

# Verso Vineyard Church Limited

England & Wales · Charity number 1066846

## Details

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Other names	VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS, ST ALBANS VINEYARD, ST ALBANS VINEYARD CHURCH, THE VINEYARD CHURCH
Status	Registered
Legal form	Charitable company
Company number	<a href="#">03445897</a>
Registered	1997-12-15
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Phone 01727812765

Email [office@verso.church](mailto:office@verso.church)

Website [www.verso.church](http://www.verso.church)

## Activities

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**Objects:** [A] THE ADVANCEMENT OF THE CHRISTIAN FAITH INCLUDING MISSIONARY ACTIVITIES IN THE UNITED KINGDOM AND OVERSEAS AND ALSO INCLUDING BUT NOT LIMITED TO THE PLANTING OF NEW CHURCHES AND ORGANISATIONS OF CONGREGATIONS;[B] THE RELIEF OF THE POOR AND NEEDY; [C] THE RELIEF OF THE SICK AND ELDERLY;[D] SUCH OTHER CHARITABLE OBJECT AND FOR THE BENEFIT OF SUCH OTHER CHARITABLE BODIES AND INSTITUTIONS AS THE COMMITTEE SHALL IN THEIR ABSOLUTE DISCRETION SEE FIT;

**Activities:** To gather all those who are searching for God, to grow in God's love, and to give it away" In fulfilling these objectives the church holds Christian services, provides educational and training sessions, provides children's and youth activities and performs acts of service and charity within the local community and throughout the world.

## Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Religious Activities
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

## Geography

- **Area of benefit:** NATIONAL
- India
- Hertfordshire

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,127,465	£2,156,668	£3,779,795	24
2023-12-31	£1,651,851	£1,691,678	£3,808,998	19
2022-12-31	£1,509,287	£1,470,935	£3,848,825	17
2021-12-31	£1,190,434	£1,181,202	£3,810,473	16
2020-12-31	£1,344,894	£1,090,553	£3,801,241	15

## Trustees

Name	Role	Appointed
<b>TIM WINFIELD</b>	Chair	2012-02-07
Andrea Taylor-Cummings		2019-09-19
Bruce McKinnon		2019-09-19
Charles Edward Freeland		2026-01-12
Gavin David George Loftus		2025-09-03

**Verso Vineyard Church Limited**

England & Wales - Charity number 1066846

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# Accounts

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Charity registration number 1066846

Company registration number 3445897(England and Wales)

**VERSO VINEYARD CHURCH LIMITED**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE 15 MONTHS ENDED 31 MARCH 2025**

# VERSO VINEYARD CHURCH LIMITED

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# VERSO VINEYARD CHURCH LIMITED

## REFERENCE AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	Mr Mark Helvadjian Mr Bruce McKinnon Mrs Ruth Robb Dr Andrea Taylor-Cummings Mr Tim Winfield	(Resigned on 17 June 2024 )
<b>Company Secretary</b>	Mrs Gil Yon	
<b>Charity number</b>	1066846	
<b>Company number</b>	3445897	
<b>Registered address</b>	7 Brick Knoll Park Ashley Road St Albans Hertfordshire AL1 5UG	
<b>Auditor</b>	SKS Audit LLP 3 Sheen Road Richmond TW9 1AD	
<b>Bankers</b>	Reliance Bank Limited Faith House 23-24 Lovat Lane London EC3R 8EB	
	Barclays Bank Plc PO Box 104 St Albans Hertfordshire AL1 3AN	

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT

**FOR THE 15 MONTHS ENDED 31 MARCH 2025**

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The trustees are pleased to present their report and the financial statements of the charitable company for the 15 months ended 31 March 2025.

### DIRECTORS AND OFFICERS

The trustees of the charitable company are also its directors for the purposes of company law. This trustees' annual report therefore also contains the information required for a directors' report under company law. In this report the directors are collectively referred to as the trustees or the management committee. The charitable company throughout this report is referred to as the church.

The trustees serving during the year and since the year-end are as follows:

Mr Mark Helvadjian  
Mr Bruce McKinnon  
Dr Andrea Taylor-Cummings  
Mr Tim Winfield  
Mrs Ruth Robb (Resigned 17 June 2024)

Company Secretary: Mrs Gil Yon  
Senior Pastor/Chief Executive Officer: Mr Mark Helvadjian

### OBJECTIVES AND ACTIVITIES

The objects of the church, as stated in the Memorandum of Association, are the advancement of the Christian faith in the United Kingdom and throughout the world, the furtherance of religious or secular public education, the relief of the poor, needy, sick, and elderly, and other such objects as the management committee shall see fit.

In fulfilling these objectives, the church holds Christian services, provides educational and training sessions, provides children's and youth activities, and performs acts of service and charity within the local community, the wider area and overseas.

Verso Vineyard Church, also known simply as Verso, operates as a multi-site church, one church currently gathering in three places, St Albans, Hatfield and Hemel Hempstead. Verso is a Latin word which means to turn the page and speaks of a fresh start and transformation. Transformation happens within the individual, relationships, family, workplaces and wider society when people encounter Jesus Christ and choose to respond to His invitation to follow Him. The church is proud to be a founding church of the Vineyard movement in the UK

- Our mission remains the same - To make Christ known
- Our values do not change - Kingdom mindset  
Power of the Holy Spirit  
Everyone gets to play  
Extending justice and compassion  
Priority of worship
- We are called again to - Extend our reach, to reach the lost
- Vision for the next decade - Create spaces and places for people to encounter Jesus

To make Jesus known, the church continues to extend its reach, to reach those who do not yet know Jesus. It does this through creating spaces and places for people to encounter Jesus. The ministry and activities of the church are supported and enabled by hundreds of volunteers, partner organisations and a staff team of 30 people.

# **VERSO VINEYARD CHURCH LIMITED**

## **TRUSTEES' ANNUAL REPORT (CONTINUED)**

### **FOR THE 15 MONTHS ENDED 31 MARCH 2025**

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Verso Care is the community focused compassion ministry of the church, working with individuals and families affected by poverty, employment challenges, addiction, domestic violence, debts and skills deficits. Verso Care, working in partnership with other organisations and statutory agencies, provides or hosts the following services which benefit the public:

- Run a drop-in session on Monday mornings providing a warm space with complimentary food and refreshments in the Verso Care café. Sessions include access to support from partner organisations offering mental health support, legal advice, housing advice and CAP debt support. Emergency food provision is provided in partnership with St Albans & District foodbank (part of the Trussell Trust network)
- The Bridge mentoring programme giving access to an on-site mini market for hand-picked food provision and tailored support packages including one-on-one mentoring and training opportunities. This provision is offered over two weekly sessions
- Providing opportunities for work experience and volunteering in the Verso Care warehouse
- Play and Stay sessions provided for families with educational activities to help children's development through play
- KIT – children's clothing and shoes including a uniform 'shop' each August. Resources and equipment such as pushchairs and cots are also provided.
- REFUEL – an activity-based environment for families who are in receipt of free school meals with a meal provided. These sessions run once a week during the school holidays where possible.
- Resourcing other local charities and statutory agencies with food, clothes and equipment
- Courses such as pre-marriage, marriage, parenting, life skills, debt management, nutrition, cooking, healthy boundaries and health & wellbeing
- Providing additional support to Verso Care guests at Easter and Christmas through activities and the gift room. Running an event for those in the community who find themselves isolated or lonely at Christmas
- Supporting the Angel Tree appeal to provide a gift that a father can send to his child(ren) at Christmas when they are separated from their families while serving a custodial sentence in prison

The church also provides the following which benefit the public:

- Providing pastoral support and prayer for spiritual and emotional wellbeing
- Children and youth programmes including large outreach events in collaboration with other youth organisations
- Hosting various support groups including Herts Adopters, CGL drugs and alcohol services, Triple R courses for domestic abuse recovery
- Hosting other organisations providing services which benefit the community e.g. NHS Blood Donation sessions, Hertfordshire Police, Herts Welcomes Refugees, Women's Institute, STEP schools outreach retreats
- Providing opportunities to be part of a supportive and diverse community and encouraging people to connect with one another in smaller groups to journey through life, learn together and build faith.

The church owns a converted double warehouse (The Hub) which is the base for Verso Care and staff and includes a worship centre and facilities for conferences and events. All the worship sites are resourced from The Hub. Primary schools are rented for Verso Hatfield and Verso Hemel services and Verso St Albans operates from The Hub.

The Hub is an impressive and flexible facility with capability to separate the two sides of the building to allow different events to take place at the same time. Each side of the building has a separate glass fronted entrance into a double height atrium each with a refreshments bar and other rooms and facilities leading off these areas.

During the week, Verso Care use one atrium for the café, Bridge and drop-in sessions. The purpose-built Verso Care facilities include a warehouse, family area, meeting rooms, mini-market and KIT room. The church uses this side of the building for its work with children and youth on Sunday. On the ground floor there are a suite of rooms and facilities for Village Kids providing ministry for babies and young children up to the age of 4 years old. On the first floor, there are dedicated spaces for Youth, Ventureland (children aged 5 to 10 years) and Treasure Chest (a safe environment for children with additional needs to feel nurtured in their faith journey and support their families). Studio and production rooms are also located on the second floor.

Joining the two atriums is a single height space which is home to the BLEND café, a contemporary but relaxing area with café tables and chairs and sofas. There is also a commercial kitchen for catering purposes.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE 15 MONTHS ENDED 31 MARCH 2025

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The BLEND café opens out into the main atrium which leads to an auditorium with seating for 750 people over two floors equipped with a large screen, high resolution projector, sound system and programmable lighting. This is used as a worship centre for Verso St Albans as well as for conferences and events. There are further meeting rooms and staff offices on the first floor of this side of the building and rooms for pastoral meetings on the ground floor.

#### Activities Planned for the Period

These 15 months have been a period of consolidation, defending and building upon what has gone before. The activities planned for this period were:

#### Services and Events

- Continue to grow Sunday teams for all ministries at St Albans site – parking, welcome refreshments, online hosts, production, Youth, Ventureland, Treasure Chest and Village Kids
- Host 4 lunches through-out the year to welcome those who are new to Verso Vineyard Church and highlight information and opportunities to be involved
- Build team and host Alpha courses at all Verso sites
- Introduce wider expressions of worship into Sunday services through prophetic art and dance
- Continue to develop online capabilities and content by investing in worship and technology
- Launch Verso Music
- Host Worship Garden events 3 times across the year
- Hold regular bi-monthly meeting of the worship leadership team to support culture and growth of worship teams
- Grow and strengthen our network with other worship ministries e.g. Vineyard Worship, KXC, Chapel Co, Gas Street Music
- Build a strong team of young adults to run a weekly Sunday evening service aimed at Young Adults but open to all
- Equip young adults through content in the regular gatherings and through specific events and courses
- Develop a student brochure for Freshers Fair 2024 and for university students attending any site
- Run termly events that bring a local network of young adults together
- Equip youth bands to confidently lead worship
- Develop vibrant online communities to reach new youth, increase awareness of activities and enable them to discover Jesus
- Host youth events that friends can be invited to with follow up transformative activity
- Network with local and national groups to develop events, such as Light Revolution with Step, Illuminate events with the Collective, and DTI with VCUKI
- Grow core team and ministry overseers for Ventureland
- Continue to build Bible centred curriculum for Ventureland and Treasure Chest
- Develop children's ministry resources that can be shared across multi-sites and the wider Vineyard
- Continue to create opportunities for Ventureland children for interactions with Treasure Chest, Village kids, Youth and the wider church
- Build team to extend Treasure Chest to open for 11:30 service at St Albans
- Examine practicalities for Village children with special educational needs to gain access to Treasure Chest
- Install new technology in 2 Village Kids rooms and refresh teaching relevant for the digital world
- Create welcome and training videos for volunteers to equip them to serve in Village Kids
- Write role descriptions, team handbook and website content for Village Kids
- Source volunteers for Village Kids beyond the parents of the children in Village Kids
- Consider more possibilities and opportunities for Verso The Mount
- Continue to build and expand the core team serving at Verso Hatfield on Sundays
- Grow attendance at Verso Hatfield to consistently reach an average of 60 adults each Sunday
- Release Verso Hatfield to offer prayer for healing in Hatfield town centre
- Explore feasibility of incorporating pop-up Verso Care initiatives at Verso Hatfield
- Build team for and prayer support for the third multisite – Verso Luton
- Plan, equip and resource Verso Luton team for launch
- Launch Reach Fund 2024 after Easter to communicate to the congregation the Reach initiatives prioritised for 2024 and invite participation through prayer, financial provision and getting involved
- Explore options and feasibility for other multi-sites and identify site pastors
- Examine options for an overseas church plant

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE 15 MONTHS ENDED 31 MARCH 2025

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### Discipleship and Pastoral

- Develop Verso Groups (formerly Connect groups) into a scalable network model that expands and grows organically maintaining discipleship and pastoral care
- Support Verso Groups leaders to model discipleship and deliver first line pastoral care
- Support the growth of Verso business clubs to provide a space for Christians in business to come together. Host quarterly breakfast meetings bringing all these groups together
- Develop pastoral prayer spaces; a suite of rooms that give safe and tranquil places for people to meet with Jesus, pray and receive ministry
- Broaden the offering of Equip courses to cover all areas of church life
- Assess feasibility for compassion and justice courses as part of Equip, find team and run
- Provide opportunities for all to develop, train, practice and hone their giftings and acquire new skills
- Maintain and develop existing and new networks with external ministries and agencies such as Journey UK, Lighthouse, Restored Lives and others so that we provide the best possible ministries to the Verso family of God
- Organise and host God's River of Life conference with Lin Button and her team
- Organise and host a women's conference
- Introduce new RISE women's groups to include a monthly evening session
- Explore the possibility of setting up a men's prophetic group
- Encourage other VCUKI network churches to join The Welcome Directory to offer a welcoming church community for people on their release from prison
- Continue to invest in the development of worship and audio/visuals team through UK Vineyard Retreat, Sound Summit, annual worship gathering and song writing workshops
- Teach young adults about the importance of serving as a way to grow in gifting and connect with others
- Set up mentoring for young adults
- Coordinate with families to host university students and young adults for Sunday lunches
- Teach on prayer and encourage young adults to form prayer triplets
- Introduce Verso Tribes to Verso Youth to encourage connection and relational growth within peer groups and a separate teaching stream for Year 11+
- Provide clear paths to serving and implement new structures to facilitate youth engagement and serving across ministry within youth and beyond

### Community and Mission

- Reintroduce the compassion and justice diary and events
- Build relationships with other organisations to highlight Compassion and Justice issues to raise awareness with church members and opportunity to support through giving and/or serving
- Contribute to the VCUKI Compassion and Justice network through running zoom sessions and creating resources and information for VCUKI website
- Develop mission strategy to align with VCUKI
- Discuss changes to the church's mission strategy and implications with Bethesda Mission Trust
- Continue to support STEP (St Albans & Harpenden Education Programme) and be intentional in building relationships with STEP and The 267 Project as partners in youth outreach
- Regularly promote the Verso Family Fund for both donations and inviting those church members who are struggling financially to apply for assistance
- Respond to crisis situations as they arise by raising funds and making donations through the Crisis Fund to organisations such as Tearfund
- Explore community use of facilities and continue to make the building available to benefit the wider community e.g. NHS Blood & Transfusion Team, Herts Welcomes Refugees, Mind in Mid Herts, Alban Healthcare group, One YMCA and schools via STEP retreats
- Arrange a Christmas Day meal for people in the community who are in need or alone at Christmas, build the volunteer team and seek funding

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE 15 MONTHS ENDED 31 MARCH 2025

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### Verso Care

- Mentoring for Community Engagement Coordinator with regard to promotion of Verso Care and developing relationships with community supporters and donors
- Continue to build relationships with existing partners (St Albans & District Foodbank (part of Trussell Trust network), Mind, St Albans District Council, Family Centres, Family Lawyers, Christians Against Poverty, The Living Room, Computer Friendly, Morgan Sindall, STANTA, Job Centre Plus, C2 Probation Unit and Oaklands College) and develop links with new organisations to enhance support offered to guests
- Continue to raise funds for Verso Care through donations and grant applications
- Resource and implement a pay as you feel café during the Verso Care sessions
- Actively recruit and equip more volunteers and mentors to join the Verso Care team across all areas
- Hold a training and development day for volunteers
- Plan, support and set-up an additional weekly Bridge session to extend our offering to guests
- Develop in-house courses for Bridge members and introduce new external courses
- Identify and engage additional networks in the community for work experience, work opportunities, volunteering and apprenticeships
- Continue to host quarterly tours of Verso Care to promote awareness to church members
- Build team for and develop the Stay and Play groups supporting families at sessions
- Share more impact stories throughout the church and work with pastors and leaders to enhance integration and accessibility between Verso Care and church and vice versa
- Implement a new comprehensive database for all areas of Verso Care
- Review and improve the workflow of the warehouse

### Business Support and Operations

- Establish a dedicated space for the Year 11+ youth with appropriate furnishing
- Complete upgrade of auditorium lighting
- Refit of reception office to include more storage and workspaces
- Continue to look for opportunities to hire facilities for community benefit
- Plan and carry out office moves to accommodate growing staff team and development of pastoral suite of rooms
- Apply for road signage for the church on Ashley Road
- Apply for planning permission for new signage on outside of building - commission and install
- Plan, cost and manage development of a Connect Lounge
- Assess feasibility of expanding Treasure Chest with extra room and a disabled toilet
- Purchase a new pool for full immersion baptisms
- Implement branding strategy throughout the organisation to include signage, badges, merchandising, team t-shirts, décor, social media, website etc
- Update policies and business documentation for new branding and latest good practice
- Invest in staff to support growth to include new roles of Compliance Assistant, Multi-site and Leadership Development Coordinator, Assistant Worship Pastor and Young Adult Pastor
- Develop new mission strategy and tailor recruitment and job descriptions accordingly
- Review pay structure to invest in staff and ensure living wages are reflected in 2024 pay rises
- Build upon conference capability and plan and host two conferences
- Continue to develop multisite support plans and procedures
- Continue to review key business risks and implement mitigating measures
- Continue to create safeguarding resources and training videos and develop a member only safeguarding area on the website

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

**FOR THE 15 MONTHS ENDED 31 MARCH 2025**

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### ACHIEVEMENTS AND PERFORMANCE

#### Services and Events

Across all sites, the average total weekly attendance for the 2024 calendar year was 922 adults and children (2023: 767). For the first quarter of 2025 the average total weekly attendance was 937 people. Over 200 children and youth benefit each week from teaching and fellowship through Youth and Kids ministries. The attendance figures show healthy growth. Online viewing varied week to week throughout the period with average weekly viewing for the year being 354 views.

Attendance on Easter Sunday 2024 was 1,028 (2023: 740) and 35 people were baptised into the Christian faith. The Christmas Eve carol service attracted 750 people (2023: 775).

Verso Hatfield is approaching its second anniversary and recently moved into a new venue at a primary school in Hatfield. Attendance is growing and more people are committing to the site and serving on teams. There are on average 8 to 12 children enjoying the children's ministry each week with resources being provided from the Hub. There has been a focus on building community at Verso Hatfield over the past 15 months. The services have been adapted with seating around small tables encouraging connection, sharing testimonies and leaving space for conversations between the sung worship and talk. These changes contributed to an increase in the sense of belonging and community and people are more committed to Sunday services and mid-week Verso groups. Verso Hatfield have also gathered for socials such as bowling. During the Summer 2024, a team had a presence in Hatfield town centre offering prayer for healing and had a stall at the local community fair. The University of Hertfordshire is located in Hatfield and a team from Verso Hatfield together with the Young Adults Pastor raised awareness of the opportunities Verso offer to be part of a contemporary faith community. Verso Hatfield explored the feasibility of Verso Care pop-ups and now the team has expanded, REFUEL will pop up at Hatfield in the Easter holidays in 2025.

In the first quarter of 2024 the Senior Pastors of Hemel Vineyard Church, a former plant of Verso St Albans, approached Verso as they had decided to step down from leadership and the trustees decided to wind up the charity. There was a faithful group of people, including a young couple who felt called to the area and church leadership, and so after due consideration, Verso Hemel was launched in September 2025. There was an initial core team of 12 to 15 people, mostly from Hemel Vineyard Church but also a few from Verso St Albans. Verso Hemel is resourced from the Hub with equipment, signage, promotional materials, teaching materials, guest preachers, worship support and a venue. Hemel Vineyard Church also operated a community outreach programme called Storehouse which provides quarterly sessions for those facing challenging circumstances who are referred by statutory agencies and partners. Storehouse focus upon providing clothing, toys, equipment and books for children up to age 10 in the quarterly sessions they run with a team of 19 people. Storehouse's Christmas appeal was very successful to provide gifts for families. Verso has committed to supporting and developing this ministry to continue to operate and provides storage and partnership from Verso Care. Recognition also goes to the faithfulness of all those at Hemel Vineyard Church and their generosity of sewing into Verso Hemel through financial gifts.

There are plans to have a site in Luton, Verso Luton. The site pastors are being equipped, and people have expressed an interest in supporting Verso Luton but this has not yet converted to the commitment needed for a full core team. It is important that new sites are launched responsibly, with the right team, resources and support and so until a strong core team are in place and ready to move forward, the launch will be deferred. In the meantime, the site pastors continue to host Deep Impact worship evenings in Luton every other month which provides a safe space for anyone to worship God in an informal setting and preaching and leading opportunities across the sites for one of the Luton site pastors is raising profile.

There is a desire to extend the compassion ministry of Verso Care into the town centre of St Albans through a café venue. This will be explored further in 2026 and the next steps are to produce a comprehensive business plan and budget as part of a feasibility study.

The Justice and Compassion Pastor continued to lead Verso The Mount site for two days every week as part of the chaplaincy team until her departure in April 2024. Although no longer a site, the outreach team continue to work with the chaplaincy team and manage the relationship with the Welcome Directory which provides an important link for those leaving prison to find a supportive church to belong to.

A couple who used to be respected leaders in Verso St Albans have been supported to plant the first Vineyard church in France. Another couple, formerly from Verso St Albans, been supported to plant a Vineyard church on the Isle of Man and the Executive Pastor serves as a Trustee for that church plant.

# **VERSO VINEYARD CHURCH LIMITED**

## **TRUSTEES' ANNUAL REPORT (CONTINUED)**

### **FOR THE 15 MONTHS ENDED 31 MARCH 2025**

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The church continues to be underpinned by prayer through the Watch whereby people are invited to pray daily for a month for spiritual growth, relational growth, provision and protection. The Watch is changed on the first Sunday of the month and other people commit to daily prayer in these areas. Breakthrough, the weekly online prayer meetings for deeper intercession transitioned to a Verso Group during the period rather than an event.

Fundraising for the Reach Fund initiatives was relaunched in May 2024 to resource the church's 10-year plans to extend outreach to reach the lost. The Reach Fund financially supports the start up of new sites until they are fully established and growing and for this period funds were also raised for the new mission framework and Verso Music.

Recruiting volunteers to different ministry teams is an ongoing and challenging process which can be a limiting factor in pursuing everything God has called us to. As the number of volunteers needs to keep up with church growth, during this period there has been a focus on welcoming people to the church well so they feel a sense of belonging. Welcome lunches for newcomers took place at the Hub 3 times over the period attracting sign-ups of 43-46 people. There is a tour of our Verso Care facilities, and opportunities to become more involved are highlighted. Connection is encouraged through joining a team and participation in a Verso Group. Attendees are invited to attend an introductions course a few weeks following the lunch. The church also built team for and ran two Alpha courses during the period.

We are fortunate to have many talented musicians and singers at Verso and under the oversight of the Worship Pastor Verso Music was set up during the period, new worship songs have been written and the first single, Praise Him All Ye Creatures, was released in March 2025. In the 3 months since its release, it has been streamed nearly 10,000 times on Spotify. Other churches are including Praise Him All Ye Creatures in their worship times.

Relationships continue to be deepened with other worship ministries such as Chapel Co, Vineyard Worship, Kings Cross Baptist Church and other Vineyard churches through hosting guest worship leaders, reciprocal visits and joint hosting of worship events. A 12-hour prayer and worship space in collaboration with YWAM Harpenden, Kings Cross Baptist Church, and Imprint London was held in October 2024. Investment in worship and technology has continued and the worship leadership continue to meet regularly to provide direction and leadership. Oversight and support for youth and children's worship ministries has continued.

Wider expressions of worship including dance have been introduced into Sunday services at Verso St Albans. SPACE is a time set aside to host the Spirit of the living God well through diversity and creativity and is established at Verso St Albans as a monthly gathering averaging 60 people. This has been extended to Verso Hemel during the period providing an intimate setting for deepening connection with God.

The young adults launched a monthly Sunday evening service at the start of the period which was open to all but run by and with a focus for young adults. This format did not encourage relational growth although significant progress was made in growing leadership and ownership amongst young adults. There was a transition from a monthly Sunday service to a weekly gathering on Tuesday evenings to build community, share teaching and encourage discussion. Attendance and engagement are strong and consistent. There have also been social events to encourage friendships to develop. Young adults have been equipped through teaching including topics such as Identity, The Tension of Easter and Evangelism and a small group attended The Cause to Live for conference in Nottingham. Young adults are interested in missional initiatives and have attended The Send gathering held in London. The Young Adults Pastor was involved with the Freshers' Fair at the University of Hertfordshire and is developing relationships and connections including speaking at one of the Christian Union's gatherings.

Youth have continued to enjoy the recently developed youth spaces and two lounges were developed to create age-appropriate spaces. Lux Lounge has soft lighting, sofas and screens for those in school years 11+ and Youth Lounge with soft lighting, beanbags and screens for youth in year 10. Youth bands are continuing to grow and develop at Verso St Albans and live worship is a regular part of the 9:30 service. The 11:30 youth service make use of worship videos at present. The volunteer teams were restructured in September 2024 and many of the team are now serving three times a month to build familiarity and relationship with the youth. The average weekly attendance across the year was 95 young people (2023: 84), with the highest attendance being 124 one week in May. Attendance tends to be higher during term time and varies during the holiday weeks.

A key plan for this period was to provide opportunities for youth to invite friends to events. One of the most successful events is Nerf Quest, hosted 3 times in this period, which attracts between 300 to 350 people each time. The Illuminate Café, a weekly after-school café run in partnership with STEP, continues to provide a place for youth to come with their friends.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE 15 MONTHS ENDED 31 MARCH 2025

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A calendar of larger youth events is provided through partnerships with STEP (St Albans & Harpenden Education Programme), The 267 project and others (known as The Collective). In this period events included Illuminate Cathedral, Youth Leader Apologetics and 'Is God Even in Control' Illuminate Summer and Illuminate Ninja Warrior. Other FUEL events are run three times a year by churches partnering together allowing a large group of young people to worship in contemporary and creative ways.

The Youth Pastor developed the Illuminate Youth website developed to promote youth events and activities happening across the area. There are 870 registered users and over 2,300 tickets have been issued through the service. The Light Revolution YouTube channel has primarily been used to follow up after STEP retreat days with secondary schools and has 428 subscribers (2023: 395) with a cumulative total of 425,000 views.

Times are set aside throughout the year for integration across all the youth and kids ministries to encourage a sense of family and youth regularly volunteer on other teams.

Ventureland is our children's ministry for those in school years 1 to 5 across Verso St Albans and Verso Hatfield. The average weekly attendance is 88 children but this has exceeded 100 children in some weeks. The Treasure Chest ministry, launched in 2022, is for children with special educational needs and operates from a safe and inviting space with specialised soft play and sensory toys and equipment. The Ventureland Pastor recorded a video that was played at Verso St Albans which resulted in 27 people taking up various volunteer roles within Ventureland and Treasure Chest. In total at the period end there are 81 volunteers on a rota to support the ministries of Ventureland and Treasure Chest which includes 13 youth. It has not been possible to extend the Treasure Chest provision to the 11:30 service at Verso St Albans yet.

The teaching curriculums for both Ventureland and Treasure Chest reflects God's wider family, Jew and Gentile together with regular visits from a Messianic Jewish Rabbi. More work is required to roll out curriculum and resources to different sites. The teaching teams have grown and training videos for team have been recorded. A team night was held in February 2025 for training and support.

There is a small sensory room within the Village Kids area for those children with special education needs and access to the Treasure Chest facilities will be assessed on a case-by-case basis.

The church has continued to see the impact of the drop in birth rate post pandemic both on the number of children and parents volunteering in Village Kids. The average weekly attendance across the period was 44 children (2023: 52). Five baby packs were given out in 2024/5 (2023: 4) and in 2024 two of the planned baby dedication dates had no sign-ups. The Village Kids team at the Hub have continued to refresh resources to equip children's ministries across all sites. The technology in two of the rooms has been updated to offer the children teaching in a modern way that engages with the digital world.

Services were held to celebrate milestones in people's faith journeys. Four children (2023: 13) were dedicated to God in services throughout the year. Each child and their family received prayer during the service and a small gift. On Easter Sunday, 16 adults and young people were baptised after completing preparation classes (2023: 17). There were 3 weddings and 2 funerals during the period.

#### **Discipleship and Pastoral**

Verso Groups are the primary way to build community, to disciple one another and grow faith. 427 people (2023: 358) are signed up to regularly attend Verso Groups. There are 38 different Verso Groups led by approximately 87 volunteer group leaders. During the period 4 additional groups were set up including a men's prophetic group. The weekly Breakthrough prayer meeting has now transitioned to a Verso Group. Group leaders were resourced through training sessions and leadership meetings took place during the year including a leaders' BBQ in the summer. There are 5 new courses available for Verso Groups to follow. These are a Bible Study course, a Missions course, Achord for Churches (Jon & Andrea Taylor-Cummings), Practising the Way (John Mark Comer) and Fearfully and Wonderfully Made (Journey UK). Verso Group Overseers have been introduced and the group leaders feel supported. The attendance data is being more consistently collected to help assess the health of different groups. There are 73 people signed up for different business clubs; quarterly breakfast meetings known as BC XL have continued throughout the period.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE 15 MONTHS ENDED 31 MARCH 2025

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The church runs EQUIP courses, led by teams of staff and volunteers, designed to support spiritual growth. The Introductions Equip course, the church's foundational course, was run three times and the feedback was incredibly positive. The course includes examining the church's foundational beliefs, teaching on the Kingdom of God, discussion regarding finances, future plans and a tour of Verso Care. A Creative God course ran over four weeks allowing participants to worship God creatively through painting, drawing and writing. There was also a one-day Pre-Marriage course run in March 2024 with 4 couples. Rather than developing an Equip course with a compassion and justice focus, IJM hosted an evening of prayer for justice in February 2025.

God's River of Life conference led by Lin Button and her team was a success held over four days in May 2024. 84 people attended and there was a team of 24 people to assist with the smooth running of the conference. The planning for a women's conference began during the period and is planned for June 2025.

The women's ministry is called ARISE and they operate with a core leadership of 8 women. There are 157 women signed up for women's ministry. The main meetings happen twice a month with average attendance of 20 to 25 women. In addition to the main meetings, there is a prophetic group, an online group and a monthly evening meeting. The evening meeting has also been introduced ARISE pm to allow women's fellowship to be available for those who are not free to attend in normal working hours. This has been very well supported with an average of 45 women attending each monthly event.

The men's ministry has a core leadership group of 6 men and groups covering different areas of interest such as golf, Bible study, photography and prophecy with, on average, 8 to 12 men attending each group. There were 5 large events including breakfasts, BBQs and Friday socials with 30 to 40 men in attendance.

In addition to Healing Prayer School, other relationships have been maintained with external ministries with one of the Pastors attending a Journey UK week and 3 people being referred to Lighthouse Ministries who provide deeper prayer and deliverance ministry.

During the period pastoral prayer spaces were developed at the Hub for people to receive pastoral care and prayer ministry in a safe and tranquil environment throughout the week. The Discipleship and Pastoral staff team reduced to one full-time staff member at the end of the period and future staffing needs will be considered in light of the leadership changes. There is a team of 54 people at Verso St Albans who offer prayer support and 31 people requested prayer online. Support and follow up care was offered to 27 people who required pastoral assistance and 44 offsite pastoral visits were made in 2024. The team at the Hub support the Verso Care team and all the sites. Pastoral support is also available from a small ministry team (SMTs) for deeper issues. Flowers and cards were sent to 14 individuals and families at times of bereavement or illness (2023: 19). Verso groups members also supported each other through life's challenges including providing meals when helpful.

The worship teams have been equipped and inspired through attendance at vocal workshops, a Worship Retreat, the Sound Summit and song writing workshops.

Safeguarding and child protection continue to be a priority for the church in creating safe spaces and places for all. Safeguarding updates have been a feature of team training and those in key roles, whether voluntary or paid, undergo appropriate safeguarding checks and are equipped through relevant training for the role that they do. Key leaders have continued to receive spiritual abuse training, and the best practice is shared across teams.

The Young Adults ministry has been working on implementing structured pastoral support model, as well as encouraging leadership in areas such as worship, set-up teams, and event planning. Several young adults have taken steps forward in their faith journey and calling over the past 15 months.

Relational growth and connection within peer groups has been improved with the introduction of Tribes in Youth. The feedback has been very positive. Engagement and behaviour have improved as team have developed greater familiarity and consistency as many now serve 3 times a month. More opportunities have been created for youth to serve and a few volunteer which counts toward their Duke of Edinburgh award.

There were plans to collaborate with youth pastors of other large churches to develop a four-year teaching curriculum for youth ministry. However, a termly curriculum is now being developed as it gives greater flexibility for teaching to coincide with other activities within the church and wider.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE 15 MONTHS ENDED 31 MARCH 2025

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Fundraising events were arranged to subsidise the costs for young people attending the summer DTI camping festival (a national Vineyard Youth event) and as an opportunity to invite friends. Three Nerf Quest events turned the church into an adventure zone with an average of between 300 and 350 people. Verso partnered with DTI and have participated in the DTI large group forum, 2 youth started with the DTI academy and our youth leaders were equipped through annual DTI Leaders Gatherings. A new collaboration cumulated in Verso hosting its first DTI Roadtrip at the Hub in February 2025. This is a taster event for the DTI summer festival and 150 youth attended from Verso and other Vineyard churches.

#### **Community and Mission**

At the beginning of 2024, the compassion and justice diary was relaunched to the church and different partners and projects were highlighted including Tearfund, Azalea and International Justice Mission with opportunities to respond. The church hosted the IJM Pray for Justice UK Tour in February 2024 which is a UK wide prayer event in partnership with 24/7 prayer to gather churches to pray for a specific area of injustice. It was a powerful evening of learning and engaging with the fastest form of trafficking – forced scamming. The Compassion and Justice Pastor continued to develop the VCUKI Compassion and Justice network until she moved on from her position at the end of April 2024.

The departure of the Compassion and Justice Pastor allowed the opportunity to rethink this role in line with the church's desire to build its missional strategy and capacity. A priority of the new pastor appointed in May 2024 was to develop and launch a new mission strategy for Verso Vineyard Church to align with the mission vision for VCUKI. The desire of VCUKI is that the commitment to "go and make disciples" would develop into long term healthy partnerships, where friendships are cultivated, disciples are made, churches planted, neighbourhoods are transformed and whole countries are impacted.

Over the course of summer 2024, an assessment of the missional journey of the church was undertaken. Through listening across church, understanding culture and context and exploring future opportunities a new strategic mission framework was launched to leaders in September 2024 and then the wider church the following month. This framework is designed to empower missional mobilisation locally, within the Vineyard movement (Near/familiar to us) and far to those who are yet to hear of Jesus. During the year a local missional project 'Love Your Street 2025' was introduced and two new partnerships were identified, one working with Vineyard Sri Lanka alongside other UK Vineyard churches to empower the growing Vineyard churches in Sri Lanka with leadership development and establishing governance. The other partnership is to sponsor the translation of the Bible into the orally spoken language of the Koch Rajbanshi tribe – an unreached people group in Nepal.

This change of mission strategy is a departure from project-focused mission support of the past. Over the past few years, we have engaged with the Bethesda Mission Trust in a responsible and compassionate way to provide scheduled reducing financial support over a 2-year period. The charity opted to receive the donations scheduled for the 2025 calendar year in advance and this final payment was made in September 2024 taking the total donations in 2024 to £25,000. The church has been deeply blessed through this long-standing partnership that established the orphanage the Bethesda Mission Trust operate. Many children have been given hope, dignity and an education over the years and there is a good foundation for future generations.

The church has a Crisis Fund which collects donations to financially support crisis situations supported by the church congregation. These funds are allocated by the leadership team to different humanitarian crisis situations as they occur. A donation was made to Tearfund from the Crisis Fund in October to support the crisis in the Middle East. At the end of the period there was a balance of £3,616 available to carry forward.

Worldwide issues are supported in prayer through our prayer meetings and specific countries such as Afghanistan and Ukraine are interceded for by small groups of people.

The Family Fund continues to support Church members who are facing financial difficulties. Support is accessed via an application process which also highlights where further support from Verso Care, or the pastoral team may be helpful. In the 15-month period to 31 March 2025 there were 5 applications to the Family Fund and a total of £2,232 was dispersed (2023: 3 applications totalling £1,150).

The church continues to support STEP, a charity working in local secondary schools providing assemblies, workshops and support operated within a Christian framework and with an underlying gospel message. STEP operates from our premises and greater synergies have evolved as we work together in partnership. We support STEP in running retreats for secondary school students by providing spaces within our building to enable large numbers (150-180) of students to participate.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE 15 MONTHS ENDED 31 MARCH 2025

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The church has continued to develop a partnership with The 267 Project and other local churches to bring Illuminate events to the region for youth. A donation was made to support this outreach work during the period along side participation in and hosting of Illuminate events throughout the period.

We have continued to seek fresh opportunities for people to make use of our premises and G Ministries hosted a film viewing in March 2025. Regular hires have also continued including NHS Blood & Transfusion team, Mind in Mid Herts, Herts Welcomes Refugees, One YMCA, Alban Healthcare, Women of Nations and the Women's Institute. Herts Adopters Group continue to meet monthly at Verso St Albans for mutual support and companionship.

The Christmas Fayre proved to be a popular event with local residents. Short children's films were shown in the auditorium, alongside refreshments, hot dogs, burgers and stalls selling local crafts and gifts.

The Angel Tree appeal was supported by church members and Verso Care again at Christmas 2024 to provide a gift for 65 children (2023: 70 children). This appeal gives fathers serving a custodial sentence the opportunity to write a note to send with a Christmas gift to their child(ren).

The church hosted a Christmas Eve high tea for those in the wider community who may find themselves alone or struggling in place of the Christmas Day meal offered in the past. In total, 54 guests (2023: 55) were hosted thanks to a team of volunteers. Each guest received Christmas gifts, and many stayed after the event to join in the Carol Service.

#### **Verso Care**

Verso Care's mission is to equip people with the tools and support they need to move towards living a more independent life, empowering them to fulfil their God given potential. Verso Care was nominated and awarded The High Sherrif 2024 award for the work they do. In the 15- month period to 31 March 2025, 109,296 food items were donated to Verso Care, income from donations, memberships and grants totalled £83,240, and 16 other charities were supported with 23,938 food and non-food items.

The partnership with St Albans & District Foodbank (part of the Trussell Trust network) continued, providing the emergency food parcels for people referred by local organisations and agencies to collect at the Monday session. Through this relationship 955 essential emergency food bags were supplied. 216 people accessed Verso Care for the first time in 2024/5. The Monday session includes a café offering free food and refreshments, access to pastoral support, prayer, KIT providing children's clothing and equipment (7,884 items given out), a family room with activities for children and services provided by partner organisations (Mind, St Albans District Council, Family Centres, Family Lawyers, Christians Against Poverty, Citizens Advice and The Living Room). Relationships with partner organisations have continued to grow stronger to the benefit of the guests that visit the centre.

In addition to the food parcels provided by St Albans Foodbank on Mondays, Verso Care provided 277 additional emergency food parcels for other families, couples and individuals on other days of the week.

The Bridge programme runs at the Wednesday afternoon sessions and is a membership scheme that provides a mentorship pathway to help food bank users to take the 'next step' to becoming more food secure. New for this year is an additional Bridge session on Monday afternoons. Each member is offered a mentor, training support, opportunity for work experience and access to all the services offered at the Monday sessions. In place of pre-packed emergency food bags, Bridge members have access to the Bridge shop where they can choose from a larger selection of food and grocery items. In 2024/5, there were 1,107 visits to the shop by members. Additional partner organisations (Job Centre Plus, STANTA, Morgan Sindall, Oaklands College and Computer Friendly) continue to support Bridge members with career counselling, disability employment advice and access to over 600 courses. The team of Bridge mentors increased to 8 during the period and 42 Bridge members are signed up for mentoring.

11 courses and workshops ran over the period offering over a range of topics including health and wellbeing, cookery, life skills, boundaries and budgeting. New in the period was the Peace Project looking at how to live a balanced life through mindfulness practices including Pilates. In partnership with Computer Friendly, 37 laptops and 14 phones were given to guests to equip them for training and employment. The mentor team have helped people grow in confidence and people have progressed to secure employment or training opportunities.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE 15 MONTHS ENDED 31 MARCH 2025

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In the past, the church provided lunch and fun activities once a week during the school holidays through its REFUEL ministry for those who normally receive free school meals or need this support. Sadly, due to staff illness, the church was unable to offer this ministry in the same way and so there was only one session offered during the period and 36 meals were prepared. The development of stay and play groups and the scale of the uniform shop were also impacted but 673 items of school uniform were given out in August.

Verso Care tours have taken place as part of the Welcome Lunch programme to allow newcomers an insight into this ministry and make them aware of opportunities to volunteer. A new initiative in December 2024 was a pack, wrap and stack party for church members to help prepare the gift room for Christmas, wrap Christmas presents for Christmas eve guests and Angel Tree gifts and pack 96 Christmas abundance bags. The event was fun, well attended and gave an opportunity for new volunteers to get involved with the Christmas preparations. The appendix to the accounts gives further information regarding additional support at Christmas. Parcels with everything needed for Christmas dinner benefitted 19 families and 12 couples or individuals. The Christmas Shop gave away 1,262 gifts for children and 134 advent calendars were distributed.

Work experience in the warehouse continues to be offered for Oaklands College students, Bridge members and for referrals from the Probation Service. The warehouse has also benefitted from a donation to purchase weighing scales to streamline workflow by weighing donations rather than counting by hand.

Regular learning lunches have taken place to equip volunteers and there have been a couple of breakfast events to raise awareness for partners and referring organisations. The introduction of the pay as you feel café and the implementation of a new database have not been achieved.

There have been changes within the team with the Community Engagement Coordinator leaving and a change in the Mentoring and Coaching Lead.

Over the past few years, fundraising has been challenging and there is a need to secure additional funding to be able to continue the work of Verso Care with salary costs being the major cost. Rather than recruit a direct replacement for the community engagement role, the trustees decided to employ a professional fundraising company to assist in identifying opportunities for funds and coordinating funding applications. Unrestricted reserves have been designated to cover these consultancy costs as an investment in future continuity for Verso Care.

The Appendix to the financial statements shows the financial position of the Verso Care Fund in the period and additional information relating to the services provided.

#### **Business Support and Operations**

The accounting period was extended during the period to 15 months to 31 March 2025, to align the charitable company's year-end with HMRC and many other charities and grant making organisations.

Following changes to the name of the company and branding in 2023, work has continued throughout the period to update policies, documentation and signage. There is now a new road sign to direct people to the church and Verso Care. Planning permission for a new building sign has been submitted.

In terms of changes to the building, further changes to lighting in the auditorium have been completed and development of a Connect Lounge is still planned for but has been deferred due to funding restrictions. The full refurbishment of the reception office did not take place, but a reception desk was donated to the church and a new workstation was created for a new member of staff. Rooms were repurposed for pastoral use and office moves took place to accommodate a growing staff team. Plans have been made to extend the Treasure Chest facilities for children with special educational needs following receipt of a generous donation and work is expected to commence in the next financial period. With 35 people wanting to be baptised at Easter 2025, two new pools were purchased for full immersion baptisms.

In 2022, an empty warehouse was developed into usable spaces for Youth, Ventureland, Treasure Chest (a room for children with special educational needs), studio space and supporting storage, toilets and kitchen facilities. Following on from this, a room has been fitted out as a "Lux Lounge" to facilitate a dedicated teaching stream for young people in years 11+.

# **VERSO VINEYARD CHURCH LIMITED**

## **TRUSTEES' ANNUAL REPORT (CONTINUED)**

### **FOR THE 15 MONTHS ENDED 31 MARCH 2025**

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The telephone system was upgraded in January 2025 in preparation for changes in the networks that will be introduced across the country.

In May 2024, we hosted a conference for The Healing Prayer School which is a UK Christian event and teaching ministry led by Lin Button and her team. The conference's theme was 'God's River of Life.' Catholic Schools Together also held a one-day conference at the church called 'Hearts on fire, feet on the move.' In February 2025, the church hosted a DTI Roadtrip for VCUKI as a taster event for the summer DTI youth camps.

A total of 5 people left the staff team to pursue other opportunity: 2 pastors and 3 support staff.

The Head of Pastoral Care and Discipleship stepped down in February 2025 but continues to be an active member of the church and supporting in a voluntary capacity. The church is grateful for his service offering compassion and care to those who are distressed or struggling.

The Compassion and Justice pastor, who also served as the site pastor of Verso The Mount, left at the end of April 2024. The church is thankful for her vision in developing and establishing Verso Care and the compassion and justice ministries of the church. The ministry started at The Mount, a local prison for men, no longer operates as a site but continues as outreach ministry with a team of people investing in the lives of the men who reside there.

The church leadership had previously identified the need to focus upon the mission strategy for the church and recruited a new pastor to oversee mission alongside compassion and justice in May 2024. Mission will be a priority for the new pastor and a new mission strategy has been developed and implemented. Part of the Young Adult pastor's role is to support in mission initiatives.

Of the four new roles planned for the period, 3 appointments were made and the hiring for the Assistant Worship Pastor was deferred.

The Compliance Assistant commenced employment at the start of the period and has worked diligently to create resources and training videos for safeguarding and GDPR. Policies have been updated for latest good practice and to reflect the new branding. This new role contributes to managing key risks of the charitable company and implementing mitigating measures.

