

Charity registration number 1115631

Company registration number 5664908 (England and Wales)

WELCOME CHURCH
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

WELCOME CHURCH

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Michael David Deavin (Chairman) John Allan Flewitt Lisa Marie Green Peter Lawrence Gill Michael William Reid Robin Bryan David Willison	(Appointed 26 April 2021)
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Eldership Team	Steve Petch Dean Guy David Everitt Mike Reid Christopher Hawes Eugene Engelbrecht Robin Willison Nnamdi Anyaegbunum	Lead Elder Elder Elder Elder Elder Elder Elder Elder
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Secretary	John Allan Flewitt
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Charity number	1115631
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Company number	5664908
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Registered office	Welcome Church Church Street West Woking Surrey GU21 6DJ
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Auditor	Frances Wilde FCCA DChA Warner Wilde Chartered Certified Accountants 4 Marigold Drive Bisley Surrey GU24 9SF
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Bankers	Barclays Bank Plc Town Gate House Church Street East Woking GU21 6AE
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Bank (Mortgage)	CAF Bank Ltd 25 Kings Hill Ave Kings Hill West Malling ME19 4JQ
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WELCOME CHURCH

LEGAL AND ADMINISTRATIVE INFORMATION

Project Managers

Michael Edwards Consultants Limited
Oak House
Tanshire Park
Elstead
Surrey GU8 6LB

Solicitors

Moore Barlow LLP
Concord House
165 Church Street East
Woking
GU21 6HJ

WELCOME CHURCH

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WELCOME CHURCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their annual report and financial statements for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, 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) (effective 1 January 2019)".

Change of Charity Name

Welcome Church was first established in Woking in 1879, and was originally named "Woking Baptist Church". Over the last 142 years we have changed our name a few times and have been known as "The Coign Church" for about the last 50 years.

Three years ago we began trading as Welcome Church. This name was chosen because it closely reflected our ethos of wanting to be a Church that was open and welcome to everyone in our town.

In line with this, on 11th May 2021 we formally changed our company name to "Welcome Church". This was a 2 step process, changing from "The Coign Church Trust" to "Welcome Church Limited" on 19th April 2021, and then to "Welcome Church" on 11th May.

Objects and activities

The charity's objects as set out in the governing document are:

- a. to advance the Christian faith.
- b. to relieve persons who are in conditions of need or hardship or who are aged or sick and to relieve the distress caused thereby.
- c. To advance education in accordance with Christian principles.

There has been no change in these during the year.

Welcome Church primarily fulfils these objectives by:

1. Holding regular church meetings to worship God and to train, teach and care for the church members; to equip them as effective Christians.
2. Preaching the gospel, and planning and implementing an on-going strategy of evangelism.
3. Providing pastoral support and care (and practical support and provision where appropriate) for those who attend.
4. Facilitating and equipping teams of volunteers to run church activities, to care for one-another and to share the gospel with others.
5. Providing training and encouragement to all individuals to live a Christ-like lifestyle of prayer and commitment to God.
6. Run and/or support a range of community projects that directly provide social benefit and care to the community (eg. free lunches for poor and needy, parent and toddler groups, Foodbank etc).
7. Resourcing, equipping and supporting (including the provision of personnel, finance and training) of other churches and of Christian work and ministries both in the UK and overseas.

WELCOME CHURCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

At the start of this report period the UK was still in lockdown and unable to meet in the normal way and many of these objectives had to be fulfilled in different ways. The rules for lockdown had started to change and be reduced by the start of this period and we very closely followed all UK Government advice and increased our activities exactly in line with the 4-step unlocking "roadmap" that had been announced by the UK Government.

