proposal for steel. However, they are not happy with the particular type of steel in the specification and what are called 'standing seams' for the "ribbing". They want the latter to mimic the wood rolls that you get on a lead roof.

Consequently, Tony Hughes has had to ask the church architect to run another tendering exercise with a revised specification. We are awaiting the results of that. The likely impact is an increase in cost of the steel option but we do not yet know by how much. However, the steel option is still likely to be less than the lead option.

Tony Hughes stated that if the revised costs quoted look manageable, then the next step would be to go ahead with a Faculty petition.

**20. Porch glass doors - update**

Tony Hughes reported that he had sent a fairly detailed specification to three potential contractors in October 2019 and asked them to quote. The specification included a manual doors option and an automatic doors option.

Tony Hughes reported that he after he had heard nothing by the requested date he chased the potential contractors in November and in December. Two contractors have now visited. The third has still not responded and is presumably not interested in quoting. Tony has had a quote back from one of the contractors who visited and he is hoping to receive a quote from the other one soon. The quote received so far has though needed some queries. However, it provides comparative costs for manual and automatic doors and covers some of the technicalities of automation.

Tony Hughes said that the next step is for the Working Group to meet to review the quotations. The Stringer legacy has about £15k left in it after deductions for Mission Giving and costs so far.

**21. Church Hall Management - update**

Paper L was noted.

**22. Health & Safety – action from previous meeting**

Paper M concludes that “...as long as we give the relevant leaflets to our **employees**...that we cover our obligations under Health and Safety Law and do not need to display a poster that can be seen by volunteers. We do of course have an obligation to volunteers to make sure that the churches and activities we run are safe, but do not have the same obligations as we would to employees/workers, viz. the provision to them of the information contained in the poster/leaflet.”

PCC members were happy to accept this conclusion.

**23. Health & Safety – minor change to H&S Policy**

Paper N refers.

<b>Resolution</b>	To approve the minor change to the H&S Policy described in Paper N				
<b>Moved</b>	Phill Johnston	<b>Seconded</b>	Eliza Wheaton	<b>Passed</b>	Unanimously

**24. Harwell Feast teas**

PCC members confirmed that they are happy for Jane Woolley to organise labour for the pavilion teas again, in the church's name.

**25. Parking opposite Willowbrook House**

Paper O was noted.

**26. Future dates**

- Sunday 1 March – CAP celebration service
- Sunday 22 March – Mothering Sunday
- Sunday 5 April – Palm Sunday
- Tuesday 7 April – Combined PCC meeting



Sunday 12 April – Easter Sunday  
Sunday 26 April – Annual Meetings  
Monday 25 May – Harwell Feast

**27. AOB**

**Didcot Foodbank**

Jonathan Mobey said that Yvonne Sanderson had visited the Foodbank recently and found that it is temporarily housed in Didcot Baptist Church due to the council condemning the usual premises in lower Broadway, Didcot. However, the Baptist Church is only able to house the Foodbank temporarily, until scheduled building work commences.

Jonathan Mobey said that Yvonne Sanderson had approached him about whether St Matthew's Church Hall might be a suitable alternative temporary venue for the Foodbank. However, the storage requirements would result in reduced access to the meeting room and kitchen areas of the hall.

Jonathan said that the Foodbank opens twice a week on Tuesdays and Fridays. PCC members then discussed some of the logistics around hosting the Foodbank in the Church Hall.

Jonathan Mobey said that he would be willing to contact the Foodbank coordinator at Didcot Baptist Church to see if they would be interested in the idea of using the Church Hall. If so, Jonathan would invite the coordinator to a site visit. The next step after that would be a feasibility study. PCC members agreed to this approach.