The Multi-site and Leadership Development Coordinator was appointed in January 2024 and has been instrumental in covering staff absence, allowing the Reach programme initiatives to continue. The role term was extended to collaborate with the leader who has returned from sick leave. Together, they have developed and launched the multi-site support plans and procedures.

The church has seen a significant interest in faith from young adults which reflects a wider phenomenon in society. The Young Adults pastor was employed in June 2024 to steward the growth of interest and passion of this group of people. The Young Adult pastor has been supported to study at leadership college.

Towards the end of the period, Mark and Stephanie Helvadjan communicated to the trustees their intention to step down from being the Senior Pastor and Associate Pastor of Verso Vineyard Church in Autumn of 2025. The trustees and Head of Business Operations diligently entered a process of discernment to recruit the next Senior Pastor(s) for the Church consulting with VCUKI and their succession team as part of that process. The recruitment process was extended and rigorous, involving all the trustees, Head of Business Operations, independent observers from the Vineyard movement and members of the executive leadership team.

Chuck and Taryn Freeland agreed to be the next Senior Pastors of Verso Vineyard Church. Both currently serve as Lead Pastors of Catalyst Vineyard in Scotland, a thriving multi-site church and serve as associate directors of Vineyard Church UK and Ireland.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE 15 MONTHS ENDED 31 MARCH 2025

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### FINANCIAL REVIEW

#### Financial position

The figures shown in the Financial Statements and the notes to the accounts are shown for the 15 months ended 31 March 2025 and the comparative figures are for the year ended 31 December 2023. Where analysis is presented below in terms of percentage changes, the annualised value for the current 15-month period is used in calculations for consistency with the comparative figures.

The rate of growth in total income has slowed during the period to a rate of 3% (2023: 19%) This is represented by a 10.2% growth in unrestricted income but a 15.9% decrease in restricted income. There was an overall deficit of £29,203 for the 15 months (2023: £39,827). This is comprised of a surplus of £55,242 (2023: deficit £2,339) for unrestricted funds and a deficit of £84,445 (2023: deficit £37,488) for restricted funds.

The principal sources of funding for the church are member donations and the related gift aid recovery. General fund donation income during the 15 months period was £1,520,754 (annualised value £1,216,603) compared to £1,049,356 in 2023. This represents an increase of 15.9% (2023: 18.4%) year on year and can be attributed to growth both in numbers and in giving of existing members.

In 2024/5, the balance brought forward of £58,904 designated by the leadership team in 2023 was fully utilised. During the period, unrestricted funds of £252,355 were designated by the leadership for future projects and commitments, and donations totalling £40,625 were added to the Building Development Fund for specific development projects. £5,280 of these funds were used in the period. The total balance of designated funds (excluding assets) on 31 March 2025 was £287,700 (2023: £58,904) and the details are shown in note 18.

Restricted fund donations were £477,345 (annualised value £381,876) compared to £454,100 in 2023 this represents a 15.9% decrease (2023: 23.2% decrease) and can largely be attributed to lower levels of giving to Verso Care (14% decrease from 2023) and a lower annualised valuation of goods given away by Verso Care (18% decrease from 2023).

In 2023, a new position of Community Engagement Coordinator was created to build relationships and increase income for Verso Care and the trustees set aside £181,550 of Verso Care Fund reserves brought forward specifically for future staff costs to provide continuity of operations and growth in the services offered by Verso Care in the short to medium term. Unfortunately, the Community Engagement Coordinator left at the end of 2024 and with the need to mitigate against the impact of falling income levels and reducing reserves for the sustainability of Verso Care, the trustees engaged a professional company to assist with fundraising.

The Reach Fund, launched in 2022, is to raise income for projects and activities to enable the 10-year vision of outreach and expansion. This includes investment in and expansion of existing facilities as well as new sites across the region. Donations for the Reach Fund in 2024/5 totalled £72,698 (2023: £39,009) and expenditure was £67,765 (2023 £43,452). The Reach Fund balance at 31 March 2025 was £59,915 (2023: £54,982). Of this expenditure: £43,983 was spent supporting the multi-site strategy, £11,345 related to mission, £6,470 was spent on youth's Lux Lounge, Young Adult ministry costs were £3,359 and launch costs for Verso Music of £1,812.

The trustees and management met frequently to monitor the income levels and cash flow. Costs have continued to be monitored closely against the agreed budgets by individual budget holders and by the leadership. Unrestricted operational expenditure was £1,594,878 (annualised value £1,275,902) in 2024/5 compared to £1,200,090 in 2023 representing a 6% increase. There was an unrestricted surplus of £55,242 (2023: deficit of £2,339) for the period.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE 15 MONTHS ENDED 31 MARCH 2025

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#### **Reserves policy**

Total funds held at 31 March 2025 are £3,779,795 (£3,808,998 in 2023) including restricted funds of £194,432 (£278,877 in 2023) and designated funds of £3,260,778 (2023: £3,081,971).

Further details on the nature of restricted funds and designated funds are set out in notes 17 and 18 of the financial statements. £2,973,078 of designated funds can only be realised through the disposal of fixed assets (2023: £3,023,067).

The church aims to hold sufficient funds which are not designated or restricted (i.e. free reserves) to meet 3 months committed expenditure as determined by the current budget less 5% representing uncommitted expenditure. Reserve levels are monitored regularly and reported to the management committee. The trustees can confirm that the free unrestricted reserves meet the target of 95% of forecast expenditure.

Additional financial information in relation to Verso Care is attached as an Appendix. The report does not form part of the audited financial statements but is provided for transparent disclosure of Verso Care Fund for all those who donate to the work of Verso Care.

#### **Trustee's Liabilities**

The Articles of Association of the church provide that in certain circumstances the trustees are entitled to be indemnified out of the assets of the church against claims from third parties in respect of certain liabilities arising in connection with the performance of their functions, in accordance with the provision of section 234 of the Companies Act 2006.

Indemnity provision of this nature has been in place during the year and remains in place as at the date of this report but has not been used by the trustees.

#### **Small Company Provisions**

This report has been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 applicable to companies subject to the small companies' regime.

#### **FUTURE PLAN**

In 2025, we will fulfil our mission and vision through the following plans:

#### **Services and Events**

- Continue to grow Sunday teams for all ministries at all sites
- Detailed service and preaching plan to be compiled and resourced for interregnum.
- Promote the Reach Fund to resource plans to extend our reach to reach the lost. New sites are resourced from the Reach Fund until they are established. Consider and formalise the parameters of what defines an established site for the purposes of funding continuing from centralised tithes and offerings
- Build team for Verso Luton, plan launch and promotional information and gathering events
- Develop comprehensive business plan for Verso Central
- Resource Verso Hatfield with a new sound desk and speakers
- Ensure staff support is consistent across all sites
- Maintain relationships and support with church plants in France and Isle of Man
- Continue to host lunches through-out the year to welcome those who are new to Verso Vineyard Church and help them meet others and integrate
- Build team and host Alpha courses at all Verso site
- Continue to produce quality online content for our social media channels to reach a wider audience
- Develop prophetic worship for all sites through workshops and SPACE praise meetings
- Continue to create new worship songs and release these through Verso Music
- Grow and strengthen our network with other worship ministries e.g. Vineyard Worship, KXC, Chapel Co, Gas Street Music
- Continue to host weekly gatherings for young adults and provide opportunities for growth through outreach and mission, socials, courses and serving
- Continue to promote and improve safeguarding culture and processes to stay up to date with latest best practices and to provide a safe and protective environment for all children and vulnerable adults to thrive
- Host youth events that friends can be invited to with follow up transformative activity
- Launch a Friday night club to provide youth with a space to invite others to

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE 15 MONTHS ENDED 31 MARCH 2025

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- Network with local and national groups to develop events, such as Light Revolution with Step, Illuminate events with the Collective, and DTI with VCUKI
- Curate and create Bible centred material for use in Kids' ministries across sites
- Continue to create opportunities for Ventureland children for interactions with Treasure Chest, Village kids, Youth and the wider church
- Write role descriptions and handbook to support Team video for Village Kids
- Assess equipment and resource needs for Kids' ministry for all sites and Treasure Chest ministry at Verso St Albans

### Discipleship and Pastoral

- Considering staff changes and current vacancies, revisit the church's strategy and resource needs for discipleship and pastoral support
- Create a clear pathway, culture and opportunities to identify, train and release leaders including site pastors
- Recognise individuals who are operating informally as lay pastors
- Develop pastoral spaces across all sites and assist site pastors to set up healthy pastoral support for services and through Verso Groups
- Develop Verso Groups into a scalable network model that expands and grows organically maintaining discipleship and pastoral care
- Expand the courses offered to equip groups and teams to pastor and support others to include an equip course with a compassion and justice focus
- Maintain and develop existing and new networks with external ministries and agencies such as Journey UK, Lighthouse, Restored Lives and others so that we provide the best possible ministries to the Verso family of God
- Run a Restore course over 10 weeks to help people overcome events and experiences in their lives that act as a barrier to living in freedom.
- Continue to invest in the development of worship and audio/visuals team through UK Vineyard Retreat, Sound Summit, annual worship gathering and song writing and vocal workshops
- Create a mentorship programme for young adults
- Organise training sessions and workshops on cultural sensitivity, conflict resolution, and active listening for young adult leaders and volunteers
- Continue to focus on relational growth within Verso Youth
- Grow and develop youth team skills and cohesion and equip tribe leaders
- Build team and resources for offering a parenting course.

### Community and Mission

- Launch Love Your Street 25 to empower and mobilise the church to intentionally engage with those in their neighbourhood to express something of who God is and introduce people to Jesus. Target of 2,000 hours of local mission over one month starting 25th May 2025
- Recruit and equip a team from Verso to serve and support the growing network of churches in Sri Lanka through a mission trip in August 2025
- Recruit and equip a team from Verso to join the mission trip to Nepal to meet our OMT partners serving the local communities in the Himalayas in November 2025
- Create a Mission Support Fund to enable people to support the teams with the costs of future mission trips
- Work with VCUKI Missions network, cultivate partnerships and explore feasibility of hosting a Mission Conference
- Regularly promote the Verso Family Fund for both donations and inviting those church members who are struggling financially to apply for assistance
- Respond to crisis situations as they arise by raising funds and making donations through the Crisis Fund to organisations such as Tearfund
- Continue to support STEP (St Albans & Harpenden Education Programme) and The 267 Project as partners in youth outreach
- Explore community use of facilities and continue to make the building available to benefit the wider community e.g. NHS Blood & Transfusion Team, Herts Welcomes Refugees, Mind in Mid Herts, Alban Healthcare group, One YMCA and schools via STEP retreats
- Plan activities to reach and serve the local community at Christmas. To include an event specifically to provide a warm welcome and generous hospitality to those in the community who are lonely, vulnerable or face challenges

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

**FOR THE 15 MONTHS ENDED 31 MARCH 2025**

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### **Verso Care**

- Prioritise fundraising for future Verso Care sustainability
- Actively recruit and equip more volunteers and mentors to join the Verso Care team across all areas and for new initiatives
- Continue to invest in volunteer team through equipping, training and recognition
- Identify opportunities to introduce Verso Care initiatives across different sites
- Resource and launch the Family Bridge Project to support families facing hardship through mentoring, parenting guidance, practical workshops, and access to essential resources to empower parents to build resilience and strengthen family wellbeing
- Recruit overseer to implement and run the Family Bridge Project
- Develop creche facilities for parents to be able to access the Family Bridge Programme
- Introduce a monthly newsletter for stakeholders
- Develop or source courses for Bridge members with a mental health focus
- Continue to build relationships with existing partners (St Albans & District Foodbank (part of Trussell Trust network), Mind, St Albans District Council, Family Centres, Family Lawyers, Christians Against Poverty, The Living Room, Computer Friendly, Morgan Sindall, STANTA, Job Centre Plus, C2 Probation Unit and Oaklands College) and develop links with new organisations to enhance to support offered to guests
- Identify and engage additional networks in the community for work experience, work opportunities, volunteering and apprenticeships
- Continue to host tours of Verso Care when newcomer lunches are held to promote awareness to church members
- Share more impact stories throughout the church and work with pastors and leaders to enhance integration and accessibility between Verso Care and church and vice versa
- Implement a new comprehensive database for all areas of Verso Care
- Continue to support and develop the Storehouse ministry operating in Hemel Hempstead to provide quality clothes, toys, books and equipment for families with children under 6 years old who are facing significant challenges

### **Business Support and Operations**

- Undertake a recruitment process for one or more new trustee(s) to join the existing team
- Provide induction and training for new trustee(s)
- Plan leaving support and events for the current Senior and Associate Pastor
- Plan, resource and communicate interim leadership arrangements from September 2025 to January 2026
- Plan handover of leadership to new Senior Pastors to include visits ahead of employment, relocation support, and induction process
- Prepare for commissioning service of new Senior Pastors
- Review staffing requirements in light of change in leadership to include recruitment of personal assistant to Senior Pastors
- Install new signage on the outside of the Hub building in St Albans once planning is approved
- Implement plans to extend Treasure Chest to provide additional secure and safe spaces for our provision for children with special educational needs. Seek funding to equip the new spaces with educational resources and equipment
- Plan, cost and manage development of a Connect Lounge to provide a focal point of welcome for newcomers to the church
- Work in partnership with fundraising consultants to resource initiatives and plans
- Consider the feasibility of moving to a cloud-based IT system away from a physical server-based network. Upgrade IT systems and equipment in line with findings
- Explore how AI can assist and improve business processes

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing Document**

The company was established under a Memorandum of Association, which established the objects and powers of the charitable company, and it is governed under its Articles of Association. The organisation is a charitable company limited by guarantee, incorporated on 7th October 1997. The name of the company is Verso Vineyard Church at Companies House following a formal change from Vineyard Christian Fellowship of St Albans on 8<sup>th</sup> December 2023. It has also been known as St Albans Vineyard, The Vineyard Church, and St Albans Vineyard Church over the years.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

*FOR THE 15 MONTHS ENDED 31 MARCH 2025*

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### **Recruitment and Appointment of New Trustees**

Aside from the Senior Pastor who holds a permanent position on the management committee, membership tenure is of a variable term and reviewed informally. New trustees are selected following retirement of a trustee or the decision to increase the number of trustees on the committee. Following discussion by the management committee, members of the church are invited to offer themselves for selection. The management committee seeks to maintain a range of appropriate business skills on the committee as well as to increase the level of diversity to provide gender parity and ethnic representation within its governance strategy.

One of the trustees, Ruth Robb, resigned during period and the process for recruiting additional trustees commenced at the start of 2025.

Prospective candidates meet with one or more of the current committee members for an "interview meeting". The outcomes of these meetings are reviewed by the management committee and following agreement on an appointment further introductions and briefings occur to ensure satisfactory induction of the new trustee. This would include orientation to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan, and recent financial performance of the church.

In addition to this, trustee development events are held periodically both to provide opportunity for the congregation to meet the trustees and understand their role and as a recruitment event for potential trustees. From time to time, where a skill area is deemed to be lacking in the management committee, a person may be asked to attend a specific meeting to provide specialist knowledge or experience or to provide support outside of meetings.

Trustees undertake a check with the Disclosure and Barring Service due to their oversight responsibility for the Children and Youth Ministry and other ministries involving vulnerable groups.

Trustees are sometimes referred to as directors when addressing the congregation - a term used since the incorporation of the church as a charitable company in 1997.

Trustees undertake a check with the Disclosure and Barring Service due to their oversight responsibility for the Children and Youth Ministry and other ministries involving vulnerable groups.

Trustees are sometimes referred to as directors when addressing the congregation - a term used since the incorporation of the church as a charitable company in 1997.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

*FOR THE 15 MONTHS ENDED 31 MARCH 2025*

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### **Organisational Structure**

The Board of Trustees administers the church in accordance with Charity Commission guidelines. The Board meets as required but normally 4-8 times a year. Mark Helvadjan is employed as the Senior Pastor of the church and acts as the Chief Executive Officer to manage the day-to-day operations of the charity. The Senior Pastor is remunerated by the church for his role and is also permitted to be a member of the Board in accordance with the Memorandum and Articles of Association and by the Charity Commission. The Company Secretary, Gil Yon, who is employed by the church as Head of Business Operations, sits on the management committee, but has no voting rights.

To facilitate effective operations during the period, Mark Helvadjan had delegated authority within terms of delegation approved by the trustees which included financial management, employee management and the general direction of the ministry and vision of the church. The terms of the delegation are regularly reviewed in accordance with the Charity Commission's Charity Governance Code. The Head of Business Operations oversees the day-to-day financial management of the church, collaborates with the auditors to produce the audited financial statements, and is also responsible for compliance and monitoring of company and charity law issues.

### **Affiliations and other organisations with which the church is associated**

The church is affiliated to the organisation Vineyard Churches UK & Ireland and use of the "Vineyard" name is vested by them to the Senior Pastor. The church is also a member of the Evangelical Alliance, and an official observer of the St Albans Churches Together network. The church also supports other charitable organisations both in the UK e.g. the STEP project (St Albans & Harpenden Education Project) and abroad e.g. Vineyard Sri Lanka, Holos International and Bethesda Orphanage in India.

### **Risk Management**

During the year, at their meetings, the trustees have considered the major risks to which the church is exposed, have reviewed those risks and established a risk register and procedures to manage those risks. This ongoing review of the major risks identifies significant risks and assesses their probability and level of impact and any appropriate mitigating action required. Particular attention is paid to those risks having the potential to have greatest impact on the church in the areas of finance, reputation, human resources, safeguarding, and health and safety. One of the greatest risks to the church is a reduction in giving by the congregation. To mitigate this risk such income is monitored on a month-by-month basis and expenditure adjusted through strict budgetary control. Also due to the small staff group, the loss of key personnel is another major risk and to mitigate this, the church is developing a degree of overlapping of duties, particularly of pastors and uses as a resource the skills of individuals from within the congregation either for short term needs or as candidates to recruit into vacancies. There is also a growing awareness of spiritual abuse as high-profile cases have come to light in the press in recent years. The church mitigates these risks through training to raise awareness and by having robust procedures for reporting safeguarding concerns and complaints.

The trustees are responsible for ensuring that the financial statements are prepared on a "going concern" basis. Going concern means that the trustees have a reasonable expectation that the company can continue to operate for the foreseeable future which in turn means at least 12 months from the date of approving the financial statements.

### **Thanks to Volunteers**

The trustees would particularly like to thank the substantial number of volunteers, church members and others, referred to in the report above, who give their time and energy to the activities of the church throughout the year and without which the church would be unable to carry out its work in the community and beyond.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE 15 MONTHS ENDED 31 MARCH 2025

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### STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the directors of Verso Vineyard Church Limited for the purpose of company law, are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

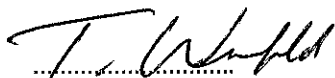
- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### Auditor

The auditors, SKS AUDIT LLP, have been re-appointed

The trustees' annual report was approved by the Board of Trustees on 4/8/25 and signed on behalf by :



Tim Winfield

Chair of Trustees

Dated: 4<sup>th</sup> August 2025

# VERSO VINEYARD CHURCH LIMITED

## INDEPENDENT AUDITOR'S REPORT

### TO THE MEMBERS OF VERSO VINEYARD CHURCH LIMITED

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#### Opinion

We have audited the financial statements of Verso Vineyard Church Limited (the 'charitable company') for the period ended 31 March 2025 which comprise the statement of financial activities, balance sheet, cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### Basis for opinion

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

#### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

#### Other information

The other information comprises the information included in the Trustees' Annual Report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Trustees' Report for the year ending 31st December 2023 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report for the year ending 31 December 2023 has been prepared in accordance with applicable legal requirements.

# VERSO VINEYARD CHURCH LIMITED

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE MEMBERS OF VERSO VINEYARD CHURCH LIMITED

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- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations. We remained alert to any indications of non-compliance throughout the audit.
- We addressed the risk of fraud through management override by reviewing the appropriateness of a sample of journal entries and other adjustments; assessing whether the judgements made in making key accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business that we come across throughout the audit.

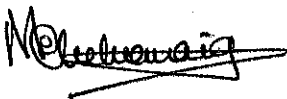
However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the company. Our examination should not be relied upon to disclose all such material misstatements or frauds, errors or instances of non-compliance as may exist.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

#### Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



**Moganarden Chelvanaigum (Senior Statutory Auditor)**  
for and on behalf of SKS Audit LLP

09/09/2025

SKS Audit LLP  
3 Sheen Road  
Richmond  
TW9 1AD

# VERSO VINEYARD CHURCH LIMITED

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE MEMBERS OF VERSO VINEYARD CHURCH LIMITED

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#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the financial statements as on 31 March 2025 and the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the Trustees' Report and from the requirement to prepare a strategic report.

#### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 18, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

#### **Auditor's responsibilities for the audit of the financial statements**

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We obtained an understanding of laws and regulations that could reasonably be expected to have a material effect on the financial statements through discussion with management and those charged with governance, including financial reporting and taxation legislation. We considered that extent of compliance with those laws and regulations as part of our procedures on the related financial statement items.

# VERSO VINEYARD CHURCH LIMITED

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE 15 MONTHS ENDED 31 MARCH 2025

	Notes	Unrestricted funds £	Restricted funds £	Total 15 months ended 2025 £	Total Year ended 2023 £
<b>Income from:</b>					
Donations and legacies	2	1,561,379	477,345	2,038,724	1,590,412
Charitable activities		40,772	-	40,772	29,438
Other trading activities	3	32,725	-	32,725	23,423
Investments	4	15,244	-	15,244	8,578
<b>Total income</b>		<u>1,650,120</u>	<u>477,345</u>	<u>2,127,465</u>	<u>1,651,851</u>
<b>Expenditure on:</b>					
Charitable activities	5	1,594,878	561,790	2,156,668	1,691,678
<b>Net income/(expenditure) before transfers</b>		<u>55,242</u>	<u>(84,445)</u>	<u>(29,203)</u>	<u>(39,827)</u>
<b>Net income/(expenditure) for the year/ Net movement in funds</b>		55,242	(84,445)	(29,203)	(39,827)
Total funds brought forward		<u>3,530,121</u>	<u>278,877</u>	<u>3,808,998</u>	<u>3,848,825</u>
<b>Total funds carried forward</b>		<u><u>3,585,363</u></u>	<u><u>194,432</u></u>	<u><u>3,779,795</u></u>	<u><u>3,808,998</u></u>

The statement of financial activities includes all gains and losses recognised in the 15 MONTHS. All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# VERSO VINEYARD CHURCH LIMITED

## STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2025

	Notes	£	15 months ended 2025 £	Year ended 2023 £
<b>Fixed assets</b>				
Tangible assets	10		4,195,823	4,289,071
<b>Current assets</b>				
Stocks	11	-		3,807
Debtors	12	64,406		41,662
Cash at bank and in hand		809,875		804,168
			<u>874,281</u>	<u>849,637</u>
<b>Creditors: amounts falling due within one year</b>	13	<u>(104,704)</u>		<u>(94,876)</u>
Net current assets			<u>769,577</u>	<u>754,761</u>
<b>Total assets less current liabilities</b>			<u>4,965,400</u>	<u>5,043,832</u>
<b>Creditors: amounts falling due after more than one year</b>	14		<u>(1,185,605)</u>	<u>(1,234,834)</u>
<b>Net assets</b>			<u><u>3,779,795</u></u>	<u><u>3,808,998</u></u>
<b>Income funds</b>				
Restricted funds	17		194,432	278,877
<b>Unrestricted funds</b>				
Designated funds	18	3,260,778		3,081,971
General unrestricted funds	19	324,581		448,146
Members' guarantee reserve		4		4
			<u>3,585,363</u>	<u>3,530,121</u>
			<u><u>3,779,795</u></u>	<u><u>3,808,998</u></u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the trustees on 4<sup>th</sup> August 2025



**Tim Winfield**  
Trustee

Company Registration No. 3445897

# VERSO VINEYARD CHURCH LIMITED

## STATEMENT OF CASH FLOWS

FOR THE 15 MONTHS ENDED 31 MARCH 2025

	Notes	£	15 months ended 2025 £	£	Year ended 2023 £
<b>Cash flows from operating activities</b>					
Cash generated from operations	25		175,244		135,490
<b>Investing activities</b>					
Purchase of tangible fixed assets		(29,915)		-	
Investment income received		15,244		8,578	
<b>Net cash (used in)/generated from investing activities</b>			(14,671)		8,578
<b>Financing activities</b>					
Repayment of bank loans		(43,259)		(3,912)	
Interest on Financing		(111,607)		(86,306)	
<b>Net cash used in financing activities</b>			(154,866)		(90,218)
<b>Net increase in cash and cash equivalents</b>			5,707		53,850
Cash and cash equivalents at beginning of the period			804,168		750,318
<b>Cash and cash equivalents at end of the period</b>			<u>809,875</u>		<u>804,168</u>

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE 15 MONTHS ENDED 31 MARCH 2025

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### 1 Accounting policies

#### Company information

Verso Vineyard Church Limited is a private charitable company limited by guarantee, incorporated in England & Wales. The registered office is 7 Brick Knoll Park, Ashley Road, St Albans, Hertfordshire, AL1 5UG.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

Monetary amounts in these financial statements are rounded to the nearest £ sterling, the functional currency of the church.

The financial statements have been prepared on the historical cost convention, modified when required to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the church has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Income

Income is recognised when the church is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is more likely than not that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the church has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the church has been notified of an impending distribution, the amount is known, and receipt is more likely than not. Volunteers make a significant contribution to the activities of the charitable company in every area of its work. In the absence of a reliable measurement basis however this contribution is not included as income in the financial statements. Material donations of goods are recognised only on their distribution and are valued at estimated retail value.

Income from charitable activities primarily amounts received in respect of organised activities.

Income from other trading activities primarily relates to income received from use of the building by third parties.

Investment income relates to interest earned on cash balances.

#### 1.4 Expenditure

Expenditure is accounted for on an accruals basis, inclusive of VAT, which cannot be recovered. Certain expenditure is directly attributable to specific activities or projects and has been allocated accordingly. Shared costs which contribute to more than one activity are apportioned between those activities. Principal estimation techniques utilised to apportion costs include the proportion of staff time and premises utilised for each activity.

#### 1.5 Pension costs

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE 15 MONTHS ENDED 31 MARCH 2025

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### 1 Accounting policies

(Continued)

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold buildings	50 years on cost
Equipment	25% on cost
Fixtures & Fittings	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Items of equipment are capitalised where the unit cost of the purchase exceeds £5,000.

#### 1.7 Stocks

Purchased stocks are stated at the lower of cost and estimated selling price less costs to sell.

Donated goods are valued only when distributed and therefore stocks of donated goods are not shown as having any value for accounting purposes.

#### 1.8 Debtors

Trade and other debtors are recorded at cost, less any impairment.

#### 1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within loans in current liabilities.

#### 1.10 Creditors

Trade and other current creditors are stated at cost.

Non-current creditors are recorded at fair value on initial recognition and subsequently at amortised cost.

#### 1.11 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Unrestricted designated funds are funds set aside out of unrestricted funds by the trustees for specific purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Further explanation of nature and purpose of each designated and restricted fund is included in notes to the financial statements.

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE 15 MONTHS ENDED 31 MARCH 2025

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### 1 Accounting policies

(Continued)

#### 1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the church is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.13 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

#### 1.14 Fundraising

The organisation carries out fundraising activities which has resulted in significant income being received from this. The approach taken is asking members of the congregation to make regular donations as well as one off contributions for special events and projects. A professional fundraising company has been engaged towards the end of the period.

#### 1.15 Critical judgement in applying charitable company's accounting policy

In the application of the charity's accounting policies, the directors are required to make judgments, estimates, and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

##### (i) Useful economic lives of tangible assets

The annual depreciation charge for tangible assets are sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

##### (ii) Allocation of shared cost between multiple activities

Support costs relate to those functions that assist the work of the charity but do not directly relate to charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. All the general support and governance costs are allocated to activities at different percentages, on the basis of staff time relating to each activity.

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE 15 MONTHS ENDED 31 MARCH 2025

### 2 Donations and legacies

	Unrestricted funds	Designated funds	Restricted funds	15 months ended Total 2025	Year ended Total 2023
	£	£	£	£	£
Donations under Gift Aid	893,044	500	75,516	969,060	719,330
Grants	-	-	16,015	16,015	20,000
Gift Aid recoverable	223,261	125	18,879	242,265	179,832
Other donations	404,449	40,000	366,935	811,384	671,250
	<u>1,520,754</u>	<u>40,625</u>	<u>477,345</u>	<u>2,038,724</u>	<u>1,590,412</u>

In 2023, The Beatrice Laing Trust gave £20,000 to the Church towards Children and Youth Ministries. This grant has been largely been utilised in the treasure chest room to provide specialist equipment to support work with children with special needs.

### 3 Other trading activities

	Unrestricted funds 15 months ended 2025	Unrestricted funds Year ended 2023
	£	£
Income from building hire	<u>32,725</u>	<u>23,423</u>

### 4 Investments

	Unrestricted funds 15 months ended 2025	Unrestricted funds Year ended 2023
	£	£
Interest receivable	<u>15,244</u>	<u>8,578</u>

**VERSO VINEYARD CHURCH LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE 15 MONTHS ENDED 31 MARCH 2025**

**5 Expenditure on charitable activities**

	BLEND café £	Services & events £	Discipleship & pastoral £	Community & mission £	Verso Care £	15 months ended Total 2025 £	Year ended Total 2023 £
Staff costs	1,212	510,243	280,223	79,142	158,964	1,029,784	686,727
Depreciation	-	49,265	30,791	18,474	24,633	123,163	103,683
Goods for re-sale	8,487	-	-	-	-	8,487	5,459
Services and events	-	48,010	-	-	-	48,010	68,865
Worship	-	18,119	-	-	-	18,119	34,032
Evangelism	-	34,441	-	-	-	34,441	22,809
Training and education	-	-	26,439	-	-	26,439	14,792
Pastoring	-	-	8,038	-	-	8,038	22,619
Mission	-	-	-	28,225	-	28,225	22,800
Community committed	-	-	-	87,881	-	87,881	66,178
Community discretionary	-	-	-	19,849	323,601	343,450	324,872
Other staff costs	-	34,898	19,035	3,173	6,345	63,451	41,374
Premises	-	56,884	35,553	21,332	28,442	142,211	102,149
Office	-	25,640	13,986	2,331	4,662	46,619	37,905
Public relations	-	16,082	4,288	1,072	-	21,442	42,518
Professional fees	-	5,512	3,006	501	6,282	15,301	8,590
Interest payable	-	44,643	27,902	16,741	22,321	111,607	86,306
	<u>9,699</u>	<u>843,737</u>	<u>449,261</u>	<u>278,721</u>	<u>575,250</u>	<u>2,156,668</u>	<u>1,691,678</u>
<b>Analysis by fund</b>							
Unrestricted funds	9,699	742,830	420,895	275,262	83,008	1,531,694	1,172,038
Other designated funds	-	33,142	24,223	539	5,280	63,184	28,052
Restricted funds	-	67,765	4,143	2,920	486,962	561,790	491,588
	<u>9,699</u>	<u>843,737</u>	<u>449,261</u>	<u>278,721</u>	<u>575,250</u>	<u>2,156,668</u>	<u>1,691,678</u>

**VERSO VINEYARD CHURCH LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE 15 MONTHS ENDED 31 MARCH 2025**

**5 Expenditure on charitable activities**

(Continued)

Support costs included above were as follows:

	Services & events £	Discipleship & pastoral £	Community & mission £	Verso Care £	15 months ended Total 2025 £	Year ended Total 2023 £
Governance	4,964	2,708	451	902	9,025	8,456
Finance	2,263	1,235	206	411	4,115	3,206
Information technology	12,510	6,823	1,137	2,275	22,745	21,091
Fundraising consultancy	-	-	-	5,280	5,280	-
Other	12,422	6,775	1,129	2,259	22,585	14,722
	<u>32,159</u>	<u>17,541</u>	<u>2,923</u>	<u>11,127</u>	<u>63,750</u>	<u>47,475</u>

The Auditor's remuneration included in professional fees is £9,576 (2023: £8,400). This includes £3,780 (2023: £3,600) for non-audit work.

Costs of £5,977 were incurred during the year on fundraising (2023: £386).

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE 15 MONTHS ENDED 31 MARCH 2025

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	15 months ended 2025 £	Year ended 2023 £
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**6 Net movement in funds**

The net movement in funds is stated after charging/(crediting):

Depreciation of owned tangible fixed assets	123,163	103,683
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**7 Employees**

The average monthly number of employees during the 15 MONTHS was:

	15 months ended 2025	Year ended 2023
Direct charitable work	13	11
Management and administration	11	8
	<u>24</u>	<u>19</u>

	15 months ended 2025 £	Year ended 2023 £
Wages and salaries	920,837	613,527
Social security costs	74,913	49,996
Pension costs	34,034	23,204
	<u>1,029,784</u>	<u>686,727</u>

No employee earned more than £60,000 per annum, except Mr M Helvadjian as disclosed in Note 9 below.

The church's Memorandum of Association permits the remuneration of Mr M Helvadjian, who is a trustee. No other trustee received any remuneration.

**8 Taxation**

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE 15 MONTHS ENDED 31 MARCH 2025

#### 9 Trustees

Remuneration was paid to trustees who are employed to carry out specific operational roles for the company and to key management personnel as follows:

	Salary	Pension	15 months ended 2025 £	Year ended 2023 £
Mr M Helvadjian	100,877	4,035	104,912	83,833
Mrs S Helvadjian	23,053	922	23,975	3,260
Other key management	48,286	1,931	50,217	37,587
	<u>172,216</u>	<u>6,888</u>	<u>179,104</u>	<u>124,680</u>

Mrs S Helvadjian, wife of Mr M Helvadjian, was employed as Associate Pastor at the end of October 2023.

#### Trustees' expenses

A total of £728 was paid to a trustee and one of the key management during the year (2023:£529), relating primarily to reimbursement of administrative costs.

#### 10 Tangible fixed assets

	Freehold buildings £	Equipment £	Fixtures & Fittings £	Total £
<b>Cost</b>				
At 1 January 2024	5,284,722	132,492	135,076	5,552,290
Additions	-	29,915	-	29,915
Disposals	-	(73,650)	-	(73,650)
At 31 March 2025	<u>5,284,722</u>	<u>88,757</u>	<u>135,076</u>	<u>5,508,555</u>
<b>Depreciation and impairment</b>				
At 1 January 2024	997,500	130,643	135,076	1,263,219
Depreciation charged in the 15 MONTHS	117,121	6,042	-	123,163
Eliminated in respect of disposals	-	(73,650)	-	(73,650)
At 31 March 2025	<u>1,114,621</u>	<u>63,035</u>	<u>135,076</u>	<u>1,312,732</u>
<b>Carrying amount</b>				
At 31 March 2025	<u>4,170,101</u>	<u>25,722</u>	<u>-</u>	<u>4,195,823</u>
At 31 December 2023	<u>4,287,222</u>	<u>1,849</u>	<u>-</u>	<u>4,289,071</u>

The cost of freehold buildings includes land of £600,000 which is not subject to depreciation.

The disposals represents a write off of equipment that is obsolete or has been replaced - there were no proceeds.

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE 15 MONTHS ENDED 31 MARCH 2025

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11	Stocks	15 months ended 2025 £	Year ended 2023 £
	Books	-	3,807

The bookshop has been closed since 2019 and the stock value has been written off in the period.

12	Debtors	15 months ended 2025 £	Year ended 2023 £
	<b>Amounts falling due within one year:</b>		
	Gift aid recoverable	24,251	10,538
	Accrued income	12,225	8,816
	Prepayments	27,930	22,308
		<u>64,406</u>	<u>41,662</u>

13	Creditors: amounts falling due within one year	15 months ended 2025 £	Year ended 2023 £
	Loans	37,140	31,170
	Other taxation and social security	13,706	16,804
	Deferred income	13,126	6,199
	Other creditors	7,442	10,371
	Accruals	33,290	30,332
		<u>104,704</u>	<u>94,876</u>

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE 15 MONTHS ENDED 31 MARCH 2025

14 Creditors: amounts falling due after more than one year	15 months ended 2025 £	Year ended 2023 £
Loans	1,185,605	1,234,834
	<u>1,185,605</u>	<u>1,234,834</u>
	<u><u>1,185,605</u></u>	<u><u>1,234,834</u></u>
	<b>15 Months ended 2025 £</b>	<b>Year ended 2023 £</b>
Payable within one to two year	74,280	75,304
Payable within two to five year	111,420	158,629
Payable more than five year	999,905	1,000,901
	<u>1,185,605</u>	<u>1,234,834</u>
	<u><u>1,185,605</u></u>	<u><u>1,234,834</u></u>

The charitable company has two bank loans, both loans are secured on the property known as 6 & 7 Brick Knoll Park, Ashley Road, St. Albans, Hertfordshire, AL1 5UG.

The first loan was renewed in January 2020 in the sum of £880,000 repayable over 20 years. In 2025 interest on the loan has varied between 6.50% to 7.25% (2023: 5% to 7.25%). Capital repayments are being made monthly and full repayment of the loan is expected by January 2040.

A second loan was initially taken in January 2022 for 12 months on an interest only basis. At term, this loan was renegotiated as a repayment loan over 20 years with full repayment expected by January 2042. The interest accrued was added to the loan balance to total approximately £503,000. In 2025, the interest rate applicable to this loan varied between 7% to 7.75% (2023 6% to 7.75%).

#### 15 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	15 months ended 2025 £	Year ended 2023 £
Within one year	3,160	3,160
Between two and five years	3,828	11,096
	<u>6,988</u>	<u>14,256</u>
	<u><u>6,988</u></u>	<u><u>14,256</u></u>

**VERSO VINEYARD CHURCH LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE 15 MONTHS ENDED 31 MARCH 2025**

**16 Analysis of net assets between funds**

	Unrestricted Funds		Designated Funds		Restricted Funds		Members' Guarantee Reserve		Total	
	15 months ended 2025	£	15 months ended 2025	£	15 months ended 2025	£	15 months ended 2025	£	15 months ended 2025	Year ended 2023
Fund balances at 31 March 2025 are represented by:										
Tangible assets	-		4,195,823		-		-		4,195,823	4,289,071
Current assets/(liabilities)	324,581		250,560		194,432		4		769,577	754,761
Non current Liabilities	-		(1,185,605)		-		-		(1,185,605)	(1,234,834)
	<u>324,581</u>		<u>3,260,778</u>		<u>194,432</u>		<u>4</u>		<u>3,779,795</u>	<u>3,808,998</u>

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE 15 MONTHS ENDED 31 MARCH 2025

#### 17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Balance at 1 January 2024	Movement in funds			Balance at 1 January 2024	Movement in funds			Balance at 31 March 2025
		Income	Expenditure	Transfers		Income	Expenditure	Transfers	
	£	£	£	£	£	£	£	£	£
Verso Care Fund	245,459	77,420	(114,079)	(206,550)	2,250	391,162	373,600	(14,941)	4,871
Verso Care Fund -staffing	-	-	-	181,550	181,550	-	113,361	14,941	83,130
Verso Care Fund -future projects	-	-	-	25,000	25,000	-	-	-	25,000
Reach Fund	59,425	59,009	(63,452)	-	54,982	72,698	67,765	-	59,915
Family Fund	-	3,519	(1,150)	11,481	13,850	5,483	2,232	(3,478)	13,623
Crisis Fund	-	1,662	(1,098)	-	564	74	500	3,478	3,616
Transitions Fund	2,785	10,444	(9,763)	(2,785)	681	3,494	4,144	-	31
Storehouse Fund	-	-	-	-	-	4,434	(188)	-	4,246
	307,669	152,054	(189,542)	8,696	278,877	477,345	561,790	-	194,432

The Verso Care Fund relates to income received by the charitable company for the ongoing resourcing and work of Verso Care. £83,130 of the Verso Care Fund is set aside for future staff costs to provide continuity of operations and growth in the short to medium term. £25,000 is set aside for future projects (subject to raising additional funds). These provisions mitigate against general economic uncertainty and the potential impact this may have on income levels by providing for the most significant operational cost of Verso Care and enabling capital fundraising. These balances will be subject to annual review by the trustees.

**VERSO VINEYARD CHURCH LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE 15 MONTHS ENDED 31 MARCH 2025**

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**17 Restricted funds**

**(Continued)**

The Storehouse Fund was created in 2024 for donations to support the outreach work of Storehouse in Hemel Hempstead.

The Reach Fund was launched in 2022 and relates to income received for projects and activities to enable the 10-year vision of outreach and expansion, and includes investment in and expansion of existing facilities as well as new sites across the region.

The Family Fund was launched in 2023 for donations to support church members facing financial hardship. Access to financial support is through application, and pastoral or Verso Care support may also be offered.

The Crisis Fund was launched to respond to international crisis appeals supported by the Church as they arise. Appeals are made to the congregation for donations when the need arises and the donation amount and recipients are decided by the leadership based on current needs and the balance of the Crisis Fund.

The Transitions Fund relates to income received which is later passed on to its intended third party e.g. mission trips, conference tickets etc.

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE 15 MONTHS ENDED 31 MARCH 2025

#### 18 Designated funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	Movement in funds			Movement in Funds			Balance at 31 March 2025		
	Balance at 1 January 2023	Income	Expenditure	Transfers	Balance at 1 January 2024	Income		Expenditure	Transfers
	£	£	£	£	£	£	£	£	
Building Fund	3,111,002	-	-	(89,784)	3,021,218	-	(117,121)	43,259	2,947,356
Fixed Asset Fund	-	-	-	-	1,849	-	(6,042)	29,915	25,722
Capacity Fund	11,835	-	-	(9,986)	58,904	-	(58,904)	45,000	45,000
Building Development Fund	-	-	-	-	-	40,625	-	20,000	60,625
Infrastructure Fund	-	-	-	-	-	-	-	36,500	36,500
Commitments Fund	-	86,956	(28,052)	-	-	-	(5,280)	36,960	31,680
Community Fund	-	-	-	-	-	-	-	19,041	19,041
Working Capital Fund	-	-	-	-	-	-	-	54,300	54,300
Leadership Change Fund	-	-	-	-	-	-	-	28,000	28,000
Focus 2 Fund	-	-	-	-	-	-	-	12,554	12,554
	<u>3,122,837</u>	<u>86,956</u>	<u>(28,052)</u>	<u>(99,770)</u>	<u>3,081,971</u>	<u>40,625</u>	<u>(187,347)</u>	<u>325,529</u>	<u>3,260,778</u>

The trustees have designated some of the unrestricted reserves in line with the charitable company's strategic plans at the period end.

- The Capacity Fund is for anticipated additional staff costs.
- The Building Development Fund is for building works to include new signage and to extend Treasure Chest facilities.
- The Infrastructure Fund is to invest in upgrading IT including replacing the main server.
- The Commitments Fund is set up to finance fundraising consultancy over the next year.
- The Community Fund represents the balance of 10% of general income that the church gifts to other charities and causes.
- The Working Capital Fund provides support for 2025-6 operations.
- The Leadership Change Fund has been set up to support the change in Leadership that is planned for 2025-6 and transitional arrangements.
- The Focus 2 Fund will finance planned costs for growth in excess of Focus 1 budgeted expenditure.

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE 15 MONTHS ENDED 31 MARCH 2025

### 19 Unrestricted funds

	At 1 January 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
General funds	448,146	1,609,495	(1,407,531)	(325,529)	324,581
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>Previous year:</b>	<b>At 1 January 2023</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Transfers</b>	<b>At 31 December 2023</b>
General funds	418,315	1,110,795	(1,172,038)	91,074	448,146
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>

### 20 Pensions

The charitable company offers a defined contribution pension scheme to its employees and makes contributions to this pension scheme on behalf of its employees. The scheme is open to all qualifying employees and enrolment in the scheme is optional. The contributions payable for the scheme for the period are charged in the income and expenditure account. There was no balance outstanding at the year end (2023: £nil).

### 21 Capital commitments

The authorised capital commitments at 31 March 2025 is Nil (2023: Nil).

### 22 Contingencies

There were no contingent liabilities at 31 March 2025 (2023: £nil).

### 23 Ultimate controlling party

There is no ultimate controlling party.

### 24 Related party transactions

Donations from trustees' and other senior management during the year were £25,685 (2023: £32,264). There were no other related party transactions during the year requiring disclosure except as mentioned in note 7.

During the period, Mr Helvadjian sold a Yamaha CP5 keyboard to the church for £429.

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE 15 MONTHS ENDED 31 MARCH 2025

	15 months ended 2025 £	Year ended 2023 £
<b>25 Cash generated from operations</b>		
Deficit for the 15 months period	(29,203)	(39,827)
<b>Adjustments for:</b>		
Investment income recognised in statement of financial activities	(15,244)	(8,578)
Depreciation and impairment of tangible fixed assets	123,163	103,683
Interest on financing	111,607	86,306
<b>Movements in working capital:</b>		
Decrease in stocks	3,807	34
(Increase)/decrease in debtors	(22,744)	1,391
(Decrease) in creditors	(3,069)	(13,718)
Increase in deferred income	6,927	6,199
<b>Cash generated from operations</b>	<u>175,244</u>	<u>135,490</u>

<b>26 Analysis of changes in net (debt)/funds</b>	At 1 January 2024 £	Cash flows £	Loan facility charges £	At 31 March 2025 £
Cash at bank and in hand	804,168	5,707	-	809,875
Borrowings due within one year	(31,170)	(5,970)	-	(37,140)
Borrowings due after more than one year	(1,234,834)	49,229	-	(1,185,605)
	<u>(461,836)</u>	<u>48,966</u>	<u>-</u>	<u>(412,870)</u>

**Verso Vineyard Church Limited**  
**Financial Activities for the Verso Care Fund**  
**for the 15 Months Ended 31 March 2025**

	15 months ended 2025 £	Year ended 2023 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Value of donated items	307,923	302,045
Donations under Gift Aid	36,416	29,520
Gift Aid recoverable	9,104	7,380
Other donations and grants		
Verso Care Fund	34,746	29,616
Family Support (including Refuel and KIT)	1,883	9,973
Bridge programme	1,091	931
	<hr/>	<hr/>
<b>Total incoming resources</b>	391,163	379,465
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Value of donated items	307,923	302,045
Staff costs	113,361	70,804
Verso Care costs (including Bridge Programme)	10,735	6,437
Family Support costs (including Refuel and KIT)	4,943	6,839
Overhead contribution	50,000	30,000
	<hr/>	<hr/>
<b>Total resources expended</b>	486,962	416,125
<b>Net surplus/(deficit)</b>	<u>(95,799)</u>	<u>(36,659)</u>

In the period to 31 March 2025 the Verso Care Fund made a contribution of £50,000 (2023: £30,000) toward general overhead costs.