This meant that we began holding restricted hybrid in-person / online meetings with social distancing and other measures early in the financial period and returned to full in-person meetings on 19th July 2021, and most church activities returning to normal by September 2021. Covid undoubtedly still influenced individual's attitudes and actions beyond that date and these in turn will have affected the church, but in general we have attempted to operate "as normal" for as much of the year as possible, including:

- Sunday worship and teaching meetings – From step 3 of the unlocking onwards Welcome Church has held two Sunday meetings each week in our re-opened new building!.
- Mid-week small groups (Life Groups) - These are groups of about 10-15 people that meet in homes during the week, are led by volunteers and enable all church members to support, encourage and build each other up in the Christian faith. During the year these groups moved from online back to in-person meetings.
- Meetings for specific interest groups - Amongst others, these include supporting students, parent and toddlers groups, and a group for single parents.
- Youth Groups - This has included Sunday mornings and a varied programme of Friday evening events including a youth weekend away.
- Alpha Course - The Alpha Course is an internationally recognised course that enables people who do not yet attend a church and have no Christian faith to engage with the church and begin a journey towards understanding and accepting the Christian faith. The Church has run Alpha several times during this period, each time with a large number of people attending both in-person and online
- Helping new people integrate and join – We hold a regular programme of Newcomer Lunches and a Belong, Believe, Become Course to help everyone who is new to Welcome Church to get to know other people, get to know the leadership and what we believe and value as a church.
- Children's Groups - The church has an exciting programme of activities for the children who attend on a Sunday. These groups are arranged to provide age-specific involvement for all children from birth to school year 6.
- Our mid-week Parent and Toddlers Group restarted in September 2021 and was immediately over-subscribed. This has continued to run at maximum capacity for 2 mornings a week and is very popular with local parents and tots.
- Prayer meetings - Prayer is a vital element of the Christian life and the church holds a number of prayer meetings at different times during the year including regular weekly online prayer meetings.
- Outreach or Guest Events – the church has run a number of specific outreach or guest events during the year. These are designed to help non-church goers find out about Welcome Church and to be able to come along and be involved. Covid has restricted these events during this report period, and an uprising of Covid infections in Winter significantly reduced our Carol Service attendance. But despite this, we have continued to see many new people coming along, visiting on a Sunday and joining us.
- Welcome Works, and particularly our connection with Christians Against Poverty (CAP) and our support group for single Mums have both continued to thrive and see growth through the year. In September 2021 we launched the Welcome Café which runs each Monday and provides low priced, affordable meals, alongside facilitating the promoting and running of many CAP courses (money management, overcoming of addiction, job club etc).

The above list of activities is just a snapshot of the church's principal activities. The full list of the church's activities would be too long to list in full and would almost certainly miss out some activities. This is particularly the case because almost all that the church does is resourced, managed and led by large teams of volunteers.

WELCOME CHURCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2022**

The trustees have considered the guidance published by the Charity Commission regarding public benefit and the work of the charity.

Like the previous year, the Covid pandemic has impacted this financial year and has meant that much of April 2021 to March 2022 has been a very difficult time for the world and for Welcome Church. The church is a people-based organisation and not being able to meet together, or needing to restrict how we meet, for a period of this year has an impact on us.

During the previous year we had made large adjustments to the way we operated to accommodate Covid and during this year we slowly moved from that position back to fully operating in an "in-person" style again. In doing this we carefully reviewed and followed all Government guidelines and increased our activities fully inline with the 4-step roadmap for unlocking that was released in Feb 2021.

A rise in Covid cases during the winter impacted both our Carol Service and a planned church social event in January 2022. The Carols went ahead with reduced numbers, and the social event was delayed until April 2022.

We have continued to operate a livestream of our Sunday meetings and to provide an online alternative to various groups to assist those that are away, unwell or unable to attend for other reasons. Our online Sunday meetings are typically viewed by 30-50 screens each meeting.

After lockdown, in-person attendance on a Sunday morning began at a level of between 500-600 people during September 2021 but increased from there. By March 2022 our Sunday meetings were over 600 almost every week. This growth has continued into the new year financial year.

It has been wonderful to get back into our new building, now 2 years old, and start to use it properly for the first time. The staff office, known as the Hub, was opened for the first time in September 2021.

From a governance point of view, Trustees met online during the pandemic and continued to closely monitor and review the situation and all risks involved. Contingency plans were written and reviewed that covered the situation of any staff member or key person becoming ill with Covid, and becoming incapacitated. Actions were taken to minimise expenditure and closely monitor cash flow and finances during this period. Trustees were able to meet in person on 18th October 2021 for the first time in 21 months.