**Action: Jonathan Mobey** to contact the Foodbank coordinator about using the church hall

**Jonathan Mobey closed the meeting in prayer at 10.15pm.**

\_\_\_\_\_  
**CHAIR**

\_\_\_\_\_  
**SECRETARY**

\_\_\_\_\_ **DATE**

\_\_\_\_\_ **DATE**

## Appendix 1: 2020 Revised budget (produced after the meeting)

St Matthew's Church Harwell		2019 Budget vs Income & Expenditure									
		2017	2018	2018	2019	2019	2019	2019	2020		
		Actual	Actual	Budget	Budget	FY Actual	FY Var	FY	Budget	Budget related Comments for 2019	
		£	£	£	£	£	£	%	Draft only		
<b>Income</b>											
1	Envelopes/Planned Giving G/A	60,783	58,891	64,200	64,200	52,016	(12,184)	81.0%	55,000	5% Increase	
2	Envelopes/Planned Giving non G/A	2,459	2,598	2,500	2,500	3,283	783	131.3%	2,800	" "	
3	Tax Recovered - Gift Aid	16,840	16,453	18,300	17,425	12,886	(4,539)	74.0%	14,000	" "	
4	VAT reclaimed (LPW Grant)		1,559		3,800	5,676	1,876	149.4%	3,300	" "	
5	Loose Alms/GASDS	6,505	4,166	6,000	4,000	4,066	66	101.6%	4,200	" "	
6	Donations/ Legacies and other	1,202	1,909	4,000	1,500	2,889	1,389	192.6%	2,000	" "	
7	Fees	2,199	2,646	2,500	2,600	2,498	(102)	96.1%	2,500	" "	
8	Church Hall income	3,493	5,693	3,000	4,500	4,211	(289)	93.6%	4,500	" "	
9	Holiday club donations	93	30	100	50	669	619	1338.9%	500	" "	
10	Transfer from Restricted Funds	14,379	29,894	26,200	27,700	31,760	4,060	114.7%	47,100		
11	Transfer from Designated Funds	22,000	0	1,500	0	0	0		0		
12	Transfer from General/Unrestricted Funds				16,600	0	(16,600)	0.0%	0	(distorted Var fig.) No £ drawn down from general fund	
13	Interest	154	409	50	360	621	261	172.6%	652		
<b>Total Income</b>		<b>130,107</b>	<b>124,248</b>	<b>128,350</b>	<b>145,235</b>	<b>120,576</b>	<b>(24,659)</b>	<b>83.0%</b>	<b>136,552</b>		
<b>Expenditure</b>											
<b>Parish Share and Mission Giving</b>											
14	Parish Share (Harwell)	48,409	49,830	50,267	50,499	49,994	505	99.0%	49,855	2/3 of benefice cost.	
15	Mission Giving - Overseas and Home	8,498	8,795	8,795	8,402	8,402	(0)	100.0%	7,800	10% of lines 1, 2, 3, 5 and 6 above	
16	Mission Giving - provision from Mission Fund		0	1,500	0	0	0				
<b>Total Fixed Expenditure for Harwell</b>		<b>56,907</b>	<b>58,625</b>	<b>60,562</b>	<b>58,901</b>	<b>58,396</b>	<b>505</b>	<b>99.1%</b>	<b>57,655</b>		
<b>Harwell share of Joint PCC Expenditure</b>											
17	Minister's Expenses	-	379	700	400	435	(35)	108.6%	400		
18	Curate's/Assistant Minister's Expenses (Jan Radford)	97	-	-	-	0	0		-	Assistant Minister chooses to only claim long distance travel	
19	Associate Ministers' Expenses (Pam Rolls)	578	399	700	500	554	(54)	110.9%	400		
20	Visiting Speakers	27	50	100	100	-	100	0.0%	100		
21	Administrator's Remuneration and Expenses	10,664	10,953	11,200	11,018	10,975	43	99.6%	11,239	Includes provision for 2.4% salary increase	
22	Stationery etc.	245	361	400	400	258	142	64.4%	350		
23	Website	1,100	1,381	1,200	1,450	1,710	(260)	117.9%	1,700		
24	Office Costs	1,135	1,858	1,350	1,500	1,553	(53)	103.5%	1,500	10% increase to reflect increased charges and ongoing personal alarm costs, 2018 includes furniture renewal/replacement and redecoration.	
25	Gifts, Subscriptions, Courses	988	1,116	1,200	600	1,406	(806)	234.3%	1,000		
26	Outsourced Printing	1,152	1,043	1,300	1,100	817	283	74.3%	1,000	Broadsheet and cards	
27	CFW	5,809	16,705	16,500	17,121	17,054	67	99.6%	17,464	Share of salaries and 2.4% pay increase	
28	CFW Expenses	615	255	600	100	98	2	97.6%	200		
29	Youth and Children Work	794	1,925	700	1,200	808	392	67.4%	1,000		
30	Cap Debt Centre	2,333	2,333	2,400	3,333	3,333	0	100.0%	3,333		
31	Home Groups		-	200	100	-	100	0.0%	100		
32	Outreach- other	-	586	-	300	9	291	3.1%	100		
33	Holiday Club	1,845	1,591	2,000	1,800	2,103	(303)	116.9%	2,000		
<b>Total Joint PCC Expenditure</b>		<b>27,382</b>	<b>40,935</b>	<b>40,550</b>	<b>41,022</b>	<b>41,114</b>	<b>(92)</b>	<b>100.2%</b>	<b>41,886</b>		
<b>Harwell PCC Expenditure</b>											
ft 111	Administration	25	30	40	50	29	21	57.0%	50		
36	Bank Charges	202	200	210	200	200	0	100.0%	200		
37	Church Utilities-Electricity & Water	3,652	4,152	3,780	4,400	3,548	852	80.6%	3,800		
38	Church Insurance	4,461	4,593	4,750	4,750	4,316	434	90.9%	4,500		
39	Church Maintenance - General Repairs	6,371	8,600	7,630	4,755	3,269	1,486	68.7%	7,730	Build/Maint attached	
40	Church Maintenance - Extraordinary repairs/projects	13,543	2,346	7,810	21,800	23,232	(1,432)	106.6%	25,500	Roof repair, rainwater work deferred. Includes £7.5k Ecclesiastical Ins	
40b	Church cleaning				1,000	491	509	49.1%	800		
41	Church Hall maintenance and cleaning	2,711	2,482	4,000	3,000	2,707	293	90.2%	2,800		
42	Church Hall utilities	2,850	2,665	3,000	3,000	2,672	328	89.1%	2,700		
43	Church Hall Insurance	726	748	780	800	703	97	87.8%	750		
44	Gift aid envelopes	48	-	60	-	0	0		-		
45	Organist's Remuneration and expenses	638	650	650	660	660	0	100.0%	670		
46	Services & sound equipment	433	813	700	600	878	(278)	146.3%	750		
48	Christmas Trees	184	170	200	200	135	65	67.5%	150		
49	Miscellaneous	30	-	100	100	40	60	40.0%	-		
<b>Total Harwell Expenditure</b>		<b>35,874</b>	<b>27,449</b>	<b>33,710</b>	<b>45,315</b>	<b>42,881</b>	<b>2,434</b>	<b>94.6%</b>	<b>50,400</b>		
<b>Total Expenditure</b>		<b>120,163</b>	<b>127,009</b>	<b>134,822</b>	<b>145,238</b>	<b>142,390</b>	<b>2,847</b>	<b>98.0%</b>	<b>149,941</b>		
<b>Net Surplus/ (-)Deficit</b>		<b>9,944</b>	<b>(2,761)</b>	<b>(6,472)</b>	<b>(3)</b>	<b>(21,814)</b>	<b>(21,811)</b>		<b>(13,389)</b>		