This page does not form part of the statutory financial statements

**Verso Vineyard Church Limited**  
**Financial Activities for the Verso Care Fund**  
**for the 15 Months Ended 31 March 2025**

RESERVES	Verso Care Fund			
		Operational Costs	Staff Costs	Future Projects
	£	£	£	£
Reserves at 1 January 2024	208,800	2,250	181,550	25,000
Income	83,240	83,240	-	-
Expenditure	(179,039)	(65,678)	(113,361)	-
Allocations	-	(14,941)	14,941	-
<b>Reserves at 31 March 2025</b>	<b>113,001</b>	<b>4,871</b>	<b>83,130</b>	<b>25,000</b>

The Verso Care Fund receives income for resourcing the services of Verso Care.

The trustees have allocated £83,130 of reserves carried forward for future staff costs to provide continuity of operations and growth in the services offered by Verso Care in the short to medium term. £25,000 is allocated for development of future projects and long term sustainability planning.

These provisions mitigate against the effect economic uncertainty may have on income levels by providing for a significant operational cost of Verso Care and to enable further fundraising for future projects and ongoing operational costs.

The balances set aside will be reviewed, as a minimum, annually.

This page does not form part of the statutory financial statements



# versOcare

## 2024/5 INFOGRAPHIC

### Through the year WE GAVE

#### FOOD & NON FOOD

Verso Care provided families, couples and individuals with **277** food parcels, and **7,112** non-food essential items. As well as supporting **16** other charities, Verso Care provided **375** custom food parcels to local Asylum Seekers and Refugees.

#### PARTNERSHIP WITH ST ALBANS FOODBANK

As a result of collectively working with other organisations within St Albans we have supplied essential emergency **955** food parcels.

**23,938**

Items donated to other charities

**2,308**

Adults and children provided with food

**2,779**

Mentor hours provided

**5,702**

Items provided

#### BRIDGE MENTORSHIP PROGRAMME

Currently **42** mentees have signed up to the programme with **8** mentors, resulting in **1,125** visits to the Verso Care shop.

#### KIT CLOTHING & EQUIPMENT

Guests are able to request clothing, shoes, essential equipment & gifts that have been donated, including school uniforms.

# versoCare

2024/5 INFOGRAPHIC

At Christmas WE GAVE

## CHRISTMAS EVE HIGH TEA

For the past sixteen years Verso Care has provided a Christmas event for the elderly and lonely in the community. We were also able to bless them with **88** Christmas Gifts

54

High Teas

## ABUNDANCE BAGS

Essential Christmas bags were given to clients containing items they might need for Christmas along with **134** Advent calendars.

96

Abundance Bags

## FESTIVE FOOD PARCELS

Fresh food parcels were given out to families, couples and individuals on Christmas Eve which contained everything for Christmas day lunch.

31

Festive Food Parcels

## ANGEL TREE GIFT

Christmas is difficult for prisoners' children. The Angel Tree programme allows the bond between parent and child to continue and grow.

65

Angel Gifts

## CHILDREN'S GIFTS

Guests were able to chose one main present and several stocking fillers.

1,509

Gifts

90

Extras

## CHRISTMAS EXTRAS

Christmas wrapping paper, cards and gift bags were donated alongside the gifts we gave out.

**Verso Vineyard Church Limited**

England & Wales - Charity number 1066846

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# Accounts

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Charity registration number 1066846

Company registration number 3445897 (England and Wales)

**VERSO VINEYARD CHURCH LIMITED**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

# VERSO VINEYARD CHURCH LIMITED

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# VERSO VINEYARD CHURCH LIMITED

## REFERENCE AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	Mr Mark Helvadjian Mr Bruce McKinnon Mrs Ruth Robb Dr Andrea Taylor-Cummings Mr Tim Winfield
<b>Company Secretary</b>	Mrs Gil Yon
<b>Charity number</b>	1066846
<b>Company number</b>	3445897
<b>Registered address</b>	7 Brick Knoll Park Ashley Road St Albans Hertfordshire AL1 5UG
<b>Auditor</b>	Felton Chartered Accountants & Statutory Auditor 1, The Green Richmond TW9 1PL
<b>Bankers</b>	Reliance Bank Limited Faith House 23-24 Lovat Lane London EC3R 8EB
	Barclays Bank Plc PO Box 104 St Albans Hertfordshire AL1 3AN

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT

### FOR THE YEAR ENDED 31 DECEMBER 2023

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The trustees are pleased to present their report and the financial statements of the charitable company for the year ended 31st December 2023. During 2023, the name of the charitable company was changed from Vineyard Christian Fellowship of St Albans to Verso Vineyard Church Limited.

#### DIRECTORS AND OFFICERS

The trustees of the charitable company are also its directors for the purposes of company law. This trustees' annual report therefore also contains the information required for a directors' report under company law. In this report the directors are collectively referred to as the trustees or the management committee. The charitable company throughout this report is referred to as the church.

The trustees serving during the year and since the year-end are as follows:

Mr Mark Helvadjian  
Mr Bruce McKinnon  
Mrs Ruth Robb  
Dr Andrea Taylor-Cummings  
Mr Tim Winfield

Company Secretary:  
Senior Pastor/Chief Executive Officer:

Mrs Gil Yon  
Mr Mark Helvadjian

#### OBJECTIVES AND ACTIVITIES

The objects of the church, as stated in the Memorandum of Association, are the advancement of the Christian faith in the United Kingdom and throughout the world, the furtherance of religious or secular public education, the relief of the poor, needy, sick, and elderly, and other such objects as the management committee shall see fit.

In fulfilling these objectives, the church holds Christian services, provides educational and training sessions, provides children's and youth activities, and performs acts of service and charity within the local community, the wider area and overseas.

An encounter with Jesus' love and acceptance, His compassion and friendship, His forgiveness and healing changes people. When people respond to Jesus' invitation to follow Him, transformation happens within the individual but also ripples out to relationships, family, workplaces and society.

To make Jesus known, the church continues to extend its reach, to reach those who do not yet know Jesus. It does this through creating spaces and places for people to encounter Jesus. The ministry and activities of the church are supported and enabled by hundreds of volunteers, partner organisations and a staff team of 28 people.

The church owns two warehouses that have been converted to provide:

- A double height atrium used to welcome visitors and host events and activities
- A second atrium used for children's registration for children's work at the weekend and hosting Verso Care (formerly known as the Care Centre) during the week. Warehouse spaces and rooms provide facilities to operate a foodbank for those in need of emergency support, clothing and equipment. Other charities in addressing similar issues are also resourced by Verso Care. These areas are also used on Wednesday afternoon in the support of Verso Care guests who are members of the Bridge programme. Bridge members shop for food and other essentials in a small 'supermarket' and access a range of support offered by partner organisations and mentors. Verso Care continues to grow and develop pathways to support guests in changing their lives
- Two refreshment bars, BLEND café, kitchen, washrooms, bookstore, offices, meeting rooms and recreational areas to support the activities of the church
- A large auditorium with seating for 730 people over two floors fitted out with a large screen, projectors, lighting and technical support which is used as a worship centre
- A suite of rooms and facilities for Village Kids providing ministry for babies and young children up to the age of 4 years old
- Recently developed spaces for Youth, Ventureland (children aged 5 to 10 years) and Treasure Chest (a safe environment for children with additional needs to feel nurtured in their faith journey and support their families)
- Studio and production rooms

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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In relation to the Charity Commission's guidance on public benefit, the following are examples of specific activities aimed at the public:

- Verso Care which includes emergency food provision, the Bridge programme offering access to a social supermarket and tailored support packages including mentoring, training opportunities, KIT (clothing and resources for children), Refuel offering meals and activities during school holidays to those in receipt of free school meals
- Partnering with organisations to offer support and advice to Verso Care guests covering addiction, mental health, legal advice, statutory agencies, and support workers
- Resourcing other local charities and statutory agencies with food, clothes and equipment
- Courses such as pre-marriage, marriage, parenting, life skills and health and wellbeing
- Children and youth programmes
- Hosting other organisations providing services which benefit the community e.g. NHS Blood Donation sessions
- Providing opportunities to be part of a supportive and diverse community doing life together

#### Activities Planned for the Year

As we exited the liminal space of 2022, leaving behind the restrictions of the pandemic, 2023 has been a year of new opportunities and open spaces. The activities planned for this year were:

#### Services and Events

- Manage transition to two Sunday morning services in the first quarter of 2023 to include recruitment of team for all ministry areas
- Continue to develop online capabilities and content by investing in worship and technology
- Continue to grow Sunday teams for all ministries – parking, welcome refreshments, online hosts, production, Youth, Ventureland, SEN and Village Kids and update role descriptions
- Set up and equip new stewards' team
- Continue to build synergies across Youth, Ventureland, Treasure Chest and Village Kids
- Youth and Children's Ministries to continue to lead Every Generation services
- Refresh fire evacuation procedures for Village Kids to include investment in new radio handsets
- Develop and build team to launch a toddler group during the week
- Continue to enrich Village Kids teaching with animated worship songs and videos
- Enhance the teaching framework for Ventureland curriculum
- Develop Treasure Chest ministry and provide training for team
- Raise up new Ventureland leaders to lead and oversee various ministry areas
- Launch a weekly after-school café for youth to bring their friends to
- Continue to build upon the success of youth events hosted with STEP and the 267 Project
- Develop sung, dance and creative worship within the youth ministry
- Grow engagement in Light Revolution filming events and in online views
- Continue to support Hatfield site in their outreach and ministry
- Find a venue for Hatfield site
- Build team for prison ministry to support the second multisite – The Mount
- Build and nurture a worship leadership team
- Support and invest in worship, audio and production team through UK Vineyard Retreat, Sound Summit and song writing workshops
- Connect and strengthen relationships with other worship ministries
- Create our own music ministry and produce a worship album

#### Discipleship and Pastoral

- Continue to support and promote Connect groups to build community and provide discipleship opportunities through leader training, resources, and publicity
- Review Connect group operations by encouraging attendance recording, performing health checks, updating role descriptions and refreshing packs
- Develop and deliver Equip courses including a biblically based justice and compassion course and move toward year-round coverage
- Continue to identify, train and equip emerging multi-site leaders, church planters and team
- Build team for running Restored Lives-course and develop into an evangelistic course
- Explore a healthy prophetic ministry group
- Build network and relationships with external counsellors and professionals
- Continue to support and promote existing ministry and outreach groups and their activities such as RISE, and men's ministry
- Encourage volunteer led new events and activities in line with the vision of the church

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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- Increase the number of young people engaging in the one-to-one mentoring programme
- Resource parents through regular emails, events, and parenting courses
- Refresher Child Protection and safeguarding courses for volunteers working with children and adults at risk
- Provide spiritual abuse training for key pastors
- Build a 4-year curriculum of teaching for youth ministry covering core doctrine and Vineyard distinctives
- Through fundraising events, make the DTI event affordable for all youth to come and to invite friends to
- Expand the pastoral care team (staff and key support workers) to meet the rising demand for support needed by individuals
- Continue to offer online and telephone pastoral and prayer support which reaches people who may not engage face-to-face

#### Community

- Continue to support the Bethesda Orphanages in India housing 150 children and 10 widows
- Continue to support Wide Awake International working with orphans with special needs in Ukraine. Include a ministry update for the congregation in a Sunday service
- Continue to support STEP (St Albans & Harpenden Education Programme) and be intentional in building relationships with STEP and The 267 Project as a partners in youth outreach
- Continue to promote and manage the Crisis Fund to provide financial support to crisis situations supported by the church e.g. Tearfund - Afghanistan and Turkey/Syria, Wide Awake International - Ukraine
- Continue to make the building available to benefit the wider community e.g. NHS Blood & Transfusion team, Herts Welcomes Refugees and explore community use of the new facilities
- Launch the Vineyard Family Fund to invite applications for financial support from members of the church who are struggling financially. Applications will also be matched to other support that can be offered either through Verso Care or from the pastoral care team
- Arrange a Christmas Day meal, building volunteer team and seeking funding

#### Verso Care

- Maintain and nurture the relationship with St Albans & District Foodbank (part of Trussell Trust network) who provide emergency food provision through Verso Care
- Strengthen existing relationships with charities supported by Verso Care through more regular contact
- Create a role to manage community engagement and publicity for Verso Care, build relationships with partners (Mind, St Albans District Council, Family Centres, Family Lawyers, Christians Against Poverty, The Living Room, Computer Friendly, Morgan Sindall, STANTA, Job Centre Plus and Oaklands College) and develop links with new organisations to enhance to support offered to guests
- Continue to raise income to fund Verso Care through donations and grants
- Partner with Redemption Roasters to provide training and work experience for guest volunteers in a pay as you feel café during Verso Care sessions (which could be extended to other ministries/events)
- Develop a garden project called Eden. Guests will learn how to grow food in sessions arranged on an allotment which will then be available in the Bridge shop.
- Review pastoral care and training for team members
- Create a discipleship and leadership pathway for team and guests and on-going development of in-house training programmes for guests
- Grow Gateway sessions – a pathway from emergency food provision through FEED to the Bridge programme
- Hold quarterly tours of Verso Care to heighten awareness
- Recruit more volunteer team members across all areas of Verso Care
- Expand support for families through running cookery workshops, offering the opportunity to complete a Food Hygiene qualification and work experience in using skills during Refuel sessions
- Plan family outings and trips for Refuel sessions
- Review and oversee development of Verso Care databases

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

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### Business Support and Operations

- Review branding strategy and consider suitability for a multisite model
- Continue to fit-out and develop the new spaces created for Youth, Ventureland and Treasure Chest (Special Educational Needs provision)
- Occupy and resource new studio and tech rooms
- Re-arrange interest-only development loan to full repayment basis
- Develop conference hosting capabilities and run two conferences in 2023
- Review pay structure to invest in staff and ensure living wages are paid
- Recruit Audio Producer with responsibility for sound engineering at services
- Expand the staff team to invest in young adults, youth, and children's ministry to include an additional youth worker role and two part-time children's assistants
- Continue to develop multisite support plans and procedures
- Create safeguarding resources and training videos and develop a member only safeguarding area
- Review policies and conduct a HR audit
- Upgrade the Parrot room used by Village Kids
- Plan, cost and manage the refurbishment of atrium 2 washrooms to include laundry and showering facilities for use by Verso Care

### ACHIEVEMENTS AND PERFORMANCE

#### Services and Events

Although the restrictions and limitations of the pandemic feel so distant now, the church started the year with only one service on a Sunday and a plan to move back to two services. The second morning service was reintroduced during the first quarter of 2023 after a concerted effort to increase volunteer teams. The youth team resourced and ran two Sunday morning youth sessions and have updated the recruitment pack to simplify the volunteer application process.

At the start of the year when there was just one service the average weekly attendance was 471 people. Attendance has increased over the period and the average attendance in last quarter of 2023 was 563 people. These figures relate to adults attending the service onsite at Verso St Albans and excludes those volunteering in Youth and Kid's ministries. Attendance on Easter Sunday was 740 and the Christmas Eve carol service attracted 775 people. The highest weekly attendance figures were at the end of October at 810 people. Online viewing varied week to week throughout the year with average weekly viewing for the year being 417.

The church continues to be underpinned by prayer through the Watch whereby people are invited to pray daily for a month for spiritual growth, relational growth, provision and protection. The Watch is changed on the first Sunday of the month and other people commit to daily prayer in these areas. Breakthrough, the weekly online prayer meetings continue for deeper intercession with a wider remit.

Recruiting volunteers to different ministry teams is an ongoing and challenging process which can be a limiting factor in pursuing everything God has called us to. There has been significant growth in the congregation and now the challenge is to grow the ministry teams to support this growth. There is a need to rethink how people become connected and involved so a culture of consumerism does not creep into the church community. There will be changes in 2024 to address these concerns. At this time, there is a limiting effect in setting up new volunteer led initiatives, creating new teams, expansion of existing ministries and developing current volunteers into leaders.

Investment in worship and technology has continued in 2023 with new equipment and lighting for the main auditorium. The worship leadership team of four people meet regularly to provide direction and leadership in this area. The worship teams have been equipped and inspired through attendance at vocal workshops, a Worship Retreat, the Sound Summit and song writing workshops. Initial work has been carried out towards creating Verso Music and the song writing workshops have equipped people to work on new songs for a worship album.

Relationships have been strengthened with other worship ministries such as Chapel Co, Vineyard Worship, Kings Cross Church and other Vineyard churches through hosting guest worship leaders and reciprocal visits.

A Worship Garden evening of creative worship including sung worship, dance, prayer room, journalling space and prophetic art took place in September at Verso St Albans with the option to purchase art provisions. This was a wonderful space that attracted 105 people to express their worship to God creatively.

# **VERSO VINEYARD CHURCH LIMITED**

## **TRUSTEES' ANNUAL REPORT (CONTINUED)**

### **FOR THE YEAR ENDED 31 DECEMBER 2023**

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We desired to create a space to host the Spirit of the living God well, to encourage freedom in worship through diversity and creativity, to create space to be with God and one another. SPACE at Verso St Albans is a monthly worship gathering which attracts an average of 60 people. SPACE has taken people deeper into worship through sharing their creative giftings in fellowship with each other.

The Worship Pastor has helped support the multi-sites by resourcing and visiting both Verso Hatfield and Verso The Mount. All the worship teams from youth, kids, main auditorium and Hatfield gathered in the last quarter of the year for a day of training and fellowship and the plan is for this event to be annual. Oversight and support for youth and children's worship ministries has continued. Youth bands are continuing to grow and develop, with three distinct bands currently running in rotation. More youth have expressed an interest in worship, so this is expected to develop in 2024.

At the beginning of the year God was stirring something in our church family regarding Young Adults. Two volunteers responded to this prompt and in May they started a group for Young Adults to meet once a fortnight at Verso St Albans. Initially the group started with attendance of 7 or 8 people but this rapidly increased so that by September there was a leadership team of 9 and a socials team of 4 to support the ministry. The average attendance at the Monday evening meetings was 35 people and there was a time of worship led by the Young Adults, games, prayer and smaller Bible discussion groups. A small team went to the University of Hertfordshire during Freshers Week to connect with students, welcoming them to the area, sharing the Gospel and inviting them to church. A local student and young adults network began to emerge with Forest Town Church, St John's Church Hatfield, and Herts Christian Union which led to an event at Verso St Albans called "If you could ask God anything..." where two speakers from The Oxford Centre for Christian Apologetics (OCCA) answered questions from an audience of around 50 young adults. In November, 8 young adults attended the VCUKI weekend conference "Cause to Live for" in Nottingham. Socials are a fun way to connect with others and included impromptu pub visits, lunches after Sunday services, Pizza Night, Bring and Share dinner (with international cuisine) and a movie night. The young adults were also encouraged to think about serving the wider community with the Kids team and the Welcome Team being popular choices.

It has been an exciting year for youth and children's ministry as they have inhabited the new spaces developed for their ministries. The teams have worked closely together to organise and lead two Every Gen(eration) services on the 5th Sunday of the month. Both services were exciting, vibrant and interactive – such great opportunities to join together as a church family. Cohesion between the youth and children's ministries has continued to be strengthened with youth getting involved in Ventureland either as part of worship, dance, technical support or assisting in groups.

Verso Youth have made full use of their new spaces and the young people have continued to grow in faith and build supportive relationships with one another. The average weekly attendance across the year was 84 young people, with the highest attendance being 136 one week in September. Attendance tends to be higher during term time and varies during the holiday weeks. Through partnerships with STEP (St Albans & Harpenden Education Programme), The 267 project and others (known as The Collective), the calendar of youth outreach events including Illuminate at Ninja Warrior, Illuminate Prom and Illuminate Night at Vineyard have been amazing and transforming. Other FUEL events are run three times a year by churches partnering together allowing a large group of young people to worship in contemporary and creative ways. A weekly after-school café called Illuminate Café launched in September for youth to bring their friends to. At the end of the year, those attending were an equal split of youth from within the church and friends from outside the church.

Verso Youth have continued to grow their online presence through Light Revolution filming events. There are now 395 subscribers, and 95 videos uploaded – total views were over 404,000. Regular filming days are increasingly attracting participation from young people on the fringe of church.

The new Ventureland space is garden-themed, and volunteers created a river and waterfall out of mixed fabrics and accessories that runs along one of the walls. This is not just for decoration but is used for groups of children to spend time in the river soaking up the presence of God. Large colourful canvases hang from the walls and both Ventureland and Treasure Chest (a dedicated room for children with special needs) have been updated with cloud filters for ceiling lighting to represent the sky thanks in part to a donation from a member of the congregation.

The Treasure Chest ministry has flourished from its launch in 2022 with 5 volunteers and an empty room. The room has been transformed thanks to receipt of a grant from The Beatrice Laing Trust and is now fitted out with specialised soft play and sensory equipment, toys and educational resources. Treasure Chest is now a colourful, safe and inviting space for with children with special needs and their parents and is valued and a great resource. Training has been provided for the team to include Positive Handling.

# **VERSO VINEYARD CHURCH LIMITED**

## **TRUSTEES' ANNUAL REPORT (CONTINUED)**

### **FOR THE YEAR ENDED 31 DECEMBER 2023**

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A Ventureland team night shared the vision for the ministry with volunteers and leaders and provided an opportunity for training. The Children's Assistant that worked in Ventureland for part of the year produced an updated team booklet full of key information and guidance. There is now a full team of volunteers to support the registration team, growth in the teaching and overseers' team but a slight reduction in the Treasure Chest team. There is still progress to be made raising up overseers of the worship, teaching and pastoral areas. Young people also serve and like being involved in the registration process and the worship bands.

The teaching curriculums for both Ventureland and Treasure Chest is being refreshed and the base framework is now in place to reflect God's wider family, Jew and Gentile together. Teaching for the children has been enriched through 5 visits by Gerry Cohen, a Messianic Jewish Rabbi, who led 5 services in Ventureland and also spent time in Treasure Chest.

Village Kids have seen team impacted by the drop in birth rate post pandemic with fewer babies and therefore less parents volunteering. The average weekly attendance across the year was 52 children with the highest weekly attendance being 72 children. The attendance decreased slightly in the last quarter of year, consistent with the older children moving into Ventureland and fewer new babies. Only four baby packs were given out in 2023. It is noticeable that a few people who volunteered before the pandemic have not returned although more parents are returning to church with children ages 1 to 2 years old.

The Village Kids team have continued to provide fresh resources and teaching has been enriched with animated worship songs and videos through subscription services including Orange Music.

The Village Kids pastor at the St Albans site has developed resources for multi-site use for children aged 0 to 5 years old. This has been a major project that has only been made possible with the recruitment of a Children's Assistant. Resources have also been provided to the Hatfield site for children aged 5 to 11 years old. In addition to this, fire evacuation procedures have been updated and new radio handsets were purchased to improve communication and door security.

Unfortunately, the plan to launch a toddler group was not viable in 2023 but will be reconsidered towards the end of 2024 or early 2025.

Services were held to celebrate milestones in people's faith journeys. Thirteen children were dedicated to God in services throughout the year. Each child and their family received prayer during the service and a small gift. On Easter Sunday, 17 adults and young people were baptised after completing preparation classes.

Verso Hatfield succeeded in finding a venue close to Hatfield town centre and were excited to launch their weekly Sunday services in April. The core team of about 12 people have continued to build relationships with one another and have worked incredibly hard. Verso St Albans have helped in the areas of worship, administration and children's ministry by providing resources and support. The children's ministry has grown so that two rooms are now utilised whereas at the start all children were taught together. People have encountered Jesus and have also been introduced to Verso Care for practical support. A Verso Hatfield group led by two volunteers meets twice a month in a café for fellowship. Attendance at Verso Hatfield averages 30 adults and 12 children at the weekly service and is growing. The University of Hertfordshire is located in Hatfield and representatives from Verso Hatfield and Verso St Albans were involved in the Fresher's Fair to make new students aware of the opportunities to be part of a contemporary faith community.

A prison ministry team was established to support Verso The Mount, an outreach in HMP The Mount. The team were trained and equipped, and a prayer team set up to pray for the men and staff. The Justice and Compassion Pastor spent two days each week at the prison as part of the chaplaincy team and built a team of inmates that preach, teach, pray, read the Bible and lead worship during services as well as running a bereavement course with another team member and carrying out pastoral care visits. Guest speakers have been invited into the prison from other Vineyard churches and the Verso Worship Pastor has supported the worship team in the prison. The church has joined the Welcome Directory which is run by two volunteers and is an important link for those leaving prison to find a supportive church to belong to. Work with Westminster Theological College to introduce theology courses into the prison is ongoing.

One significant achievement during 2023 for the Justice and Compassion Pastor was the acceptance of VCUKI as part of the Free Churches Group. This opens the way for people in the wider Vineyard movement to become prison chaplains.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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#### **Discipleship and Pastoral**

There are a number of ways the church provides opportunities for discipleship and pastoral care for its members which starts with making visitors welcome and helping them to settle into the community. The welcome desk is a good start point and visitors can collect a welcome bag giving more information about the church and a voucher for a free drink from the BLEND café. Two Newcomer lunches were held after the Sunday services in the BLEND café. These events provide an opportunity for those who are new to the church to meet with some church leaders and make connections with one another.

The church runs EQUIP courses, led by teams of staff and volunteers, designed to support spiritual growth. The Introductions Equip course, the church's foundational course, was run twice during 2023, once in March and again in October. In total 36 people attended, and the feedback was incredibly positive. The course includes examining the church's foundational beliefs, teaching on the Kingdom of God, discussion regarding finances, future plans and a tour of Verso Care. 20 people signed up for a Creative God course over four weeks in March. This course allows participants to worship God creatively through painting, drawing and writing. The course received great feedback and requests to run it again. Unfortunately, we were unable to run a biblically based justice and compassion course this year due to other activities taking priority. 'Parenttalk – the teenage years' was an EQUIP course run by the youth team for parents of teenagers. This was a six-week course developed by Care for the Family and the parents spoke about continuing to meet as a group in the future. Ventureland and Village Kids are hoping to run parenting courses in 2024.

Discussions have taken place with youth pastors of other large churches in respect of developing a 4-year teaching curriculum for youth ministry; this is something that will take time which the team will work towards. It is important to build in flexibility to the curriculum to allow space for alternative focuses that may arise throughout the year. Fundraising events were arranged in 2023 to subsidise the costs for young people attending the summer DTI camping festival (a national Vineyard Youth event) and as an opportunity to invite friends. Two Nerf Quest events turned the church into an adventure zone with an average of 177 attending each session. There was also a fundraising Quiz Night which attracted 72 people. Going forward the funds raised through these events will focus upon those in greater need and investment in resources required to increase future capacity for DTI attendance.

In 2022, Vineyard Churches UK and Ireland (VCUKI) launched a movement-wide leadership development programme called Vineyard Ministry Pathway to offer training and support for people to step into their calling. For the academic year 2022/23, the church ran an Essentials course on a monthly basis to cover the most important and foundational aspects of leadership. This course was volunteer-led and open to people who are hoping to or are already leading in ministry.

The Vineyard Leadership College follows on from the Essentials course and is a year-long part-time programme for those with a vocational calling or a desire for church planting as part of a discernment process. There are a series of training environments provided under Launch training and the option to study Kingdom theology through different modules and courses provided by Westminster Theological College.

These opportunities have not been promoted as much as we anticipated as capacity to oversee leadership training has been limited due to illness. However, the leadership team has continued to identify and equip emerging multi-site leaders, church planters and team. A core Vineyard value is that "everyone gets to play" and volunteer led events and activities are always encouraged. The new ministry for young adults was driven forward by volunteers and new multi-site ideas are raised by volunteers and put into practice through volunteer-led teams.

Verso Groups (formerly Connect groups) are the primary way to build community, to disciple one another and grow faith. 358 people are currently signed up to regularly attend Verso Groups. There are 44 different Verso Groups led by approximately 88 volunteer group leaders. During the year 6 additional groups were set up and more are planned for 2024. The number of business clubs operating under Verso Groups has increased and in November the first quarterly breakfast meeting known as BC XL was launched. 53 people were in attendance and interest in the groups has continued to grow. Group leaders were resourced through training sessions and leadership meetings took place during the year for all those involved in leading the various ministries. At the summer meeting people socialised at a leaders' BBQ. There is still work to be done in gathering data for Verso Groups in the form of attendance recording, updating role descriptions, performing health checks and refreshing resources.

The women's ministry is called RISE and they operate with a core leadership of 9 women. There are 157 women signed up for women's ministry. The main meetings happen twice a month with average attendance of 45 to 50 women. In addition to the main meetings, 28 women have signed up to two RISE Verso Groups that meet twice a month, in the weeks the main meeting is not operating. There are plans to increase the number of RISE Verso Groups next year.

# **VERSO VINEYARD CHURCH LIMITED**

## **TRUSTEES' ANNUAL REPORT (CONTINUED)**

### **FOR THE YEAR ENDED 31 DECEMBER 2023**

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We now have The Prophetic Company, which is a women's group focusing on, teaching and encouraging the gift of prophecy. This runs twice a month and falls under the RISE ministry. There are 25 to 30 committed members of the group. A prophetic group for men is being explored to start in 2024.

The men's ministry had a core leadership group of 6 men and groups covering different areas of interest such as golf, Bible study, cards and photography with, on average, 8 to 12 men attending each group. There were 5 large events over the course of the year including 2 BBQs, 2 Friday evening events and a Christmas Hog Roast. The average attendance at these events was 40 men.

The youth mentoring programme continued and at the end of the year there were 14 mentors and 7 youths actively being mentored. The young people have found the mentoring to be helpful and there are plans to increase capacity by training up new mentors before establishing if other young people would be interested in mentoring.

Staff changes within the Discipleship and Pastoral staff team mean that we now have two full-time staff to meet the rising demand for support. The Sunday morning prayer team has prayed for over 1,500 people (2022: 1,256), across the two services at Verso St Albans and responded to 35 online prayer requests (2022: 136) during the services. The team has 57 members split over a four-week rota.

Support and follow up care was offered to 68 people who required pastoral assistance and 25 offsite pastoral visits were made in 2023. The team at Verso St Albans are there for Verso Care team members and the multisite teams at Hatfield and The Mount. Support was also offered by the team to multisite individuals and 3 referrals from Verso Hatfield were made during the year.

Pastoral support for 10 people was provided from a small ministry team (SMTs) (2022: 13). Flowers and cards were sent to 19 individuals and families at times of bereavement or illness (2022: 16). Verso groups members also supported each other through life's challenges including providing meals when helpful. There were two weddings offsite at which a Pastor was the celebrant and a further ceremony on-site conducted by the Authorised Persons. There were three onsite funerals and one taken offsite.

The pastoral team develop and run a series of courses to address different issues or situations people face in life. The plan to run a Restored Lives in 2023 has been deferred to 2025. In 2023, resources were focused on building team of 17 people to run a Restore Course from September to December. This 9-week course provides opportunities for participants to address personal issues in a safe and confidential environment. One participant commented 'the best way I can describe Restore is as 'open heart surgery.' Painful (sometimes brutally so), challenging and it comes with many tears. However, it is also beautifully liberating, empowering and transformative.'

As part of building relationships and networks with external professionals, the church has partnered with Lighthouse Ministries who provide deeper prayer and deliverance ministry as well as training. To date 11 people have been referred to Lighthouse and the feedback has been encouraging. Other organisations that the church has built relationships with include Healing Prayer School and Journey UK (creators of The Restore Course).

The weekly prayer meeting, Breakthrough, ran throughout the year to pray together for the life of the Church, the community and the world; the meeting is conducted online. PrayerNet is a prayer initiative for members of the congregation to request emergency prayer support. In 2023, 12 requests were received and there are 84 PrayerNet members who then offer prayer for those requests (2022: 22 requests and 87 PrayerNet members). The level of demand for online and telephone pastoral and prayer support has decreased but is still available on request.

There have been some high-profile situations of spiritual abuse reported in the press over the past few years which have sadly impacted the lives of individuals and tarnished the reputations of churches and church leaders. It is vitally important that our leaders are equipped in this area and some of the key pastors have attended spiritual abuse training this year. There are plans for other staff to access this training and to share the key learning points with team and Verso Group leaders.

Safeguarding and child protection continue to be a priority for the church in creating safe spaces and places for all. Safeguarding updates have been a feature of team training and those in key roles, whether voluntary or paid, undergo appropriate safeguarding checks and are equipped through relevant training for the role that they do. All new staff completed Suicide Awareness training in 2023. Suicide Awareness training will be repeated by all staff annually.

# **VERSO VINEYARD CHURCH LIMITED**

## **TRUSTEES' ANNUAL REPORT (CONTINUED)**

### **FOR THE YEAR ENDED 31 DECEMBER 2023**

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#### **Community**

The leadership team started to review the church's mission strategy towards the end of 2023 and this work is ongoing. The desire of VCUKI is that the commitment to "go and make disciples" would develop into long term healthy partnerships, where friendships are cultivated, disciples are made, churches planted, neighbourhoods are transformed and whole countries are impacted. The church is hoping to move towards a model of mission that is aligned with that of VCUKI through partnership with established or emerging Vineyard movements. This is a departure from the project-focus that has shaped our past mission support.

The church has a Crisis Fund which collects donations to financially support crisis situations supported by the church congregation. These funds are allocated by the leadership team to different humanitarian crisis situations as they occur. A donation was made to Tearfund from the Crisis Fund in May to support the crisis in Turkey and Syria. Donations continue to be collected for this fund and at the end of the year there was a balance of £564 available to carry forward into 2024.

The church has continued links with Wide Awake International working in Ukraine with orphans with disabilities ([www.wideawakeinternational.org](http://www.wideawakeinternational.org)). The charity works towards deinstitutionalisation of this vulnerable and forgotten group of people. In February, two individuals who set up the project visited the church and provided an update on the situation in Ukraine. A group of people continue to pray for Afghanistan. Worldwide issues are supported in prayer through our Breakthrough prayer evenings.

During 2023, we supported the Bethesda Mission Trust in India which provides housing and education for children and widows. This charity is currently licenced by the Indian government to receive foreign funding under the Foreign Contribution Regulation Act (FCRA). In the past 10 years, an increasing number of Christian non-profit organisations have had their licences revoked and this does present a risk for the Bethesda Mission Trust to mitigate against. The support for Bethesda Mission Trust will be considered under the review of the church's mission strategy.

The Family Fund was resourced and launched in 2023 as a response to the current cost of living crisis Church members who are facing financial difficulties can apply for support. Additionally, applicants can also access the services of Verso Care and support from the pastoral team where appropriate. In 2023 there were 3 applications to the Family Fund and a total of £1,150 was dispersed.

The church continues to support STEP, a charity working in local secondary schools providing assemblies, workshops and support operated within a Christian framework and with an underlying gospel message. STEP operates from our premises and greater synergies have evolved as we work together in partnership. We support STEP in running retreats for secondary school students by providing spaces within our building to enable large numbers (120-150) of students to participate. Verso Youth have also partnered with STEP to run 11 Light Revolution filming workshops across three retreat days for year 7 students from two local schools. A new Haven Local group has been set up at Verso St Albans in partnership with STEP and The Haven ([www.haven.uk/local](http://www.haven.uk/local)) to provide a safe space for young people aged 12 to 18 years old struggling with problematic anxiety. STEP also hosted a Riding Lights theatre production for two performances at Verso St Albans which attracted 519 over two performances. In total for the academic year ending in 2023, STEP calculated that there were 3,365 visitors to the building for various retreats and events.

We have continued to seek fresh opportunities for people to make use of our premises and a film company hired space for the cast and team to be based whilst filming in the local area. Regular hires have also continued including NHS Blood & Transfusion team, Mind in Mid Herts, Herts Welcomes Refugees, One YMCA, Alban Healthcare, Women of Nations and the Women's Institute. Herts Adopters Group now meet at Verso St Albans for a monthly coffee morning to offer companionship and support for one another.

The church held a family Christmas fayre which was open to the local community. There was a rolling programme of short children's films showing in the auditorium, refreshments, hot dogs and stalls selling local crafts and gifts. This year we also had a live nativity scene in the courtyard outside the second atrium with a variety of animals and a couple of shepherds. There was a leaflet drop to the local area to notify people of this and other Christmas events which resulted in a higher footfall than in previous years.

The Angel Tree appeal was supported by church members and Verso Care again in 2023 to provide a gift for 70 children (2022: 50 children). This appeal gives fathers serving a custodial sentence the opportunity to write a note to send with a Christmas gift to their child(ren).

The church hosted a Christmas Day gathering for those in the wider community who may find themselves alone or struggling and served 55 Christmas meals (2021: 44) thanks to a team of volunteers. In addition to a warm welcome, each guest received Christmas gifts.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

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TRAID are an organisation that sell clothing donations in the UK and then use the money to finance global projects improving conditions and working practices in the textile industry. We host a TRAIID clothes recycling bin on our premises and during 2023 1,192 kg of unwanted clothes and shoes were collected.

### **Verso Care**

Verso Care's mission is to equip people with the tools and support they need to move towards living a more independent life, empowering them to fulfil their God given potential. In 2023 100,060 items were donated to Verso Care, income from donations, memberships and grants totalled £77,420 and 23 other charities were supported with 26,219 food and non-food items. The Compassion and Justice Pastor has raised awareness by speaking at events and gatherings of other charities. The Warehouse Manager continues to build relationships and 4 additional charity partners were supported in 2023. A thank you event took place in the Spring for supporters and donors.

The partnership with St Albans & District Foodbank (part of the Trussell Trust network) continued, providing the emergency food bags for people referred by local organisations and agencies to collect at the Monday session. Through this relationship 1,173 essential emergency food bags were supplied and training opportunities from Trussell Trust have opened up for staff and volunteers. 217 people accessed Verso Care for the first time in 2023. The Monday session includes a café offering free food and refreshments, access to pastoral support, prayer, KIT providing children's clothing and equipment (6,706 items given out), a family room with activities for children and services provided by partner organisations (Mind, St Albans District Council, Family Centres, Family Lawyers, Christians Against Poverty, Citizens Advice and The Living Room). Relationships with partner organisations have continued to grow stronger to the benefit of the guests that visit the centre.

In addition to the food parcels provided by St Albans Foodbank on Mondays, Verso Care provided 459 additional emergency food parcels for other families, couples and individuals on other days of the week.

The Bridge programme runs at the Wednesday afternoon sessions and is a membership scheme that provides a mentorship pathway to help food bank users to take the 'next step' to becoming more food secure. Each member is offered a mentor, training support, opportunity for work experience and access to all the services offered at the Monday sessions. In place of pre-packed emergency food bags, Bridge members have access to the Bridge shop where they can choose from a larger selection of food and grocery items. In 2023, 21 new people enrolled on the Bridge programme and there were 949 visits to the shop by members. Additional partner organisations (Job Centre Plus, STANTA, Morgan Sindall, Oaklands College and Computer Friendly) continue to support Bridge members with career counselling, disability employment advice and access to over 600 courses. There were 7 Bridge mentors during the year and 42 Bridge members signed up for mentoring.

A new health and well-being course has been added to other courses run throughout the year for Bridge guests. The mentor team have helped people grow in confidence and people have progressed to secure employment or training opportunities.

The high demand for the August school uniform 'shop' offered by KIT required appointments to be booked this year. In total, 2,242 items of school uniform were given away. KIT also provided 30 'Life Boxes' to the Women's refuge.

Christmas can be a challenging time for some and there are a number of things we do to support those who need help. The appendix to the accounts gives further information regarding this support. Parcels with everything needed for Christmas dinner benefitted 23 families and individuals. The Christmas Shop gave away 1,220 gifts for children and 127 advent calendars were distributed.

The Verso Care team have access to the wider church for pastoral support, leadership training and EQUIP courses alongside training sessions held just for the Verso Care team.

New pastoral pathways have been created for guests moving from emergency food provision through FEED to the Bridge programme in place of Gateway sessions. These new pathways show early signs of greater effectiveness than the previous model of engagement with long-term foodbank users.

The church provides lunch and fun activities once a week during the school holidays through its REFUEL ministry for those who normally receive free school meals or are in need of this support. Twelve sessions ran across the year and 566 meals were prepared and served. In the summer, the Family Coordinator organised a picnic in a local park for the Refuel families.

Cookery workshops for REFUEL parents took place during the year. The emergency evacuation procedures also were tested without notice due to a smoke detector being set off.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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Quarterly tours of Verso Care have taken place to allow members of the congregation an insight into this ministry and make them aware of opportunities to volunteer. Verso Care has also been promoted in wider events based in St Albans. Volunteers have joined the Verso Care team this year, but others have also moved on. Recruitment of volunteers remains a priority as with other ministry areas.

Work experience in the warehouse continues to be offered for Oaklands College students, Bridge members and for referrals from the Probation Service. The plan to provide work experience to guest volunteers in pay as you feel café sessions at Verso Care has been put on hold due to issues fitting a new coffee machine.

Fundraising has proved difficult this year despite taking advice from St Albans and District Council, Communities First and our friends at St Albans and Hertsmere Women Refuge and training for bid writing. The undifferentiated reserves of Verso Care Fund have been cited as a major reason for the lack of interest from grant making bodies.

Towards the end of the year, the role of Community Engagement Coordinator was filled by a person with extensive experience relevant to managing relationships with the growing number of partners, publicity and fundraising.

Although the garden project idea called Eden to grow food for sale in the Bridge shop is a worthy one, upon further investigation we found that no funding was available to support the project and not enough interest from the wider congregation to make this project viable.

A significant amount of research into sourcing a database for Verso Care was carried out in 2023 and a proposal for the 2024 budget was put forward. Given the significant costs involved, the trustees have requested a business case for funds to be allocated to this and so this is an ongoing project.

The Appendix to the financial statements shows the financial position of the Verso Care Fund in 2023 and additional information relating to the services provided.

#### **Business Support and Operations**

The most impactful change during the year has been a change of company name at the end of the year to support the multisite model of growth. The company moved from a geographical based name to a generic name that can be paired with different spaces and places. Following a discernment process the name chosen was Verso Vineyard Church and is also known simply as Verso. Verso is a Latin word which means to turn the page and speaks of a fresh start and transformation. The church is proud to be a founding church of the Vineyard movement in the UK and we also wanted the name to reflect that we are a Vineyard church.

Alongside the name change we have developed a brand strategy that communicates who we are in a bold and contemporary way and will bring consistency across all sites and activities. We have a new website [www.verso.church](http://www.verso.church) and other changes such as signage, policies, documentation and the like will be worked through over the coming months.

An outstanding achievement of 2022 was the development of an empty warehouse into usable spaces for Youth, Ventureland, Treasure Chest (a room for children with special educational needs), studio space and supporting storage, washrooms and kitchen facilities. Following on from this, the youth auditorium has now been fitted out with atmospheric lighting, beanbags and Tribe Stations to provide an inviting environment for youth ministry. Plans have been made for the fit out of a "Lux Lounge" to facilitate a dedicated teaching stream for young people in years 11+.

Early in the year, we were delighted to receive a grant from the Beatrice Laing Trust for £20,000 which was utilised for our children's ministry. This resourced the fit out of the Treasure Chest room, previously mentioned, with sensory and soft play equipment, toys and other resources. The room is now a colourful, safe and inviting space for with children with special needs and their parents. This group of people often face multiple barriers in accessing church services and children's ministry, but this resource has made an enormous difference.

Work has also continued to resource the studio and technical rooms.

The short-term interest-only loan used to help finance the 2022 development project reached term during the period and a new repayment loan was arranged with Reliance Bank Limited in its place. Interest rates increased several times throughout the year increasing the repayments on both loans – all payments were met in full.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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Following a restructure of Business Operations late in 2022, the Administrator and Operations Assistant first task was to organise hosting a VCUKI conference called Equip and Ignite at the start of February. At this event, Steve and Cindy Nicholson, trailblazers from the early days of the Vineyard Movement in the USA, shared their wisdom and practical insight to equip Vineyard churches for Kingdom ministry and ignite a renewed passion in us for the work of the Holy Spirit. This conference spanned Friday evening into Saturday and required lunches to be available for delegates on the Saturday. The conference was a success and a good learning experience.

In May, we organised a conference for The Healing Prayer School which is a UK Christian event and teaching ministry led by Lin Button and her team. The conference's theme was 'Christ within, the Hope of Glory' (Colossians 1:27). The conference ran over four days and included catering for the ministry team. A team of 40 volunteers helped the conference run smoothly. A total of 153 people signed up and there were healings as a result of the teaching and ministry.

Overall the staff team expanded to support the growth in the Church and the plans for the future. The church committed paying living wages for all employees and in fact for 2023 the pay structure and rises were based upon the real living wage.

Additional hours increased capacity for five roles (Children's Pastor, Verso Care Family Coordinator, Compassion and Justice Pastor, Worship Pastor and Verso Care Van driver). Two existing part-time staff filled two new full-time roles (Youth Pastor and Assistant Pastor). A further 6 new roles were filled (2 Children's Assistants, Audio Producer, Verso Care Community Engagement Coordinator, Associate Pastor and Operations Assistant).

Two staff left employment in 2023 (Children's Assistant and cleaner) to pursue other opportunities and since the year end a new cleaner has joined the staff team.

One member of key leadership staff has been on sickness leave for the second half of the year and this has led to plans being paused especially in relation to developing leadership pathways and multisite support plans and procedures. A temporary role of Multisite and Leadership Coordinator was created to bridge the gap and this role starts in January on a part-time basis.

Plans regarding development of safeguarding resources and reviewing policies including an HR audit were not realised due to capacity restrictions. The trustees have approved a new role of Compliance Assistant to support the Business Operations team to drive these things forward. The position has been filled and commenced in January 2024.

Other plans to upgrade the Parrot room used by Village Kids and develop washrooms facilities for use by Verso Care were not achieved in 2023. The Parrot room suspended ceiling prevented planned changes going forward and the washrooms is dependent on securing funding for this project.