Staff Changes

There have been two staff changes during this financial year. On 1st August 2021 Uti Anyaegbunam joined our team as our new Operations Manager, and on 2nd December 2021 Hannah Oliver joined as our Administration Assistant. Both of these roles report to Darren Forsdyke, our Director of Operations, and rebuild our Operations support team that was depleted during the pandemic.

By the end of the financial year we had begun interviews for a Communications Manager to join our staff early in the next financial year.

During the first half the report period all staff followed the Government's guidelines to work at home if possible and were all therefore based at home.

WELCOME CHURCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2022**

Building Project

The building project for the new building was completed and opened in January 2020 and the new office area was completed at Easter 2020 (although not then opened or used until September 2021). Although the building is now 2 years old, because of lockdown it has not been used and it has been wonderful to come back into a "new" building. As we have started to use the building we have also started to discover enhancements or changes we wanted to make and equipment and furnishings that we wanted to be able to make full use of the facilities.

Regular monthly payments were made to CAF Bank during the year to begin the repayment of the £2m commercial mortgage.

Other Activities

The church has continued to be part of the Commission family of churches. Welcome Church has supported Commission financially and also practically by providing leadership input to support Commission's Churches locally and overseas. Steve Petch is involved providing direct oversight of all UK churches within Commission as part of the Commission Leadership Team.

Because of Covid and changes of support staff at Commission, the Commission UK Leadership team decided not to go ahead with the annual "Connect Festival" in August 2022. In March 2022 Darren Forsdyke was asked to support Commission and our family of churches by heading up the team that will deliver Connect Festival 2023.

We have continued to operate our Hardship Fund, with some gifts coming in and some going out. So far, requests on the fund haven't been as high as initially expected, but we remain ready to see what happens with the UK economy over the next year or two.

In February 2022 Russia invaded Ukraine and caused a refugee crisis both in and outside of the country. We joined with many other Churches to take up a special offering to help provide food, shelter and basic support for thousands of displaced victims of the war in Ukraine. This support was provided via other churches in our church family that are in the area and neighbouring countries. Many people within Welcome Church have also opened their homes to provide places for Ukrainians that have fled to the UK to live.

Financial review

The Trustees and Elders set a budget (income and expenditure) at the start of the year and this is monitored closely through the year with the Trustees and Elders receiving monthly written reports as well as verbal reports during Trustee meetings.

Total income for the 12 months ending 31st March 2022 was £1,057,411, and income to the General (unrestricted fund) were £967,744.

Total repayments of £79,984.17 were made during the year against the bank loan leaving an outstanding balance of £1,825,939.14.

We gave away £143,155 of our total income throughout the year (with £73,556.00 coming from unrestricted funds) representing 14% of total income and 8% of gifts to the unrestricted fund. We also gave an additional £27,337 of unrestricted funds to pay for supporting the poor in Woking via our own social action (Welcome Works) activities (bringing totals to just over 16% and 10% respectively).

We finish the year with a general fund unallocated surplus of £308,223.

WELCOME CHURCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

At the end of the financial year the church's unrestricted reserves totalled £1,558,841. This is higher than initially budgeted following a couple of years of reduced spending during Covid lockdown. Over the next few years, we will be looking at how this is split between future growth and development costs and potential reduction of our building loan. It is the aim of the charity to keep a minimum of £100,000 in reserves to cover approximately 3 months employment needs and to act as operating capital.

The principal source of funds is the gifts and offerings that are given by those that attend and are part of Welcome Church.

All activities of the church are covered by risk assessments and actions are taken to minimise all operating risks to an acceptable level.

The largest individual risk to the church at the current time is the Covid pandemic. It provides a double risk – firstly for the ongoing health and safety of key staff and volunteers, but also it stops the church meeting together to build the church community. Emergency measures were put into place to minimise expenditure as Covid first hit and cash flow was monitored and reviewed daily. Emergency recovery plans were developed to cover either the temporary or permanent loss of key individuals due to the virus.

Other ongoing risks include loss of reputation and cyber attacks or data breaches.

Structure, governance and management

Welcome Church is an incorporated company limited by guarantee under the memorandum and articles dated 3rd January 2006, which began to operate on 1st October 2006.

The trustees, who are also the directors for the purpose of company law, and who served during the period and up to the date of signature of the financial statements were:

- Michael David Deavin (Chairman)
- John Allan Flewitt
- Lisa Marie Green
- Peter Lawrence Gill
- Michael William Reid
- Robin Willison (Appointed 26th April 2021)

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Michael David Deavin (Chairman)

John Allan Flewitt

Lisa Marie Green

Peter Lawrence Gill

Michael William Reid

Robin Bryan David Willison

(Appointed 26 April 2021)

WELCOME CHURCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Decision making structure

The day to day work of the charity is managed by a small staff leadership team and all decision-making authority is delegated to this team. In January 2022 this structure was formalised by the creation of an Executive Team (consisting of Steve Petch, Christopher Hawes and Darren Forsdyke), and a Strategic Leadership Team (consisting of a wider group of men and women from across the church). The leadership team reports (via the Lead Elder and Director of Operations) to the Trustees regularly and reports on progress, issues, finances and any other relevant items.

Vacancies are filled from within the church. The Church Elders and Trustees will nominate, discuss and approve any candidates for the role of Trustee. The individual is then consulted / interviewed by at least one member of the Eldership and Trustee team. After feedback to the rest of the Eldership and Trustees, if everyone is in agreement the individual will be appointed.

To ensure that the skills and competencies of the Trustees are kept up to the required standards, training is undertaken as required. All new Trustees are given appropriate briefing and induction training by the Chair of Trustees. They will also be made aware of relevant Charity Commission publications that they can access via the Charity Commission's website. Updates on charity law and other Trustee matters are circulated and discussed as appropriate.

Welcome Church has membership and/or relationship with several wider organisations. These organisations include:

- Welcome Church is part of the Commission family of Churches, which in turn, is part of Newfrontiers.
- Welcome Church plays a part in the local networks of churches including Churches Together in Woking.
- Welcome Church is part of the Evangelical Alliance.
- Welcome Church is in partnership with Compassion UK to support children in poverty in Togo.
- Welcome Church works in partnership with Christians Against Poverty to provide courses and services to help those in need in Woking.

Auditor

In accordance with the company's articles, a resolution proposing that Frances Wilde FCCA DChA be reappointed as auditor of the company will be put at a General Meeting.

The trustees' report was approved by the Board of Trustees.



Michael David Deavin (Chairman)

Trustee

Dated: *15th December 2022*

WELCOME CHURCH

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2022

The trustees, who are also the directors of Welcome Church for the purpose of company law, are responsible for preparing the Trustees' 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 charity 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity 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 charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

WELCOME CHURCH

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF WELCOME CHURCH

Opinion

We have audited the financial statements of Welcome Church (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including 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 2022 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

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 charity'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 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 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.

WELCOME CHURCH

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF WELCOME CHURCH

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' 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.

WELCOME CHURCH

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF WELCOME CHURCH

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

- we identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our knowledge and experience of the charity and faith sector;

- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, the Charities Act 2011, taxation legislation, data protection, employment, environmental and health and safety legislation;

- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management; and

- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;

- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and

- testing controls with walk through procedures and substantive transaction testing;

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;

- tested journal entries to identify unusual transactions;

- assessed whether judgements and assumptions made in determining any accounting estimates were indicative of potential bias;

- investigated the rationale behind significant or unusual transactions; and

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;

- reading the minutes of meetings of those charged with governance;

- enquiring of management as to actual and potential litigation and claims;

- reviewing correspondence with HMRC and relevant regulators such as the Charity Commission.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

WELCOME CHURCH

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF WELCOME CHURCH

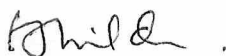
There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



**FJ Wilde FCCA (Senior Statutory Auditor)
for and on behalf of Warner Wilde Limited**

16 December 2022
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**Chartered Certified Accountants
Statutory Auditor**

Warner Wilde Limited
Chartered Certified Accountants
4 Marigold Drive
Bisley
Surrey
GU24 9SF