## FINANCIAL REVIEW

### Financial position

Following a year of growth and transition in 2022, there has been further growth of 19% in total income (2022: 26.8%). The church entered 2023 with strong general unrestricted reserves of £418,315 and the trustees decided to set aside a portion of these reserves for specific projects to develop the multi-site strategy and supporting infrastructure alongside continued investment in the areas of worship and online content. As a result of this decision, a deficit of £88,500 for 2023 was planned with the intention that this would utilise a portion of the free reserves brought forward. Given this context, the trustees are pleased to report an overall deficit of £39,827 in 2023 (2022 surplus of £38,352). For clarity and comparison, there was an overall surplus of £30,167 in 2023 before deducting the actual reserves funded project costs of £69,994.

The principal sources of funding for the church are member donations and the related gift aid recovery. General fund donation income during the year was £1,049,356 compared to £886,310 in 2022. This represents an increase of 18.4% year on year and can be attributed to growth both in numbers and in giving of existing members.

In addition to the general fund donations above, a few exceptional one-off donations totalling £86,956 were designated by the leadership team to fund additional staff costs required to support church growth this year and going forward. There is a balance remaining at 31 December 2023 of £58,904.

Restricted fund donations were £454,100 compared to £591,360 in 2022 representing a 23.2% decrease. This decrease is due to reduced donations to Verso Care £77,420 (£92,032 in 2022), a reduction in the value of goods given out from the warehouse £302,045 (£365,141 in 2022) and lower levels of giving to the Reach Fund, a restricted fund to resource the church's 10-year plan for growth.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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Financial donations to Verso Care in 2023 were 15.9% lower than in 2022 and the value of donated goods distributed during the year decreased by 17.3%. The trustees recognise that growth in income for Verso Care is required and towards the end of the year a new position of Community Engagement Coordinator was created to build relationships and seek funding. In addition to this the trustees have set aside £181,550 of the Verso Care Fund reserves brought forward specifically for future staff costs to provide continuity of operations and growth in the services offered by Verso Care in the short to medium term. Furthermore, the trustees have also set aside £25,000 as a contribution to capital development of facilities with the balance to come from fundraising. These measures mitigate against general economic uncertainty and the potential impact this may have on income levels for Verso Care.

The Reach Fund, launched in 2022, is to raise income for projects and activities to enable the 10-year vision of outreach and expansion. This includes investment in and expansion of existing facilities as well as new sites across the region. Donations for the Reach Fund in 2023 totaled £39,009 and expenditure was £43,452 – there is a balance of £54,982 carried forward for the Reach Fund. Of this expenditure: £27,829 was spent supporting multi-sites and outreach; £13,253 related to further fit-out costs of the areas developed in 2022 for Youth, Venture land and the tech/studio rooms; and Young Adult ministry costs were £1,612. Grant funding enabled the fit out and resourcing of the Treasure Chest room.

The trustees and management met frequently to monitor the income levels and cash flow. Costs have continued to be monitored closely and we have returned to individual budget holders managing costs against the agreed budget. The unrestricted operating costs are higher than in 2022 for the following reasons:

- . Planned investment for strategic priorities funded by reserves in:
  - Worship equipment and auditorium lighting
  - Equipment and resources to improve online streaming and digital content
  - Infrastructure changes to support the multi-site model which includes brand strategy, a new website, and costs associated with the change of name to Verso Vineyard Church
- . General price increases as a result of the cost-of-living crisis
- . Exceptional increases in energy costs and loan interest costs
- . Costs of staffing for accelerated plans due to receipt of exceptional designated donations
- . Additional staffing costs required to increase capacity to match growth

Operational expenditure was £1,200,090 in 2023 compared to £944,051 in 2022. There was an unrestricted deficit before transfers of £2,339 (deficit of £26,123 in 2022) for the year.

Although a deficit arose for the general fund during the period, it was planned for and the reserves brought forward are more than sufficient to cover this and to provide a firm basis for the church to continue its plans into the future. The restricted reserves decreased during the year and at the year-end stood at £278,877 (£307,669 in 2022). Overall, there was a total deficit of £39,827 in 2023 (surplus of £38,352 in 2022).

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

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### Reserves policy

Total funds held at the end of the year are £3,808,998 (£3,848,825 in 2022) including restricted funds of £278,877 (£307,669 in 2022).

The church aims to hold sufficient funds which are not designated or restricted (i.e. free reserves) to meet 3 months committed expenditure as determined by the current budget less 5% representing uncommitted expenditure. Reserve levels are monitored regularly and reported to the management committee. In 2023, the church continued to monitor income weekly and cashflow monthly which provides data for management decisions to be made in a responsive manner. Reserve levels remained strong throughout the year and as 31st December 2023 free reserves were £448,146 which represents 5 months expenditure (2022 - £418,315, 5.6 months).

Further details on the nature of restricted funds and designated funds are set out in notes 16 and 17 of the financial statements. £3,023,067 of designated funds can only be realised through the disposal of fixed assets.

Additional financial information in relation to Verso Care is attached as an Appendix. The report does not form part of the audited financial statements but is provided for transparent disclosure of Verso Care Fund for all those who donate to the work of Verso Care.

### Trustee's Liabilities

The Articles of Association of the church provide that in certain circumstances the trustees are entitled to be indemnified out of the assets of the church against claims from third parties in respect of certain liabilities arising in connection with the performance of their functions, in accordance with the provision of section 234 of the Companies Act 2006.

Indemnity provision of this nature has been in place during the year and remains in place as at the date of this report but has not been used by the trustees.

### Small Company Provisions

This report has been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 applicable to companies subject to the small companies' regime.

### FUTURE PLAN

- |                              |   |   |
|------------------------------|---|---|
| Our mission remains the same | - | Make Christ known   |
| Our values do not change     | - | Kingdom mindset<br>Power of the Holy Spirit<br>Everyone gets to play<br>Extending justice and compassion<br>Priority of worship |
| We are called again to       | - | Extend our reach, to reach the lost   |
| Vision for the next decade   | - | Create spaces and places for people to encounter Jesus  |

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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In 2024, we will fulfil our mission and vision through the following plans:

#### Services and Events

- Continue to grow Sunday teams for all ministries at St Albans site – parking, welcome refreshments, online hosts, production, Youth, Ventureland, Treasure Chest and Village Kids
- Host 4 lunches through-out the year to welcome those who are new to Verso Vineyard Church and highlight information and opportunities to be involved
- Build team and host Alpha courses at all Verso sites
- Introduce wider expressions of worship into Sunday services through prophetic art and dance
- Continue to develop online capabilities and content by investing in worship and technology
- Launch Verso Music
- Host Worship Garden events 3 times across the year
- Hold regular bi-monthly meeting of the worship leadership team to support culture and growth of worship teams
- Grow and strengthen our network with other worship ministries e.g. Vineyard Worship, KXC, Chapel Co, Gas Street Music
- Build a strong team of young adults to run a weekly Sunday evening service aimed at Young Adults but open to all
- Equip young adults through content in the regular gatherings and through specific events and courses
- Develop a student brochure for Freshers Fair 2024 and for university students attending any site
- Run termly events that bring a local network of young adults together
- Equip youth bands to confidently lead worship
- Develop vibrant online communities to reach new youth, increase awareness of activities and enable them to discover Jesus
- Host youth events that friends can be invited to with follow up transformative activity
- Network with local and national groups to develop events, such as Light Revolution with Step, Illuminate events with the Collective, and DTI with VCUKI
- Grow core team and ministry overseers for Ventureland
- Continue to build Bible centred curriculum for Ventureland and Treasure Chest
- Develop children's ministry resources that can be shared across multi-sites and the wider Vineyard
- Continue to create opportunities for Ventureland children for interactions with Treasure Chest, Village kids, Youth and the wider church
- Build team to extend Treasure Chest to open for 11:30 service at St Albans
- Examine practicalities for Village children with special educational needs to gain access to Treasure Chest
- Install new technology in 2 Village Kids rooms and refresh teaching relevant for digital world
- Create welcome and training videos for volunteers to equip them to serve in Village Kids
- Write role descriptions, team handbook and website content for Village Kids
- Source volunteers for Village Kids beyond the parents of the children in Village Kids
- Consider more possibilities and opportunities for Verso The Mount
- Continue to build and expand the core team serving at Verso Hatfield on Sundays
- Grow attendance at Verso Hatfield to consistently reach an average of 60 adults each Sunday
- Release Verso Hatfield to offer prayer for healing in Hatfield town centre
- Explore feasibility of incorporating pop-up Verso Care initiatives at Verso Hatfield
- Build team for and prayer support for the third multisite – Verso Luton
- Plan, equip and resource Verso Luton team for launch
- Launch Reach Fund 2024 after Easter to communicate to the congregation the Reach initiatives prioritised for 2024 and invite participation through prayer, financial provision and getting involved
- Explore options and feasibility for other multi-sites and identify site pastors
- Examine options for an overseas church plant

#### Discipleship and Pastoral

- Develop Verso Groups (formerly Connect groups) into a scalable network model that expands and grows organically maintaining discipleship and pastoral care
- Support Verso Groups leaders to model discipleship and deliver first line pastoral care
- Support the growth of Verso business clubs to provide a space for Christians in business to come together. Host quarterly breakfast meetings bringing all these groups together
- Develop pastoral prayer spaces; a suite of rooms that give safe and tranquil places for people to meet with Jesus, pray and receive ministry
- Broaden the offering of Equip courses to cover all areas of church life
- Assess feasibility for compassion and justice courses as part of Equip, find team and run

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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- Provide opportunities for all to develop, train, practice and hone their giftings and acquire new skills
- Maintain and develop existing and new networks with external ministries and agencies such as Journey UK, Lighthouse, Restored Lives and others so that we provide the best possible ministries to the Verso family of God
- Organise and host God's River of Life conference with Lin Button and her team
- Organise and host a women's conference
- Introduce new RISE women's groups to include a monthly evening session
- Explore the possibility of setting up a men's prophetic group
- Encourage other VCUKI network churches to join The Welcome Directory to offer a welcoming church community for people on their release from prison
- Continue to invest in the development of worship and audio/visuals team through UK Vineyard Retreat, Sound Summit, annual worship gathering and song writing workshops
- Teach young adults about the importance of serving as a way to grow in gifting and connect with others
- Set up mentoring for young adults
- Coordinate with families to host university students and young adults for Sunday lunches
- Teach on prayer and encourage young adults to form prayer triplets
- Introduce Verso Tribes to Verso Youth to encourage connection and relational growth within peer groups and a separate teaching stream for Year 11+
- Provide clear paths to serving and implement new structures to facilitate youth engagement and serving across ministry within youth and beyond
- Build team and resources for offering a parenting course

### **Community**

- Reintroduce the compassion and justice diary and events
- Build relationships with other organisations to highlight Compassion and Justice issues to raise awareness with church members and opportunity to support through giving and/or serving
- Contribute to the VCUKI Compassion and Justice network through running zoom sessions and creating resources and information for VCUKI website
- Develop mission strategy to align with VCUKI
- Discuss changes to the church's mission strategy and implications with Bethesda Mission Trust
- Continue to support STEP (St Albans & Harpenden Education Programme) and be intentional in building relationships with STEP and The 267 Project as partners in youth outreach
- Regularly promote the Verso Family Fund for both donations and inviting those church members who are struggling financially to apply for assistance
- Respond to crisis situations as they arise by raising funds and making donations through the Crisis Fund to organisations such as Tearfund
- Explore community use of facilities and continue to make the building available to benefit the wider community e.g. NHS Blood & Transfusion Team, Herts Welcomes Refugees, Mind in Mid Herts, Alban Healthcare group, One YMCA and schools via STEP retreats
- Arrange a Christmas Day meal for people in the community who are in need or alone at Christmas, build the volunteer team and seek funding

### **Verso Care**

- Mentoring for Community Engagement Coordinator with regard to promotion of Verso Care and developing relationships with community supporters and donors
- Continue to build relationships with existing partners (St Albans & District Foodbank (part of Trussell Trust network), Mind, St Albans District Council, Family Centres, Family Lawyers, Christians Against Poverty, The Living Room, Computer Friendly, Morgan Sindall, STANTA, Job Centre Plus, C2 Probation Unit and Oaklands College) and develop links with new organisations to enhance to support offered to guests
- Continue to raise funds for Verso Care through donations and grant applications
- Resource and implement a pay as you feel café during the Verso Care sessions
- Actively recruit and equip more volunteers and mentors to join the Verso Care team across all areas
- Hold a training and development day for volunteers
- Plan, support and set-up an additional weekly Bridge session to extend our offering to guests
- Develop in-house courses for Bridge members and introduce new external courses
- Identify and engage additional networks in the community for work experience, work opportunities, volunteering and apprenticeships
- Continue to host quarterly tours of Verso Care to promote awareness to church members
- Build team for and develop the Stay and Play groups supporting families at sessions

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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- Share more impact stories throughout the church and work with pastors and leaders to enhance integration and accessibility between Verso Care and church and vice versa.
- Implement a new comprehensive database for all areas of Verso Care.
- Review and improve the workflow of the warehouse

#### **Business Support and Operations**

- Establish a dedicated space for the Year 11+ youth with appropriate furnishing
- Complete upgrade of auditorium lighting
- Refit of reception office to include more storage and workspaces
- Continue to look for opportunities to hire facilities for community benefit
- Plan and carry out office moves to accommodate growing staff team and development of pastoral suite of rooms
- Apply for road signage for the church on Ashley Road
- Apply for planning permission for new signage on outside of building - commission and install
- Plan, cost and manage development of a Connect Lounge
- Assess feasibility of expanding Treasure Chest with extra room and a disabled toilet
- Purchase a new pool for full immersion baptisms
- Implement branding strategy throughout the organisation to include signage, badges, merchandising, team t-shirts, décor, social media, website etc
- Update policies and business documentation for new branding and latest good practice
- Invest in staff to support growth to include new roles of Compliance Assistant, Multi-site and Leadership Development Coordinator, Assistant Worship Pastor and Young Adult Pastor
- Develop new mission strategy and tailor recruitment and job descriptions accordingly
- Review pay structure to invest in staff and ensure living wages are reflected in 2024 pay rises
- Build upon conference capability and plan and host two conferences
- Continue to develop multisite support plans and procedures
- Continue to review key business risks and implement mitigating measures
- Continue to create safeguarding resources and training videos and develop a member only safeguarding area on the website

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing Document**

The company was established under a Memorandum of Association, which established the objects and powers of the charitable company, and it is governed under its Articles of Association. The organisation is a charitable company limited by guarantee, incorporated on 7th October 1997 and named Vineyard Christian Fellowship of St Albans. It has also been known as St Albans Vineyard, The Vineyard Church, and St Albans Vineyard Church over the years. The name of the company was formally changed with Companies House on 8th December 2023 to Verso Vineyard Church.

##### **Recruitment and Appointment of New Trustees**

Aside from the Senior Pastor who holds a permanent position on the management committee, membership tenure is of a variable term and reviewed informally. New trustees are selected following retirement of a trustee or the decision to increase the number of trustees on the committee. Following discussion by the management committee, members of the church are invited to offer themselves for selection. The management committee seeks to maintain a range of appropriate business skills on the committee as well as to increase the level of diversity to provide gender parity and ethnic representation within its governance strategy.

Prospective candidates meet with one or more of the current committee members for an "interview meeting". The outcomes of these meetings are reviewed by the management committee and following agreement on an appointment further introductions and briefings occur to ensure satisfactory induction of the new trustee. This would include orientation to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan, and recent financial performance of the church.

In addition to this, trustee development events are held periodically both to provide opportunity for the congregation to meet the trustees and understand their role and as a recruitment event for potential trustees. From time to time, where a skill area is deemed to be lacking in the management committee, a person may be asked to attend a specific meeting to provide specialist knowledge or experience or to provide support outside of meetings.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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Trustees undertake a check with the Disclosure and Barring Service due to their oversight responsibility for the Children and Youth Ministry and other ministries involving vulnerable groups.

Trustees are sometimes referred to as directors when addressing the congregation - a term used since the incorporation of the church as a charitable company in 1997.

#### **Organisational Structure**

The Board of Trustees administers the church in accordance with Charity Commission guidelines. The Board meets as required but normally 4-8 times a year. Mark Helvadjian is employed as the Senior Pastor of the church and acts as the Chief Executive Officer to manage the day-to-day operations of the charity. The Senior Pastor is remunerated by the church for his role and is also permitted to be a member of the Board in accordance with the Memorandum and Articles of Association and by the Charity Commission. The Company Secretary, Gil Yon, who is employed by the church as Head of Business Operations, sits on the management committee, but has no voting rights.

To facilitate effective operations during 2023, Mark Helvadjian had delegated authority within terms of delegation approved by the trustees which included financial management, employee management and the general direction of the ministry and vision of the church. The terms of the delegation are regularly reviewed in accordance with the Charity Commission's Charity Governance Code. The Head of Business Operations oversees the day-to-day financial management of the church and reports to the trustees. The Head of Business Operations is also responsible for compliance and monitoring of company and charity law issues and collaborating with the auditors to produce the annual audited financial statements.

The principal office of the church is the Registered Office.

#### **Affiliations and other organisations with which the church is associated**

The church is affiliated to the organisation Vineyard Churches UK & Ireland and use of the "Vineyard" name is vested by them to the Senior Pastor. The church is also a member of the Evangelical Alliance, and an official observer of the St Albans Churches Together network. The church also supports other charitable organisations both in the UK e.g. the STEP project (St Albans & Harpenden Education Project) and abroad e.g. Bethesda Orphanage in India.

#### **Risk Management**

During the year, at their meetings, the trustees have considered the major risks to which the church is exposed, have reviewed those risks and established a risk register and procedures to manage those risks. This ongoing review of the major risks identifies significant risks and assesses their probability and level of impact and any appropriate mitigating action required. Particular attention is paid to those risks having the potential to have greatest impact on the church in the areas of finance, reputation, human resources, safeguarding and child protection, and health and safety. One of the greatest risks to the church is a reduction in giving by the congregation. To mitigate this risk such income is monitored on a month-by-month basis and expenditure adjusted through strict budgetary control. Also due to the small staff group, the loss of key personnel is another major risk and to mitigate this, the church is developing a degree of overlapping of duties, particularly of pastors and uses as a resource the skills of individuals from within the congregation either for short term needs or as candidates to recruit into vacancies. There is also a growing awareness of spiritual abuse as high-profile cases have come to light in the press in recent years. The church mitigates these risks through training to raise awareness and by having robust procedures for reporting safeguarding concerns and complaints.

The trustees are responsible for ensuring that the financial statements are prepared on a "going concern" basis. Going concern means that the trustees have a reasonable expectation that the company can continue to operate for the foreseeable future which in turn means at least 12 months from the date of approving the financial statements.

As the restrictions and limitations arising from COVID-19 recede and growth is evident, the trustees continue to operate additional levels of financial monitoring to enable swift action in response to changing circumstances and ensure the church's future stability.

#### **Thanks to Volunteers**

The trustees would particularly like to thank the substantial number of volunteers, church members and others, referred to in the report above, who give their time and energy to the activities of the church throughout the year and without which the church would be unable to carry out its work in the community and beyond.

# VERSO VINEYARD CHURCH LIMITED

## TRUSTEES' ANNUAL REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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### STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the directors of Verso Vineyard Church Limited for the purpose of company law, are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### Auditor

Feltons, Chartered Accountants & Statutory Auditors was appointed as auditor to the charitable company.

### Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' annual report was approved by the Board of Trustees on 25th June 2024 and signed on behalf by :



**Tim Winfield**

**Chair of Trustees**

Dated: 25 June 2024

# VERSO VINEYARD CHURCH LIMITED

## INDEPENDENT AUDITOR'S REPORT

### TO THE MEMBERS OF VERSO VINEYARD CHURCH LIMITED

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#### Opinion

We have audited the financial statements of Verso Vineyard Church Limited (the 'charitable company') for the year ended 31 December 2023 which comprise the statement of financial activities, balance sheet, cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2023, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### Basis for opinion

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

#### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

#### Other information

The other information comprises the information included in the Trustees' Annual Report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Trustees' Report for the year ending 31st December 2023 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report for the year ending 31 December 2023 has been prepared in accordance with applicable legal requirements.

# VERSO VINEYARD CHURCH LIMITED

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE MEMBERS OF VERSO VINEYARD CHURCH LIMITED

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#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the financial statements as on 31 December 2023 and the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the Trustees' Report and from the requirement to prepare a strategic report.

#### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 18, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

#### **Auditor's responsibilities for the audit of the financial statements**

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We obtained an understanding of laws and regulations that could reasonably be expected to have a material effect on the financial statements through discussion with management and those charged with governance, including financial reporting and taxation legislation. We considered that extent of compliance with those laws and regulations as part of our procedures on the related financial statement items.

# VERSO VINEYARD CHURCH LIMITED

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE MEMBERS OF VERSO VINEYARD CHURCH LIMITED

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- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations. We remained alert to any indications of non-compliance throughout the audit.
- We addressed the risk of fraud through management override by reviewing the appropriateness of a sample of journal entries and other adjustments; assessing whether the judgements made in making key accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business that we come across throughout the audit.

However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the company. Our examination should not be relied upon to disclose all such material misstatements or frauds, errors or instances of non-compliance as may exist.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

#### Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



**Richard Rhodes (Senior Statutory Auditor)**

**for and on behalf of Feltons, Chartered Accountant & Statutory Auditors**

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1, The Green  
Richmond  
TW9 1PL

10/7/24

# VERSO VINEYARD CHURCH LIMITED

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted funds £	Restricted funds £	Total 2023 £	Unrestricted funds £	Restricted funds £	Total 2022 £
<b><u>Income from:</u></b>							
Donations and legacies	2	1,136,312	454,100	1,590,412	886,310	591,360	1,477,670
Charitable activities		29,438	-	29,438	12,332	-	12,332
Other trading activities	3	23,423	-	23,423	18,725	-	18,725
Investments	4	8,578	-	8,578	560	-	560
<b>Total income</b>		<b>1,197,751</b>	<b>454,100</b>	<b>1,651,851</b>	<b>917,927</b>	<b>591,360</b>	<b>1,509,287</b>
<b><u>Expenditure on:</u></b>							
Charitable activities	5	1,200,090	491,588	1,691,678	944,051	526,884	1,470,935
<b>Net (expenditure)/income before transfers</b>		<b>(2,339)</b>	<b>(37,488)</b>	<b>(39,827)</b>	<b>(26,124)</b>	<b>64,476</b>	<b>38,352</b>
Gross transfers between funds		(8,696)	8,696	-	208,637	(208,637)	-
<b>Net (expenditure)/income for the year/ Net movement in funds</b>		<b>(11,035)</b>	<b>(28,792)</b>	<b>(39,827)</b>	<b>182,513</b>	<b>(144,161)</b>	<b>38,352</b>
Total funds brought forward		3,541,156	307,669	3,848,825	3,358,643	451,830	3,810,473
<b>Total funds carried forward</b>		<b>3,530,121</b>	<b>278,877</b>	<b>3,808,998</b>	<b>3,541,156</b>	<b>307,669</b>	<b>3,848,825</b>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# VERSO VINEYARD CHURCH LIMITED

## STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2023

	Notes	2023 £	£	2022 £	£
<b>Fixed assets</b>					
Tangible assets	10		4,289,071		4,392,754
<b>Current assets</b>					
Stocks	11	3,807		3,841	
Debtors	12	41,662		43,053	
Cash at bank and in hand		804,168		750,318	
		<u>849,637</u>		<u>797,212</u>	
<b>Creditors: amounts falling due within one year</b>	13	<u>(94,876)</u>		<u>(101,649)</u>	
Net current assets			754,761		695,563
<b>Total assets less current liabilities</b>			5,043,832		5,088,317
<b>Creditors: amounts falling due after more than one year</b>	14		<u>(1,234,834)</u>		<u>(1,239,492)</u>
<b>Net assets</b>			<u>3,808,998</u>		<u>3,848,825</u>
<b>Income funds</b>					
Restricted funds	18		278,877		307,669
Unrestricted funds					
Designated funds	19	3,081,971		3,122,837	
General unrestricted funds		448,146		418,315	
Members' guarantee reserve		<u>4</u>		<u>4</u>	
			3,530,121		3,541,156
			<u>3,808,998</u>		<u>3,848,825</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the trustees on 25 June 2024



Tim Winfield  
Trustee

Company Registration No. 3445897

# VERSO VINEYARD CHURCH LIMITED

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2023

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	Notes	2023 £	£	2022 £	£
<b>Cash flows from operating activities</b>					
Net cashflow from operations	25		135,490		208,856
<b>Investing activities</b>					
Purchase of tangible fixed assets		-		(711,000)	
Interest received		8,578		560	
		<u>8,578</u>		<u>560</u>	
<b>Net cash generated from/(used in) investing activities</b>			8,578		(710,440)
<b>Financing activities</b>					
Repayment of borrowings		(21,576)		(30,943)	
Accrued interest added to bank loan		17,664		485,498	
Interest on financing		(86,306)		(33,010)	
		<u>(89,218)</u>		<u>(17,455)</u>	
<b>Net cash (used in)/generated from financing activities</b>			(90,218)		421,545
<b>Net increase/(decrease) in cash and cash equivalents</b>			53,850		(80,039)
Cash and cash equivalents at beginning of year			750,318		830,357
<b>Cash and cash equivalents at end of year</b>			<u>804,168</u>		<u>750,318</u>

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

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### 1 Accounting policies

#### Company information

Verso Vineyard Church Limited is a private charitable company limited by guarantee, incorporated in England & Wales. The registered office is 7 Brick Knoll Park, Ashley Road, St Albans, Hertfordshire, AL1 5UG.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

Monetary amounts in these financial statements are rounded to the nearest £ sterling, the functional currency of the church.

The financial statements have been prepared on the historical cost convention, modified when required to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the church has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Income

Income is recognised when the church is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is more likely than not that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the church has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the church has been notified of an impending distribution, the amount is known, and receipt is more likely than not. Volunteers make a significant contribution to the activities of the charitable company in every area of its work. In the absence of a reliable measurement basis however this contribution is not included as income in the financial statements. Material donations of goods are recognised only on their distribution and are valued at estimated retail value.

Income from charitable activities primarily amounts received in respect of organised activities.

Income from other trading activities primarily relates to income received from use of the building by third parties.

Investment income relates to interest earned on cash balances.

#### 1.4 Expenditure

Expenditure is accounted for on an accruals basis, inclusive of VAT, which cannot be recovered. Certain expenditure is directly attributable to specific activities or projects and has been allocated accordingly. Shared costs which contribute to more than one activity are apportioned between those activities. Principal estimation techniques utilised to apportion costs include the proportion of staff time and premises utilised for each activity.

#### 1.5 Pension costs

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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#### 1 Accounting policies

(Continued)

##### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold buildings	50 years on cost
Equipment	25% on cost
Fixtures & Fittings	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Items of equipment are capitalised where the unit cost of the purchase exceeds £5,000.

##### 1.7 Stocks

Purchased stocks are stated at the lower of cost and estimated selling price less costs to sell.

Donated goods are valued only when distributed and therefore stocks of donated goods are not shown as having any value for accounting purposes.

##### 1.8 Debtors

Trade and other debtors are recorded at cost, less any impairment.

##### 1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within loans in current liabilities.

##### 1.10 Creditors

Trade and other current creditors are stated at cost.

Non-current creditors are recorded at fair value on initial recognition and subsequently at amortised cost.

##### 1.11 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Unrestricted designated funds are funds set aside out of unrestricted funds by the trustees for specific purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Further explanation of nature and purpose of each designated and restricted fund is included in notes to the financial statements.

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

### 1 Accounting policies

(Continued)

#### 1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the church is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.13 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

#### 1.14 Fundraising

The organisation carries out fundraising activities which has resulted in significant income being received from this. The approach taken is asking members of the congregation to make regular donations as well as one off contributions for special events and projects. No professional fundraising company is used and no specific fundraising targeting is undertaken.

### 2 Donations and legacies

	Unrestricted funds	Designated funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£	£
Donations under Gift Aid	605,817	59,460	54,053	719,330	598,006
Grants	-	-	20,000	20,000	-
Gift Aid recoverable	151,454	14,865	13,513	179,832	149,501
Other donations	292,085	12,631	366,534	671,250	730,163
	<u>1,049,356</u>	<u>86,956</u>	<u>454,100</u>	<u>1,590,412</u>	<u>1,477,670</u>

The Beatrice Laing Trust gave £20,000 to the Church towards Children and Youth Ministries. This grant has been largely been utilised in the treasure chest room to provide specialist equipment to support work with children with special needs .

### 3 Other trading activities

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Income from building hire	<u>23,423</u>	<u>18,725</u>

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

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### 4 Investments

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Interest receivable	8,578	560

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

5 Expenditure on charitable activities	BLEND café		Services & events		Discipleship & pastoral		Community		Verso Care		Total	
	£	£	£	£	£	£	£	£	£	£	£	£
Depreciation	-	71,541	15,553	-	-	-	5,184	11,405	-	103,683	94,203	
Goods for re-sale	5,459	-	-	-	-	-	-	-	-	5,459	3,298	
Services and events	-	68,865	-	-	-	-	-	-	-	68,865	52,736	
Worship	-	34,032	-	-	-	-	-	-	-	34,032	16,866	
Evangelism	-	22,809	-	-	-	-	-	-	-	22,809	5,490	
Training and education	-	-	14,792	-	-	-	-	-	-	14,792	7,488	
Pastoring	-	-	22,619	-	-	-	-	-	-	22,619	1,676	
Mission	-	-	-	-	-	-	22,800	-	-	22,800	24,899	
Community committed	-	-	-	-	-	-	66,178	-	-	66,178	53,845	
Community discretionary	-	-	-	-	-	-	9,551	315,321	-	324,872	405,860	
Wages and salaries	551	293,023	245,819	-	-	38,421	108,913	4,138	-	686,727	595,435	
Other staff costs	-	22,754	12,413	-	-	2,069	5,107	11,236	-	41,374	56,933	
Premises	-	70,483	15,323	-	-	5,107	1,895	3,791	-	102,149	65,597	
Office	-	20,847	11,372	-	-	1,895	2,126	-	-	37,905	38,070	
Public relations	-	31,888	8,504	-	-	2,126	429	859	-	42,518	6,820	
Professional fees	-	4,725	2,577	-	-	429	4,315	9,494	-	8,590	8,709	
Interest payable	-	59,551	12,946	-	-	4,315	-	-	-	86,306	33,010	
	<u>6,010</u>	<u>700,518</u>	<u>361,918</u>	<u>158,075</u>	<u>465,157</u>	<u>1,691,678</u>	<u>1,470,935</u>					
<b>Analysis by fund</b>												
Unrestricted funds	6,010	623,205	339,903	153,888	49,032	1,172,038	944,051					
Other designated funds	-	13,791	12,726	1,535	-	28,052	-					
Restricted funds	-	63,522	9,289	2,652	416,125	491,588	526,884					
	<u>6,010</u>	<u>700,518</u>	<u>361,918</u>	<u>158,075</u>	<u>465,157</u>	<u>1,691,678</u>	<u>1,470,935</u>					

**VERSO VINEYARD CHURCH LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

(Continued)

**5 Expenditure on charitable activities**

Support costs included above were as follows:

	Services & events & pastoral £	Discipleship & pastoral £	Community £	Verso Care £	Total 2023 £	Total 2022 £
Governance	4,651	2,537	423	846	8,457	8,757
Finance	1,763	962	160	321	3,206	2,971
Information technology	11,601	6,327	1,054	2,109	21,091	17,451
Other	8,097	4,417	736	1,472	14,722	19,362
	<u>26,112</u>	<u>14,243</u>	<u>2,373</u>	<u>4,748</u>	<u>47,476</u>	<u>48,541</u>

The Auditor's remuneration included in professional fees is £8,400 (2022: £7,500). This includes £3,600 (2022: £3,300) for non-audit work.

Costs of £386 were incurred during the year on fundraising (2022: £508).

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

<b>6</b>	<b>Net movement in funds</b>	<b>2023</b>	<b>2022</b>
		£	£
	The net movement in funds is stated after charging/(crediting):		
	Depreciation of owned tangible fixed assets	103,683	94,203
		<u>          </u>	<u>          </u>

<b>7</b>	<b>Employees</b>	<b>2023</b>	<b>2022</b>
		11	10
	The average monthly number of employees during the year was:		
	Direct charitable work	8	7
	Management and administration	<u>          </u>	<u>          </u>
		19	17
		<u>          </u>	<u>          </u>

	<b>2023</b>	<b>2022</b>
	£	£
Wages and salaries	613,527	530,670
Social security costs	49,996	45,739
Pension costs	23,204	19,026
	<u>          </u>	<u>          </u>
	686,727	595,435
	<u>          </u>	<u>          </u>

No employee earned more than £60,000 per annum, except Mr M Helvadjian as disclosed in Note 7 below.

The church's Memorandum of Association permits the remuneration of Mr M Helvadjian, who is a trustee. No other trustee received any remuneration.

- 8 Trustees**  
Remuneration was paid to trustees who are employed to carry out specific operational roles for the company and to key management personnel as follows:

	<b>Salary</b>	<b>Pension</b>	<b>2023</b>	<b>2022</b>
			£	£
Mr M Helvadjian	80,762	3,071	83,833	78,107
Mrs S Helvadjian	3,135	125	3,260	-
Other key management	36,142	1,445	37,587	36,669
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
	120,039	4,641	124,680	114,776
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>

### Trustees' expenses

A total of £529 was paid to a trustee and one of the key management during the year (2022:£570), relating primarily to reimbursement of administrative costs.

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

#### 9 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

#### 10 Tangible fixed assets

	Freehold buildings £	Equipment £	Fixtures & Fittings £	Total £
<b>Cost</b>				
At 1 January 2023	5,284,722	132,492	135,076	5,552,290
At 31 December 2023	5,284,722	132,492	135,076	5,552,290
<b>Depreciation and impairment</b>				
At 1 January 2023	903,803	120,657	135,076	1,159,536
Depreciation charged in the year	93,697	9,986	-	103,683
At 31 December 2023	997,500	130,643	135,076	1,263,219
<b>Carrying amount</b>				
At 31 December 2023	4,287,222	1,849	-	4,289,071
At 31 December 2022	4,380,919	11,835	-	4,392,754

The cost of freehold buildings includes land of £600,000 which is not subject to depreciation.

#### 11 Stocks

	2023 £	2022 £
Books	3,807	3,841

#### 12 Debtors

	2023 £	2022 £
<b>Amounts falling due within one year:</b>		
Gift aid recoverable	10,538	10,637
Accrued income	8,816	17,128
Prepayments	22,308	15,288
	41,662	43,053

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

### 13 Creditors: amounts falling due within one year

	2023 £	2022 £
Loans	31,170	30,424
Other taxation and social security	16,804	9,985
Deferred income	6,199	8,411
Other creditors	10,371	5,320
Accruals	30,332	47,509
	<u>94,876</u>	<u>101,649</u>

### 14 Creditors: amounts falling due after more than one year

	2023 £	2022 £
Loans	1,234,834	1,239,492
	<u>1,234,834</u>	<u>1,239,492</u>
	2023 £	2022 £
payable within one to two year	75,304	54,047
payable within two to five year	158,629	174,828
payable more than five year	1,000,901	1,010,617
	<u>1,234,834</u>	<u>1,239,492</u>

The charitable company has two bank loans, both loans are secured on the property known as 6 & 7 Brick Knoll Park, Ashley Road, St. Albans, Hertfordshire, AL1 5UG.

The first loan was renewed in January 2020 in the sum of £880,000 repayable over 20 years. In 2023 interest on the loan has varied between 5% and 7.25% (2022: 2.75% to 4.75%). Capital repayments are being made monthly and full repayment of the loan is expected by January 2040.

A second loan was initially taken in January 2022 for 12 months on an interest only basis. At term, this loan was renegotiated as a repayment loan over 20 years with full repayment expected by January 2042. The interest accrued was added to the loan balance to total approximately £503,000. In 2023, the interest rate applicable to this loan varied between 6% and 7.75%.

### 15 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	3,160	3,792
Between two and five years	11,096	13,150
	<u>14,256</u>	<u>16,942</u>

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

### 15 Operating lease commitments

(Continued)

14,256	16,942
--------	--------

### 16 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
<b>At 31 December 2023:</b>			
Tangible assets	4,289,071	-	4,289,071
Current assets/(liabilities)	475,884	278,877	754,761
Long term liabilities	(1,234,834)	-	(1,234,834)
	<u>3,530,121</u>	<u>278,877</u>	<u>3,808,998</u>
<i>Per balance sheet</i>	3,530,117	278,877	3,808,994
<i>Balance to allocate</i>	(4)	-	(4)
	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
<b>At 31 December 2022:</b>			
Tangible assets	4,392,754	-	4,392,754
Current assets/(liabilities)	695,563	-	695,563
Long term liabilities	(1,239,492)	-	(1,239,492)
	<u>3,848,825</u>	<u>-</u>	<u>3,848,825</u>
<i>Per balance sheet</i>	3,541,152	307,669	3,848,821
<i>Balance to allocate</i>	(307,673)	307,669	(4)

**VERSO VINEYARD CHURCH LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 DECEMBER 2023**

16 Analysis of net assets between funds	Unrestricted Funds		Designated Funds		Restricted Funds		Members' Guarantee Reserve		Total	
	2023	2023	2023	2023	2023	2023	2023	2022	2023	2022
	£	£	£	£	£	£	£	£	£	£
Fund balances at 31 December 2023 are represented by:										
Tangible assets	-	4,289,071	-	-	-	4,289,071	-	-	4,289,071	4,392,754
Current assets/(liabilities)	448,146	27,734	278,877	278,877	278,877	754,761	4	695,563	754,761	695,563
Non current Liabilities	-	(1,234,834)	-	-	-	(1,234,834)	-	(1,239,492)	(1,234,834)	(1,239,492)
	<u>448,146</u>	<u>3,081,971</u>	<u>278,877</u>	<u>278,877</u>	<u>278,877</u>	<u>3,808,998</u>	<u>4</u>	<u>3,848,825</u>	<u>3,808,998</u>	<u>3,848,825</u>

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

#### 18 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds				Balance at 31 December 2023
	Balance at 1 January 2023	Income	Expenditure	Transfers	
	£	£	£	£	£
Verso Care Fund (formerly Care Centre Fund)	245,459	77,420	114,079	(206,550)	2,250
Verso Care Fund -staffing	-	-	-	181,550	181,550
Verso Care Fund -capital	-	-	-	25,000	25,000
Reach Fund	59,425	59,009	63,452	-	54,982
Family Fund	-	3,519	1,150	11,481	13,850
Crisis Fund	-	1,662	1,098	-	564
Transitions Fund	2,785	10,444	9,763	(2,785)	681
	<u>307,669</u>	<u>152,054</u>	<u>189,542</u>	<u>8,696</u>	<u>278,877</u>

The Verso Care Fund (formerly the Care Centre Fund) relates to income received by the charitable company for the ongoing resourcing and work of Verso Care. The trustees have set aside £181,550 of the Verso Care Fund specifically for the provision of future staff costs to provide continuity of operations and growth in the services offered by Verso Care in the short to medium term. The trustees have also set aside £25,000 for the capital development of facilities (subject to raising additional funds). These provisions mitigate against general economic uncertainty and the potential impact this may have on income levels by providing for the most significant operational cost of Verso Care and enabling capital fundraising. These balances will be subject to annual review by the trustees.

The Reach Fund was launched in 2022 and relates to income received for projects and activities to enable the 10-year vision of outreach and expansion, and includes investment in and expansion of existing facilities as well as new sites across the region. Included in Reach Fund income for the year is a grant of £20,000 from The Beatrice Laing Trust to resource the development and ministry of Venture land and Treasure Chest.

The Family Fund was launched this year for donations to support church members facing financial hardship. Access to financial support is through application, and pastoral or Verso Care support may also be offered.

The Crisis Fund was launched to respond to international crisis appeals supported by the Church as they arise. Appeals are made to the congregation for donations when the need arises and the donation amount and recipients are decided by the leadership based on current needs and the balance of the Crisis Fund.

The Transitions fund relates to income received which is later passed on to its intended third party e.g. mission trips, conference tickets etc..

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

#### 19 Designated funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	Movement in funds				Balance at 31 December 2023
	Balance at 1 January 2023	Income	Expenditure	Transfers	
	£	£	£	£	£
Building fund	3,111,002	-	-	(89,784)	3,021,218
Fixed asset fund	11,835	-	-	(9,986)	1,849
Other designated Fund	-	86,956	(28,052)	-	58,904
	<u>3,122,837</u>	<u>86,956</u>	<u>(28,052)</u>	<u>(99,770)</u>	<u>3,081,971</u>

The building fund represents the net book value of the building less the outstanding mortgage loans secured on that property. Transfers are to correctly reflect the value after adjusting for additions, depreciation and repayments on loans.

The fixed asset fund represents the net book value of the other fixed assets owned by the charity. Transfers are to correctly reflect the year end value after adjusting for additions, disposals and depreciation.

A small number of donation were designated by the leadership to fund additional staff costs required to support the growth the church has seen over the year. This growth is expected to continue in the future.

#### 20 Pensions

The charitable company offers a defined contribution pension scheme to its employees and makes contributions to this pension scheme on behalf of its employees. The scheme is open to all qualifying employees and enrolment in the scheme is optional. The contributions payable for the scheme for the period are charged in the income and expenditure account. There was no balance outstanding at the year end (2022: £nil).

#### 21 Capital commitments

The authorised capital commitments at 31 December 2023 is Nil (2022: Nil).

#### 22 Contingencies

There were no contingent liabilities at 31 December 2023 (2022: £nil).

#### 23 Ultimate controlling party

There is no ultimate controlling party.

#### 24 Related party transactions

Donations from trustees' and other senior management during the year were £32,264 (2022: £21,255). There were no other related party transactions during the year requiring disclosure except as mentioned in note 7.

# VERSO VINEYARD CHURCH LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

25 Net cashflow from operations	2023 £	2022 £
(Deficit)/surplus for the year	(39,827)	38,352
Adjustments for:		
Investment income	(8,578)	(560)
Depreciation and impairment of tangible fixed assets	103,683	94,203
Interest on financing	86,306	33,010
Movements in working capital:		
Decrease in stocks	34	138
Decrease/(increase) in debtors	1,391	(2,425)
(Decrease)/increase in creditors	(7,519)	46,139
<b>Net cashflow from operations</b>	<b>135,490</b>	<b>208,857</b>

26 Analysis of changes in net (debt)/funds	At 1 January 2023 £	Cash flows £	Loan facility charges £	At 31 December 2023 £
Cash at bank and in hand	750,318	53,850	-	804,168
Borrowings due within one year	(30,424)	(746)	-	(31,170)
Borrowings due after more than one year	(1,239,492)	5,158	(500)	(1,234,834)
	<u>(519,598)</u>	<u>58,262</u>	<u>(500)</u>	<u>(461,836)</u>

**Verso Vineyard Church Limited**  
**Financial Activities for the Verso Care Fund**  
**for the Year Ended 31 December 2023**

	2023 £	2022 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Value of donated items	302,045	365,141
Donations under Gift Aid	29,520	49,500
Gift Aid recoverable	7,380	12,375
Other donations and grants		
Verso Care Fund	29,616	34,585
Family Support (including Refuel and KIT)	9,973	700
Bridge programme	931	1,483
	379,465	463,784
<b>Total incoming resources</b>		
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Value of donated items	302,045	365,141
Staff costs	70,804	55,451
Verso Care costs	4,835	8,479
Family Support costs (including Refuel and KIT)	6,839	4,214
Bridge programme costs	1,602	3,333
Overhead contribution	30,000	27,000
	416,125	463,618
<b>Total resources expended</b>		
	(36,659)	166
<b>Net income</b>	(36,659)	166
In 2023 the Verso Care Fund made a contribution of £30,000 toward overhead costs (2022: £27,000)		
<b>MOVEMENT IN FUND</b>		
<b>Unallocated Fund</b>		
Verso Care Fund brought forward	245,459	245,293
Allocated for staff costs	(181,550)	0
Allocated for capital costs	(25,000)	0
Movement in fund	(36,659)	166
	2,250	245,459
Verso Care Fund (unallocated) carried forward		
	2,250	245,459
<b>Allocated Fund</b>		
Verso Care Fund - staff costs	181,550	0
	181,550	0
Verso Care Fund - capital	25,000	0
	25,000	0
	25,000	0

The Verso Care Fund (formerly the Care Centre Fund) relates to income received by the charitable company for the ongoing resourcing and work of Verso Care.

The trustees have set aside £181,550 of the Verso Care Fund specifically for the provision of future staff costs to provide continuity of operations and growth in the services offered by Verso Care in the short to medium term. The trustees have also set aside £25,000 for capital development of facilities (subject to raising additional funds).

These provisions mitigate against general economic uncertainty and the potential impact this may have on income levels by providing for the most significant operational cost of Verso Care and to enable further fundraising for capital development. The balances set aside will be reviewed annually.

## 2023 STATS WE GAVE

### 1 FOOD & NON FOOD

Verso Care provided families, couples and individuals with **459** food & non food parcels as well as supporting **23** other charities. In addition, **3,348** essential items have been supplied to Asylum Seekers and Refugees.

### 2 PARTNERSHIP WITH ST ALBANS FOODBANK

As a result of collectively working with other organisations within St Albans we have supplied **1173** essential emergency food parcels.

### 3 BRIDGE MENTORSHIP PROGRAMME

Currently **42** mentees have signed up to the programme with **7** mentors, resulting in **949** visits to the Verso Care shop.

### 4 KIT CLOTHING & EQUIPMENT

Guests are able to request clothing, shoes, essential equipment & gifts that have been donated, including school uniforms. A total of **30** 'Life Boxes' were provided to the Women's Refuge.

### 5 REFUEL MEALS

In order to address 'holiday hunger' we ran **12** Refuel sessions providing hot meals and activities for local children from struggling families during the school holidays.

26,219

Items donated to other charities

2,853

Adults and children provided with food

1,664

Mentor hours provided

6,706

Items provided

566

Meals serviced

## CHRISTMAS 2023

### 1 CHILDREN'S GIFTS

Guests were able to choose one main present and several stocking fillers. We also donated **722** Christmas extras such as wrapping paper, cards and gift bags.

### 2 GOODIE BAGS

Essential Christmas bags were given to clients containing items they might need for Christmas along with **127** Advent calendars.

### 3 FESTIVE FOOD PARCELS

Fresh food parcels were given out to families, couples and individuals on Christmas Eve which contained everything for Christmas day lunch.

### 4 ANGEL TREE GIFT

Christmas is very difficult for children of prisoners. The Angel Tree programme allows the bond between parent and child to continue and grow.

### 5 CHRISTMAS DAY MEAL

Over the last **15** plus years Verso Care have provided a hot festive meal for families, elderly and the lonely in our community.

1,220

Gifts

103

Goodie Bags

23

Parcels

70

Angels

55

Festive meals  
serviced

**Verso Vineyard Church Limited**

England & Wales - Charity number 1066846

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# Accounts

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**Charity registration number 1066846**

**Company registration number 3445897 (England and Wales)**

**VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS  
ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

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# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

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The trustees are pleased to present their report and the financial statements of the charitable company for the year ended 31st December 2022.

### DIRECTORS AND OFFICERS

The trustees of the charitable company are also its directors for the purposes of company law. This trustees' annual report therefore also contains the information required for a directors' report under company law. In this report the directors are collectively referred to as the trustees or the management committee. The charitable company throughout this report is referred to as the church.

The trustees serving during the year and since the year-end are as follows:

Mr Mark Helvadjian  
Mr Bruce McKinnon  
Mrs Ruth Robb  
Dr Andrea Taylor-Cummings  
Mr Tim Winfield

Company Secretary:  
Senior Pastor/Chief Executive Officer:

Mrs Gil Yon  
Mr Mark Helvadjian

### OBJECTIVES AND ACTIVITIES

The objects of the church, as stated in the Memorandum of Association, are the advancement of the Christian faith in the United Kingdom and throughout the world, the furtherance of religious or secular public education, the relief of the poor, needy, sick and elderly, and other such objects as the management committee shall see fit.

In fulfilling these objectives, the church holds Christian services, provides educational and training sessions, provides children's and youth activities, and performs acts of service and charity within the local community, the wider area and overseas.

An encounter with Jesus' love and acceptance, His compassion and friendship, His forgiveness and healing changes people. When people respond to Jesus' invitation to follow Him, transformation happens within the individual but also ripples out to relationships, family, workplaces and society.

To make Jesus known, the church continues to extend its reach, to reach those who do not yet know Jesus. It does this through creating spaces and places for people to encounter Jesus. The ministry and activities of the church are supported and enabled by hundreds of volunteers, partner organisations and a staff team of 24 people.

The church owns two warehouses that have been converted to provide:

- A double height atrium used to welcome visitors and host events and activities
- A second atrium used for children's registration for children's work at the weekend and hosting the Care Centre during the week. Warehouse spaces and rooms provide facilities to operate a foodbank for those in need of emergency support, clothing and equipment. Other charities in addressing similar issues are also resourced by the Care Centre. These areas are also used on Wednesday afternoon in the support of Care Centre guests who are members of the Bridge programme. Bridge members shop for food and other essentials in a small 'supermarket' and access a range of support offered by partner organisations and mentors. The Care Centre continues to grow and develop pathways to support guests in changing their lives
- Two refreshment bars, BLEND café, kitchen, washrooms, bookstore, offices, meeting rooms and recreational areas to support the activities of the church
- A large auditorium with seating for 730 people over two floors fitted out with a large screen, projectors, lighting and technical support which is used as a worship centre
- A suite of rooms and facilities for Village Kids providing ministry for babies and young children up to the age of 4 years old
- Newly developed spaces for Youth, Ventureland (children aged 5 to 10 years) and Treasure Chest (a safe environment for children with additional needs to feel nurtured in their faith journey and support their families)
- New studios and production rooms to be fitted-out in 2023

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2022

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In relation to the Charity Commission's guidance on public benefit, the following are examples of specific activities aimed at the public:

- The Care Centre which includes emergency food provision, Bridge programme offering access to a social supermarket and tailored support packages including mentoring, KIT (clothing and resources for children), Refuel offering meals and activities during school holidays to those in receipt of free school meals
- Partnering with organisations to offer support and advice to Care Centre guests covering addiction, mental health, legal advice, statutory agencies and support workers
- Resourcing other local charities and statutory agencies with food, clothes and equipment
- Courses such as pre-marriage, marriage, parenting and life skills
- Children and youth programmes
- Hosting other organisations providing services which benefit the community e.g. NHS Blood Donation sessions
- Providing opportunities to be part of a supportive and diverse community doing life together

#### Activities planned for the year

This year has been one of transition, a liminal space where the church moves away from restrictions and challenges of the pandemic and prepares itself in anticipation of the open spaces to come.

The activities planned for this year were:

#### Services and events

- New services targeted at those who cannot access existing services
- Continue to develop online capabilities and content – services, resources, and worship
- Continue to rebuild Sunday teams for all ministries – parking, welcome refreshments, online hosts, production, Youth, Ventureland, SEN and Village Kids and update role descriptions
- Set up and equip new stewards' team
- Consider necessity of second Sunday service as growth continues – dependent upon team capacity
- Oversight and support by the worship team for youth and children's ministries to grow in live worship
- Continue to build synergies across Youth, Ventureland and Village Kids
- 5<sup>th</sup> Sundays to be a church family service led by Youth and Children's Ministries
- Youth to trial a month of Sunday festivals
- Grow online youth provision through Light Revolution
- Aim to provide at least one larger Friday evening youth event with partner organisations
- Build relationships with parents of children with SEN
- Develop yearly teaching programme for Ventureland incorporating Jewish roots of the Christian faith
- Develop multimedia content and live worship for Village Kids including update of technology
- Enhance safety with additional door team for Village Kids, establishing team for first aid and fire marshal rotas and practice evacuation procedures
- Focus services to include baptisms on Easter Sunday, dedications in response to demand, compassion, and justice issues
- Build team and prepare to launch first regional multi-site in Hatfield
- Worship team to lead at wider church events such as David's Tent and Vineyard Leaders' Gathering
- Support and equip worship team with worship retreat in spring 2022
- Creating a song writing circle to produce new songs

#### Discipleship and pastoral

- Develop and deliver Equip courses including parenting courses and a biblically based justice and compassion course
- Design a training & equipping pathway for emerging multi-site leaders, church planters and team
- Build team for running Restore course and develop into an evangelistic course
- Provide pathways to create new ongoing groups from Equip courses, events and in response to demand e.g., Bible Study group, Connect groups with a missional focus, multi-site groups
- Continue to support and promote Connect groups to build community and provide discipleship opportunities through leader training, resources and publicity
- Continue to support and promote existing ministry and outreach groups and their activities such as RISE, and men's ministry

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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- Encourage volunteer led new events and activities in line with the vision of the church
- Review Connect group operations by encouraging attendance recording, performing health checks, updating role descriptions and refreshing packs
- Increase the number of young people engaging in the one-to-one mentoring programme
- Expand the pastoral care team (staff and key support workers) to meet the rising demand for support needed by individuals
- Continue to offer online and telephone pastoral and prayer support which reaches people who may not engage face-to-face

### Community

- Continue to support the Bethesda Orphanages in India housing 150 children and 10 widows. Include a ministry update for the congregation in a Sunday service
- Continue to support STEP (St Albans & Harpenden Education Programme) and be intentional in building relationships with STEP and The 267 Project as a partners in youth outreach
- Set up a general Crisis Fund for financial responses to all crisis situations supported by the church e.g. Afghanistan crisis through Tearfund, Ukraine crisis through Wide Awake International
- Continue to make the building available to benefit the wider community e.g. NHS Blood & Transfusion team, Herts Welcomes Refugees and explore community use of the new facilities

### Care Centre

- Continue to work with St Albans & District Foodbank (part of Trussell Trust network) to provide all emergency food provision to the Care Centre
- Create a role to manage community engagement and publicity for the Care Centre, build relationships with partners (Mind, St Albans District Council, Family Centres, Family Lawyers, Christians Against Poverty, The Living Room, Computer Friendly, Morgan Sindall, STANTA, Job Centre Plus and Oaklands College) and develop links with new organisations to enhance to support offered to guests
- Continue to raise income to fund the Care Centre through donations and grants
- Consider holding an event to thank all sponsors and supporters
- Develop and launch the Gateway programme for guests seeking emergency food provision to provide a pathway to joining the Bridge membership programme
- Continue to work with Oaklands College to support students with work experience and extend work experience opportunities for Bridge members
- Set up a pay as you feel community café for the Care Centre sessions and partner with Redemption Roasters who could provide barista training for guests and the opportunity for work experience
- Set up a cooking workshop for guests with an option to obtain a food hygiene qualification and gain catering experience at Refuel and Care Centre sessions
- Research and resource Eden, a garden project for guests to learn how to grow food for the Bridge shop
- Conduct viability study of supporting families through subsidised holidays
- Continue to run Alpha courses and Bible Study groups for Care Centre guests
- Grow volunteer team numbers
- Develop leadership and discipleship pathways for team
- Develop in-house training programme
- Strengthen integration of Care Centre, staff, and church

### Business support and operations

- Create a safeguarding webpage with policy statement and reporting a concern form and a member only area for safeguarding resources. Continue to review safeguarding practices and update policies and guidance.
  - Appoint a part-time Assistant Worship Pastor with oversight of worship across Youth, Ventureland and Village Kids
  - Invest in staff training by providing regular training time for staff together with access to online courses
  - Review the business requirements regarding communications, creative content and production management in the light of increased online presence
  - Resource and promote staff mental healthiness
  - Launch REACH Fund to support all REACH activities. This will be an ongoing restricted fund and each year's funding priorities and requirements will be communicated to the church. In 2022, the REACH activities include development of facilities and launch of Hatfield multi-site
  - Consider grant applications for finance to support development costs
  - Plan, cost and manage the fit-out of the new spaces created for Youth, Ventureland, SEN, studios, and production areas
  - Design business support plan and procedures for multi-site expansion
  - Reconsider development of a connect lounge as a hub for newcomers to church
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# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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### ACHIEVEMENTS AND PERFORMANCE

#### Services and events

A major focus for all ministry areas in 2022 was to rebuild Sunday teams following the pandemic and some of the plans for the year were not realised due to restricted team numbers including introducing a new steward's team. There were no new services during the year and although attendance grew significantly, the move to having two services on Sunday mornings was delayed until March 2023 to establish ministry teams across all areas. There was a concerted effort to increase the number of people volunteering on the Sunday teams for parking, welcome refreshments, online hosts, production, Youth, Ventureland, SEN and Village Kids. There are now leaders in place for all Sunday teams and the number of volunteers has increased significantly since the start of the year.

Attendance at and online participation of Sunday services remained steady throughout the first half of 2022. There was a noticeable switch from online participation to onsite attendance at the beginning of the year with average service headcount increasing by almost 100 people in February compared to January. From September, there was an increase in onsite attendance while online participation remained steady. The average weekly service headcount until the end of August was 345, from September to the end of the year the average weekly service headcount increased to 442, a rise of 28%. The increased onsite attendance from September onwards can be attributed to the new facilities opening and is supported by significant increases in numbers of youth (50%) and children (28%) as capacity increased. Online viewing increased sharply in December with a slight fall in onsite attendance. The church is thankful for this growth and the greater racial and cultural diversity that reflects the body of Christ in all its glory.

The focus for the worship team has been to strengthen relationships within the group following staff changes and provide new spaces in the calendar to gather for worship. This has meant that song writing and producing new songs was postponed. Monthly worship evenings have been introduced as a regular fixture with opportunities to invite guest worship leaders. Members of the worship team are now meeting mid-week for practice sessions and meeting more regularly to share fellowship with one another. There have been changes in the leadership of worship with the introduction of a leadership team of four people. The Worship Pastor and a small team led worship at the Vineyard National Leader's gathering and members of the team enjoyed a worship retreat to make new connections and be resourced. Investment has been made in new instruments and audio equipment including a move to using wireless in-ear monitoring for the worship band. Preparations have started to move into the new studio spaces at the start of 2023. Oversight and support for youth and children's worship ministries has increased and youth and children's ministry worship leaders are now included in worship team meetings.

Investment in video and audio equipment has continued including the purchase of several wireless cameras for live streaming and producing content for the church's YouTube channel. There is a production team of 7 to 10 people each week covering cameras, visuals, audio production, director and producer roles. Young people are encouraged to develop their skills and giftings by being part of this team.

It has been an exciting year for youth and children's ministry watching as the spaces were being developed for their ministries. The teams have worked closely together to organise three church family services on the 5<sup>th</sup> Sunday of the month and participated in shared activities for example when Ventureland prepared a large "Father's Table" and invited the youth to join them in a feast then took snacks to the younger children.

Project Flame launched in the first quarter of the year providing a programme of events on a Sunday with a mini festival vibe. Initially the project was scheduled for 4 weeks but, as the attendance grew and the young people invited friends along to enjoy the activities, teaching and lunch, this was extended to 6 weeks.

The youth team continued to grow their online youth provision through Light Revolution posting 68 videos and shorts during the year. The highlight of the year occurred when a short video of the youth pastor being covered in gunge had over 177,000 views.

The youth had the opportunity to meet at FUEL events run three times a term by churches partnering together. These events enable young people to gather in a larger group for contemporary and creative experiences and are especially welcomed by churches with small numbers of young people.

Relationships with parents of children with special educational needs were developed in preparation for the launch of the Treasure Chest ministry at the start of September. The fit out of the Treasure Chest room is due to be completed in the Spring of 2023 but that did not hinder the team of 5 volunteers launching this new ministry area. The benefits of having a dedicated safe space for these children to encounter God are already evident and the parents are connecting with one another and forming supportive friendships.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2022

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Ventureland finally have a place that they can call 'home' and have seen over 100 children in the Sunday sessions which indicates the pressing need for a second morning service on Sundays. The integration of Jewish history and festivals has continued supported by regular visits by a Messianic Jewish Rabbi. Work started to develop an annual teaching programme for Ventureland that incorporates the Jewish roots of the Christian faith and this is expected to be completed in 2023

All those involved in Youth, Ventureland and Treasure Chest have felt incredibly blessed to have the new spaces for worship, teaching and fellowship. The quality and sizes of the spaces have made the youth and children feel very honoured, seen and treasured.

A focus for Village Kids was to update technology in the children's rooms and smart televisions were installed in the rooms for older children which enabled the team to incorporate worship songs and content into the teaching programme. Safety was enhanced by increasing the door team for Village Kids, and reviewing first aid, fire marshal rotas and evacuation procedures. As part of the review of evacuation procedures, a new evacuation cot was purchased for the baby room, which will improve safety in the event of an emergency evacuation. Seven new baby packs were gifted during the year.

Services were held to celebrate milestones in people's faith journeys. Twelve children were dedicated to God in services throughout the year. Each child and their family received prayer during the service and a small gift. At Easter, 16 adults and young people were baptised after completing preparation classes.

There were other focus services including launching the Reach Fund, looking at the development project, highlighting the stories and experiences of volunteers, preaching from the Compassion and Justice pastor and a focus on youth and children's ministry areas. One of the services led by the youth and children's ministries included gathering the whole community for lunch together afterwards.

Following last year's successful Christmas Celebration Evening, this event was run again in December. There were films showing for children in the auditorium, hot food, refreshments, children's activities and more stalls than last year selling crafts and gifts.

Plans to launch a Hatfield site were communicated to the church and an evening event was held for people to find out more about the vision and plans and how they could be involved. The evening was well attended and following on from this a core team formed. The team met over the summer to worship, pray and share vision about the site as well form friendships. The first event the team ran was an open mic night in July to officially launch the site.

In September, the Hatfield site team ran a 10-week Alpha course in a café in Hatfield town centre. It was a great opportunity for people to discuss and explore Christianity and life's big questions in an informal friendly environment. There were around 10 to 20 guests altogether with some just trying one session and about 6 people attending the full course. Some people heard about the course from the Fresher's fayre at the University of Hertfordshire (based in Hatfield) and one person was passing on his way to the foodbank when he accepted an invitation to join and he returned every week thereafter. Two of the team formed a Connect group to continue to meet weekly with people who enjoyed the course and one person has expressed an interest in getting baptised. The core team continued to meet every fortnight and at the end of the year the priority was to find a venue to start Sunday services.

#### **Discipleship and pastoral**

There are a number of ways the church provides opportunities for discipleship and pastoral care for its members which starts with making visitors welcome and helping them to settle into the community. The welcome desk is a good start point and visitors can collect a welcome bag giving more information about the church and a voucher for a free drink from the BLEND café. Prior to the pandemic, the church held Newcomer Lunches at a local pub but due to the increase in numbers this needed to be reviewed. The lunches were relaunched in 2022 and hosted as an event in the BLEND bar following the Sunday service. This event provided an opportunity for those who are new to the church to meet with some members of the church leadership and make connections with one another. Two Newcomer Lunches were arranged during the year and in total 81 people attended. This has proved to be a successful way to welcome people and will be continued in the future.

The church also runs EQUIP courses, designed to support spiritual growth. In the Spring the courses were blended with some participants online and some onsite and the Autumn courses were onsite. Over the five courses run during the year there were a total of 171 people in attendance. Courses were led by teams of staff and volunteers and one bible-based course was led by a respected guest speaker, Stephen Burnhope.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2022

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Vineyard Churches UK and Ireland (VCUKI) launched a movement-wide leadership development programme called Vineyard Ministry Pathway to offer training and support for people to step into their calling. The church is running an Essentials course on a monthly basis to cover the most important and foundational aspects of leadership. This course is volunteer-led and open to people who are hoping to or already leading in ministry.

The Vineyard Leadership College follows on from the Essentials course and is a year-long part-time programme for those with a vocational calling or a desire for church planting as part of a discernment process. There are a series of training environments provided under Launch training and the option to study Kingdom theology through different modules and courses provided by Westminster Theological College.

The church hosts a number of activities and groups where people can meet with and disciple one another and grow in their faith. As a large church, the primary way to meet others in smaller groups for fellowship, worship and discipleship is through Connect groups. There are a wide range of established groups located in different areas across the region and some groups have particular focuses e.g. bible study, RISE connect groups for women etc. There were 2 new groups formed in 2022 including a bible study group following on from an Equip course. Connect group leaders were resourced through training sessions and Family Connect group taster mornings ran for those not yet in a group. Leadership meetings took place during the year for all those involved in leading the various ministries and at the summer meeting people socialised at a leaders' BBQ.

RISE, the fortnightly women's group, continued to grow in strength and started a prophetic group alongside other RISE Connect groups held in the weeks when the main meeting is not running. A new leader took over this ministry at the end of the Summer and the church is thankful to previous leader for her commitment and service as she steps down. The men's group relaunched with a breakfast when a new leader was found and some activity-based smaller groups have emerged.

The youth mentoring programme continued and at the end of the year there were 12 mentors and 7 youths actively being mentored. The young people have found the mentoring to be helpful and there are plans to increase capacity by training up new mentors before establishing if other young people would be interested in mentoring.

A new full-time role of Head of Pastoral Care was created in 2022 and filled by the serving Assistant Pastor who was previously working part-time. The capacity of the team overall was limited due to illness. The Ministry Team members increased to 59 (2021: 56) and these people cover online and onsite prayer support for those reaching out. There were 136 online prayer requests (2021: 475) and 1,256 people receive in-person prayer which is offered each week after the service. Telephone and online options for prayer and support are available for those who do not engage well face-to-face.

Pastoral support for 13 people was provided from a small ministry team (SMT) (2021: 8). Flowers and cards were sent to 16 individuals and families (2021: 14) at times of bereavement or illness. Connect groups members also supported each other through life's challenges including providing meals when helpful.

The pastoral team develop and run a series of courses to address different issues or situations people face in life. Due to capacity limitations the Restore course (a 9-week course providing an opportunity for participants to address personal issues in a safe and confidential environment) was postponed to Autumn 2023. A Marriage by Design course took place for those preparing to marry and two weddings were celebrated in the church.

The weekly prayer meeting, Breakthrough, ran throughout the year to pray together for the life of the Church, the community and the world. The meeting was mostly conducted online with the exception of the first week of the month when it is held in person at the church with increased attendance. PrayerNet is a prayer initiative for members of the congregation to request emergency prayer support. In 2022, 22 requests were received and there are 87 PrayerNet members who then offer prayer for those requests.

#### **Community**

The church has continued to support, in prayer and financially, the Bethesda Mission Trust in India that provides orphanages with a capacity to accommodate 150 children and a few widows. We were blessed to have Pastor Samuel Gnanaværan visit us and address the congregation with an update. He spoke about the impact of the Coronavirus in the local community and how the orphanage provided food and provisions to the wider community where needs were acute. In addition to our regular financial support, over £3,000 of additional donations were made by the congregation to help repay loans taken out during the pandemic to meet increased running costs.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2022

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The church continues to support STEP, a charity working in local secondary schools providing assemblies, workshops and support operated within a Christian framework and with an underlying gospel message. STEP operates from our premises and greater synergies have evolved as we work together in partnership. We support STEP in running retreats for secondary school students by providing spaces within our building to enable large numbers (120-150) of students to participate.

The church's developed facilities give us the capacity to host large area wide youth outreach events in partnership with STEP, The 267 Project and other organisations. Building on the success of events held in 2022, there are plans to coordinate area-wide outreach through youth events and activities under the 'Illuminate' banner.

In addition to weekly prayer meetings for Afghanistan and Ukraine, a small group of people from the church and Youth with a Mission provided practical support at a refugee camp in Poland for those fleeing the war in Ukraine. In the short time that the team were there, they used their skills working with traumatised children to set up children's work in the camp. Emergency supplies of warm clothing and blankets as well as other provisions were also sent to meet the initial needs of those who had left their homes with very little.

A Crisis Fund was launched during the year for financial responses to all crisis situations supported by the church congregation. These funds were allocated by the leadership team to different humanitarian crisis situations as they occurred. During the year donations of over £3,000 were made to Tearfund to support relief work in Afghanistan. Donations totalling over £6,700 were also raised for charities working in Ukraine. One charity the church will continue to support is Wide Awake International ([www.wideawakeinternational.org](http://www.wideawakeinternational.org)) working in Ukraine to provide hope, dignity and love to orphans with disabilities. The charity works towards deinstitutionalisation of this vulnerable and forgotten group of people.

In addition to the Care Centre activities and permitted church activities, the building has continued to be used by the NHS providing 19 blood donation sessions throughout the year. Other organisations making use of the building include the Herts Women's Institute for their AGM, The 267 Project for a fundraising evening, U3A, Herts Welcomes Refugees and NoFloorNoMore, a community interest company providing low cost second hand carpets to those on low incomes.

The church hosted a Christmas Day gathering for those in the wider community who may find themselves alone or struggling and served 44 Christmas meals thanks to grant support from the Neighbourly Foundation, donations from local businesses and a team of volunteers. In addition, 28 festive fresh food parcels were given out on Christmas Eve.

#### **Care Centre**

The Care Centre's mission is to equip people with the tools and support they need to move towards living a more independent life, empowering them to fulfil their God given potential. In 2022 114,081 items were donated to the Care Centre, donations, memberships and grants totalled £98,642 and 19 other charities were supported with 28,740 food and non-food items.

The partnership with St Albans & District Foodbank (part of the Trussell Trust network) continued, providing the emergency food bags for people referred by local organisations and agencies to collect at the Monday session. In total 2,155 emergency food bags were given out and 177 people accessed the Care Centre for the first time in 2022. The Monday session includes a café offering free food and refreshments, access to pastoral support, prayer, KIT providing children's clothing and equipment (3,788 items given out), a family room with activities for children and services provided by partner organisations (Mind, St Albans District Council, Family Centres, Family Lawyers, Christians Against Poverty, Citizens Advice and The Living Room). Relationships with partner organisations have continued to grow stronger to the benefit of the guests that visit the centre. A highlight of the year was the school uniform 'shop' offered by KIT – the increase in demand for school uniforms was met by an increase in donations and 2,132 items of school uniform were given out. The Christmas Shop opened again this year full of children's toys and stocking fillers for guests to choose from.

The Bridge programme runs at the Wednesday afternoon sessions and is a membership scheme that provides a mentorship pathway to help food bank users to take the 'next step' to becoming more food secure. Each member has a mentor, training support, opportunity for work experience and access to all the services offered at the Monday sessions. In place of pre-packed emergency food bags, Bridge members have access to the Bridge shop where they can choose from a larger selection of food and grocery items. In 2022, 34 new people enrolled on the Bridge programme and there were 836 visits to the shop by members. Additional partner organisations (Job Centre Plus, STANTA, Morgan Sindall, Oaklands College and Computer Friendly) have come alongside the mentors so Bridge can offer career counselling, disability employment advice and access to over 600 courses. There were 8 Bridge mentors during the year and 39 Bridge members signed up for mentoring.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2022

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New in-house courses have been developed and there are now 5 core courses for mentees to complete for their personal development. Three of the courses are online and modular. Two of the courses are delivered in-person over 4 sessions for each course – and both these courses were delivered twice in 2022. The mentor team have helped people grow in confidence and many people have progressed to secure employment or training opportunities.

Care Centre staff are in a unique position to support families and individuals receiving statutory support through multi-agency meetings as they are trusted by guests and respected by statutory agencies. The workload is increasing in this area which in part is a result of people struggling with the cost of living crisis.

The church provides lunch and fun activities once a week during the school holidays through its REFUEL ministry for those who normally receive free school meals or are in need of this support. The sessions ran on-site again and a total of 730 meals were prepared and served during 2022. To encourage greater integration of the wider staff team and the Care Centre, the staff team participated in different REFUEL sessions during the year. Where there was a shortage of volunteer team, the sessions could continue to operate and when families went onto attend a church service more people were familiar.

Regular tours of the Care Centre ran after Sunday services to inform members of the congregation about the work done by the Care Centre and this led to more people volunteering to serve on a Care Centre team. In general, the number of volunteers grew over the year. Regular training sessions were held for volunteers and volunteers have access to the leadership courses of the wider church. The post of Care Centre Supervisor became vacant in the first part of the year and following a recruitment process the post was filled by someone who had been working for the Care Centre in a voluntary capacity.

The Gateway programme is a pathway to encourage people who currently receive emergency food provision towards joining the Bridge programme. There was a soft launch during 2022 focusing on long-term foodbank users to either come off long-term support or access the Bridge programme. The partnership with Oaklands College has continued to grow in strength providing students with work experience in the Care Centre warehouse. Following the success of this, work experience opportunities have been extended to Bridge members and those recently released from prison as referred by the Probation Service.

After reviewing the viability of providing subsidised holidays for Care Centre guests, it was decided that subsidising day trips was a better response to needs and use of resources and this will be looked at further next year.

Alpha courses and bible study sessions continue to be run for groups of people to explore the Christian faith. People who started their faith journeys through the Care Centre are now integrated into the wider church and involved in church life with a few people being baptised and their children being dedicated.

A new initiative for 2022 was supporting the Angel Tree appeal. This appeal provides children with a Christmas gift and note from their father who cannot be with them as they are in prison. In total church members donated gifts for 50 children.

Plans not actioned in 2022 include:

- The role to manage community engagement and publicity for the Care Centre is yet to be created.
- the Eden project (a garden project for guests to learn how to grow food for the Bridge shop) - the land was secured but adequate team was not available.
- cooking workshop (for guests with the option to obtain a food hygiene certificate and catering experience) – this was planned but will launch in 2023.
- Pay as you feel café partnered with Redemption Roasters (providing barista training and work experience) – 4 guests completed the training and the café will launch in 2023.
- Event to thank sponsors and donors – unfortunately had to be postponed to Spring 2023.

The Appendix to the financial statements shows the financial position of the Care Centre Fund in 2022 and additional information relating to the services provided.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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### **Business support and operations**

Significant progress was made in creating a safeguarding webpage and introducing an online concern reporting form. There was church-wide communication in Spring 2022 to re-enforce the message that safeguarding is everyone's responsibility and launch the webpage and reporting a concern form. Sometimes a number of minor things are noticed by several people which of themselves do not cause concern but taken together, an overall picture emerges which requires a response. The benefits of introducing this system have provided greater clarity for all involved and helped in supporting people and addressing concerns. The policies and guidance have largely been updated and the next stage is to develop the member only area of the website for safeguarding resources.

There have been a number of changes to the staff team over the year with six people leaving for reasons ranging from retirement to personal growth. The church gives thanks for their service and is excited about the future that God has mapped out for each individual.

As a result, there have been opportunities to think creatively and change focus in some areas to better respond to the post-pandemic landscape. One such area is that of communications and creative content. With the increase in online streaming and social media presence, a new post of Creative Content Producer was advertised and this position was filled in May. This role oversees the online streaming and camera teams for services alongside the church's publicity, website and social media content.

One of the planned changes to the staff team was to recruit a part-time Assistant Worship Pastor to assist the Worship Pastor to resource the youth and children's ministries in worship. The appointment was made in February and there has been improved support for worship across all ministry areas. After many years of faithful service the Worship Pastor stepped down in July. In September, the Assistant Worship Pastor was appointed as the Worship Pastor. Plans were made to recruit an additional part-time role of Audio Producer to support the Worship Pastor. This appointment commenced in January 2023.

The Office Manager retired in September after over 20 years' service and the Business and Operations Team underwent some changes as a result. The Buildings Manager took on management responsibility for the building contracts and utilities. An additional Assistant Caretaker was employed in September to provide support for the newly developed spaces. The Business Assistant took on additional financial and human resources responsibilities previously carried out by the Office Manager and a new position of Administrator and Operations Assistant was created. Following a successful recruitment process the appointment commenced in January 2023.

There was an increase in hours for Care Centre staff to meet increased support needs and a new Care Centre Supervisor was appointed following the departure of the previous post holder in February. At the year end there is a vacancy for the Care Centre Van Driver which is being carried out by a volunteer in the interim.

The church has invested in staff training during the period through online courses and external conferences. The staff team also participated in training days delivered by Drs Andrea and Jonathan Taylor-Cummings, authors of 'The 4 Habits of Successful Relationships' which gave the team insight into the importance of good relationships and the tools to build those. Curated resources for mental wellbeing have been made accessible to staff online and where needed there are pathways for support through pastoral care or professional counselling. All staff undertook suicide awareness training during the year to equip them to recognise and support those affected by suicidal ideation. At the start of the winter a one-off payment was made to all staff to help ease the burden of rising energy and living costs.

At the start of the year the Reach Fund was launched to the congregation which will support all Reach activities over the coming years. In 2022 the needs included development and fit out of new facilities, support for multi-site locations – the first being Hatfield site, and extending our reach through online content and streaming. In its first year of operation the Reach Fund attracted income of £92,032 from members of the congregation of which £32,607 was spent in line with the objectives. The fit out of the Treasure Chest room was delayed until early 2023 so part of the Reach Fund balance carried forward is set aside for this work.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2022

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An outstanding achievement of 2022 was the development of an empty warehouse into usable spaces for Youth, Ventureland, Treasure Chest (a room for children with special educational needs), studio space and supporting storage, washrooms and kitchen facilities. The project was delivered on time, on budget and with minimal disruption for which we are thankful to the contractors and Building Project team. This represents the final phase of significant development of the current buildings and further fit out will take place in the future. There are plans to remodel the washroom facilities used by the Care Centre and create a Connect lounge for welcoming new visitors.

One plan for 2022 was to raise funds for the building work through grant and trust applications. Despite significant time investment in making multiple funding applications, on this occasion we were not successful. That said, at the year end, one application that was submitted on a broader basis was still being considered. The development project was funded by Growing Family Fund (money raised by the congregation £208,637) and an additional bank loan secured on the property.

There are two plans still to be realised, being designing a business support plan and procedures for multi-site expansion and reconsidering development of a connect lounge as a hub for newcomers to church. These will be considered in the future.

### FINANCIAL REVIEW

#### Financial position

As with other charities, the Coronavirus pandemic resulted in a notable decrease in both restricted and unrestricted income during 2021. However, 2022 has been a year of growth with a 26.8% increase in total income from 2021. It has been a time of transition: there have been significant changes to the staff team; opportunities to restructure operations; strategic investment for future growth; and successful completion of a major development project costing £711,000. Given this context, the trustees are pleased to report an overall surplus of £38,352 (2021 surplus of £9,232).

The principal sources of funding for the church are member donations and the related gift aid recovery. General fund donation income during the year was £886,310 compared to £798,144 in 2021. This represents an increase of 16.7% year on year and can be attributed to growth both in numbers and also in giving of existing members.

Restricted fund donations were £591,360 compared to £380,760 in 2021 representing a 55% increase. This increase can be attributed equally to growth in the Care Centre income and congregational giving of £92,032 to a new restricted fund, the Reach Fund, set up during the year to resource the church's 10-year plan for growth.

Financial donations to the Care Centre in 2022 were 14.8% higher than in 2021 and the value of donated goods distributed during the year increased by 30% reflecting higher food prices and growth in KIT providing clothes and equipment to those in need. Donations and grants come from a variety of sources including individual donors (within and outside of the church), other churches, businesses, trusts and charities.

In addition to the Reach Fund, the Crisis Fund was set up during 2022 to support the church's desire to support worldwide emergency appeals as they arise. £12,561 was donated during 2022 supporting organisations in Ukraine, Afghanistan and India. At the end of the year, £2,785 was set aside as a Family Fund which will be officially launched in 2023 for the benefit of church members facing financial hardship.

The trustees and management met frequently to monitor the income levels and cash flow. Costs have continued to be monitored closely during the year and managed centrally. The operating costs are slightly higher in 2022 as there was strategic investment in particular areas:

- Building project - to develop warehouse space representing approximately 20% of the premises into usable spaces as previously detailed. The project was funded by the Growing Family Fund and a loan. The buildings team expanded to provide support for the additional spaces created and premises operating costs increased as the new facilities were brought into use. Fit out costs will be met by the Reach Fund and trust applications.
- Worship – There has been investment not only in music and sound equipment, but also in nurturing the worship team. A new Assistant Worship Pastor was appointed at the start of the year and later became the Worship Pastor when the position became vacant. This ministry area will continue to be a priority in 2023.
- Online streaming was a continued priority and the way in which the church communicates changed to reflect the shift towards digital content. A new position of Creative Content Producer supports these changing needs alongside investment in audio/visual and digital capabilities.

Operational expenditure was £944,051 in 2022 compared to £835,281 in 2021. There was an unrestricted deficit before transfers of £26,124 (deficit of £25,607 in 2021) for the year.

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# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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Although a deficit arose for the general fund during the period, the reserves brought forward are more than sufficient to cover this and to provide a firm basis for the church to continue its plans into the future. The restricted surplus, before transfer, increased during the year and overall there was a small surplus of £38,352 in 2022.

### Reserves policy

Total funds held at the end of the year are £3,848,825 (£3,810,473 in 2021) including restricted funds of £307,669 (£451,830 in 2021). The Growing Family reserve fund was fully utilised in 2022 for the development of the warehouse space into dedicated facilities which has lowered the level of restricted funds at the end of 2022 as compared to 2021.

The church aims to hold sufficient funds which are not designated or restricted (i.e. free reserves) to meet 3 months committed expenditure as determined by the current budget less 5% representing uncommitted expenditure. Reserve levels are monitored regularly and reported by the management committee. In 2022, the church continued to monitor income weekly and cashflow monthly (a control measure introduced during the pandemic) which provides data for management decisions to be made in a responsive manner during this transition period. Reserve levels remained strong throughout the year and as 31st December 2022 free reserves were £418,315 which represents 5.6 months expenditure (2021 - £398,045, 5.3 months).

Further details on the nature of restricted funds and designated funds are set out in notes 15 and 16 of the financial statements. £3,122,837 of designated funds can only be realised through the disposal of fixed assets.

Additional financial information in relation to the Care Centre is attached as an Appendix. The report does not form part of the audited financial statements but is provided for transparent disclosure of the Care Centre Fund for all those who donate to the work of the Care Centre.

### Trustee's Liabilities

The Articles of Association of the church provide that in certain circumstances the trustees are entitled to be indemnified out of the assets of the church against claims from third parties in respect of certain liabilities arising in connection with the performance of their functions, in accordance with the provision of section 234 of the Companies Act 2006. Indemnity provision of this nature has been in place during the year and remains in place as at the date of this report but has not been used by the trustees.

### Small Company Provisions

This report has been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 applicable to companies subject to the small companies' regime.

### FUTURE PLAN

- |                              |   |   |
|------------------------------|---|---|
| Our mission remains the same | - | Make Christ known   |
| Our values do not change     | - | Kingdom mindset<br>Power of the Holy Spirit<br>Everyone gets to play<br>Extending justice and compassion<br>Priority of worship |
| We are called again to       | - | Extend our reach, to reach the lost   |
| Vision for the next decade   | - | Create spaces and places for people to encounter Jesus  |

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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In 2023, we will fulfil our mission and vision through the following plans:

### Services and events

- Manage transition to two Sunday morning services in the first quarter of 2023 to include recruitment of team for all ministry areas
- Continue to develop online capabilities and content by investing in worship and technology
- Continue to grow Sunday teams for all ministries – parking, welcome refreshments, online hosts, production, Youth, Ventureland, SEN and Village Kids and update role descriptions
- Set up and equip new stewards' team
- Continue to build synergies across Youth, Ventureland, Treasure Chest and Village Kids
- Youth and Children's Ministries to continue to lead Every Generation services
- Refresh fire evacuation procedures for Village Kids to include investment in new radio handsets
- Develop and build team to launch a toddler group during the week
- Continue to enrich Village Kids teaching with animated worship songs and videos
- Enhance the teaching framework for Ventureland curriculum
- Develop Treasure Chest ministry and provide training for team
- Raise up new Ventureland leaders to lead and oversee various ministry areas
- Launch a weekly after-school café for youth to bring their friends to
- Continue to build upon the success of youth events hosted with STEP and the 267 Project
- Develop sung, dance and creative worship within the youth ministry
- Grow engagement in Light Revolution filming events and in online views
- Continue to support Hatfield site in their outreach and ministry
- Find a venue for Hatfield site
- Build team for prison ministry to support the second multisite – The Mount
- Build and nurture a worship leadership team
- Support and invest in worship, audio and production team through UK Vineyard Retreat, Sound Summit and song writing workshops
- Connect and strengthen relationships with other worship ministries
- Create our own music ministry and produce a worship album

### Discipleship and pastoral

- Continue to support and promote Connect groups to build community and provide discipleship opportunities through leader training, resources, and publicity
- Review Connect group operations by encouraging attendance recording, performing health checks, updating role descriptions and refreshing packs
- Develop and deliver Equip courses including a biblically based justice and compassion course and move toward year-round coverage
- Continue to identify, train and equip emerging multi-site leaders, church planters and team
- Build team for running Restored Lives course and develop into an evangelistic course
- Explore a healthy prophetic ministry group
- Build network and relationships with external counsellors and professionals
- Continue to support and promote existing ministry and outreach groups and their activities such as RISE, and men's ministry
- Encourage volunteer led new events and activities in line with the vision of the church
- Increase the number of young people engaging in the one-to-one mentoring programme
- Resource parents through regular emails, events, and parenting courses
- Refresher Child Protection and safeguarding courses for volunteers working with children and adults at risk
- Provide spiritual abuse training for key pastors
- Build a 4-year curriculum of teaching for youth ministry covering core doctrine and Vineyard distinctives
- Through fundraising events, make the DTI event affordable for all youth to come and to invite friends to
- Expand the pastoral care team (staff and key support workers) to meet the rising demand for support needed by individuals
- Continue to offer online and telephone pastoral and prayer support which reaches people who may not engage face-to-face

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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### Community

- Continue to support the Bethesda Orphanages in India housing 150 children and 10 widows.
- Continue to support Wide Awake International working with orphans with special needs in Ukraine. Include a ministry update for the congregation in a Sunday service
- Continue to support STEP (St Albans & Harpenden Education Programme) and be intentional in building relationships with STEP and The 267 Project as a partners in youth outreach
- Continue to promote and manage the Crisis Fund to provide financial support to crisis situations supported by the church e.g. Tearfund - Afghanistan and Turkey/Syria, Wide Awake International - Ukraine
- Continue to make the building available to benefit the wider community e.g. NHS Blood & Transfusion team, Herts Welcomes Refugees and explore community use of the new facilities
- Launch the Vineyard Family Fund to invite applications for financial support from members of the church who are struggling financially. Applications will also be matched to other support that can be offered either through the Care Centre or from the pastoral care team
- Arrange a Christmas Day meal, building volunteer team and seeking funding

### Care centre

- Maintain and nurture the relationship with St Albans & District Foodbank (part of Trussell Trust network) who provide emergency food provision to the Care Centre
- Strengthen existing relationships with charities supported by the Care Centre though more regular contact
- Create a role to manage community engagement and publicity for the Care Centre, build relationships with partners (Mind, St Albans District Council, Family Centres, Family Lawyers, Christians Against Poverty, The Living Room, Computer Friendly, Morgan Sindall, STANTA, Job Centre Plus and Oaklands College) and develop links with new organisations to enhance support offered to guests
- Continue to raise income to fund the Care Centre through donations and grants
- Consider holding an event to thank all sponsors and supporters
- Develop and launch the Gateway programme for guests seeking emergency food provision to provide a pathway to joining the Bridge membership programme
- Continue to work with Oaklands College to support students with work experience and extend work experience opportunities for Bridge members
- Review pastoral care and training for team members
- Create a discipleship and leadership pathway for team and guests and on-going development of in-house training programmes for guests
- Grow Gateway sessions – a pathway from emergency food provision through FEED to the Bridge programme
- Hold quarterly tours of the Care Centre to heighten awareness
- Recruit more volunteer team members across all areas of the Care Centre
- Expand support for families through running cookery workshops, offering the opportunity to complete a Food Hygiene qualification and work experience in using skills during Refuel sessions
- Plan family outings and trips for Refuel sessions
- Review and oversee development of Care Centre databases

### Business support and operations

- Create safeguarding resources and training videos and develop a member only safeguarding area
- Re-arrange interest-only development loan to full repayment basis
- Continue to fit-out and develop the new spaces created for Youth, Ventureland and Treasure Chest (Special Educational Needs provision)
- Upgrade the Parrot room used by Village Kids
- Occupy and resource new studio and tech rooms
- Plan, cost and manage the refurbishment of atrium 2 washrooms to include laundry and showering facilities for use by the Care Centre
- Develop conference hosting capabilities and run two conferences in 2023
- Review brand strategy and consider suitability for a multisite model
- Continue to develop multisite support plans and procedures
- Review policies and conduct a HR audit
- Review pay structure to invest in staff and ensure living wages are paid
- Recruit Audio Producer with responsibility for sound engineering at services
- Expand the staff team to invest in young adults, youth, and children's ministry to include an additional youth worker role and two part-time children's assistants.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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### STRUCTURE, GOVERNANCE AND MANAGEMENT

#### Governing document

The organisation is a charitable company limited by guarantee, incorporated on 7th October 1997. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company, and it is governed under its Articles of Association. It is also known as St Albans Vineyard, The Vineyard Church, and St Albans Vineyard Church.

#### Recruitment and appointment of new trustees

Aside from the Senior Pastor who holds a permanent position on the management committee, membership tenure is of a variable term and reviewed informally. New trustees are selected following retirement of a trustee or the decision to increase the number of trustees on the committee. Following discussion by the management committee, members of the church are invited to offer themselves for selection. The management committee seeks to maintain a range of appropriate business skills on the committee as well as to increase the level of diversity to provide gender parity and ethnic representation within its governance strategy.

Prospective candidates meet with one or more of the current committee members for an "Interview meeting". The outcomes of these meetings are reviewed by the management committee and following agreement on an appointment further introductions and briefings occur to ensure satisfactory induction of the new trustee. This would include orientation to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan, and recent financial performance of the church.

In addition to this, trustee development events are held periodically both to provide opportunity for the congregation to meet the trustees and understand their role and as a recruitment event for potential trustees. From time to time, where a skill area is deemed to be lacking in the management committee, a person may be asked to attend a specific meeting to provide specialist knowledge or experience or to provide support outside of meetings.

Trustees undertake a check with the Disclosure and Barring Service due to their oversight responsibility for the Children & Youth Ministry and other ministries involving vulnerable groups.

Trustees are sometimes referred to as directors when addressing the congregation - a term used since the incorporation of the church as a charitable company in 1997.

#### Organisational structure

The management committee administers the church in accordance with Charity Commission guidelines. The management committee meets as required but normally 4-8 times a year. Mark Helvadjian is employed as the Senior Pastor of the church and acts as the Chief Executive Officer to manage the day-to-day operations of the charity. The Senior Pastor is remunerated by the church for his role and is also permitted to be a member of the management committee in accordance with the Memorandum and Articles of Association and by the Charity Commission. The Company Secretary, Gil Yon, who is employed by the church as the Business & Operations Manager, sits on the management committee, but has no voting rights.

To facilitate effective operations during 2022, Mark Helvadjian had delegated authority within terms of delegation approved by the trustees which included financial management, employee management and the general direction of the ministry and vision of the church. The terms of the delegation are regularly reviewed in accordance with the Charity Commission's Charity Governance Code. The Business & Operations Manager oversees the day-to-day financial management of the church and reports to the trustees. The Business & Operations Manager is also responsible for compliance and monitoring of company and charity law issues and collaborating with the auditors to produce the annual audited financial statements.