Frances Wilde FCCA DChA is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

WELCOME CHURCH

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2022

Current financial year

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
	Notes				
<u>Income and endowments from:</u>					
Donations and legacies	3	956,620	82,631	1,039,251	1,017,899
Charitable activities	4	-	4,895	4,895	(1,165)
Investments	5	63	-	63	388
Other income	6	11,061	2,141	13,202	32,482
Total income		967,744	89,667	1,057,411	1,049,604
<u>Expenditure on:</u>					
Charitable activities	7	632,184	213,441	845,625	572,919
Other	12	-	49,887	49,887	50,663
Total expenditure		632,184	263,328	895,512	623,582
Net incoming/(outgoing) resources before transfers		335,560	(173,661)	161,899	426,022
Gross transfers between funds		(27,337)	27,337	-	-
Net income/(expenditure) for the year/ Net movement in funds		308,223	(146,324)	161,899	426,022
Fund balances at 1 April 2021		1,250,618	3,762,814	5,013,432	4,587,410
Fund balances at 31 March 2022		1,558,841	3,616,490	5,175,331	5,013,432

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.

WELCOME CHURCH

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

Prior financial year

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
	Notes			
<u>Income and endowments from:</u>				
Donations and legacies	3	862,542	155,357	1,017,899
Charitable activities	4	(1,310)	145	(1,165)
Investments	5	388	-	388
Other income	6	24,332	8,150	32,482
Total income		885,952	163,652	1,049,604
<u>Expenditure on:</u>				
Charitable activities	7	478,487	94,432	572,919
Other	12	-	50,663	50,663
Total expenditure		478,487	145,095	623,582
Net incoming/(outgoing) resources before transfers		407,465	18,557	426,022
Gross transfers between funds		(12,522)	12,522	-
Net income/(expenditure) for the year/ Net movement in funds		394,943	31,079	426,022
Fund balances at 1 April 2020		855,675	3,731,735	4,587,410
Fund balances at 31 March 2021		1,250,618	3,762,814	5,013,432

WELCOME CHURCH

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	13		6,398,112		6,393,476
Current assets					
Debtors	14	172,067		163,045	
Cash at bank and in hand		534,789		375,173	
		<u>706,856</u>		<u>538,218</u>	
Creditors: amounts falling due within one year	16	<u>(186,393)</u>		<u>(91,609)</u>	
Net current assets			520,463		446,609
Total assets less current liabilities			<u>6,918,575</u>		<u>6,840,085</u>
Creditors: amounts falling due after more than one year	17		(1,743,244)		(1,826,653)
Net assets			<u><u>5,175,331</u></u>		<u><u>5,013,432</u></u>
Income funds					
Restricted funds	20	3,616,490		3,762,814	
Unrestricted funds - general		1,558,841		1,250,618	
		<u>5,175,331</u>		<u>5,013,432</u>	

WELCOME CHURCH

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2022

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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 3rd October 2022

M. David Deavin

Michael David Deavin (Chairman)
Trustee

Company registration number 5664908

WELCOME CHURCH

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash generated from operations	23		353,974		433,609
Investing activities					
Purchase of tangible fixed assets		(114,436)		(155,362)	
Proceeds on disposal of tangible fixed assets		-		2,315	
Investment income received		63		388	
Net cash used in investing activities			(114,373)		(152,659)
Financing activities					
Repayment of bank loans		(79,984)		(78,323)	
Net cash used in financing activities			(79,984)		(78,323)
Net increase in cash and cash equivalents			159,617		202,627
Cash and cash equivalents at beginning of year			375,173		172,546
Cash and cash equivalents at end of year			534,789		375,173

WELCOME CHURCH

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Charity information

Welcome Church is a private company limited by guarantee incorporated in England and Wales. The registered office is The Welcome Centre, Church Street West, Woking, Surrey, GU21 6DJ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, 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) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified 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 charity 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 Charitable funds

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

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.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity 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 charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

A liability is recognised when either a legal or constructive obligation is identified. Irrecoverable VAT is allocated to the same expense heading as the cost to which it relates.

WELCOME CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

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:

The Welcome Centre	2% (excluding land value)
Plant and machinery	20% straight line
Fixtures, fittings & equipment	20% straight line

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.

Tangible fixed assets acquired for below £1,000 are treated as an expense in the year of acquisition and not capitalised.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 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 borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

WELCOME CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 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 charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, 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 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.