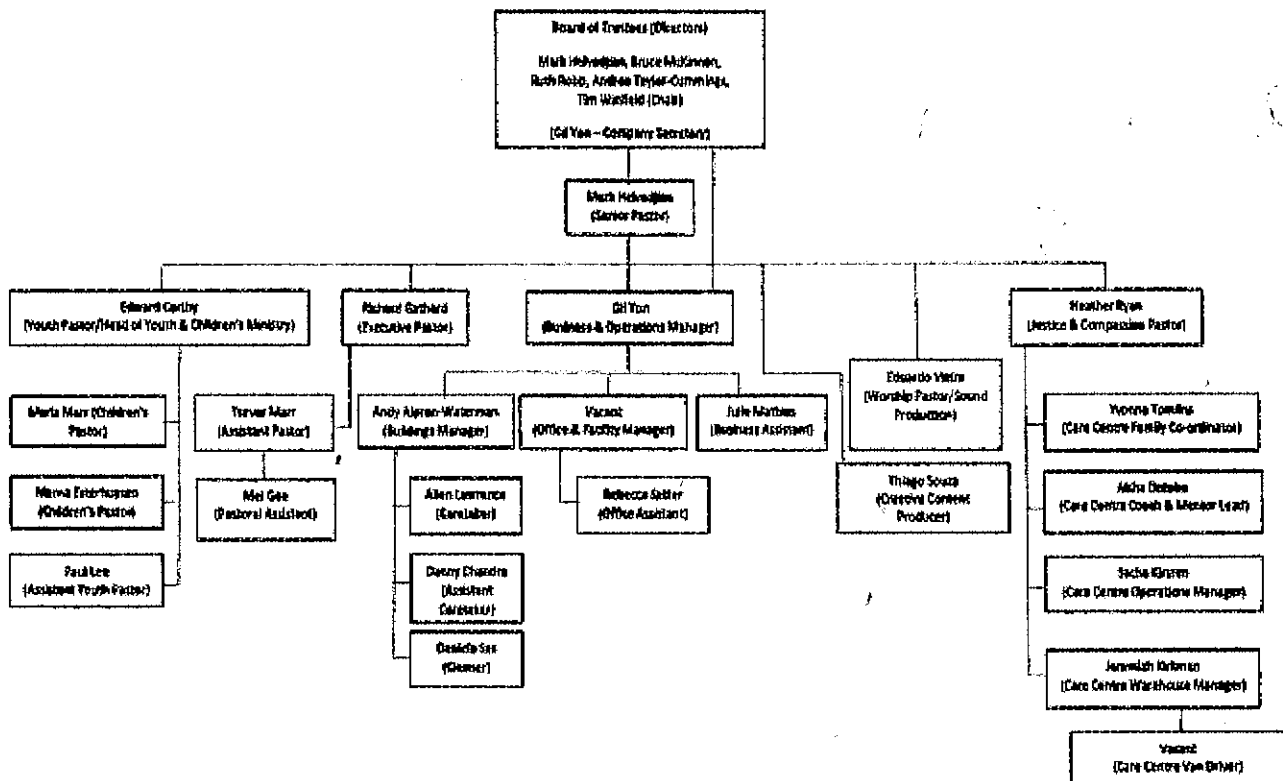
The principal office of the church is the Registered Office.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Vineyard Christian Fellowship of St Albans  
Organisational Structure as at 31<sup>st</sup> December 2022



# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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### **Affiliations and other organisations with which the church is associated**

The church is affiliated to the organisation Vineyard Churches UK & Ireland and use of the "Vineyard" name is vested by them to the Senior Pastor. The church is also a member of the Evangelical Alliance, and an official observer of the St Albans Churches Together network. The church also supports other charitable organisations both in the UK and abroad. In particular, the church regularly supports Bethesda Orphanage in India and more locally the STEP project (St Albans & Harpenden Education Project).

### **Risk Management**

During the year, at their meetings, the trustees have considered the major risks to which the church is exposed, have reviewed those risks and established a risk register and procedures to manage those risks. This ongoing review of the major risks identifies significant risks and assesses their probability and level of impact and any appropriate mitigating action required. Particular attention is paid to those risks having the potential to have greatest impact on the church in the areas of finance, reputation, human resources, safeguarding and child protection, and health and safety. One of the greatest risks to the church is a reduction in giving by the congregation. To mitigate this risk such income is monitored on a month-by-month basis and expenditure adjusted through strict budgetary control. Also due to the small staff group, the loss of key personnel is another major risk and to mitigate this, the church is developing a degree of overlapping of duties, particularly of pastors and uses as a resource the skills of individuals from within the congregation either for short term needs or as candidates to recruit into vacancies.

The trustees are responsible for ensuring that the financial statements are prepared on a "going concern" basis. Going concern means that the trustees have a reasonable expectation that the company can continue to operate for the foreseeable future which in turn means at least 12 months from the date of approving the financial statements.

As the restrictions and limitations arising from COVID-19 recede and growth is evident, the trustees continue to operate additional levels of financial monitoring to enable swift action in response to changing circumstances and ensure the church's future stability.

### **Thanks to Volunteers**

The trustees would particularly like to thank the substantial number of volunteers, church members and others, referred to in the report above, who give their time and energy to the activities of the church throughout the year and without which the church would be unable to carry out its work in the community and beyond.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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### REFERENCE AND ADMINISTRATIVE DETAILS

**Trustees** Mr Mark Helvadjian  
Mr Bruce McKinnon  
Mrs Ruth Robb  
Dr Andrea Taylor-Cummings  
Mr Tim Winfield

**Company Secretary** Mrs Gil Yon

**Company No.** 3445897

**Charity No.** 1066846

**Registered Office** 7 Brick Knoll Park  
Ashley Road  
St Albans  
Hertfordshire  
AL1 5UG

**Auditors** Cansdales Audit LLP  
St Mary's Court  
The Broadway  
Old Amersham  
Bucks HP7 0UT

**Bankers** Reliance Bank Limited  
Faith House  
23-24 Lovat Lane  
London  
EC3R8EB

Barclays Bank Plc  
PO Box 104  
St Albans  
Hertfordshire  
AL1 3AN

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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### STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the directors of Vineyard Christian Fellowship of St Albans for the purpose of company law, are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### Auditor

Cansdales Audit LLP are deemed to be reappointed under section 487(2) of the companies Act 2006.

The trustees' annual report was approved by the Board of Trustees on 20<sup>th</sup> June 2023 and signed on behalf by :



Mr. Tim Winfield

Trustee

Dated: 20/6/23

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## INDEPENDENT AUDITOR'S REPORT

### TO THE MEMBERS OF VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

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#### Opinion

We have audited the financial statements of Vineyard Christian Fellowship of St. Albans (the 'charitable company') for the year ended 31 December 2022 which comprise the statement of financial activities, balance sheet, cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### Basis for opinion

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

#### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

#### Other information

The other information comprises the information included in the Trustees' Annual Report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE MEMBERS OF VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

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#### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Trustees' Report for the year ending 31st December 2022 for the financial year for which the financial statements are prepared is consistent with the financial statements; and  
the Trustees' Report for the year ending 31 December 2022 has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the financial statements as on 31 December 2022 and the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the Trustees' Report and from the requirement to prepare a strategic report.

#### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 18, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

#### **Auditor's responsibilities for the audit of the financial statements**

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE MEMBERS OF VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

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Our approach was as follows:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the entity.
- We communicated identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit. We examined and discussed with management any known or suspected instances of fraud or non-compliance with laws and regulations.

We assessed the risks of material misstatement in respect of fraud as follows:

- The audit team discussed whether there were any areas that were susceptible to misstatement as part of their fraud discussion.
- In addressing the risk of management override of controls, we tested the appropriateness of journal entries with a focus on large or unusual transactions based on criteria determined using our knowledge of the organisation and industry. We also challenged assumptions and judgements made.
- We incorporated an element of unpredictability in the selection of the nature, timing and extent of our audit procedures.
- Based on the results of our risk assessment we designed our audit procedures to identify and to address material misstatements in relation to fraud, including bribery and non compliance

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

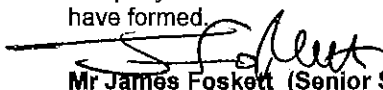
### TO THE MEMBERS OF VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

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We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

#### Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

  
Mr James Foskett (Senior Statutory Auditor)  
for and on behalf of Cansdales Audit LLP

29/06/23

St. Marys Court  
The Broadway  
Amersham  
HP7 0UT

## VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

**FOR THE YEAR ENDED 31 DECEMBER 2022**

	Notes	Unrestricted funds £	Restricted funds £	Total 2022, £	Unrestricted funds £	Restricted funds £	Total 2021 £
<b>Income from:</b>							
Donations and legacies	2	886,310	591,360	1,477,670	798,144	380,760	1,178,904
Charitable activities		12,332	-	12,332	2,576	-	2,576
Other trading activities	3	18,725	-	18,725	8,828	-	8,828
Investments	4	560	-	560	126	-	126
<b>Total income</b>		<b>917,927</b>	<b>591,360</b>	<b>1,509,287</b>	<b>809,674</b>	<b>380,760</b>	<b>1,190,434</b>
<b>Expenditure on:</b>							
Charitable activities	5	944,051	526,884	1,470,935	835,281	345,921	1,181,202
<b>Net (expenditure)/income before transfers</b>		<b>(26,124)</b>	<b>64,476</b>	<b>38,352</b>	<b>(25,607)</b>	<b>34,839</b>	<b>9,232</b>
Gross transfers between funds		208,637	(208,637)	-	-	-	-
<b>Net income/(expenditure) for the year/ Net movement in funds</b>		<b>182,513</b>	<b>(144,161)</b>	<b>38,352</b>	<b>(25,607)</b>	<b>34,839</b>	<b>9,232</b>
Total funds brought forward		3,358,643	451,830	3,810,473	3,384,250	416,991	3,801,241
<b>Total funds carried forward</b>		<b>3,541,156</b>	<b>307,669</b>	<b>3,848,825</b>	<b>3,358,643</b>	<b>451,830</b>	<b>3,810,473</b>

The statement of financial activities includes all gains and losses recognised in the year.  
All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2022

	Notes	2022		2021	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	8		4,392,754		3,775,957
<b>Current assets</b>					
Stocks	9	3,841		3,979	
Debtors	10	43,053		40,628	
Cash at bank and in hand		750,318		830,357	
			797,212		874,964
<b>Creditors: amounts falling due within one year</b>	11	(101,649)		(60,011)	
Net current assets			695,563		814,953
<b>Total assets less current liabilities</b>			5,088,317		4,590,910
<b>Creditors: amounts falling due after more than one year</b>	12		(1,239,492)		(780,437)
<b>Net assets</b>			3,848,825		3,810,473
<b>Income funds</b>					
Restricted funds	15		307,669		451,830
<u>Unrestricted funds</u>					
Designated funds	16	3,122,837		2,960,594	
General unrestricted funds		418,315		398,045	
Members' guarantee reserve		4		4	
			3,541,156		3,358,643
			3,848,825		3,810,473

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the Trustees on 20th June 2023



Mr. Tim Winfield  
Trustee

Company Registration No. 3445897

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022		2021	
		£	£	£	£
<b>Cash flows from operating activities</b>					
Net cashflow from operations	22		208,856		104,844
<b>Investing activities</b>					
Purchase of tangible fixed assets		(711,000)		(7,397)	
Interest received		560		126	
<b>Net cash used in investing activities</b>			<b>(710,440)</b>		<b>(7,271)</b>
<b>Financing activities</b>					
Repayment of borrowings		(30,943)		(34,515)	
Proceeds of new bank loans		485,498		-	
Interest on financing		(33,010)		(22,830)	
<b>Net cash generated from/(used in) financing activities</b>			<b>421,545</b>		<b>(57,345)</b>
<b>Net (decrease)/increase in cash and cash equivalents</b>			<b>(80,039)</b>		<b>40,228</b>
Cash and cash equivalents at beginning of year			830,357		790,129
<b>Cash and cash equivalents at end of year</b>			<b>750,318</b>		<b>830,357</b>

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

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### 1 Accounting policies

#### Company Information

Vineyard Christian Fellowship of St Albans is a private charitable company limited by guarantee, incorporated in England & Wales. The registered office is 7 Brick Knoll Park, Ashley Road, St Albans, Hertfordshire, AL1 5UG.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

Monetary amounts in these financial statements are rounded to the nearest £ sterling, the functional currency of the church.

The financial statements have been prepared on the historical cost convention, modified when required to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the church has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Income

Income is recognised when the church is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is more likely than not that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the church has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the church has been notified of an impending distribution, the amount is known, and receipt is more likely than not. Volunteers make a significant contribution to the activities of the charitable company in every area of its work. In the absence of a reliable measurement basis however this contribution is not included as income in the financial statements. Material donations of goods are recognised only on their distribution and are valued at estimated retail value.

Income from charitable activities primarily relates to book sales and amounts received in respect of organised activities.

Income from other trading activities primarily relates to income received from use of the building by third parties.

Investment income relates to interest earned on cash balances.

#### 1.4 Expenditure

Expenditure is accounted for on an accruals basis, inclusive of VAT, which cannot be recovered. Certain expenditure is directly attributable to specific activities or projects and has been allocated accordingly. Shared costs which contribute to more than one activity are apportioned between those activities. Principal estimation techniques utilised to apportion costs include the proportion of staff time and premises utilised for each activity.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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### 1 Accounting policies

(Continued)

#### 1.5 Pension costs

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold buildings	50 years on cost
Plant and machinery	25% on cost
Fixtures, fittings & equipment	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Items of equipment are capitalised where the unit cost of the purchase exceeds £5,000.

#### 1.7 Stocks

Purchased stocks are stated at the lower of cost and estimated selling price less costs to sell.

Donated goods are valued only when distributed and therefore stocks of donated goods are not shown as having any value for accounting purposes.

#### 1.8 Debtors

Trade and other debtors are recorded at cost, less any impairment.

#### 1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within loans in current liabilities.

#### 1.10 Creditors

Trade and other current creditors are stated at cost.

Non-current creditors are recorded at fair value on initial recognition and subsequently at amortised cost.

#### 1.11 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Unrestricted designated funds are funds set aside out of unrestricted funds by the trustees for specific purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Further explanation of nature and purpose of each designated and restricted fund is included in notes to the financial statements.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

### 1 Accounting policies

(Continued)

#### 1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the church is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.13 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

#### 1.14 Fundraising

The organisation carries out fundraising activities which has resulted in significant income being received from this. The approach taken is asking members of the congregation to make regular donations as well as one off contributions for special events and projects. No professional fundraising company is used and no specific fundraising targeting is undertaken.

### 2 Donations and legacies

	Unrestricted funds	Restricted funds	Total 2022	Total 2021
	£	£	£	£
Donations under Gift Aid	507,729	90,277	598,006	479,995
Grants	-	-	-	38,225
Gift Aid recoverable	126,932	22,569	149,501	119,999
Other donations	251,649	478,514	730,163	540,685
	<u>886,310</u>	<u>591,360</u>	<u>1,477,670</u>	<u>1,178,904</u>

Included in other donations above is £365,141 (2021: £280,345) relating to items donated for the Care Centre.

### 3 Other trading activities

	Unrestricted funds	Unrestricted funds
	2022 £	2021 £
Income from building hire	<u>18,725</u>	<u>8,828</u>

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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### 4 Investments

	Unrestricted funds	Unrestricted funds
	2022 £	2021 £
Interest receivable	<u>560</u>	<u>126</u>

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2022

5 Expenditure on charitable activities	Bookshop Services & Discipleship & pastoral Community Care Centre				Total 2022	Total 2021
	£	£	£	£	£	£
Depreciation and impairment	-	65,000	14,130	4,711	94,203	89,662
Goods for re-sale	3,298	-	-	-	3,298	1,319
Services and events	-	52,736	-	-	52,736	45,742
Worship	-	16,866	-	-	16,866	1,892
Evangelism	-	5,490	-	-	5,490	240
Training and education	-	-	7,488	-	7,488	875
Pastoring	-	-	1,676	-	1,676	2,529
Mission	-	-	-	24,900	24,899	27,967
Community committed	-	-	-	53,845	53,845	46,135
Community discretionary	-	-	-	24,693	405,860	298,732
Wages and salaries	496	255,737	209,057	34,265	595,435	516,414
Other staff costs	-	31,313	17,080	2,847	56,933	21,023
Premises	-	45,262	9,840	3,279	65,596	53,318
Office	-	20,938	11,421	1,903	38,070	38,595
Public relations	-	5,115	1,364	341	6,820	5,323
Professional fees	-	4,790	2,613	435	8,709	8,606
Interest payable	-	22,777	4,952	1,651	33,010	22,830
	3,794	526,024	279,621	152,869	1,470,935	1,181,202
<b>Analysis by fund</b>						
Unrestricted funds	3,794	493,117	264,070	138,061	45,008	944,051
Restricted funds	-	32,907	15,551	14,808	463,618	345,921
	3,794	526,024	279,621	152,870	508,626	1,470,935
						1,181,202

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2022

#### 5 Expenditure on charitable activities

(Continued)

Support costs included above were as follows:

	Services Discipleship & events £	Discipleship & pastoral £	Community Care Centre £	Total 2022 £	Total 2021 £
Governance	4,816	2,627	438	8,757	8,640
Finance	1,634	891	149	2,971	2,860
Information technology	9,599	5,235	872	17,451	17,152
Other	10,649	5,809	1,936	19,362	19,609
	<u>26,698</u>	<u>14,562</u>	<u>2,427</u>	<u>48,541</u>	<u>48,261</u>

The auditor's remuneration included in professional fees is £7,500 (2021: £7,254). This includes £3,300 (2021: £3,180) for non audit work.

Costs of £508 were incurred during the year on fundraising (2021: £471).

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2022

#### 6 Employees

The average monthly number of employees during the year was:

	2022	2021
Direct charitable work	10	8
Management and administration	7	8
	<u>17</u>	<u>16</u>

	2022 £	2021 £
Wages and salaries	530,670	463,860
Social security costs	45,739	35,400
Pension costs	19,026	17,154
	<u>595,435</u>	<u>516,414</u>

No employee earned more than £60,000 per annum, except Mr M Helvadjian as disclosed in Note 7 below.

The church's Memorandum of Association permits the remuneration of Mr M Helvadjian, who is a trustee. No other trustee received any remuneration.

#### 7 Trustees

Remuneration was paid to trustees who are employed to carry out specific operational roles for the company and to key management personnel as follows:

	Salary	Pension	2022 £	2021 £
Mr M Helvadjian	75,137	2,970	78,107	74,256
Other key management	35,345	1,324	36,669	33,097
	<u>110,482</u>	<u>4,294</u>	<u>114,776</u>	<u>107,353</u>

#### Trustees' expenses

A total of £570 was paid to a trustee and one of the key management during the year (2021:£438), relating primarily to reimbursement of administrative costs.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

### 8 Tangible fixed assets

	Freehold buildings	Plant and machinery	Fixtures, fittings & equipment	Total
	£	£	£	£
<b>Cost</b>				
At 1 January 2022	4,573,722	132,492	135,076	4,841,290
Additions	711,000	-	-	711,000
At 31 December 2022	5,284,722	132,492	135,076	5,552,290
<b>Depreciation and impairment</b>				
At 1 January 2022	819,586	110,671	135,076	1,065,333
Depreciation charged in the year	84,217	9,986	-	94,203
At 31 December 2022	903,803	120,657	135,076	1,159,536
<b>Carrying amount</b>				
At 31 December 2022 *	4,380,919	11,835	-	4,392,754
At 31 December 2021	3,754,136	21,821	-	3,775,957

The cost of freehold buildings includes land of £600,000 which is not subject to depreciation.

### 9 Stocks

	2022	2021
	£	£
Books	3,841	3,979

### 10 Debtors

	2022	2021
	£	£
<b>Amounts falling due within one year:</b>		
Gift aid recoverable	10,637	11,882
Other debtors	17,128	16,519
Prepayments and accrued income	15,288	12,227
	43,053	40,628

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

### 11 Creditors: amounts falling due within one year

	2022	2021
	£	£
Other short term loans	30,425	34,925
Other taxation and social security	9,985	10,032
Other creditors	5,320	148
Accruals and deferred income	55,919	14,906
	<u>101,649</u>	<u>60,011</u>

### 12 Creditors: amounts falling due after more than one year

	2022	2021
	£	£
Other long term loans	1,239,492	780,437
	<u>1,239,492</u>	<u>780,437</u>

The charitable company has two bank loans. The first loan is secured on the property known as 6 & 7 Brick Knoll Park, Ashley Road, St. Albans, Hertfordshire, AL1 5UG. The loan was renewed in January 2020 in the sum of £880,000 repayable over 20 years. Subject to conditions, interest on the loan is charged at 4.25% (2021: 2.75%). Capital repayments are being made monthly and full repayment of the loan is expected by January 2040.

A second loan was taken out during the year and is also secured on the property known as 6 & 7 Brick Knoll Park, Ashley Road, St Albans, Hertfordshire, AL1 5UG. The loan was taken in January 2022 and was agreed at a value of £505,000 out of which £475,000 is availed. Subject to conditions interest on loan is charged at 6.25%. Initially the loan was arranged on an interest only basis for 12 months and in 2023 has been renegotiated as a full repayment loan over 20 years. Full repayment is expected by January 2042

### 13 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022	2021
	£	£
Within one year	3,792	2,930
Between two and five years	13,150	-
	<u>16,942</u>	<u>2,930</u>

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

### 14 Analysis of net assets between funds

	Restricted Funds	Designated Funds	Unrestricted Funds	Members' Guarantee Reserve	Total
	£	£	£	£	£
Fund balances at 31 December 2022 are represented by:					
Tangible assets	-	4,392,754	-	-	4,392,754
Current assets/(liabilities)	307,669	(30,425)	418,315	4	695,563
Non-current liabilities	-	(1,239,492)	-	-	(1,239,492)
	<u>307,669</u>	<u>3,122,837</u>	<u>418,315</u>	<u>4</u>	<u>3,848,825</u>

### 15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Balance at 31 December 2022
	Balance at 1 January 2022	Income	Expenditure	Transfers	
	£	£	£	£	£
Care Centre	245,293	98,642	(98,476)	-	245,459
Growing family	206,537	2,100	-	(208,637)	-
Reach fund	-	92,032	(32,607)	-	59,425
Transitions	-	33,445	(30,660)	-	2,785
	<u>451,830</u>	<u>226,219</u>	<u>(161,743)</u>	<u>(208,637)</u>	<u>307,669</u>

The Care Centre fund relates to income received by the charitable company for the ongoing resourcing and work of the Care Centre.

The Growing family restricted fund relates to income received by the charitable company for the purchase and development of an industrial warehouse into a church facility. Transfers are to correctly reflect amounts expended on items of a capital nature.

The Transitions restricted fund relates to income received which is later passed on to its intended third party e.g. mission trips, conference tickets etc.

The Reach Fund, launched in 2022 relates to income received for projects and activities to enable the 10-year vision of outreach and expansion, and includes investment in and expansion of existing facilities as well as new sites across the region.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2022

#### 16 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 January 2022	Transfers	Balance at 31 December 2022
	£	£	£
Building fund	2,938,773	172,229	3,111,002
Fixed asset fund	21,821	(9,986)	11,835
	<u>2,960,594</u>	<u>162,243</u>	<u>3,122,837</u>

The building fund represents the net book value of the building less the outstanding mortgage loans secured on that property. Transfers are to correctly reflect the value after adjusting for additions, depreciation and repayments on loans.

The fixed asset fund represents the net book value of the other fixed assets owned by the charity. Transfers are to correctly reflect the year end value after adjusting for additions, disposals and depreciation.

#### 17 Pensions

The charitable company offers a defined contribution pension scheme to its employees and makes contributions to this pension scheme on behalf of its employees. The scheme is open to all qualifying employees and enrolment in the scheme is optional. The contributions payable for the scheme for the period are charged in the income and expenditure account. There was no balance outstanding at the year end (2021: £nil).

#### 18 Capital commitments

The authorised capital commitments at 31 December 2022 is Nil (2021: £505,000).

#### 19 Contingencies

There were no contingent liabilities at 31 December 2022 (2021: £nil).

#### 20 Ultimate controlling party

There is no ultimate controlling party.

#### 21 Related party transactions

Donations from Trustees' and other senior management during the year were £21,255 (2021: £18,990). There were no other related party transactions during the year requiring disclosure except as mentioned in note 7. (2021 - no transactions requiring disclosure).

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

22 Net cashflow from operations	2022 £	2021 £
Net income for the year	38,352	9,232
Adjustments for:		
Investment income	(560)	(126)
Depreciation and impairment of tangible fixed assets	94,203	89,662
Interest on financing	33,010	22,830
Movements in working capital:		
Decrease/(Increase) in stocks	138	(48)
(Increase) In debtors	(2,425)	(12,790)
Increase/(decrease) in creditors	46,138	(3,915)
<b>Net cashflow from operations</b>	<b>208,856</b>	<b>104,845</b>

23 Analysis of changes in net debt	At 1 January 2022 £	Cash flows £	Loan facility charges £	At 31 December 2022 £
Cash at bank and in hand	830,357	(80,039)	-	750,318
Borrowings due within one year	(34,925)	4,500	-	(30,425)
Borrowings due after more than one year	(780,437)	(454,055)	(5,000)	(1,239,492)
	<u>14,995</u>	<u>(529,594)</u>	<u>(5,000)</u>	<u>(519,599)</u>

**Vineyard Christian Fellowship of St Albans  
Financial Activities for the Care Centre Fund  
for the Year Ended 31 December 2022**

	2022	2021
	£	£
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Value of donated items	365,141	280,345
Donations under Gift Aid	49,500	31,132
Gift Aid recoverable	12,375	7,783
Other donations and grants		
Care Centre Fund	34,585	40,506
Family Support (including Refuel and KIT)	700	5,491
Bridge programme	1,483	982
	<u>463,784</u>	<u>366,239</u>
<b>Total Incoming resources</b>	<b>463,784</b>	<b>366,239</b>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Value of donated items	365,141	280,345
Salaries	55,451	50,254
Care Centre costs	8,479	7,307
Family Support costs (including Refuel and KIT)	4,214	4,051
Bridge programme costs	3,333	1,025
Overhead contribution	27,000	-
	<u>463,618</u>	<u>342,982</u>
<b>Total resources expended</b>	<b>463,618</b>	<b>342,982</b>
<b>Net income</b>	<u><u>166</u></u>	<u><u>23,257</u></u>
<b>MOVEMENT IN FUND</b>		
Care Centre Fund brought forward	245,293	222,036
Movement in fund	<u>166</u>	<u>23,257</u>
Care Centre Fund carried forward	<u><u>245,459</u></u>	<u><u>245,293</u></u>

In 2022 the Care Centre Fund made a contribution of £27,000 toward overhead costs. The Trustees made this decision based on the rising costs especially in relation to premises.

# THE VINEYARD CARE CENTRE 2022 STATS

## WE GAVE

### FEED EMERGENCY FOOD



1,210 Individual/Couple



Shop visits by Bridge members

220 Individual  
196 Couple  
420 Family



945 Family Bags



177 New Guests  
with 34 joining  
Bridge Programme



In Total 114,081 items



28,740 food and non-food  
items to 19 other charities

## Items given out through KIT



2,228 children's clothes



642 baby clothes



190 adult clothes



156 shoes



397 baby equipment



2132 school uniform  
items



100 gifts



50 Angel Tree gifts  
given to children with a  
parent in prison



730 REFUEL meals  
given out



# CHRISTMAS 2022



44 Christmas Meals served on Christmas Day



Over 350 Advent Calendars



28 Festive Fresh Food Parcels given out on Christmas Eve



177 Christmas Goodie Bags

# CHRISTMAS TOY SHOP



875 Stocking Fillers



450 Main Gifts



358 Selection Boxes

**Verso Vineyard Church Limited**

England & Wales - Charity number 1066846

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# Accounts

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**Charity registration number 1066846**

**Company registration number 3445897 (England and Wales)**

**VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

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# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT

**FOR THE YEAR ENDED 31 DECEMBER 2021**

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The trustees are pleased to present their report and the financial statements of the charitable company for the year ended 31st December 2021.

### DIRECTORS AND OFFICERS

The trustees of the charitable company are also its directors for the purposes of company law. This trustees' annual report therefore also contains the information required for a directors' report under company law. In this report the directors are collectively referred to as the trustees or the management committee. The charitable company throughout this report is referred to as the church.

The trustees serving during the year and since the year-end are as follows:

Mr Mark Helvadjian  
Mr Bruce McKinnon  
Mrs Ruth Robb  
Dr Andrea Taylor-Cummings  
Mr Tim Winfield

Company Secretary:  
Senior Pastor/Chief Executive Officer:

Mrs Gil Yon  
Mr Mark Helvadjian

### OBJECTIVES AND ACTIVITIES

The objects of the church, as stated in the Memorandum of Association, are the advancement of the Christian faith in the United Kingdom and throughout the world, the furtherance of religious or secular public education, the relief of the poor, needy, sick and elderly, and other such objects as the management committee shall see fit.

In fulfilling these objectives, the church holds Christian services, provides educational and training sessions, provides children's and youth activities, and performs acts of service and charity within the local community, the wider area and overseas. The church employs a number of staff and owns a worship centre, children's and youth facilities, a foodbank warehouse and 'supermarket' for those in need, offices and kitchen, café and recreational areas to support these activities.

During 2021, the church has continued to pursue its mission to make Jesus known. An encounter with Jesus' love and acceptance, His compassion and friendship, His forgiveness and healing changes people. When people respond to Jesus' invitation to follow Him, transformation happens within the individual but also ripples out to relationships, family, workplaces and society. The transformative power in encountering Jesus changes the world. To make Jesus known, the church is creating spaces and places for people to encounter Jesus.

Development of unused warehouse space will provide new youth and kids facilities including a dedicated environment to support children with special educational needs (SEN) and the potential for hosting conferences, training and events. New studios and production rooms will support the investment made in providing online streaming of services and events - extending our reach beyond geographical constraints. The Care Centre continues to grow and develop pathways to support guests in changing their lives. The Care Centre has also witnessed an increased desire of guests to learn more about Jesus and has created spaces such as bible study groups in response.

Additionally, the church has the objective of providing new spaces and places regionally through multiple geographical sites, nationally through church planting and globally through mission partnerships and church planting.

In relation to the Charity Commission's guidance on public benefit, the following are examples of specific activities aimed at the public:

- The Care Centre which includes emergency food provision, Bridge programme offering access to a social supermarket and tailored support packages including mentoring, KIT (clothing and resources for children), Refuel offering meals and activities during school holidays to those in receipt of free school meals

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

*FOR THE YEAR ENDED 31 DECEMBER 2021*

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- Partnering with organisations to offer support and advice to Care Centre guests covering addiction, mental health, legal advice, statutory agencies and support workers
- Courses such as pre-marriage, marriage, parenting and life skills
- Children and youth programmes
- Hosting other organisations providing services which benefit the community e.g. NHS Blood Donation sessions
- Providing opportunities to be part of a supportive and diverse community doing life together

### **Activities planned for the year**

The church has continued to operate within the constraints presented by the Coronavirus pandemic and applied creativity and flexibility to progress with the plans for the year.

The activities planned for this year were:

### **Services and events**

- Creating new services catered for specific groups
- Move towards re-introducing live worship when changes lead to easing of restrictions
- Develop and support new leaders
- Geographical 'pop-up' sites and events e.g. family picnics across different parks
- Continue to develop and expand online content and resources e.g. podcasts
- Set up a structure to support a consistent approach across Village Kids, Ventureland and Youth
- Rebuild volunteer teams and plan for reintroducing children's ministries on-site when appropriate
- Continue to develop SEN provision

### **Discipleship and pastoral**

- Continue to understand and educate regarding race issues and review practices for inclusivity
- Continue to support and promote ministry and outreach groups and their activities such as RISE and men's ministry
- Continue to support and promote Connect groups to build community and provide discipleship opportunities
- Expand number of Connect groups and increase membership
- Invest in Connect group leadership and resources
- Develop and deliver Equip courses
- Implement and establish one-to-one mentoring programme for young people and team of mentors
- Expand the pastoral care team to meet the rising demand for support needed by individuals
- Continue investment in training and development of the pastoral team
- Continue to offer online and telephone pastoral and prayer support which reaches people who may not engage face-to-face

### **Community**

- Continue to support the Bethesda Orphanages in India housing 150 children and 10 widows
- Continue to support STEP (St Albans & Harpenden Education Programme) and develop plans to strengthen the partnership
- Continue to make the building available to benefit the wider community e.g. NHS Blood & Transfusion team, Herts Welcomes Refugees

### **Care Centre**

- Develop and invest in relationships with partner organisations (Mind, St Albans District Council, Family Centres, Family Lawyers, Christians Against Poverty and The Living Room) to enhance the support offered for Care Centre guests
- Partner with St Albans & District Foodbank (part of Trussell Trust network) to supply emergency food provision for the Care Centre
- Recruit a Care Centre Mentoring and Coaching Lead to develop and train a team of coaches and mentors to partner with guests accessing the Bridge programme
- Develop and launch the Bridge membership programme to provide a new social supermarket and a tailored package of support (mentoring, training, advice) for guest members
- Continue to work with Oaklands College to support students with work experience and link guests with opportunities at local colleges
- Continue to run Alpha courses for Care Centre guests

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2021**

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### **Business support and operations**

- Design, plan and cost conversion of unused warehouse to become functional space where Youth and Ventureland have dedicated provision to include an auditorium and various meeting rooms. Flexibility to be built into the design to enable the facilities to be used to host occasional mid-week conferences and community events.
- Continue to develop online processes and documentation to facilitate future expansion in a sustainable way
- Review and resource staff team for emerging operational requirements post COVID-19 restrictions
- Continue to review safeguarding practices and update safeguarding policies
- Continue to monitor guidance and legislation relating to the COVID-19 pandemic and revise processes and risk assessments to account for changes

### **ACHIEVEMENTS AND PERFORMANCE**

#### **Services and events**

The church has continued to respond to the challenges of living with changing COVID restrictions. Attendance at and online participation of Sunday services remained steady throughout the first half of 2021 and increased for the second half of the year. In September, the refreshments teams were rebuilt to provide refreshments before and after the services and, later in the year, doughnuts and fruit were reintroduced.

There have been more opportunities for people to be involved in leadership and we have seen leaders grow in their giftings across different ministry teams. Growth opportunities and training were provided for those who have expressed a desire to extend the church's reach through leading new multi-site places in the future. Live worship was reintroduced to the services with two additional worship leaders added to the team. The worship team also had the opportunity to lead worship of 6,000 people at David's Tent and participated in the pre-recorded worship for the Vineyard National Leader's gathering that took place online.

There has been significant development of live streaming capabilities and online content for YouTube. There is a new live stream production team of 7 to 10 people each week covering cameras, visuals, audio production, director and producer roles. Young people are encouraged to develop their skills and giftings by being part of this team.

The youth have continued to meet online and in person when permitted and we have seen steady growth in attendance and the team has expanded by 4 people. With the youth pastor leaving in April, a part-time assistant youth pastor was appointed with an additional task to manage the youth ministry while the recruitment process took place. The leadership decided that the next Youth Pastor would have an enhanced role as Head of Children's and Youth Ministries to bring consistency across Village Kids, Ventureland and Youth and prepare for the move to new facilities once developed.

Like other similar organisations, volunteer teams needed to be rebuilt before on-site children's ministries could operate and this was and continues to be a challenge. For example, before the pandemic Ventureland had a team of 48 people and Village Kids had a team of 90. After the last lockdown, these numbers had dropped to 21 and 51 respectively which severely impacted capacity. At the end of July, after 71 weeks of providing quality online content for each Sunday, Village Kids and Ventureland welcomed back children onsite. Capacity was limited and so initially places were pre-booked to manage safety. Although new team members have volunteered, the challenge for the future is to build more team if children's ministries are to run alongside a second Sunday service. Prior to the pandemic total capacity was about 250 children but at the end of 2021 capacity was 145.

The children in Ventureland have benefited from learning about 2 Jewish festivals and their significance to Christian faith led by a Messianic Jewish Rabbi. The children's pastors have also concentrated on building up relational ties which were affected by not being able to meet.

As part of planning for SEN provision, significant research has taken place into UK churches already running these ministries and contact was made with a couple to share practice and visit. Contact has also been made with Champions Club in the USA. The new SEN space was designed with initial costings and the team are looking forward to inhabiting the space in 2022.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

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In late spring and summer, the desire to meet with one another in a low-risk way in line with prevailing government guidance led to pop-up outdoor events being organised by volunteers. There were picnic gatherings in parks across St Albans and further afield which gave the church family opportunities for fellowship again.

A highlight of the year was a dedication service held in November; this was the first opportunity to hold such a celebration since 2019. 23 families brought their children to be dedicated to God and each child and their family received prayer during the service given by the leadership, youth and children of the church.

In December, the church held a Christmas Celebration Evening with films for children running in the auditorium, 30 stalls, hot food, refreshments and activities. In prior years, different elements of the evening had taken place separately in the daytime, but the combined event in the evening proved successful and will run again in this format in future years.

### **Discipleship and pastoral**

Building upon the initial awareness and education regarding race issues from last year, the focus this year has been to ensure practices are inclusive in each area of ministry or operation. This work will be ongoing in response to changes in teams and staff.

At the beginning of 2021, restrictions were in place which prevented ministry groups from meeting in person. RISE, the fortnightly women's group, kept connections with each other through online platforms. When restrictions allowed, in person gatherings started again and were blended with online streaming to begin with. The group is seeing growth in numbers with 30 additional members joining from online engagement over successive lockdowns alone. The men's ministry groups did not meet during 2021 and the bookshop remained closed - it is hoped this will change in 2022.

Connect groups continued throughout lockdown with the use of Zoom and by the end of the year most groups were back to meeting in person. There were two training sessions to equip connect group leaders in February and June with good participation at both events. Connect groups were a vital support for their members during the pandemic with people caring for each other in practical ways such as providing meals to the doorsteps of those with COVID.

Restore is a 9-week course providing an opportunity for participants to address personal issues in a safe and confidential environment and 12 people took part in a course run online in September. These courses did not run in 2020 but the need remained so as the technology to host this type of event online improved the course was adapted for that delivery platform.

The Alpha Course provides an opportunity for people to discuss and explore Christianity and life's big questions in an informal friendly environment. An Alpha Course ran in the spring with 30 people attending. The church also ran EQUIP courses, designed to support spiritual growth, in the Spring and Autumn with a total of 78 participants over all the courses.

The weekly prayer meeting, Breakthrough, ran faithfully throughout the year with a core group of 6 to 10 people consistently meeting to pray together for the life of the Church, the community and the world.

The youth mentoring programme was finalised including a quality training programme for the 19 people who expressed interest in becoming a mentor. The mentors were able to use a mentoring app to provide structure and guidance for the sessions. There was an initial commitment to meet for 6 sessions over 12 weeks and 19 youth took this opportunity in spring. The feedback from the programme was positive and, at the end of the year, 9 young people were continuing to meet their allocated mentor.

Pastoral support for the church members and wider community continued to be of immense importance over such an uncertain and challenging year. There are 56 serving Ministry Team members who cover online and onsite prayer support for those reaching out. There were 475 online prayer requests in 2021 and on average 20 to 25 people receive in-person prayer each week after the service. Prayer ministry was undertaken in line with the prevailing COVID guidelines applicable at the time.

Flowers and cards were sent to 14 people at times of bereavement or illness. 8 people received intense pastoral support from a small ministry team (SMT) and another 18 people received pastoral support and prayers beyond that on offer after the services or online.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

*FOR THE YEAR ENDED 31 DECEMBER 2021*

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### **Community**

The church has continued to support, in prayer and financially, the Bethesda Mission Trust in India that provides orphanages with a capacity to accommodate 150 children. The number of children cared for has increased and 10 widows are also resident at the orphanages.

The church has maintained its financial support for STEP, a charity working in local secondary schools providing assemblies, workshops and support operated within a Christian framework and with an underlying gospel message. The relationship with STEP has grown and, in line with the church's investment in youth ministry, STEP have relocated to the church building. Both charities have already significantly benefited from partnering together, STEP regularly run retreats using the various spaces the building can offer and the church benefits from mentoring for the head of children's and youth ministry. The church provided storage facilities for The 267 Project who promote youth work in the local area and together with STEP, all three charities are building relationships and joining together in outreach opportunities to extend the reach of this ministry provision.

In addition to the Care Centre activities and permitted church activities, the building has continued to be used as a site for NHS blood donation sessions throughout the year, with additional sessions being facilitated when requested. The Herts Women's Institute AGM for 100 attendees also used the building.

The Royal Mail hired a fleet of additional vans in response to increased demand due to COVID and the church gave free secure parking in one of the carparks throughout the pandemic.

The church also responded to the humanitarian crisis in Afghanistan by holding regular prayer meetings and passing on financial aid donations to Tearfund.

In 2021, the church was able to welcome those who may find themselves alone or struggling on Christmas Day and serve 40 Christmas Meals thanks to grant support from the Neighbourly Foundation. In addition, 31 festive fresh food parcels were given out on Christmas Eve.

### **Care Centre**

In 2021 288,267 items were donated to the Care Centre and the centre provided support to 24 other charities with food and non-food items.

The exceptional level of financial support given by organisations and individuals in 2020 has accelerated plans to develop the provision offered by the Care Centre in response to local needs. The Care Centre's mission is to equip people with the tools and support they need to move towards living a more independent life, empowering them to fulfil their God given potential.

During 2021, the Care Centre partnered with St Albans & District Foodbank (part of the Trussell Trust network) to provide half of the emergency food bags for people referred by local organisations and agencies to collect at the Monday session. There is a café offering free food and refreshments, access to pastoral support, prayer, KIT providing children's clothing and equipment (3,788 items given out), a family room with activities for children and services provided by partner organisations (Mind, St Albans District Council, Family Centres, Family Lawyers, Christians Against Poverty and The Living Room). Relationships with partner organisations have continued to grow stronger to the benefit of the guests that visit the centre. The Care Centre has become recognised by statutory agencies as a place of integrity, and staff are able to support individuals and families receiving statutory support through multi-agency meetings.

This year has seen a greater focus upon providing the tools and support for individuals to move towards independence and in late Spring, as COVID restrictions were lifting, the Bridge programme was launched on Wednesday afternoons. An experienced Mentoring and Coaching Lead joined the staff team and has established a quality mentor recruitment and training scheme to support the programme. Bridge is a membership scheme that uses a mentorship pathway to help food bank users to take the 'next step' to becoming more food secure. Each member has a mentor, training support, opportunity for work experience and access to all the services offered at the Monday sessions. In place of pre-packed emergency food bags, Bridge members have access to the Bridge shop where they can choose from larger selections of food and grocery items. Additional partner organisations (Job Centre Plus, STANTA, Morgan Sindall, Oaklands College and Computer Friendly) have come alongside the mentors so Bridge can offer career counselling, disability employment advice and access to over 600 courses in addition to the existing services.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2021

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At launch, Bridge had 17 members in the first week rising to 32 members and a waiting list after 8 weeks due to the strong demand. 8 members graduated the scheme in 2021, 6 to full-time employment and 2 to part-time employment. In the six months it had been running, there were 669 mentoring sessions with members.

REFUEL, providing a meal and family activities for a day a week in the school holidays for those who normally receive free school meals or in need of this support, has continued throughout 2021 with 1,122 cooked meals given out with activity packs to take home. In addition, 691 lunch packs were provided during lockdown when school meals were not available. At Christmas, the car park became a real nativity scene with live animals for the REFUEL families to meet.

The partnership with Oaklands College has continued to grow in strength with 8 students provided with work experience in the Care Centre warehouse. The students gain experience in stock control and have helped with packing emergency food bags.

An unexpected and welcome outcome of the pandemic is a growing spiritual hunger amongst guests. Unfortunately, there were no Alpha courses for Care Centre guests in 2021. However, later in the year, there were 28 bible study sessions across two groups for people to grow in their knowledge of the bible, grow their faith and enjoy fellowship with others. The average weekly attendance was 9 people.

The appendix to the financial statements shows the financial position of the Care Centre Fund in 2021 and additional information relating to the services provided.

## FINANCIAL REVIEW

### Financial position

The uncertainty caused by the ongoing Coronavirus pandemic has resulted in a notable decrease in both restricted and unrestricted income during 2021. The impact of the decrease in income has been compensated for in part by funding received from the Coronavirus Job Retention Scheme. Given this context, the trustees are pleased to report an overall surplus of £9,232.

The principal sources of funding for the church are member donations and the related gift aid recovery. General fund donation income during the year was £759,920 compared to £830,490 in 2020. This represents a decrease of 8.5% year on year and can be attributed to the prolonged restrictions arising from the COVID pandemic. Restricted fund donations were £380,760 compared to £456,765 in 2020 representing a 16.64% decrease.

Donations to the Care Centre in 2021 were significantly lower than in 2020 but this reduction was anticipated given the exceptional response to increased need of foodbanks at the start of the pandemic and one-off large donations from key supporters in 2020. Donations and grants to the Care Centre are higher than the pre-pandemic levels as there is greater awareness of the ministry of the Care Centre and the demand for the food and programmes it offers. Donations and grants come from a variety of sources including individual donors (within and outside of the church), other churches, businesses, trusts and charities.

The trustees and management met frequently to monitor the income levels and cash flow. Costs have continued to be monitored closely during the year and managed centrally. The operating costs are slightly higher than in 2021 as there was strategic investment in particular areas:

- Following the departure of the Youth Pastor in the first half of the year, the staffing structure for Children's and Youth ministry was changed and additional staff have been employed in new roles.
- Online streaming continued to be a priority for investment with focus on equipment and specialist skills. The church is positioned to use the capabilities built and knowledge gained for growth and development of further sites and ministries in 2022 and beyond.

Operational expenditure was £835,281 in 2021 compared to £823,441 in 2020. There was an unrestricted deficit before transfers of £25,607 (surplus of £64,555 in 2020) for the year.

Although a deficit arose for the general fund during the period, the reserves brought forward are more than sufficient to cover this and to provide a firm basis for the church to continue its plans into the future. The restricted reserves increased during the year and overall there was a small surplus of £9,232 in 2021.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2021**

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### **Reserves policy**

Total funds held at the end of the year are £3,810,473 (£3,801,241 in 2020) including restricted funds of £451,830 (£416,991 in 2020).

The church aims to hold sufficient funds which are not designated or restricted (i.e. free reserves) to meet 3 months committed expenditure as determined by the current budget less 5% representing uncommitted expenditure. Reserve levels are monitored regularly and reported by the management committee. In 2021, additional weekly income monitoring and monthly cash flow/reserves monitoring continued to allow timely monitoring of finances during such uncertain times. Appropriate action is taken should reserves either drop significantly below or rise above the expected level, other than by prior agreement of the trustees. Reserve levels remained strong throughout the year and as 31st December 2021 free reserves were £398,045 which represents 5.3 months expenditure (2020 - £375,902, 5.2 months).

Further details on the nature of restricted funds and designated funds are set out in note 15 and 16 respectively of the financial statements. £2,960,594 of designated funds can only be realised through the disposal of fixed assets.

Additional financial information in relation to the Care Centre is attached as an Appendix. The report does not form part of the audited financial statements but is provided for transparent disclosure of the Care Centre Fund for all those who donate to the work of the Care Centre.

### **Trustee's liabilities**

The Articles of Association of the church provide that in certain circumstances the trustees are entitled to be indemnified out of the assets of the church against claims from third parties in respect of certain liabilities arising in connection with the performance of their functions, in accordance with the provision of section 234 of the Companies Act 2006. Indemnity provision of this nature has been in place during the year and remains in place as at the date of this report but has not been used by the trustees.

### **Small company provisions**

This report has been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 applicable to companies subject to the small companies' regime.

### **FUTURE PLAN**

- |                              |   |   |
|------------------------------|---|---|
| Our mission remains the same | - | Make Christ known   |
| Our values do not change     | - | Kingdom mindset<br>Power of the Holy Spirit<br>Everyone gets to play<br>Extending justice and compassion<br>Priority of worship |
| We are called again to       | - | Extend our reach, to reach the lost   |
| Vision for the next decade   | - | Create spaces and places for people to encounter Jesus  |

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

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In 2022, we will fulfil our mission and vision through the following plans:

### Services and events

- New services targeted at those who cannot access existing services
- Continue to develop online capabilities and content – services, resources and worship
- Continue to rebuild Sunday teams for all ministries – parking, welcome refreshments, online hosts, production, Youth, Ventureland, SEN and Village Kids and update role descriptions
- Set up and equip new stewards' team
- Consider necessity of second Sunday service as growth continues – dependent upon team capacity
- Oversight and support by the worship team for youth and children's ministries to grow in live worship
- Continue to build synergies across Youth, Ventureland and Village Kids
- 5th Sundays to be a church family service led by Youth and Children's Ministries
- Youth to trial a month of Sunday festivals
- Grow online youth provision through Light Revolution
- Aim to provide at least one larger Friday evening youth event with partner organisations
- Build relationships with parents of children with SEN
- Develop yearly teaching programme for Ventureland incorporating Jewish roots of the Christian faith
- Develop multimedia content and live worship for Village Kids including update of technology
- Enhance safety with additional door team for Village Kids, establishing team for first aid and fire marshal rotas and practice evacuation procedures
- Focus services to include baptisms on Easter Sunday, dedications in response to demand, compassion and justice issues etc
- Build team and prepare to launch first regional multi-site in Hatfield
- Worship team to lead at wider church events such as David's Tent and Vineyard Leaders' Gathering
- Support and equip worship team with worship retreat in spring 2022
- Creating a song writing circle to produce new songs

### Discipleship and pastoral

- Develop and deliver Equip courses including parenting courses and a biblically based justice and compassion course
- Design a training & equipping pathway for emerging multi-site leaders, church planters and team
- Build team for running Restore course and develop into an evangelistic course
- Provide pathways to create new ongoing groups from Equip courses, events and in response to demand e.g. Bible Study group, Connect groups with a missional focus, multi-site groups
- Continue to support and promote Connect groups to build community and provide discipleship opportunities through leader training, resources and publicity
- Continue to support and promote existing ministry and outreach groups and their activities such as RISE, and men's ministry
- Encourage volunteer led new events and activities in line with the vision of the church
- Review Connect group operations by encouraging attendance recording, performing health checks, updating role descriptions and refreshing packs
- Increase the number of young people engaging in the one-to-one mentoring programme
- Expand the pastoral care team (staff and key support workers) to meet the rising demand for support needed by individuals
- Continue to offer online and telephone pastoral and prayer support which reaches people who may not engage face-to-face

### Community

- Continue to support the Bethesda Orphanages in India housing 150 children and 10 widows. Include a ministry update for the congregation in a Sunday service
- Continue to support STEP (St Albans & Harpenden Education Programme) and be intentional in building relationships with STEP and The 267 Project as a partners in youth outreach
- Set up a general Crisis Fund for financial responses to all crisis situations supported by the church e.g. Afghanistan crisis through Tearfund, Ukraine crisis through Wide Awake International
- Continue to make the building available to benefit the wider community e.g. NHS Blood & Transfusion team, Herts Welcomes Refugees and explore community use of the new facilities

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2021**

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### **Care centre**

- Continue to work with St Albans & District Foodbank (part of Trussell Trust network) to provide all emergency food provision to the Care Centre
- Create a role to manage community engagement and publicity for the Care Centre, build relationships with partners (Mind, St Albans District Council, Family Centres, Family Lawyers, Christians Against Poverty, The Living Room, Computer Friendly, Morgan Sindall, STANTA, Job Centre Plus and Oaklands College) and develop links with new organisations to enhance to support offered to guests
- Continue to raise income to fund the Care Centre through donations and grants
- Consider holding an event to thank all sponsors and supporters
- Develop and launch the Gateway programme for guests seeking emergency food provision to provide a pathway to joining the Bridge membership programme
- Continue to work with Oaklands College to support students with work experience and extend work experience opportunities for Bridge members
- Set up a pay as you feel community café for the Care Centre sessions and partner with Redemption Roasters who could provide barista training for guests and the opportunity for work experience
- Set up a cooking workshop for guests with an option to obtain a food hygiene qualification and gain catering experience at Refuel and Care Centre sessions
- Research and resource Eden, a garden project for guests to learn how to grow food for the Bridge shop
- Conduct viability study of supporting families through subsidised holidays
- Continue to run Alpha courses and Bible Study groups for Care Centre guests
- Grow volunteer team numbers
- Develop leadership and discipleship pathways for team
- Develop in-house training programme
- Strengthen integration of Care Centre, staff and church

### **Business support and operations**

- Create a safeguarding webpage with policy statement and reporting a concern form and a member only area for safeguarding resources. Continue to review safeguarding practices and update policies and guidance
- Appoint a part-time Assistant Worship Pastor with oversight of worship across Youth, Ventureland and Village Kids
- Invest in staff training by providing regular training time for staff together with access to online courses
- Review the business requirements regarding communications, creative content and production management in the light of increased online presence
- Resource and promote staff mental healthiness
- Launch REACH Fund to support all REACH activities. This will be an ongoing restricted fund and each year's funding priorities and requirements will be communicated to the church. In 2022, the REACH activities include development of facilities and launch of Hatfield multi-site
- Consider grant applications for finance to support development costs
- Plan, cost and manage the fit-out of the new spaces created for Youth, Ventureland, SEN, studios and production areas
- Design business support plan and procedures for multi-site expansion
- Reconsider development of a connect lounge as a hub for newcomers to church

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

*FOR THE YEAR ENDED 31 DECEMBER 2021*

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### STRUCTURE, GOVERNANCE AND MANAGEMENT

#### **Governing document**

The organisation is a charitable company limited by guarantee, incorporated on 7th October 1997. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company, and it is governed under its Articles of Association. It is also known as St Albans Vineyard, The Vineyard Church, and St Albans Vineyard Church.

#### **Recruitment and appointment of new trustees**

Aside from the Senior Pastor who holds a permanent position on the management committee, membership tenure is of a variable term and reviewed informally. New trustees are selected following retirement of a trustee or the decision to increase the number of trustees on the committee. Following discussion by the management committee, members of the church are invited to offer themselves for selection. The management committee seeks to maintain a range of appropriate business skills on the committee as well as to increase the level of diversity to provide gender parity and ethnic representation within its governance strategy.

Prospective candidates meet with one or more of the current committee members for an "interview meeting". The outcomes of these meetings are reviewed by the management committee and following agreement on an appointment further introductions and briefings occur to ensure satisfactory induction of the new trustee. This would include orientation to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan, and recent financial performance of the church.

In addition to this, trustee development events are held periodically both to provide opportunity for the congregation to meet the trustees and understand their role and as a recruitment event for potential trustees. From time to time, where a skill area is deemed to be lacking in the management committee, a person may be asked to attend a specific meeting to provide specialist knowledge or experience or to provide support outside of meetings.

Trustees undertake a check with the Disclosure and Barring Service due to their oversight responsibility for the Children & Youth Ministry and other ministries involving vulnerable groups.

Trustees are sometimes referred to as directors when addressing the congregation - a term used since the incorporation of the church as a charitable company in 1997.

#### **Organisational structure**

The management committee administers the church in accordance with Charity Commission guidelines. The management committee meets as required but normally 4-8 times a year. Mark Helvadjian is employed as the Senior Pastor of the church and acts as the Chief Executive Officer to manage the day-to-day operations of the charity. The Senior Pastor is remunerated by the church for his role and is also permitted to be a member of the management committee in accordance with the Memorandum and Articles of Association and by the Charity Commission. The Company Secretary, Gil Yon, who is employed by the church as the Business & Operations Manager, sits on the management committee, but has no voting rights.

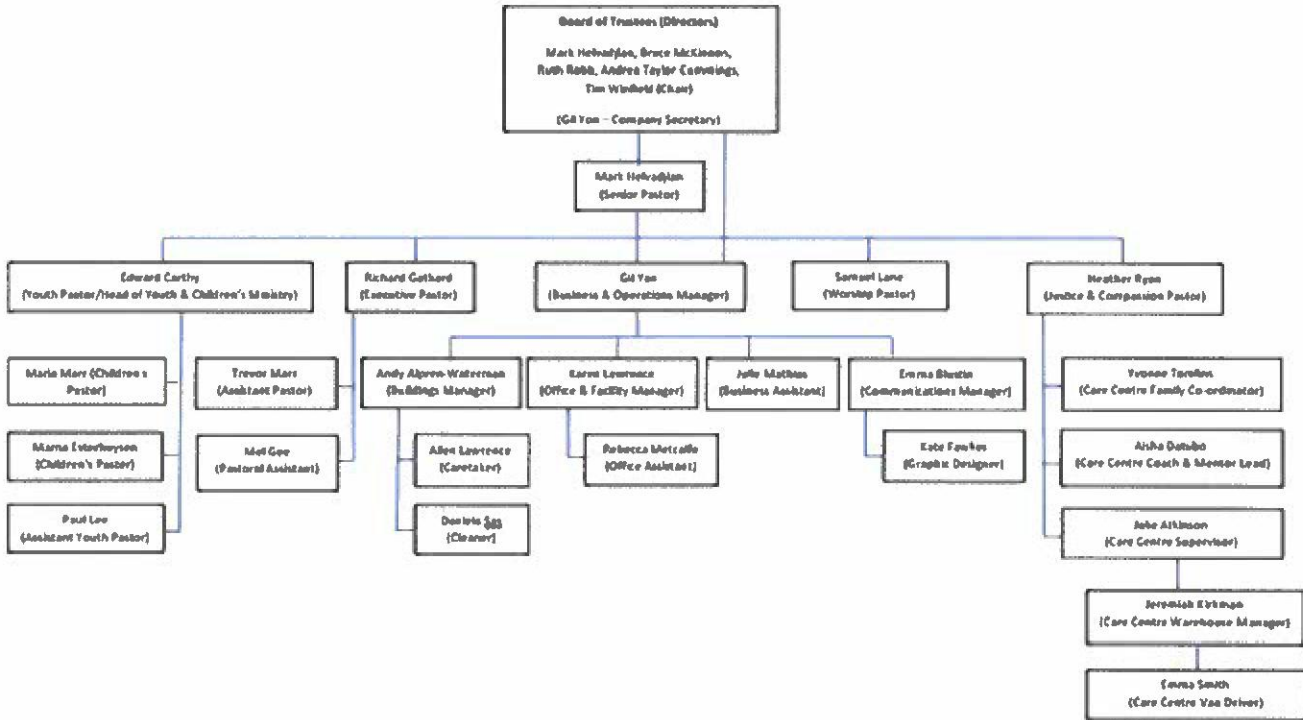
To facilitate effective operations during 2021, Mark Helvadjian had delegated authority within terms of delegation approved by the trustees which included financial management, employee management and the general direction of the ministry and vision of the church. The terms of the delegation are regularly reviewed in accordance with the Charity Commission's Charity Governance Code. The Business & Operations Manager oversees the day-to-day financial management of the church and reports to the trustees. The Business & Operations Manager is also responsible for compliance and monitoring of company and charity law issues and collaborating with the auditors to produce the annual audited financial statements.

The principal office of the church is the Registered Office.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

Vineyard Christian Fellowship of St Albans  
Organisational Structure as at 31st December 2021



# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

*FOR THE YEAR ENDED 31 DECEMBER 2021*

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### **Affiliations and other organisations with which the church is associated**

The church is affiliated to the organisation Vineyard Churches UK & Ireland and use of the "Vineyard" name is vested by them to the Senior Pastor. The church is also a member of the Evangelical Alliance, and an official observer of the St Albans Churches Together network. The church also supports other charitable organisations both in the UK and abroad. In particular, the church regularly supports Bethesda Orphanage in India and more locally the STEP project (St Albans & Harpenden Education Project).

### **Risk management**

During the year, at their meetings, the trustees have considered the major risks to which the church is exposed, have reviewed those risks and established a risk register and procedures to manage those risks. This ongoing review of the major risks identifies significant risks and assesses their probability and level of impact and any appropriate mitigating action required. Particular attention is paid to those risks having the potential to have greatest impact on the church in the areas of finance, reputation, human resources, safeguarding and child protection, and health and safety. One of the greatest risks to the church is a reduction in giving by the congregation. To mitigate this risk such income is monitored on a month-by-month basis and expenditure adjusted through strict budgetary control. Also due to the small staff group, the loss of key personnel is another major risk and to mitigate this, the church is developing a degree of overlapping of duties, particularly of pastors and uses as a resource the skills of individuals from within the congregation either for short term needs or as candidates to recruit into vacancies.

During the year, there was a focus on risks arising from the pandemic with the trustees meeting frequently to monitor changing circumstances and risk impact. Additional financial and staff management continued to support the risk management with alternative scenarios documented to enable action to be taken in a timely manner if required. The trustees continue to meet on a regular basis to respond to the coronavirus situation.

The trustees are responsible for ensuring that the financial statements are prepared on a "going concern" basis. Going concern means that the trustees have a reasonable expectation that the company can continue to operate for the foreseeable future which in turn means at least 12 months from the date of approving the financial statements.

The effects of COVID-19 and the measures taken by the UK Government continue to evolve and hence whilst the trustees have taken action to deal with the perceived risk, it is not possible to fully quantify the full impact that COVID-19 will have on the church in the longer term. The risk mitigation activities taken have enabled the church to be financially viable within current levels of income whilst also maintaining its financial reserves status. Although the government has now set out a roadmap to bring the country out of lockdown and the ongoing vaccination programme is expected to see virus levels reduce to a more acceptable level, the resulting financial and economic uncertainty could still have a negative impact on the church within the near future and the extent of that remains highly uncertain and cannot be quantified. The trustees continue to monitor, assess and act in response to the changing environment to position the church to ensure its future.

### **Thanks to volunteers**

The trustees would particularly like to thank the substantial number of volunteers, church members and others, referred to in the report above, who give their time and energy to the activities of the church throughout the year and without which the church would be unable to carry out its work in the community and beyond.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

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### REFERENCE AND ADMINISTRATIVE DETAILS

**Trustees** Mr Mark Helvadjian  
Mr Bruce McKinnon  
Mrs Ruth Robb  
Dr Andrea Taylor-Cummings  
Mr Tim Winfield

**Company Secretary** Mrs Gil Yon

**Company No.** 3445897

**Charity No.** 1066846

**Registered Office** 7 Brick Knoll Park  
Ashley Road  
St Albans  
Hertfordshire  
AL1 5UG

**Auditors** Cansdales Audit LLP  
Bourbon Court  
Nightingales Corner  
Little Chalfont  
Buckinghamshire  
HP7 9QS

**Bankers** Reliance Bank Limited  
Faith House  
23-24 Lovat Lane  
London  
EC3R 8EB  
  
Barclays Bank Plc  
PO Box 104  
St Albans  
Hertfordshire  
AL1 3AN

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

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### STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the directors of Vineyard Christian Fellowship of St Albans for the purpose of company law, are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

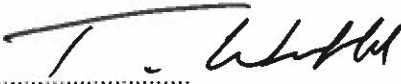
- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### Auditor

Cansdales Audit LLP are deemed to be reappointed under section 487(2) of the companies Act 2006.

The trustees' annual report was approved by the Board of Trustees on ..... *23/6/2022* ..... and signed on behalf by :

  
.....  
Mr. Tim Winfield  
Trustee  
Dated: ..... *23/6/2022* .....

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## INDEPENDENT AUDITOR'S REPORT

### TO THE MEMBERS OF VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

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#### Opinion

We have audited the financial statements of Vineyard Christian Fellowship of St Albans (the 'Charity') for the year ended 31 December 2021 which comprise the statement of financial activities, the statement of financial position, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### Basis for opinion

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

#### Conclusions relating to going concern

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

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

#### Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' annual report has been prepared in accordance with applicable legal requirements.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE MEMBERS OF VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

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#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' annual report.

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

#### **Responsibilities of trustees**

As explained more fully in the statement of trustees' annual responsibilities, the trustees, who are also the directors of the Charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE MEMBERS OF VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

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#### **Auditor's responsibilities for the audit of the financial statements**

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

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

#### **Use of our report**

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

**Mr James Foskett (Senior Statutory Auditor)**  
for and on behalf of Cansdales Audit LLP

24/06/2022

Bourbon Court  
Nightingales Corner  
Little Chalfont  
Bucks, HP7 9QS

## VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted funds £	Restricted funds £	Total 2021 £	Unrestricted funds £	Restricted funds £	Total 2020 £
<b>Income from:</b>							
Donations and legacies	2	798,144	380,760	1,178,904	871,843	456,765	1,328,608
Charitable activities		2,576	-	2,576	11,979	133	12,112
Other trading activities	3	8,828	-	8,828	3,197	-	3,197
Investments	4	126	-	126	977	-	977
<b>Total income</b>		<b>809,674</b>	<b>380,760</b>	<b>1,190,434</b>	<b>887,996</b>	<b>456,898</b>	<b>1,344,894</b>
<b>Expenditure on:</b>							
Charitable activities	5	835,281	345,921	1,181,202	823,441	267,112	1,090,553
<b>Net (expenditure)/income before transfers</b>		<b>(25,607)</b>	<b>34,839</b>	<b>9,232</b>	<b>64,555</b>	<b>189,786</b>	<b>254,341</b>
<b>Net (expenditure)/income for the year/ Net movement in funds</b>		<b>(25,607)</b>	<b>34,839</b>	<b>9,232</b>	<b>64,555</b>	<b>189,786</b>	<b>254,341</b>
<b>Total funds brought forward</b>		<b>3,384,250</b>	<b>416,991</b>	<b>3,801,241</b>	<b>3,319,695</b>	<b>227,205</b>	<b>3,546,900</b>
<b>Total funds carried forward</b>		<b>3,358,643</b>	<b>451,830</b>	<b>3,810,473</b>	<b>3,384,250</b>	<b>416,991</b>	<b>3,801,241</b>

The statement of financial activities includes all gains and losses recognised in the year.  
All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

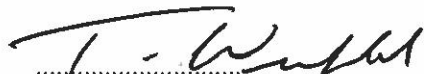
## STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2021

	Notes	2021		2020	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	8		3,775,957		3,858,222
<b>Current assets</b>					
Stocks	9	3,979		3,931	
Debtors	10	40,628		27,838	
Cash at bank and in hand		830,357		790,129	
			874,964		821,898
<b>Creditors: amounts falling due within one year</b>	11	(60,011)		(62,971)	
Net current assets			814,953		758,927
<b>Total assets less current liabilities</b>			4,590,910		4,617,149
<b>Creditors: amounts falling due after more than one year</b>	12		(780,437)		(815,908)
<b>Net assets</b>			3,810,473		3,801,241
<b>Income funds</b>					
Restricted funds	15		451,830		416,991
<u>Unrestricted funds</u>					
Designated funds	16	2,960,594		3,008,344	
General unrestricted funds		398,045		375,902	
Members' guarantee reserve		4		4	
			3,358,643		3,384,250
			3,810,473		3,801,241

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the Trustees on ..... 23/6/22



Mr. Tim Winfield  
Trustee

Company Registration No. 3445897

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2021

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	Notes	2021 £	£	2020 £	£
<b>Cash flows from operating activities</b>					
Net cashflow from operations	23		104,844		356,654
<b>Investing activities</b>					
Purchase of tangible fixed assets		(7,397)		(32,549)	
Interest received		126		977	
<b>Net cash used in investing activities</b>			(7,271)		(31,572)
<b>Financing activities</b>					
Repayment of borrowings		(34,515)		(894,055)	
Proceeds of new bank loans		-		867,250	
Interest on financing		(22,830)		(25,426)	
<b>Net cash used in financing activities</b>			(57,345)		(52,231)
<b>Net increase in cash and cash equivalents</b>			40,228		272,851
Cash and cash equivalents at beginning of year			790,129		517,278
<b>Cash and cash equivalents at end of year</b>			<u>830,357</u>		<u>790,129</u>

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

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### 1 Accounting policies

#### Company information

Vineyard Christian Fellowship of St Albans is a private charitable company limited by guarantee, incorporated in England & Wales. The registered office is 7 Brick Knoll Park, Ashley Road, St Albans, Hertfordshire, AL1 5UG.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

Monetary amounts in these financial statements are rounded to the nearest £ sterling, the functional currency of the church.

The financial statements have been prepared on the historical cost convention, modified when required to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the church has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Income

Income is recognised when the church is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is more likely than not that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the church has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the church has been notified of an impending distribution, the amount is known, and receipt is more likely than not. Volunteers make a significant contribution to the activities of the charitable company in every area of its work. In the absence of a reliable measurement basis however this contribution is not included as income in the financial statements. Material donations of goods are recognised only on their distribution and are valued at estimated retail value.

Income from charitable activities primarily relates to book sales and amounts received in respect of organised activities.

Income from other trading activities primarily relates to income received from use of the building by third parties.

Investment income relates to interest earned on cash balances.

#### 1.4 Expenditure

Expenditure is accounted for on an accruals basis, inclusive of VAT, which cannot be recovered. Certain expenditure is directly attributable to specific activities or projects and has been allocated accordingly. Shared costs which contribute to more than one activity are apportioned between those activities. Principal estimation techniques utilised to apportion costs include the proportion of staff time and premises utilised for each activity.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

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### 1 Accounting policies (Continued)

#### 1.5 Pension costs

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold buildings	50 years on cost
Plant and machinery	25% on cost
Fixtures, fittings & equipment	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Items of equipment are capitalised where the unit cost of the purchase exceeds £5,000.

#### 1.7 Stocks

Purchased stocks are stated at the lower of cost and estimated selling price less costs to sell.

Donated goods are valued only when distributed and therefore stocks of donated goods are not shown as having any value for accounting purposes.

#### 1.8 Debtors

Trade and other debtors are recorded at cost, less any impairment.

#### 1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within loans in current liabilities.

#### 1.10 Creditors

Trade and other current creditors are stated at cost.

Non-current creditors are recorded at fair value on initial recognition and subsequently at amortised cost.

#### 1.11 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Unrestricted designated funds are funds set aside out of unrestricted funds by the trustees for specific purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Further explanation of nature and purpose of each designated and restricted fund is included in notes to the financial statements.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

### 1 Accounting policies

(Continued)

#### 1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the church is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.13 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

#### 1.14 Fundraising

The organisation carries out fundraising activities which has resulted in significant income being received from this. The approach taken is asking members of the congregation to make regular donations as well as one off contributions for special events and projects. No professional fundraising company is used and no specific fundraising targeting is undertaken.

### 2 Donations and legacies

	Unrestricted funds	Restricted funds	Total 2021	Total 2020
	£	£	£	£
Donations under Gift Aid	447,309	32,686	479,995	556,772
Grants	38,225	-	38,225	41,353
Gift Aid recoverable	111,827	8,172	119,999	139,684
Other donations	200,783	339,902	540,685	590,799
	<u>798,144</u>	<u>380,760</u>	<u>1,178,904</u>	<u>1,328,608</u>

Included in other donations above is £280,345 (2020: £224,819) relating to items donated for the Care Centre.

Grants, included above, represents amount received for Coronavirus Job Retention Scheme.

### 3 Other trading activities

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Income from building hire	<u>8,828</u>	<u>3,197</u>

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

---

### 4 Investments

	Unrestricted funds	Unrestricted funds
	2021 £	2020 £
Interest receivable	126	977

## VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

#### 5 Expenditure on charitable activities

	Bookshop	Services & events	Discipleship & pastoral	Community	Care centre	Total 2021	Total 2020
	£	£	£	£	£	£	£
Depreciation and impairment	-	61,867	13,449	4,483	9,863	89,662	92,393
Goods for re-sale	1,319	-	-	-	-	1,319	3,683
Sunday services	-	45,742	-	-	-	45,742	19,607
Worship	-	1,892	-	-	-	1,892	2,587
Evangelism	-	240	-	-	-	240	1,391
Training and education	-	-	875	-	-	875	9,170
Pastoring	-	-	2,529	-	-	2,529	1,163
Mission	-	-	-	27,967	-	27,967	30,498
Community committed	-	-	-	46,136	-	46,136	42,610
Community discretionary	-	-	-	6,003	292,729	298,732	245,894
Wages and salaries	653	222,266	175,765	29,078	88,652	516,414	489,368
Other staff costs	-	11,563	6,307	1,051	2,102	21,023	24,038
Premises	-	36,788	7,998	2,666	5,865	53,317	51,572
Office	-	21,227	11,579	1,930	3,859	38,595	34,310
Public relations	-	3,460	1,597	266	-	5,323	9,359
Professional fees	-	4,740	2,578	429	859	8,606	7,484
Interest payable	-	15,753	4,794	2,283	-	22,830	25,426
	<u>1,972</u>	<u>425,538</u>	<u>227,471</u>	<u>122,292</u>	<u>403,929</u>	<u>1,181,202</u>	<u>1,090,553</u>
<b>Analysis by fund</b>							
Unrestricted funds	1,972	425,538	227,471	119,353	60,947	835,281	823,441
Restricted funds	-	-	-	2,939	342,982	345,921	267,112
	<u>1,972</u>	<u>425,538</u>	<u>227,471</u>	<u>122,292</u>	<u>403,929</u>	<u>1,181,202</u>	<u>1,090,553</u>

## VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

#### 5 Expenditure on charitable activities

(Continued)

Support costs included above were as follows:

	Services & events £	Discipleship & pastoral £	Community £	Care centre £	Total 2021 £	Total 2020 £
Governance	4,752	2,592	432	864	8,640	7,634
Finance	1,573	858	143	286	2,860	2,642
Information technology	9,434	5,145	858	1,715	17,152	16,727
Other	10,785	5,883	980	1,961	19,609	15,343
	<u>26,544</u>	<u>14,478</u>	<u>2,413</u>	<u>4,826</u>	<u>48,261</u>	<u>42,346</u>

The auditor's remuneration included in professional fees is £7,254 (2020: £7,150). This includes £3,180 (2020: £3,190) for non audit work.

Costs of £471 were incurred during the year on fundraising (2020: Nil).

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

### 6 Employees

The average monthly number of employees during the year was:

	2021	2020
Direct charitable work	8	8
Management and administration	8	7
	<u>16</u>	<u>15</u>

	2021	2020
	£	£
Wages and salaries	463,860	438,248
Social security costs	35,400	34,550
Pension costs	17,154	16,570
	<u>516,414</u>	<u>489,368</u>

No employee earned more than £60,000 per annum, except Mr M Helvadjian as disclosed in Note 7 below.

The church's Memorandum of Association permits the remuneration of Mr M Helvadjian, who is a trustee. No other trustee received any remuneration.

### 7 Trustees

Remuneration was paid to trustees who are employed to carry out specific operational roles for the company and to key management personnel as follows:

	Salary	Pension	2021	2020
			£	£
Mr M Helvadjian	71,400	2,856	74,256	74,256
Other key management	31,824	1,273	33,097	33,097
	<u>103,224</u>	<u>4,129</u>	<u>107,353</u>	<u>107,353</u>

#### Trustees' expenses

A total of £438 was paid to a trustee and one of the key management during the year (2020:£1,379), relating primarily to reimbursement of administrative costs.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

8 Tangible fixed assets	Freehold buildings	Plant and machinery	Fixtures, fittings & equipment	Total
	£	£	£	£
<b>Cost</b>				
At 1 January 2021	4,573,722	125,095	135,076	4,833,893
Additions	-	7,397	-	7,397
At 31 December 2021	<u>4,573,722</u>	<u>132,492</u>	<u>135,076</u>	<u>4,841,290</u>
<b>Depreciation and impairment</b>				
At 1 January 2021	740,109	100,486	135,076	975,671
Depreciation charged in the year	79,477	10,185	-	89,662
At 31 December 2021	<u>819,586</u>	<u>110,671</u>	<u>135,076</u>	<u>1,065,333</u>
<b>Carrying amount</b>				
At 31 December 2021	<u>3,754,136</u>	<u>21,821</u>	<u>-</u>	<u>3,775,957</u>
At 31 December 2020	<u>3,833,613</u>	<u>24,609</u>	<u>-</u>	<u>3,858,222</u>

The cost of freehold buildings includes land of £600,000 which is not subject to depreciation.

9 Stocks	2021	2020
	£	£
Books	<u>3,979</u>	<u>3,931</u>
<b>10 Debtors</b>		
<b>Amounts falling due within one year:</b>	<b>2021</b>	<b>2020</b>
	£	£
Gift aid recoverable	11,882	13,285
Other debtors	16,519	-
Prepayments and accrued income	12,227	14,553
	<u>40,628</u>	<u>27,838</u>

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

### 11 Creditors: amounts falling due within one year

	2021	2020
	£	£
Loans	34,926	33,970
Other taxation and social security	10,032	9,477
Other creditors	148	572
Accruals and deferred income	14,905	18,952
	<u>60,011</u>	<u>62,971</u>

### 12 Creditors: amounts falling due after more than one year

	2021	2020
	£	£
Loans	<u>780,437</u>	<u>815,908</u>

The loan is secured on the property known as 6 & 7 Brick Knoll Park, Ashley Road, St. Albans, Hertfordshire, AL1 5UG. The loan was renewed in January 2020 and was agreed at a value of £880,000 repayable over 20 years. Subject to conditions, interest on the loan is charged at 2.75% (2020: 2.75%). Capital repayments are being made monthly and full repayment of the loan is expected by January 2040.

### 13 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021	2020
	£	£
Within one year	2,930	3,889
Between two and five years	-	2,930
	<u>2,930</u>	<u>6,819</u>

### 14 Analysis of net assets between funds

	Restricted Funds	Designated Funds	Unrestricted Funds	Members' Guarantee Reserve	Total
	£	£	£	£	£
Fund balances at 31 December 2021 are represented by:					
Tangible assets	-	3,775,957	-	-	3,775,957
Current assets/(liabilities)	451,830	(34,926)	398,045	4	814,953
Non-current liabilities	-	(780,437)	-	-	(780,437)
	<u>451,830</u>	<u>2,960,594</u>	<u>398,045</u>	<u>4</u>	<u>3,810,473</u>

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

### 15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Balance at 31 December 2021 £
	Balance at 1 January 2021 £	Income £	Expenditure £	
Care Centre	222,036	366,239	(342,982)	245,293
Growing family	194,955	11,582	-	206,537
Transitions	-	2,939	(2,939)	-
	<u>416,991</u>	<u>380,760</u>	<u>(345,921)</u>	<u>451,830</u>

The Care Centre fund relates to income received by the charitable company for the ongoing resourcing and work of the Care Centre.

The Growing family restricted fund relates to income received by the charitable company for the purchase and development of an industrial warehouse into a church facility. Transfers are to correctly reflect amounts expended on items of a capital nature.

The Transitions restricted fund relates to income received which is later passed on to its intended third party e.g. mission trips, conference tickets etc.

### 16 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 January 2021 £	Transfers £	Balance at 31 December 2021 £
	Building fund	2,983,735	(44,962)
Fixed asset fund	24,609	(2,788)	21,821
	<u>3,008,344</u>	<u>(47,750)</u>	<u>2,960,594</u>

The building fund represents the net book value of the building less the outstanding mortgage loan secured on that property. Transfers are to correctly reflect the value after adjusting for additions, depreciation and repayments on loans.

The fixed asset fund represents the net book value of the other fixed assets owned by the charity. Transfers are to correctly reflect the year end value after adjusting for additions, disposals and depreciation.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

### 17 Pensions

The charitable company offers a defined contribution pension scheme to its employees and makes contributions to this pension scheme on behalf of its employees. The scheme is open to all qualifying employees and enrolment in the scheme is optional. The contributions payable for the scheme for the period are charged in the income and expenditure account. There was no balance outstanding at the year end (2020: £nil).

### 18 Capital commitments

There were authorised capital commitments of £505,000 not yet contracted at 31 December 2021 (2020: £nil).

### 19 Contingencies

There were no contingent liabilities at 31 December 2021 (2020: £nil).

### 20 Ultimate controlling party

There is no ultimate controlling party.

### 21 Related party transactions

There were no related party transactions during the year requiring disclosure except as mentioned in note 7. (2020 - no transactions requiring disclosure).

### 22 Event during the reporting period

The Coronavirus (COVID-19) had emerged in 2020 globally resulting in a significant impact on businesses worldwide. As a result, some business operations had been restricted, however the charitable company continues to operate using alternative methods and remote working.

The Trustees' are continuing to monitor, assess and act with reference to the current changing environment in order to position the charitable company to ensure its future success.

23 Net cashflow from operations	2021 £	2020 £
Net income for the year	9,232	254,341
Adjustments for:		
Investment income	(126)	(977)
Depreciation and impairment of tangible fixed assets	89,662	92,393
Interest on financing	22,830	25,426
Movements in working capital:		
(Increase) in stocks	(48)	(181)
(Increase) in debtors	(12,790)	(9,040)
Decrease in creditors	(3,916)	(5,308)
<b>Net cashflow from operations</b>	<b>104,844</b>	<b>356,654</b>

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

### 24 Analysis of changes in net funds/(debt)

	At 1 January 2021 £	Cash flows £	Other non-cash changes £	At 31 December 2021 £
Cash at bank and in hand	790,129	40,228	-	830,357
Borrowings due within one year	(33,970)	(956)	-	(34,926)
Borrowings due after more than one year	(815,908)	35,471		(780,437)
	<u>(59,749)</u>	<u>74,743</u>	<u>-</u>	<u>14,994</u>

**Vineyard Christian Fellowship of St Albans  
Financial Activities for the Care Centre Fund  
for the Year Ended 31 December 2021**

	2021	2020
	£	£
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Value of donated FEED items	280,345	224,819
Donations under Gift Aid	31,132	50,371
Gift Aid recoverable	7,783	12,593
Other donations and grants		
Care Centre Fund	40,506	148,108
Family Support (including Refuel and KIT)	5,491	5,690
Bridge programme	982	-
	<u>366,239</u>	<u>441,581</u>
<b>Total incoming resources</b>	<b>366,239</b>	<b>441,581</b>
 <b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Value of donated FEED items	280,345	224,819
Salaries	50,254	31,331
Care Centre costs	7,307	5,736
Family Support costs (including Refuel and KIT)	4,051	2,593
Bridge programme costs	1,025	-
	<u>342,982</u>	<u>264,479</u>
<b>Total resources expended</b>	<b>342,982</b>	<b>264,479</b>
<b>Net income</b>	<u><u>23,257</u></u>	<u><u>177,102</u></u>
 <b>MOVEMENT IN FUND</b>		
Care Centre Fund brought forward	222,036	44,934
Movement in fund	<u>23,257</u>	<u>177,102</u>
Care Centre Fund carried forward	<u><u>245,293</u></u>	<u><u>222,036</u></u>

In addition to the above, the Church funded direct costs for the Care Centre of £23,000 (£18,988 2020) from general funds. The Church also provided building space, facilities and additional support functions at no charge to the Care Centre Fund.

This page does not form part of the statutory financial statements

# THE VINEYARD CARE CENTRE

## 2021 STATS

### — WE GAVE —



1,538 Individual/Couple  
Bags



1,407 Family Bags



33,798 items through  
emergency food bank  
FEED



146 toiletry packs



13,468 ambient (non-  
perishable) items give  
out through BRIDGE

— A total of 2,538 items given out through KIT —  
*(between June-December)*



1,496 children's clothes



562 baby clothes



18 adult clothes



81 shoes



83 baby equipment



276 school uniform




22 gifts



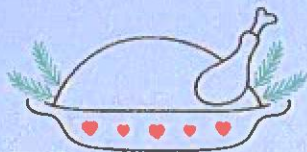
691 lunch packs to  
support families in need  
over lockdown



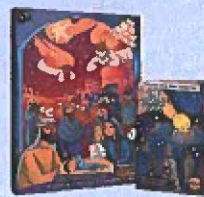
1,122 REFUEL  
meals given out



# — Christmas 2021 —



40 Christmas Meals  
served on Christmas Day



Over 300  
Advent Calendars



31 Festive Fresh Food  
Parcels given out on  
Christmas Eve



173 Christmas  
Goodie Bags

# — Christmas Toy Shop —



645 Stocking Fillers



475 Main Gifts



300 Selection Boxes



**Verso Vineyard Church Limited**

England & Wales - Charity number 1066846

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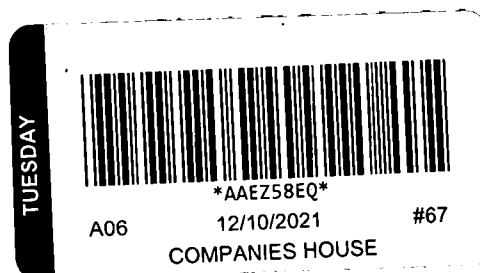
# Accounts

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Charity Registration No. 1066846

Company Registration No. 3445897 (England and Wales)

**VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**



# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

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# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

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The trustees are pleased to present their report and the financial statements of the charitable company for the year ended 31st December 2020.

### DIRECTORS AND OFFICERS

The trustees of the charitable company are also its directors for the purposes of company law. This trustees' annual report therefore also contains the information required for a directors' report under company law. In this report the directors are collectively referred to as the trustees or the management committee. The charitable company throughout this report is referred to as the church.

The trustees serving during the year and since the year-end are as follows:

Mr Mark Helvadjian  
Mr Bruce McKinnon  
Mrs Ruth Robb  
Dr Andrea Taylor-Cummings  
Mr Tim Winfield  
Dr Mark Bevis (resigned 27 February 2020)

Company Secretary:  
Senior Pastor/Chief Executive Officer:

Mrs Gil Yon  
Mr Mark Helvadjian

### OBJECTIVES AND ACTIVITIES

The objects of the church, as stated in the Memorandum of Association, are the advancement of the Christian faith in the United Kingdom and throughout the world, the furtherance of religious or secular public education, the relief of the poor, needy, sick and elderly, and other such objects as the management committee shall see fit

In fulfilling these objectives, the church holds Christian services, provides educational and training sessions, provides children's and youth activities, and performs acts of service and charity within the local community, the wider area and overseas. The church employs a number of staff and owns a worship centre, dedicated children's and youth facilities, a foodbank warehouse and 'supermarket' for those in need, offices and kitchen, café and recreational areas to support these activities.

At the beginning of 2020 the Senior Pastor, Mark Helvadjian, communicated to leaders in the church a vision for the outworking of our passion for people to encounter Jesus, so that lives are eternally transformed, whole communities and nations are impacted, He is glorified and magnified in our midst, the enemy flees, and His Kingdom is extended. This would be fulfilled by extending our reach beyond our current thinking, beyond our current limitations and beyond our borders. We look to do this by creating new spaces and places where people can encounter Jesus.

The outworking of this would be through use of our current facilities in both developing the physical space with a new connect lounge, youth facilities and creative worship spaces and exploring new ways of using our current facilities with new services reaching those who cannot access existing services, events, conferences and training, and the development of the Care Centre to provide pathways for guests to move forward.

Additionally, providing new spaces and places regionally through multiple geographical sites, nationally through church planting and globally through mission partnerships and church planting.

The church seeks to provide specific activities which are aimed at the public in general but also welcomes people to participate in the life of the church in all areas, with consideration to the Charity Commission's guidance on public benefit. Specific activities include, but are not limited to, the following:

- The Care Centre which includes the FEED foodbank, KIT (clothing and resource for children), life skills and support pathways for those in need
- Courses such as pre-marriage, marriage, parenting, life skills etc.
- Children and youth programmes
- Hosting other organisations providing services which benefit the community e.g. Blood Donation sessions
- Providing opportunities to be part of a supportive and diverse community doing life together

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

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### Activities planned for the year

The restrictions of the Coronavirus pandemic resulted in many of the activities planned for this year not being completed. Many of the plans that focused on gathering people together physically through events or small groups were not possible and the specific plans for the children's and youth ministry, worship and in-person courses were particularly impacted. Development plans for the building were also put on hold as other priorities took precedence. Where still relevant, those unmet plans have been summarised and incorporated into the future plans and completion will be dependent upon the continuing easing of restrictions.

The trustees have moved away from the Gather, Grow, Give grouping of activities presented in previous trustee reports to present the significant activities of the church under the new activity headings outlined as the trustees consider this presents more clearly the main activities of the church during the current year and in the future. The activities that were planned for this year where progress has been made or approached in alternative ways were:

### Services and events

- Continue to provide worship music for our Sunday services
- Invest in and improve the quality of the music equipment
- Improve worship social media presence
- Create a new Registration and Steward team role for Sunday services
- Update the technology for registration for Vineyard Kids, Ventureland and Youth
- Continue to address car-parking needs on Sunday mornings and look at ways to increase capacity
- Plan and host annual outreach events for kids
- Youth participation in the Big Weekend in February 2020. A residential weekend with quality teaching, worship and fellowship
- Youth attendance at the new Vineyard UK DTI summer camp

### Discipleship and pastoral

- Alpha Courses to be run again with an expected increase in numbers of attendees
- Continue to run Equip courses with a closer alignment between these and current church objectives and clearly disciple people through all stages of their journey in Christ
- A new one-day course called Marriage by Design has been developed to replace the Pre-Marriage course that ran over 6 weeks. The first course to take place in March
- The RISE women's group to continue to meet and grow
- Launch new Connect Group types – bible study, activity and focus groups
- Design and implement a youth mentoring programme to create space and time to explore individual needs on a one-to-one basis.
- Build a team of volunteers to act as mentors for the youth mentoring programme
- Create opportunities for young people to grow as disciples of Jesus
- Empower young people to share faith and grow in leadership. Identify young leaders and invest in them by providing opportunities for leadership roles
- Identify new leaders and their gifts and callings
- Introduce a weekly prayer appointment system and prayer team
- Develop Prayer Ministry into a clear range of options
- Provide ongoing pastoral support for ministry leaders and staff

### Community

- Continue our financial support to the Bethesda Orphanages in India for the 120 children who live there
- Continue to financially support STEP, a charity working in local secondary schools to share the Christian faith in a lively, relevant and consistent way
- The church building to continue to be made available to the NHS Blood & Transfusion team as a venue for blood donation

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

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### Care Centre

- Undertake a review of needs of Care Centre guests who engage with services on a medium or long-term basis and assess what services and courses would offer more support
- Run an Alpha course for Care Centre daytime guests
- Increase our drop-in clinics and training courses for Care Centre guests to tackle some of the root causes of poverty
- The Care Centre to continue to grow its connections with outside agencies (Mind, St Albans District Council, Family Centres etc) to further enhance its offering of support for guests
- Evaluate the long-term development of sustainable food provision and research feasibility of holistic model for Care Centre
- Continue to work with Oaklands College to support students and help them gain work experience and link guests with opportunities at local colleges

### Business support and operations

- Recruit for Care Centre roles of Warehouse Manager and Care Centre Supervisor
- The Business & Operations team to continue to provide support to the staff and wider church to enable ministries to operate and grow effectively
- The Business & Operations team to continue to develop systems and processes to provide a foundation for future growth in a sustainable and scalable way
- The staff to once again attend the Vineyard National Leaders' Conference at Trent Vineyard in Nottingham in January
- The church to restructure its mortgage financing to include an option to extend the loan provision to complete the final phase of building development

## ACHIEVEMENTS AND PERFORMANCE

### Services and events

Sunday congregation numbers were strong at the beginning of the year with some Sundays seeing over 1,000 people onsite during the morning. This reflected the growth pattern we had seen develop over the previous year and on which some of our plans for 2020 were based. Early in the year, new investment in technology for registration systems for children's and youth ministries made registration more efficient and a new team of people were trained in how to use it. Also, the parking capacity for Sunday services was significantly increased when a neighbouring business gave the Church permission to use their car park on Sundays. However, from March we were forced to close the church for onsite services as the Coronavirus situation developed and we had to adapt rapidly and responsively to change the way we operated, moving our Sunday services and other activities to an online format.

The online content has developed and evolved over the year as the team, both staff and volunteers, have adapted and new technology has been utilised. A collection of content has been built up over the year and can be accessed through the app or the church's YouTube channel. Following the easing of lockdown restrictions in the latter part of 2020, we opened our main Sunday service to in-person gatherings, as well as continuing to stream live for people to attend virtually. There have been opportunities for the Worship team to incorporate different styles of worship into the online services including pre-recorded acoustic sets by individuals. Towards the year end there was significant investment in sound and vision equipment to support live online streaming of services. With the services initially being pre-recorded and the notices still being in this format, involvement in the Sunday services has become more accessible and helped to develop leadership skills in a wider range of people. The number of those engaging with the online services has varied over the year but has generally been strong and several new people have joined the church during this time. Although not as we had planned, the move to online services has enabled an out working of the vision to extend our reach, providing a new space for people to encounter Jesus, some of which would not have been able to access the service if it were only available on site.

The children's pastors have also adapted to the situation and have been providing online content every Sunday for children to engage with and accompanying resources for parents to access. Ventureland content had average weekly views of 68 families, and Village Kids had average weekly views of 54 families. In addition to the regular weekly content, 'Hark! A Nativity Story' was broadcast live at Christmas and was viewed by 129 families. 100 families also participated in an on-line Family Christmas Praise Party. The Christmas Family Service attracted 818 families and individuals.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

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As well as their normal weekly activities, the youth were able to participate in the Big Weekend Away at the beginning of February where 100 youth and 12 team spent the weekend at a residential site in Kent. The youth have continued to meet throughout the year with either online live streamed sessions or at times when COVID-19 restrictions allowed, a limited number have participated in live youth services in the building. Although the DTI summer camp could not take place in person, the youth were able to access DTI online.