3 Donations and legacies

	Unrestricted funds general 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds general 2021 £	Restricted funds 2021 £	Total 2021 £
Donations and gifts	956,620	82,631	1,039,251	862,542	155,357	1,017,899

WELCOME CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

3 Donations and legacies

(Continued)

Donations and gifts

Offerings and Gifts	799,460	52,120	851,580	715,136	68,866	784,002
Missionary and Wider Gifts (inc tax refund)	-	16,385	16,385	-	69,271	69,271
Tax Refunds	157,160	14,126	171,286	147,406	17,220	164,626
	<u>956,620</u>	<u>82,631</u>	<u>1,039,251</u>	<u>862,542</u>	<u>155,357</u>	<u>1,017,899</u>

4 Charitable activities

	Activities 2022 £	Activities 2021 £
Activities Income	<u>4,895</u>	<u>(1,165)</u>
Analysis by fund		
Unrestricted funds - general	-	(1,310)
Restricted funds	<u>4,895</u>	<u>145</u>

5 Investments

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £
Interest receivable	<u>63</u>	<u>388</u>

6 Other income

	Unrestricted funds general 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds general 2021 £	Restricted funds 2021 £	Total 2021 £
Other income	<u>11,061</u>	<u>2,141</u>	<u>13,202</u>	<u>24,332</u>	<u>8,150</u>	<u>32,482</u>

WELCOME CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

7 Charitable activities

	Charitable Activities	Missionary & Wider Gifts	Total 2022	Charitable Activities	Missionary & Wider Gifts	Total 2021
	2022	2022		2021	2021	
	£	£	£	£	£	£
Staff costs	343,757	-	343,757	324,939	-	324,939
Depreciation and impairment	109,801	-	109,801	7,832	-	7,832
Premises Costs	89,500	-	89,500	18,536	-	18,536
Equipment	29,981	-	29,981	6,970	-	6,970
Evangelism and Outreach	11,806	-	11,806	1,991	-	1,991
Training and Conferences	9,006	-	9,006	4,493	-	4,493
Refreshments and Catering	5,068	-	5,068	227	-	227
Children's Work	2,879	-	2,879	10	-	10
YP and Impact	11,658	-	11,658	1,781	-	1,781
Deaf Ministry	9,340	-	9,340	7,033	-	7,033
Money Ministries	13,302	-	13,302	8,497	-	8,497
Professional Fees	4,768	-	4,768	2,237	-	2,237
Development	2,789	-	2,789	3,751	-	3,751
Sundries	32,221	-	32,221	6,917	-	6,917
	<u>675,876</u>	<u>-</u>	<u>675,876</u>	<u>395,214</u>	<u>-</u>	<u>395,214</u>
Grant funding of activities (see note 8)	-	143,155	143,155	-	154,973	154,973
Share of support costs (see note 9)	19,811	-	19,811	16,774	-	16,774
Share of governance costs (see note 9)	6,783	-	6,783	5,958	-	5,958
	<u>702,470</u>	<u>143,155</u>	<u>845,625</u>	<u>417,946</u>	<u>154,973</u>	<u>572,919</u>
Analysis by fund						
Unrestricted funds - general	558,628	73,556	632,184	395,828	82,659	478,487
Restricted funds	143,842	69,599	213,441	22,118	72,314	94,432
	<u>702,470</u>	<u>143,155</u>	<u>845,625</u>	<u>417,946</u>	<u>154,973</u>	<u>572,919</u>

WELCOME CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

8 Missionary and Wider Gifts

	2022 £	2021 £
Grants to institutions (14 grants):		
Commission Apostolic Trust Ltd	66,000	42,000
Zimbabwe Project	2,753	5,145
Dwaar Church - Delhi	3,375	3,500
Emergency Relief Ukraine	33,386	-
Your Sanctuary	2,000	163
Mongolia church Project	-	24,935
Prison Fellowship - Angel Tree	-	800
Turkey Church	3,860	3,765
Woking Street Angel	2,000	500
Brazil Church Project	11,275	11,473
Useful Wood Company	-	13,208
Woking Food Bank	2,000	-
Welcome Church, Austin USA	825	1,865
Lebanon Church Project	6,702	7,281
Commission - India	350	19,459
Emergency Relief - Philipians	-	5,000
Emergency Relief - Turkey	-	5,000
Other	1,210	1,109
Grants to individuals (19 grants)	7,419	9,770
	<u>143,155</u>	<u>154,973</u>