Some events that had been planned to take place face to face, were moved online where possible or at times when restrictions allowed, in a blended format, where limited people were in the church building and it was also streamed live online. Blended events included the weekly breakthrough prayer meeting and fortnightly women's meeting, RISE. An Acoustic Café session was hosted online attracting 75 participants.

The lockdown also provided opportunity for new events including a Facebook live discussion series over 9 weeks (peak viewing figures 1,131), midweek messages from Mark Helvadjan (peak viewing figures 1,306), and updates from the Trustees.

St Albans Vineyard Church is a diverse community of people, but the death of George Floyd acted as a catalyst for the community to stop and reflect. There is diversity but is there inclusivity? An online panel discussion, 'A Conversation about Race', with expert guests was accessed by 218 households. It was an open and honest conversation about the issues of race and helped inform people and define the issues.

### **Discipleship and pastoral**

Building upon 'A Conversation about Race', people were invited to share their own experiences with the Church leadership and as a community we prayed for healing and restoration. Later in the year, a dedicated connect group was formed to discuss the book 'Be the Bridge' by Latasha Morrison. Other resources were made available, and the staff team have benefited from ongoing inclusivity training.

Some courses took place online only such as Alpha and the Equip training courses and again this was accessed by some people who would not have attended an onsite only event. A new three-part relationships webinar series gave insight and practical steps in improving relationships. The webinar series was well received with peak viewing figures of 844.

As well as the online and blended events, RISE creatively offered spaces and places for women to meet and share in life together in smaller groups, when permitted, at outside locations.

Connect groups have continued where possible making use of Zoom, messaging and phone calls to maintain connection between people and provide prayer and support as required. A regular online art for wellbeing Connect group was launched by one of the members of RISE, increasing the diversity offered through Connect groups. Other new groups have formed over the year in response to the need for greater support and were enabled by being able to meet virtually rather than in person.

Work started to put in place the structure and processes for the youth mentoring programme. This is an area the church is committed to and hopes to implement in the coming year. There have been many opportunities for the youth to take up new roles arising from the move to online content and to be actively involved in leading the youth services.

Pastoral support for the church members and wider community has been of great importance over such an uncertain and challenging year and the pastoral staff and volunteers have had to develop and adapt to continue to provide support in accordance with COVID-19 restrictions.

The Sunday ministry team, SMT (small ministry teams) and prayer net have continued to offer prayer and support to those who request it and during the lockdown period this has been facilitated through email, phone calls and video calls. The prayer team continued to meet remotely for words of knowledge before the services. Prayer can be requested during the online service by clicking on a link and a written response is received. The online technology has extended the reach of prayer beyond those within the building. In addition, the staff and volunteer pastoral team have sought to contact church members who may not otherwise be supported through small groups or volunteer teams.

The pastoral website content was also updated during the year to improve access to the pastoral team and prayer support. Additionally, signposting to other organisations and websites offering support in areas such as counselling, mental health support, addiction and the Care Centre were added.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

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### Community

The church has continued to support the Bethesda Orphanages in India both financially and through prayer. The number of children cared for has increased and several widows are also residents at the orphanages.

The church has maintained its financial support for STEP, a charity working in local secondary schools to share the Christian faith. Greater links have been made with the charity in the period which may facilitate youth outreach in the future.

In addition to the Care Centre activities and permitted church activities, the building has continued to be used as a site for NHS blood donation sessions throughout the year, with additional sessions being facilitated when requested.

### Care Centre

The Care Centre has remained open throughout the year. There has been significant growth during this time, both in the number of guests it serves and the income it has attracted. The Care Centre staff team has also increased with 3 new staff coming on board during the year.

The format of the weekly foodbank sessions has changed and developed over the year in line with the changing restrictions and guidance. Much of this was facilitated by being able to access more space within the church building as other church activities were forced to close. This enabled COVID-19 safe systems to be put in place and storage for the increased requirement of stock to meet the needs of both individuals accessing the Care Centre as well as providing support to other charities in the community.

The Care Centre provides not only food and other items but also a growing number of support services through access to legal, financial, skill and care support. This has continued over the year but most of the face-to-face support was suspended during the lockdown. Support in these areas has continued through telephone contact and Zoom based groups including a new Zoom café to meet guests' social needs in lockdown. This also enabled the team, many of whom who were not able to serve onsite during the year, to provide support from home. Relationships with outside agencies have strengthened during the year with an increased number of referrals.

The Appendix to the financial statements shows the financial position of the Care Centre Fund in 2020 and additional information relating to the services provided.

### Business support and operations

The staff team remained predominantly stable throughout the year with one resignation, the Care Centre Van Driver in August. There were three new staff appointed to the Care Centre in 2020. These staff were essential given the increased demand for services and were possible due to increased financial support for the Care Centre. The Care Centre Families Worker started in January, the Care Centre Warehouse Manager started in September and the Care Centre Supervisor joined in December.

Works have taken place on the building to enable activities to take place in a COVID-19 secure manner where restrictions have allowed, and risk assessments have been done and updated as required.

Many of the staff were able to work from home during the year in line with government guidance and where staff were required to be onsite, appropriate measures were put in place to minimise risks during the pandemic. As normal operations were significantly affected by the pandemic and subsequent government restrictions, the government's Coronavirus Job Retention Scheme was utilised for several employees. There have been changes to facilitate remote working such as a move away from paper records to online processes and documentation and use of video calls for meetings etc.

There was a refinancing of the mortgage facility at the start of the year with agreement for additional finance to complete the development of the building. Building works were not progressed in the year due to the pandemic and will be reassessed in 2021.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

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### FINANCIAL REVIEW

#### Financial position

The trustees are pleased to report another satisfactory year for 2020 in relation to the finances of the church, which is very encouraging given the impact and uncertainty caused by the Coronavirus pandemic.

The budget for the year had been set with an expectation of growth in income in line with the trends seen during 2019 and the plans to support this growth further in 2020 and whilst this was significantly impacted when the church was forced to close its physical doors in March 2020, general fund voluntary donations were consistent with the previous year by the end of the period although notably under budgeted levels.

Funding through the Coronavirus Job Retention Scheme compensated for some of the income lost through the move to online services and challenges in engaging with church members and seeing continued growth. The trustees and management met frequently and close monitoring of weekly finances and tighter control over expenditure enabled finances to be managed throughout the year.

The Care Centre has seen a significant increase in funding during the period, mostly in response to the increased need and awareness of foodbanks during the Coronavirus pandemic. This has been through individual donors, within and outside of the church, other churches, businesses, trusts and charities, and key supporters such as Ocado.

Careful management of costs during the year and use of the government's Coronavirus Job Retention Scheme has enabled the church to end the year with a surplus of income over expenditure. This gives confidence for operations to continue despite the ongoing uncertainties of the pandemic, the unknown financial impact once the Coronavirus Job Retention Scheme ends and the longer-term impact on the wider economy.

At the end of the year funds were invested in equipment and support to develop the online capabilities of the church moving forward. It is planned that a strong online presence will continue even once COVID-19 restrictions are lifted and the church is able to function onsite again. The equipment will also assist in the plans for growth and development of further sites and ministries in the future.

The principal sources of funding for the church are member donations and the related gift aid recovery. General fund donation income during the year was £830,490 (excluding grant income of £41,353) compared to £821,554 in 2019. This represents a small increase of 1% year on year which was considered very encouraging considering the uncertainty of the year and the challenges faced. Restricted fund donations were £456,765 compared to £277,915 in 2019; with most of the increase relating to funding for the Care Centre.

Operational expenditure was £823,441 in 2020 compared to £798,044 in 2019. The unrestricted surplus before transfers was £64,555 (£54,626 in 2019) for the year.

The trustees regard the financial position of the church at 31st December 2020 as healthy and able to resource the church's work in 2021 despite the ongoing uncertainties relating to COVID-19.

#### Reserves policy

Total funds held at the end of the year are £3,801,241 (£3,546,900 in 2019) including restricted funds of £416,991 (£227,205 in 2019).

The church aims to hold sufficient funds which are not designated or restricted (i.e. free reserves) to meet 3 months committed expenditure as determined by the current budget less 5% representing uncommitted expenditure. Reserve levels are monitored regularly and reported by the management committee. In 2020, additional weekly income monitoring and monthly cash flow/reserves monitoring was introduced to allow timely monitoring of finances during such uncertain times. Appropriate action is taken should reserves either drop significantly below or rise above the expected level, other than by prior agreement of the trustees. Reserve levels remained strong throughout the year and as 31st December 2020 free reserves were £375,902 which represents 5.2 months expenditure (2019 - £278,308, 4.1 months).

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2020

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Further details on the nature of restricted funds and designated funds are set out in notes 15 and 16 of the financial statements respectively. £3,008,344 of designated funds can only be realised through the disposal of fixed assets.

This year a new report relating specifically to the finances of the Care Centre has been prepared to enable robust and transparent disclosure of these funds when making grant or trust fund applications and to provide additional information to Care Centre donors. The report does not form part of the audited financial statements but is attached as an Appendix.

#### **Trustee's liabilities**

The Articles of Association of the church provide that in certain circumstances the trustees are entitled to be indemnified out of the assets of the church against claims from third parties in respect of certain liabilities arising in connection with the performance of their functions, in accordance with the provision of section 234 of the Companies Act 2006. Indemnity provision of this nature has been in place during the year and remains in place as at the date of this report but has not been utilised by the trustees.

#### **Small company provisions**

This report has been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 applicable to companies subject to the small companies' regime.

#### **FUTURE PLANS**

Given the disruptive nature of the Coronavirus pandemic, some of our plans for 2020 were not fully realised and their implementation in the future is dependent upon the continuing easing of restrictions. However, COVID-19 has also provided new opportunities, including building out our online presence and developing our pastoral and discipleship approach. Our future plans are set out below.

#### **Services and events**

- Creating new services catered for specific groups
- Move towards re-introducing live worship when changes lead to easing of restrictions
- Develop and support new leaders
- Geographical 'pop-up' sites and events e.g. family picnics across different parks
- Continue to develop and expand online content and resources e.g. podcasts
- Set up a structure to support a consistent approach across Village Kids, Ventureland and Youth
- Rebuild volunteer teams and plan for reintroducing children's ministries on-site when appropriate
- Continue to develop special needs provision

#### **Discipleship and pastoral**

- Continue to understand and educate regarding race issues and review practices for inclusivity
- Continue to support and promote ministry and outreach groups and their activities such as RISE, men's ministry, etc.
- Continue to support and promote Connect groups to build community and provide discipleship opportunities
- Expand number of Connect groups and increase membership
- Invest in Connect group leadership and resources
- Develop and deliver Equip courses
- Implement and establish one-to-one mentoring programme for young people and team of mentors
- Expand the pastoral care team to meet the rising demand for support needed by individuals
- Continue investment in training and development of the pastoral team
- Continue to offer online and telephone pastoral and prayer support which reaches people who may not engage face-to-face

#### **Community**

- Continue to support the Bethesda Orphanages in India housing 150 children and 10 widows
- Continue to support STEP (St Albans & Harpenden Education Programme) and develop plans to strengthen the partnership
- Continue to make the building available to benefit the wider community e.g. NHS Blood & Transfusion team, Herts Welcomes Refugees

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

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### Care Centre

- Develop and invest in relationships with partner organisations (Mind, St Albans District Council, Family Centres, Family Lawyers, Christians Against Poverty and The Living Room) to enhance the support offered for Care Centre guests
- Partner with St Albans & District Foodbank (part of Trussell Trust network) to supply emergency food provision for the Care Centre
- Recruit a Care Centre Mentoring and Coaching Lead to develop and train a team of coaches and mentors to partner with guests accessing the Bridge programme
- Develop and launch the Bridge membership programme to provide a new social supermarket and a tailored package of support (mentoring, training, advice) for guest members
- Continue to work with Oaklands College to support students with work experience and link guests with opportunities at local colleges
- Continue to run Alpha courses for Care Centre guests

### Business support and operations

- Design, plan and cost conversion of unused warehouse to become functional space where Youth and Ventureland have dedicated provision to include an auditorium and various meeting rooms. Flexibility to be built into the design to enable the facilities to be used to host occasional mid-week conferences and community events.
- Continue to develop online processes and documentation to facilitate future expansion in a sustainable way
- Review and resource staff team for emerging operational requirements post COVID-19 restrictions
- Continue to review safeguarding practices and update safeguarding policies
- Continue to monitor guidance and legislation relating to the COVID-19 pandemic and revise processes and risk assessments to account for changes

## STRUCTURE, GOVERNANCE AND MANAGEMENT

### Governing document

The organisation is a charitable company limited by guarantee, incorporated on 7th October 1997. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company, and it is governed under its Articles of Association. It is also known as St Albans Vineyard, The Vineyard Church, and St Albans Vineyard Church.

### Recruitment and appointment of new trustees

Aside from the Senior Pastor who holds a permanent position on the management committee, membership tenure is of a variable term and reviewed informally. New trustees are selected following retirement of a trustee or the decision to increase the number of trustees on the committee. Following discussion by the management committee, members of the church are invited to offer themselves for selection. The management committee seeks to maintain a range of appropriate business skills on the committee as well as to increase the level of diversity to provide gender parity and ethnic representation within its governance strategy.

Prospective candidates meet with one or more of the current committee members for an "interview meeting". The outcomes of these meetings are reviewed by the management committee and following agreement on an appointment further introductions and briefings occur to ensure satisfactory induction of the new trustee. This would include orientation to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan, and recent financial performance of the church.

In addition to this, trustee development events are held periodically both to provide opportunity for the congregation to meet the trustees and understand their role and as a recruitment event for potential trustees. From time to time, where a skill area is deemed to be lacking in the management committee, a person may be asked to attend a specific meeting to provide specialist knowledge or experience or to provide support outside of meetings.

Trustees undertake a check with the Disclosure and Barring Service (formerly Criminal Records Bureau) due to their oversight responsibility for the Children & Youth Ministry and other ministries involving vulnerable groups.

Trustees are sometimes referred to as directors when addressing the congregation - a term used since the incorporation of the church as a charitable company in 1997.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

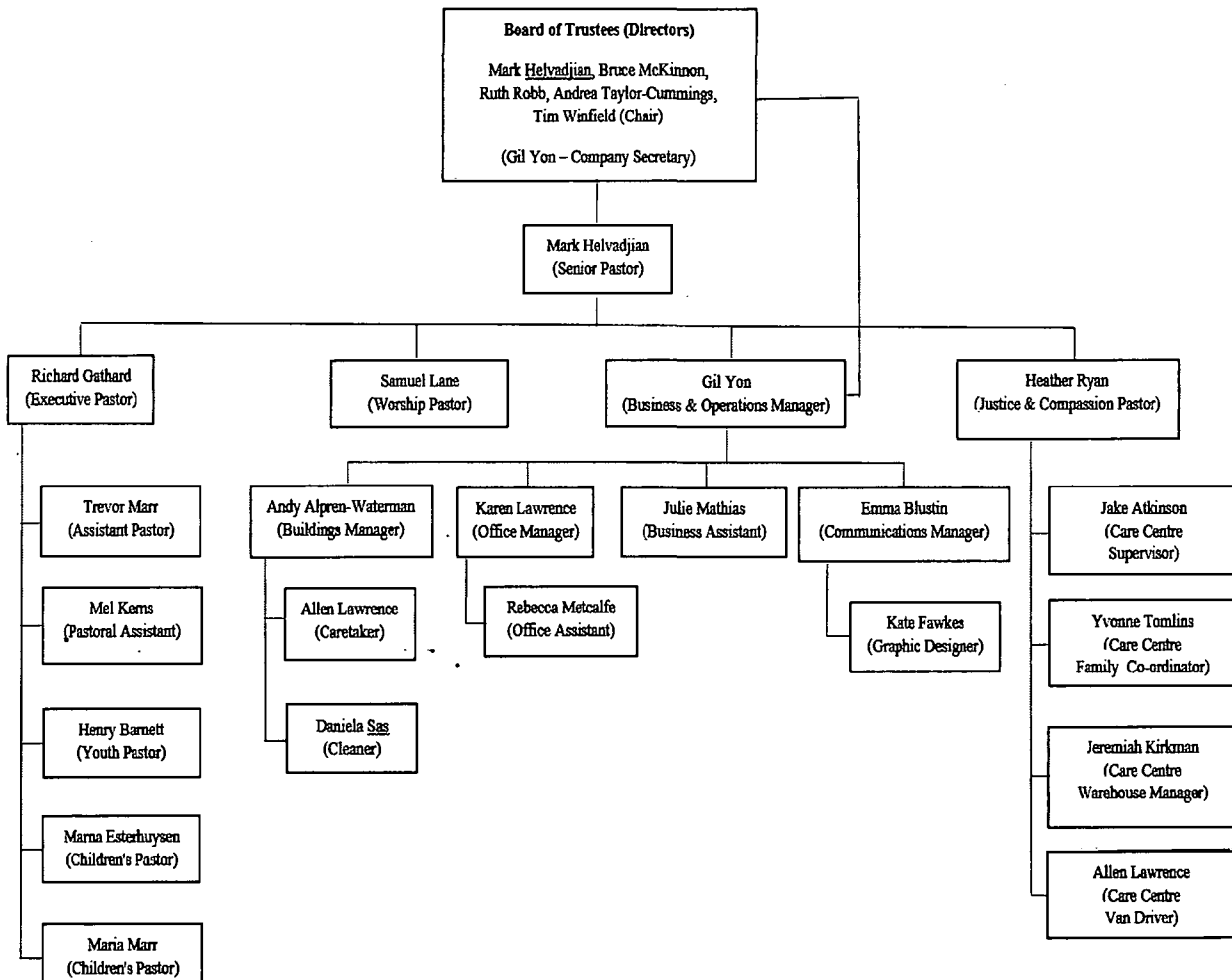
### Organisational structure

The management committee administers the church in accordance with Charity Commission guidelines. The management committee meets as required but normally 4-8 times a year. Mark Helvadjian is employed as the Senior Pastor of the church and acts as the Chief Executive Officer to manage the day-to-day operations of the charity. The Senior Pastor is remunerated by the church for his role and is also permitted to be a member of the management committee in accordance with the Memorandum and Articles of Association and by the Charity Commission. Mark Helvadjian's sister-in-law, Melanie Kerns, was appointed as Pastoral Assistant in August 2018, following completion of the discipleship year. The Company Secretary, Gil Yon, who is employed by the church as the Business & Operations Manager, sits on the management committee, but has no voting rights.

To facilitate effective operations during 2020, Mark Helvadjian had delegated authority within terms of delegation approved by the trustees which included financial management, employee management and the general direction of the ministry and vision of the church. The terms of the delegation are regularly reviewed in accordance with the Charity Commission's Charity Governance Code. The Business & Operations Manager oversees the day-to-day financial management of the church and reports to the trustees. The Business & Operations Manager is also responsible for compliance and monitoring of company and charity law issues and working with the auditors to produce the annual audited financial statements.

The principal office of the church is the Registered Office.

Vineyard Christian Fellowship of St Albans  
Organisational Structure as at 31st December 2020



# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

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### **Affiliations and other organisations with which the church is associated**

The church is affiliated to the organisation Vineyard Churches UK & Ireland and use of the "Vineyard" name is vested by them to the Senior Pastor. The church is also a member of the Evangelical Alliance, and an official observer of the St Albans Churches Together network. The church also supports a few other charitable organisations both in the UK and abroad. In particular, the church regularly supports Bethesda Orphanage in India and more locally the STEP project (St Albans & Harpenden Education Project).

### **Risk management**

During the year, at their meetings, the trustees have considered the major risks to which the church is exposed, have reviewed those risks and established a risk register and procedures to manage those risks. This ongoing review of the major risks identifies significant risks and assesses their probability and likely level of impact and any appropriate mitigating action required. Particular attention is paid to those risks having the potential to have greatest impact on the church in the areas of finance, reputation, human resources, safeguarding and child protection, and health and safety. One of the greatest risks to the church is a reduction in giving by the congregation. To mitigate this risk such income is monitored on a month-by-month basis and expenditure adjusted through strict budgetary control. Also due to the small staff group, the loss of key personnel is another major risk and to mitigate this, the church is developing a degree of overlapping of duties, particularly of pastors and utilises as a resource the skills of individuals from within the congregation either for short term needs or as candidates to recruit into vacancies.

During the year, particular attention was given to the risks raised by the Coronavirus pandemic. Weekly, and then fortnightly, video calls with the trustees were used to review the constantly changing circumstances and impact on risks, and additional financial and staff management was put in place in response to this. Several scenarios were also documented to enable action to be taken in a timely manner if required. The trustees continue to meet on a regular basis to respond to the Coronavirus situation.

The trustees are responsible for ensuring that the financial statements are prepared on a "going concern" basis. Going concern means that the trustees have a reasonable expectation that the company can continue to operate for the foreseeable future which in turn means at least 12 months from the date of approving the financial statements.

The effects of COVID-19 and the measures taken by the UK Government continue to evolve and hence whilst the trustees have taken action to deal with the perceived risk, it is not possible to fully quantify the full impact that COVID-19 will have on the church in the longer term. The risk mitigation activities taken have enabled the church to be financially viable within current levels of income whilst also maintaining its financial reserves status. Although the government has now set out a roadmap to bring the country out of lockdown and the ongoing vaccination programme is expected to see virus levels reduce to a more acceptable level, the resulting financial and economic uncertainty could still have a negative impact on the church within the foreseeable future and the extent of that remains highly uncertain and cannot be quantified. The trustees continue to monitor, assess and act in response to the changing environment to position the church to ensure its future.

### **Thanks to volunteers**

The trustees would particularly like to thank the large number of volunteers, church members and others, referred to in the report above, who give their time and energy to the activities of the church throughout the year and without which the church would be unable to carry out its work in the community and beyond.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

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### REFERENCE AND ADMINISTRATIVE DETAILS

**Trustees**  
Mr Mark Helvadjian  
Mr Bruce McKinnon  
Mrs Ruth Robb  
Dr Andrea Taylor-Cummings  
Mr Tim Winfield  
Dr Mark Bevis (resigned 27 February 2020)

**Company Secretary** Mrs Gil Yon

**Company No.** 3445897

**Charity No.** 1066846

**Registered Office**  
7 Brick Knoll Park  
Ashley Road  
St Albans  
Hertfordshire  
AL1 5UG

**Auditors**  
Cansdales Audit LLP  
Bourbon Court  
Nightingales Corner  
Little Chalfont  
Buckinghamshire  
HP7 9QS

**Bankers**  
Reliance Bank Limited  
Faith House  
23-24 Lovat Lane  
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EC3R 8EB

Barclays Bank Plc  
PO Box 104  
St Albans  
Hertfordshire  
AL1 3AN

Allied Irish Bank (GB)  
Retail Business  
PO Box 52496  
London  
NW3 9ED

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## TRUSTEES' ANNUAL REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

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### STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the directors of Vineyard Christian Fellowship of St Albans for the purpose of company law, are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### Auditor

Cansdales Audit LLP are deemed to be reappointed under section 487(2) of the Companies Act 2006.

The trustees' annual report was approved by the Board of Trustees on 15 September 2021 and signed on behalf by :



**Mr. Tim Winfield**  
Trustee

Dated: 15 September 2021

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## INDEPENDENT AUDITOR'S REPORT

### TO THE MEMBERS OF VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

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#### Opinion

We have audited the financial statements of Vineyard Christian Fellowship of St Albans (the 'Charity') for the year ended 31 December 2020 which comprise the statement of financial activities, the statement of financial position, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### Basis for opinion

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

#### Conclusions relating to going concern

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

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

#### Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' annual report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' annual report has been prepared in accordance with applicable legal requirements.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE MEMBERS OF VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

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#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

#### **Responsibilities of trustees**

As explained more fully in the statement of trustees' annual responsibilities, the trustees, who are also the directors of the Charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE MEMBERS OF VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

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#### **Auditor's responsibilities for the audit of the financial statements**

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

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned-scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

#### **Use of our report**

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

  
**Mr James Foskett (Senior Statutory Auditor)**  
for and on behalf of Cansdales Audit LLP

*22 September 2021*

Bourbon Court  
Nightingales Corner  
Little Chalfont  
Bucks, HP7 9QS

## VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted funds £	Restricted funds £	Total 2020 £	Unrestricted funds £	Restricted funds £	Total 2019 £
<b>Income from:</b>							
Donations and legacies	2	871,843	456,765	1,328,608	821,554	277,915	1,099,469
Charitable activities		11,979	133	12,112	27,265	471	27,736
Other trading activities	3	3,197	-	3,197	2,061	109	2,170
Investments	4	977	-	977	1,790	-	1,790
<b>Total income</b>		<b>887,996</b>	<b>456,898</b>	<b>1,344,894</b>	<b>852,670</b>	<b>278,495</b>	<b>1,131,165</b>
<b>Expenditure on:</b>							
Charitable activities	5	823,441	267,112	1,090,553	798,044	327,461	1,125,505
<b>Net income before transfers</b>		<b>64,555</b>	<b>189,786</b>	<b>254,341</b>	<b>54,626</b>	<b>(48,966)</b>	<b>5,660</b>
Gross transfers between funds		-	-	-	102,200	(102,200)	-
<b>Net income for the year/ Net movement in funds</b>		<b>64,555</b>	<b>189,786</b>	<b>254,341</b>	<b>156,826</b>	<b>(151,166)</b>	<b>5,660</b>
Total funds brought forward		3,319,695	227,205	3,546,900	3,162,869	378,371	3,541,240
<b>Total funds carried forward</b>		<b>3,384,250</b>	<b>416,991</b>	<b>3,801,241</b>	<b>3,319,695</b>	<b>227,205</b>	<b>3,546,900</b>

The statement of financial activities includes all gains and losses recognised in the year.  
All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2020

	Notes	2020		2019	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	8		3,858,222		3,905,316
<b>Current assets</b>					
Stocks	9	3,931		3,750	
Debtors	10	27,838		18,798	
Cash at bank and in hand		790,129		517,278	
			821,898		539,826
<b>Creditors: amounts falling due within one year</b>	11	(62,971)		(79,050)	
<b>Net current assets</b>			758,927		460,776
<b>Total assets less current liabilities</b>			4,617,149		4,366,092
<b>Creditors: amounts falling due after more than one year</b>	12		(815,908)		(819,192)
<b>Net assets</b>			3,801,241		3,546,900
<b>Income funds</b>					
Restricted funds	15		416,991		227,205
<u>Unrestricted funds</u>					
Designated funds	16	3,008,344		3,041,383	
General unrestricted funds		375,902		278,308	
Members' guarantee reserve		4		4	
			3,384,250		3,319,695
			3,801,241		3,546,900

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the Trustees on 15 September 2021



Mr. Tim Winfield  
Trustee

Company Registration No. 3445897

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2020

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	Notes	2020 £	£	2019 £	£
<b>Cash flows from operating activities</b>					Restated
Net cashflow from operations	22		356,654		140,561
<b>Investing activities</b>					
Purchase of tangible fixed assets		(32,549)		(102,200)	
Interest received		977		1,790	
<b>Net cash used in investing activities</b>			(31,572)		(100,410)
<b>Financing activities</b>					
Repayment of borrowings		(894,055)		(44,116)	
Proceeds of new bank loans		867,250		-	
Interest on financing		(25,426)		(27,839)	
<b>Net cash used in financing activities</b>			(52,231)		(71,955)
<b>Net increase/(decrease) in cash and cash equivalents</b>			272,851		(31,804)
Cash and cash equivalents at beginning of year			517,278		549,082
<b>Cash and cash equivalents at end of year</b>			<u>790,129</u>		<u>517,278</u>

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# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

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### 1 Accounting policies

#### Company information

Vineyard Christian Fellowship of St Albans is a private charitable company limited by guarantee, incorporated in England & Wales. The registered office is 7 Brick Knoll Park, Ashley Road, St Albans, Hertfordshire, AL1 5UG.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's memorandum and articles of association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

Monetary amounts in these financial statements are rounded to the nearest £ sterling, the functional currency of the church.

The financial statements have been prepared on the historical cost convention, modified when required to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the church has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Income

Income is recognised when the church is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is more likely than not that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the church has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the church has been notified of an impending distribution, the amount is known, and receipt is more likely than not. Volunteers make a significant contribution to the activities of the charitable company in every area of its work. In the absence of a reliable measurement basis however this contribution is not included as income in the financial statements. Material donations of goods are recognised only on their distribution and are valued at estimated retail value.

Income from charitable activities primarily relates to book sales and amounts received in respect of organised activities.

Income from other trading activities primarily relates to income received from use of the building by third parties.

Investment income relates to interest earned on cash balances.

#### 1.4 Expenditure

Expenditure is accounted for on an accruals basis, inclusive of VAT, which cannot be recovered. Certain expenditure is directly attributable to specific activities or projects and has been allocated accordingly. Shared costs which contribute to more than one activity are apportioned between those activities. Principal estimation techniques utilised to apportion costs include the proportion of staff time and premises utilised for each activity.

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# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

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**1 Accounting policies** **(Continued)**

**1.5 Pension costs**

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

**1.6 Tangible fixed assets**

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold buildings	50 years on cost
Plant and machinery	25% on cost
Fixtures, fittings & equipment	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Items of equipment are capitalised where the unit cost of the purchase exceeds £5,000.

**1.7 Stocks**

Purchased stocks are stated at the lower of cost and estimated selling price less costs to sell.

Donated goods are valued only when distributed and therefore stocks of donated goods are not shown as having any value for accounting purposes.

**1.8 Debtors**

Trade and other debtors are recorded at cost, less any impairment.

**1.9 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within loans in current liabilities.

**1.10 Creditors**

Trade and other current creditors are stated at cost.

Non-current creditors are recorded at fair value on initial recognition and subsequently at amortised cost.

**1.11 Charitable funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Unrestricted designated funds are funds set aside out of unrestricted funds by the trustees for specific purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Further explanation of nature and purpose of each designated and restricted fund is included in notes to the financial statements.

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# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

### 1 Accounting policies

(Continued)

#### 1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the church is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.13 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

### 2 Donations and legacies

	Unrestricted funds	Restricted funds	Total 2020	Total 2019
	£	£	£	£
Donations under Gift Aid	497,119	59,653	556,772	457,666
Grants	41,353	-	41,353	-
Gift Aid recoverable	124,511	15,173	139,684	114,416
Other donations	208,860	381,939	590,799	527,387
	<u>871,843</u>	<u>456,765</u>	<u>1,328,608</u>	<u>1,099,469</u>

Included in other donations above is £224,819 (2019: £194,530) relating to items donated for the FEED program. This has been included to meet the requirements of FRS102.

Grants, included above, represents amount received for Coronavirus Job Retention Scheme.

### 3 Other trading activities

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2020	2020	2020	2019	2019	2019
	£	£	£	£	£	£
Income from building hire	3,197	-	3,197	2,061	109	2,170
	<u>3,197</u>	<u>-</u>	<u>3,197</u>	<u>2,061</u>	<u>109</u>	<u>2,170</u>

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

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### 4 Investments

	Unrestricted funds	Unrestricted funds
	2020 £	2019 £
Interest receivable	977	1,790

## VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

#### 5 Expenditure on charitable activities

	Bookshop	Services & Events	Discipleship & Pastoral	Community Care Centre		Total 2020	Total 2019
	£	£	£	£	£	£	£
Depreciation and impairment	-	63,751	13,859	4,620	10,163	92,393	87,773
Goods for re-sale	3,683	-	-	-	-	3,683	8,108
Sunday Services	-	19,607	-	-	-	19,607	26,682
Worship	-	2,587	-	-	-	2,587	3,143
Evangelism	-	1,172	-	-	219	1,391	6,254
Training and education	-	-	9,170	-	-	9,170	14,495
Pastoring	-	-	1,163	-	-	1,163	6,976
Mission	-	-	-	30,498	-	30,498	28,198
Community committed	-	-	-	42,610	-	42,610	32,111
Community discretionary	-	-	-	10,894	235,000	245,894	221,212
Wages and salaries	649	224,616	178,269	29,278	56,556	489,368	447,782
Other staff costs	-	13,221	7,211	1,202	2,404	24,038	27,450
Premises	-	35,585	7,736	2,579	5,672	51,572	83,272
Office	-	18,871	10,293	1,716	3,430	34,310	37,115
Public relations	-	6,083	2,808	187	281	9,359	12,182
Professional fees	-	4,117	2,245	374	748	7,484	8,298
Consultancy	-	-	-	-	-	-	11,700
Interest payable	-	17,543	5,341	2,542	-	25,426	26,100
	<u>4,332</u>	<u>407,153</u>	<u>238,095</u>	<u>126,500</u>	<u>314,473</u>	<u>1,090,553</u>	<u>1,088,851</u>
<b>Analysis by fund</b>							
Unrestricted funds	4,332	407,020	238,095	124,000	49,994	823,441	798,044
Restricted funds	-	133	-	2,500	264,479	267,112	327,461
	<u>4,332</u>	<u>407,153</u>	<u>238,095</u>	<u>126,500</u>	<u>314,473</u>	<u>1,090,553</u>	<u>1,125,505</u>

## VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

#### 5 Expenditure on charitable activities

(Continued)

Support costs included above were as follows:

	Services & Events £	Discipleship & Pastoral £	Community £	Care Centre £	Total 2020 £	Total 2019 £
Governance	4,199	2,290	382	763	7,634	8,872
Finance	1,453	793	132	264	2,642	2,381
Information technology	9,200	5,018	836	1,673	16,727	16,247
Other	8,439	4,603	767	1,534	15,343	17,315
	<u>23,291</u>	<u>12,704</u>	<u>2,117</u>	<u>4,234</u>	<u>42,346</u>	<u>44,815</u>

The auditor's remuneration included in professional fees is £7,150 (2019: £6,810). This includes £3,190 (2019: £2,970) for non audit work.

No costs were incurred during the year on fundraising (2019: Nil).

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

### 6 Employees

The average monthly number of employees during the year was:

	2020	2019
Direct charitable work	8	7
Management and administration	7	7
	<u>15</u>	<u>14</u>

	2020 £	2019 £
Wages and salaries	438,248	400,357
Social security costs	34,550	33,023
Pension costs	16,570	14,402
	<u>489,368</u>	<u>447,782</u>

No employee earned more than £60,000 per annum, except Mr M Helvadjian as disclosed in Note 7 below.

The church's Memorandum of Association permits the remuneration of Mr M Helvadjian, who is a trustee. No other trustee received any remuneration.

### 7 Trustees

Remuneration was paid to trustees who are employed to carry out specific operational roles for the company and to key management personnel as follows:

	Salary	Pension	2020 £	2019 £
Mr M Helvadjian	71,400	2,856	74,256	72,150
Other key management	31,824	1,273	33,097	32,376
	<u>103,224</u>	<u>4,129</u>	<u>109,373</u>	<u>106,545</u>

#### Trustees' expenses

A total of £1,379 was paid to a trustee and one of the key management during the year (2019:Nil), relating primarily to reimbursement of administrative costs.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

### 8 Tangible fixed assets

	Freehold buildings	Plant and machinery	Fixtures, fittings & equipment	Total
	£	£	£	£
<b>Cost</b>				
At 1 January 2020	4,560,972	92,546	135,076	4,788,594
Additions	12,750	32,549	-	45,299
At 31 December 2020	4,573,722	125,095	135,076	4,833,893
<b>Depreciation and impairment</b>				
At 1 January 2020	660,647	89,777	132,854	883,278
Depreciation charged in the year	79,462	10,709	2,222	92,393
At 31 December 2020	740,109	100,486	135,076	975,671
<b>Carrying amount</b>				
At 31 December 2020	3,833,613	24,609	-	3,858,222
At 31 December 2019	3,900,325	2,769	2,222	3,905,316

### 9 Stocks

	2020	2019
	£	£
Books	3,931	3,750

### 10 Debtors

	2020	2019
	£	£
<b>Amounts falling due within one year:</b>		
Gift aid recoverable	13,285	9,871
Other debtors	-	28
Prepayments and accrued income	14,553	8,899
	27,838	18,798

### 11 Creditors: amounts falling due within one year

	2020	2019
	£	£
Loans	33,970	44,741
Other taxation and social security	9,477	8,433
Other Creditor	572	2,354
Accruals and deferred income	18,952	23,522
	62,971	79,050

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

### 12 Creditors: amounts falling due after more than one year

	Notes	2020 £	2019 £
Loans		815,908	819,192

The loan is secured on the property known as 6 & 7 Brick Knoll Park, Ashley Road, St. Albans, Hertfordshire, AL1 5UG. The loan was renewed in January 2020 and was agreed at a value of £880,000 repayable over 20 years. Subject to conditions, interest on the loan is charged at 2.75% (2019: 2.65%). Capital repayments are being made monthly and full repayment of the loan is expected by January 2040.

### 13 Operating lease commitments

At the reporting end date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2020 £	2019 £
Within one year	3,889	3,889
Between two and five years	2,930	6,819
	<u>6,819</u>	<u>10,708</u>

### 14 Analysis of net assets between funds

	Restricted Funds £	Designated Funds £	Unrestricted Funds £	Members' Guarantee Reserve £	Total £
Fund balances at 31 December 2020 are represented by:					
Tangible assets	-	3,858,222	-	-	3,858,222
Current assets/(liabilities)	416,991	(33,970)	375,902	4	758,927
Non-current liabilities	-	(815,908)	-	-	(815,908)
	<u>416,991</u>	<u>3,008,344</u>	<u>375,902</u>	<u>4</u>	<u>3,801,241</u>

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2020

#### 15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Balance at 31 December 2020 £
	Balance at 1 January 2020 £	Income £	Expenditure £	Transfers £	
Care Centre	44,934	441,581	(264,479)	-	222,036
Growing family	148,636	12,684	-	33,635	194,955
Transitions	33,635	2,633	(2,633)	(33,635)	-
	<u>227,205</u>	<u>456,898</u>	<u>(267,112)</u>	<u>-</u>	<u>416,991</u>

The Care Centre fund relates to income received by the charitable company for the ongoing resourcing and work of the Care Centre foodbank.

The Growing family restricted fund relates to income received by the charitable company for the purchase and development of an industrial warehouse into a church facility. Transfers are to correctly reflect amounts expended on items of a capital nature.

The Transitions restricted fund relates to income received which is later passed on to its intended third party e.g. mission trips, conference tickets etc.

#### 16 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 January 2020 £	Transfers £	Balance at 31 December 2020 £
Building fund	3,036,392	(52,657)	2,983,735
Fixed asset fund	4,991	19,618	24,609
	<u>3,041,383</u>	<u>(33,039)</u>	<u>3,008,344</u>

The building fund represents the net book value of the building less the outstanding mortgage loan secured on that property. Transfers are to correctly reflect the value after adjusting for additions, depreciation and repayments on loans.

The fixed asset fund represents the net book value of the other fixed assets owned by the charity. Transfers are to correctly reflect the year end value after adjusting for additions, disposals and depreciation.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

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### 17 Capital commitments

There were no capital commitments at 31 December 2020 (2019: £nil).

### 18 Pensions

The charitable company offers a defined contribution pension scheme to its employees and makes contributions to this pension scheme on behalf of its employees. The scheme is open to all qualifying employees and enrolment in the scheme is optional. The contributions payable for the scheme for the period are charged in the income and expenditure account. There was no balance outstanding at the year end (2019: £nil).

### 19 Contingencies

There were no contingent liabilities at 31 December 2020 (2019: £nil).

### 20 Ultimate controlling party

There is no ultimate controlling party.

### 21 Related party transactions

There were no related party transactions during the year requiring disclosure. (2019 - no transactions requiring disclosure).

22 Net cashflow from operations	2020 £	2019 £
Net income for the year	254,341	5,660
Adjustments for:		
Investment income	(977)	(1,790)
Depreciation and impairment of tangible fixed assets	92,393	87,773
Interest on financing	25,426	27,839
Movements in working capital:		
(Increase)/decrease in stocks	(181)	617
(Increase)/decrease in debtors	(9,040)	10,236
(Decrease)/increase in creditors	(5,308)	10,226
<b>Net cashflow from operations</b>	<b>356,654</b>	<b>140,561</b>

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

### 23 Analysis of changes in net (debt)/funds

	At 1 January 2020 £	Cash flows £	Other non-cash changes £	At 31 December 2020 £
Cash at bank and in hand	517,278	272,851	-	790,129
Borrowings due within one year	(44,741)	10,771	-	(33,970)
Borrowings due after more than one year	(819,192)	16,034	(12,750)	(815,908)
	<u>(346,655)</u>	<u>299,656</u>	<u>(12,750)</u>	<u>(59,749)</u>

Non-cash changes relate to loan arrangement fees, which were capitalised as an addition to fixed assets.

### 24 Event during the reporting period

During the year 2020, the Coronavirus (COVID-19) has emerged globally resulting in a significant impact on businesses worldwide. As a result, some business operations have been restricted, however the charitable company continues to operate using alternative methods and remote working.

The Trustees' are continuing to monitor, assess and act with reference to the current changing environment in order to position the charitable company to ensure its future success.

# VINEYARD CHRISTIAN FELLOWSHIP OF ST ALBANS

## APPENDIX TO ACCOUNTS

### FINANCIAL ACTIVITIES OF THE CARE CENTRE FUND

**FOR THE YEAR ENDED 31 DECEMBER 2020**

	2020	2019
	£	£
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Value of donated FEED items	224,819	194,530
Donations under Gift Aid	50,371	10,770
Gift Aid recoverable	12,593	2,692
Other donations and grants		
Care Centre	153,108	14,678
Refuel	690	471
KIT	-	50
<b>Total incoming resources</b>	<b>441,581</b>	<b>223,191</b>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Value of donated FEED items	224,819	194,530
Salaries	31,331	23,800
FEED costs	5,736	797
Refuel costs	1,909	1,053
KIT costs	684	
<b>Total resources expended</b>	<b>264,479</b>	<b>220,180</b>
<b>Net income</b>	<b><u>177,102</u></b>	<b><u>3,011</u></b>
<b>MOVEMENT IN FUND</b>		
Care Centre Fund brought forward	44,934	41,923
Movement in fund	<u>177,102</u>	<u>3,011</u>
Care Centre Fund carried forward	<u>222,036</u>	<u>44,934</u>

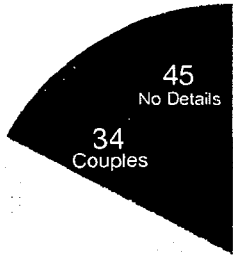
In addition to the above, the church funded direct costs for the Care Centre of £18,988 (£32,191 2019) from general funds. The church also provided building space, facilities and additional support functions at no charge to the Care Centre Fund.

This page does not form part of the statutory financial statements.

# THE VINEYARD CARE CENTRE

2020

## Existing Guests *regularly visiting weekly/monthly*



177  
Individuals

212  
Families

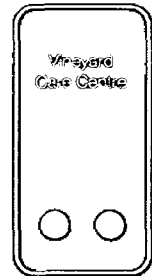


Average of 6 attendees  
for our weekly zoom  
cafe

We have had  
839  
new agency referral visits



We ran 2 CAP lifeskills/  
money management  
(hybrid) courses pre  
lockdown

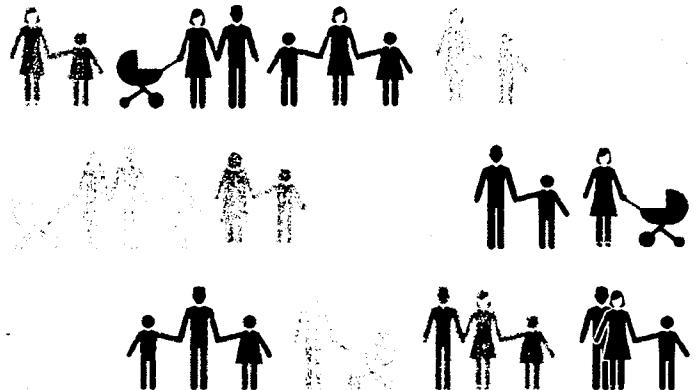


We've called to check in  
& pray for 300+ guests

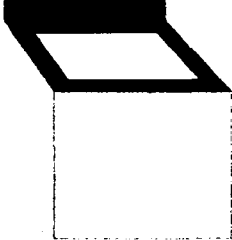
598  
Singles/Couples

241  
Families

Making a total of 5,791 guests visits in 2020



DONATIONS



176,097 total donations  
from supermarkets,  
schools, churches and  
individuals

HOPE LANE



18 new streets have  
started collecting for us

We worked with 10 families, in partnership  
with various agencies (social workers, child  
in need, child protection, domestic violence,  
trafficking). Plus 5 families in need of regular  
general support

# THE VINEYARD CARE CENTRE

2020

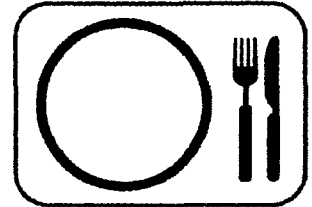
## We gave



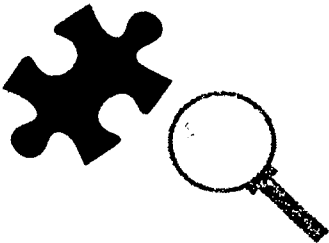
200\* Easter eggs



3,585 items of clothing & equipment given  
through Kit



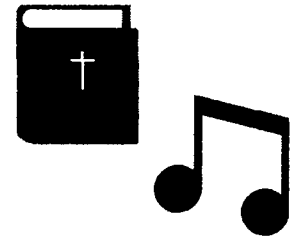
883 REFUEL meals



165 games, puzzles,  
crosswords & word  
searches



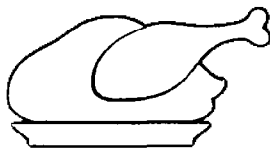
376\* packs for womans refuge,  
mental wellbeng, new home  
starter & goodie bags



250 Bibles  
50 worship CDs



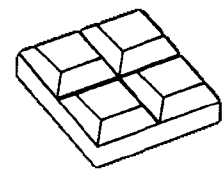
200\* Christmas  
goodie bag



15 families received  
fresh ingredients for  
Christmas meal



811 Christmas gifts  
& stocking fillers



503 Christmas  
advent calendars &  
chocolate



70,254 items given  
through FEED

\*approximate

[WWW.THEVINEYARDCHURCH.CO.UK/COMPASSION](http://WWW.THEVINEYARDCHURCH.CO.UK/COMPASSION)