WELCOME CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

9 Support costs

	Support costs £	Governance costs £	2022 £	Support costs £	Governance costs £	2021 £
Staff costs	-	-	-	3,025	-	3,025
Staff Travel	1,504	-	1,504	293	-	293
Office Expenses	5,784	-	5,784	6,082	-	6,082
Printing and Stationery	2,947	-	2,947	2,804	-	2,804
Telephone and Postage	2,763	-	2,763	4,129	-	4,129
ITC/PIC/Commission	211	-	211	441	-	441
Other staff costs	6,602	-	6,602	-	-	-
Audit fees	-	6,783	6,783	-	5,958	5,958
	<u>19,811</u>	<u>6,783</u>	<u>26,594</u>	<u>16,774</u>	<u>5,958</u>	<u>22,732</u>
Analysed between Charitable activities	<u>19,811</u>	<u>6,783</u>	<u>26,594</u>	<u>16,774</u>	<u>5,958</u>	<u>22,732</u>

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

11 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Employees	<u>6</u>	<u>6</u>
Employment costs	2022 £	2021 £
Wages and salaries	291,888	280,948
Social security costs	28,958	25,680
Other pension costs	22,911	21,336
	<u>343,757</u>	<u>327,964</u>

WELCOME CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

11 Employees

(Continued)

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2022 Number	2021 Number
60,001 - 70,000	1	1

Contributions totalling £5,028 (2021: £4,777) were made to defined contribution pension schemes on behalf of employees whose emoluments exceed £60,000.

12 Other

	Restricted funds	Restricted funds
	2022	2021
Financing costs	49,887	50,663
	49,887	50,663

13 Tangible fixed assets

	The Welcome Centre	Plant and machinery	Fixtures, fittings & equipment	Total
	£	£	£	£
Cost				
At 1 April 2021	6,502,935	42,132	13,107	6,558,174
Additions	114,436	-	-	114,436
At 31 March 2022	6,617,371	42,132	13,107	6,672,610
Depreciation and impairment				
At 1 April 2021	152,468	4,245	7,985	164,698
Depreciation charged in the year	98,753	8,426	2,621	109,800
At 31 March 2022	251,221	12,671	10,606	274,498
Carrying amount				
At 31 March 2022	6,366,150	29,461	2,501	6,398,112
At 31 March 2021	6,350,467	37,887	5,122	6,393,476

WELCOME CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

14 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	2	3,176
Other debtors	168,140	159,869
Prepayments and accrued income	3,925	-
	<u>172,067</u>	<u>163,045</u>

15 Loans and overdrafts

	2022 £	2021 £
Bank loans	<u>1,825,939</u>	<u>1,905,923</u>
Payable within one year	82,695	79,270
Payable after one year	<u>1,743,244</u>	<u>1,826,653</u>
Amounts included above which fall due after five years:		
Payable by instalments	<u>1,318,306</u>	<u>1,430,304</u>

The long-term loans are secured by first fixed charges over the land and buildings, The Welcome Centre, Church Street West, Woking, Surrey, GU21 6JD.

The charity has a long term loan of £2,000,000 from CAF Bank Ltd for the purpose of building the Auditorium. The term of the loan is 20 years from the date of the first drawdown and interest is charged at 2.5% above Bank of England base rate. The loan is repaid in instalments monthly.

There would be prepayment fees should the loan be repaid early and the charity must maintain a debt service ratio of 1:1.

16 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Bank loans	15	82,695	79,270
Deferred income	18	13,662	-
Trade creditors		15,181	6,465
Other creditors		880	-
Accruals		<u>73,975</u>	<u>5,874</u>
		<u>186,393</u>	<u>91,609</u>

WELCOME CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

17 Creditors: amounts falling due after more than one year

	Notes	2022 £	2021 £
Bank loans	15	1,743,244	1,826,653

18 Deferred income

	2022 £	2021 £
Other deferred income	13,662	-

Deferred income is included in the financial statements as follows:

	2022 £	2021 £
Deferred income is included within:		
Current liabilities	13,662	-
Movements in the year:		
Deferred income at 1 April 2021	-	-
Resources deferred in the year	13,662	-
Deferred income at 31 March 2022	13,662	-

19 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees in accordance with the requirement to provide a workplace pension scheme. The assets of the scheme would be held separately from those of the charity in an independently administered fund. However, all employees currently opt out of the workplace scheme and have chosen instead to have contributions made to other personal schemes of their choice as is permitted under workplace pensions legislation.

The charge to profit or loss in respect of payments to defined contribution schemes was £22,911 (2021: £21,336).

WELCOME CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

20 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					Movement in funds			
	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£	£	£	£	£
Missionary and Wider Gifts	-	69,271	(68,753)	-	518	63,140	(63,147)	-	511
Activities Income	-	-	-	-	-	5,568	(14,470)	-	(8,902)
Buildings Fund	2,613,229	16,103	(50,663)	-	2,578,669	10,854	(148,653)	-	2,440,870
Welcome Church Buildings	1,118,506	-	-	-	1,118,506	-	-	-	1,118,506
Welcome Works	-	8,540	(21,062)	12,522	-	3,242	(30,579)	27,337	-
Hardship fund	-	69,739	(4,618)	-	65,121	6,863	(6,479)	-	65,505
	<u>3,731,735</u>	<u>163,653</u>	<u>(145,096)</u>	<u>12,522</u>	<u>3,762,814</u>	<u>89,667</u>	<u>(263,328)</u>	<u>27,337</u>	<u>3,616,490</u>

Missionary and Wider Gifts

Income received and associated tax credits for missionary and wider gifts were paid out in the year as grants,

Activities Income

This relates to income generated from events/youth activities.

Buildings fund

The fund was established by the Trustees for the following purpose:

To provide for the redevelopment and maintenance of the current properties and site; the purchase, development and maintenance of a new building and site; and any ancillary costs. Preparatory costs of developing the site, including legal costs and the employment of a project manager, have been and are continuing to be paid from this fund.

WELCOME CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

21 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 March 2022 are represented by:						
Tangible assets	2,781,622	3,616,490	6,398,112	2,630,662	3,762,814	6,393,476
Current assets/ (liabilities)	520,463	-	520,463	446,609	-	446,609
Long term liabilities	(1,743,244)	-	(1,743,244)	(1,826,653)	-	(1,826,653)
	<u>1,558,841</u>	<u>3,616,490</u>	<u>5,175,331</u>	<u>1,250,618</u>	<u>3,762,814</u>	<u>5,013,432</u>

22 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2022 £	2021 £
Aggregate compensation	<u>305,032</u>	<u>248,779</u>

For the purposes of this note, Key Management Personnel has been defined as the Elders. Compensation includes salary plus additional costs of employment such as employer's national insurance and employer's pension contributions.

Mr M Deavin, who is a trustee, is also a trustee of The Really Useful Wood Company which received £2,500 (2021: £13,208) from the church during the year. Mr Deavin has declared his interest and does not vote on decisions regarding grants made to The Really Useful Wood Company.

23 Cash generated from operations

	2022 £	2021 £
Surplus for the year	161,899	426,022
Adjustments for:		
Investment income recognised in statement of financial activities	(63)	(388)
Depreciation and impairment of tangible fixed assets	109,801	7,832
Movements in working capital:		
(Increase)/decrease in debtors	(9,022)	76,508
Increase/(decrease) in creditors	77,696	(76,365)
Increase in deferred income	13,662	-
Cash generated from operations	<u><u>353,973</u></u>	<u><u>433,609</u></u>

WELCOME CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

24 Analysis of changes in net (debt)/funds

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	375,173	159,616	534,789
Loans falling due within one year	(79,270)	(3,425)	(82,695)
Loans falling due after more than one year	(1,826,653)	83,409	(1,743,244)
	<u>(1,530,750)</u>	<u>239,600</u>	<u>(1,291,150)</u>