



# Wellspring Church (Watford)

Report and Accounts  
Year ended 31 March 2021

**WELLSPRING CHURCH (WATFORD)**  
**COMPANY INFORMATION**  
**FOR THE YEAR ENDED 31 MARCH 2021**

<b>Trustees</b>	Ola Elegbe Joanne Lee Alexander Lee Rev Timothy Roberts Nathan Siebu Chris Theobald (appointed September 2020, resigned September 2021) Rev David Dodwell (appointed September 2021)
<b>Key Staff</b>	Rev Timothy Roberts - Senior Minister Rev Helen Roberts - Senior Leader Rev David Dodwell - Lead Pastor Nicola Williams - General Manager (until 31st March 2021)
<b>Governing Document</b>	Memorandum and Articles of Association dated 29 March 2007
<b>Company Registration Number</b>	06208757
<b>Charity Registration Number</b>	1119764
<b>Registered Office and Principal Address</b>	The Wellspring Church 1 Wellspring Way Watford Herts WD17 2AH
<b>Independent Examiner</b>	Ajay Rajani FCIE Stewardship 1 Lamb's Passage London EC1Y 8AB
<b>Bankers</b>	National Westminster Bank Plc Kingdom Bank
<b>Solicitors</b>	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES

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## WELLSPRING CHURCH (WATFORD)

### Trustees' Annual Report (incorporating the Directors' Report)

### FOR THE YEAR ENDED 31 MARCH 2021

The trustees, who are the charity's directors for the purposes of company law, have pleasure in submitting the Report and Accounts for the year.

#### Objects of the charity

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The charity is a charitable company and is governed by its Memorandum and Articles of Association. The objects of the charity, as set out in the governing document are:

1. To advance the Christian faith in accordance with the Statement of Faith of Assemblies of God in such ways and in such parts of the United Kingdom or the world as the directors from time to time may think fit;
2. To relieve sickness and financial hardship and to promote and preserve good health by provision of funds, goods or services of any kind including through the provision of counselling and support in such parts of the United Kingdom or the world as the directors from time to time may think fit;
3. To advance education in such ways and in such parts of the United Kingdom or the world as the directors from time to time may think fit.

Most of the charity's activities are undertaken by volunteers, an expression of our experience as a church family (over and above our role as a charity). The trustees note that the Church is not a building, but a gathering of ordinary people of different ages and backgrounds, whose lives have been changed by Jesus Christ, the Son of God.

This report illustrates how we continue to achieve our aims and objectives through our core activities including the provision of support to various local charities, our care for and outreach in local communities and further afield overseas.

## Review of Activities

Wellspring Church (Watford) continues to demonstrate resilience, agility, and creativity in pursuit of its goals and objectives. Though massively impacted by the Covid-19 pandemic, the members, volunteers, staff and leadership have continued to build on strong foundations with a clear vision for the future.

### Resilience

We entered this year with a mixture of the *rejuvenation* momentum of emerging ministries and leaders and the unprecedented shock of the first Covid-19 lockdown. It was described at the time as a massive change in wind-direction at best, or at worse a maelstrom – a storm to be navigated through with a spinning compass.

You will see from this report, our team and church family have demonstrated remarkable resilience. We have maintained healthy financial management, avoiding accessing our reserves despite the immediate change in some of our income streams and the changing landscape for donations from members. Risks have been carefully assessed and managed with careful attention being paid to Government guidelines at each stage.

### Agility

This report will demonstrate the adaptability of our leaders, staff and volunteers to continue to pursue our objectives even though the shape of our interactions with beneficiaries has radically changed during this pandemic year. This includes:

- finding new ways to provide pastoral care (through the rapid mobilisation of teams to support Neighbourhood Networks as hubs of practical, prayerful mutual care)
- overnight up-skilling to begin livestreaming Sunday services as soon as the need for such emerged
- the relocation of livestreamed services from our Church Centre to our Senior Leaders' home once the lockdown measures required it
- an ongoing review of staff needs, roles, appropriate and timely use of Government furlough support, and the fostering of a culture of agility so we could adapt to each new wave of change
- the continued partnership with Watford Food Bank who were able to safely use our Centre, responding to increasing demand for food support, 5 days a week, throughout the year
- the crossover of our CRM platform from iKnow to ChurchSuite which has helped us refine our databases and connect more effectively with our members

### Creativity

Our faith remains in the God who made us creative; able to think in new ways and adapt to changing circumstances with a desire and ability to embrace opportunities to do new things in new ways. This creativity has been seen in this pandemic year in so many ways, the highlights of which include:

- use of video conferencing technologies for our North Bushey Sunday services, for weekly staff meetings (to maintain morale and connection), for team, trustee and committee meetings
- rapid training and resourcing for colourful, multi-camera, interactive Sunday services



- innovative, playful and creative kids and youth resources, videos, Zoom calls and even craft packs and goody bags dropped at families' doors
- the introduction of weekly (and at times daily) Zoom prayer meetings
- music and worship video recording (at home) and editing, building a playlist for Sundays but also for people to connect with in their own time
- innovative video content including our Senior Leaders' weekly 'Within Reach' podcast to help isolated Wellspring members stay connected even if shielding at home
- the accelerated development of the Wellspring Wellness service which (even amidst a pandemic) resulted in the recruitment of our part-time Coordinator, a stronger role in the establishing of Watford Wellness and the initiative to train 1,000 locals in Mental Health First Aid awareness
- the use of extra time and focus to continue design improvements for our Extend project, preparing design briefs and fundraising case resources
- the use of video conferencing to successfully train over 30 people in our Raising Leaders programme, resulting in the 7 new 'Grow Groups' to help people grow in their faith
- towards the end of the year, the innovation of our pop-up Work Hub and the successful application for funds to provide new workstations and computers ready for the easing of lockdown restrictions so people who work remotely can do so in a shared, Covid-safe environment.

Our vision remains to see Jesus' love bring transformation to communities – wherever God calls us to serve, and whomever we are led to partner with – and our activities this year have demonstrated this vision is as strong and clear as ever.

Our Senior Minister returned from a retreat in September with renewed focus on three areas of personal, and corporate growth as a church: to grow into a church family that is *strong in faith, deep in prayer* and *bold in witness*. This has been deeply and widely received as a challenging and important invitation to every member, regardless of age or background, to be intentional about growth.

We expect the coming season, as we emerge from the pandemic year, to see an acceleration of this growth in both *depth* and *breadth*. We must have both. We have navigated the Covid storm well by the grace of God, and thanks also to the dedication of a very special church family. Drawn from over 40 nationalities, and all three generations, we continue to share life, faith, and service together.

Mention is made here to the widespread, prayerful and strategic support given to work in partnership with other agencies that share our commitment to see the Kingdom of God impacting the whole of society. This has been demonstrated with the active and ongoing support of the fledgling charity, Dignify (founded by Senior Leader, Helen Roberts), the releasing of our Senior Minister to join the Board of Trustees of Evangelical Alliance and serve as Head Coach for AoG's Ministers in Training 'Class of 2024'. In addition to this, at the end of this year our trustees gave their support for Tim Roberts to adjust his hours employed by Wellspring Church as Senior Minister, in order to serve as Head of Christian Mission in our partner agency, One YMCA.

Wellspring Church, its trustees, Senior Leadership Team and staff, and all its members remain committed to serving and growing together, working with ecumenical bodies, local charities and agencies, to see community-wide transformation, for the glory of Christ alone.

## Core activities

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In planning the activities we undertake, the Trustees and staff have applied the guidance on public benefit issued by the Charity Commission. We present with confidence the public benefit of all that is summarised in this report. In terms of our ongoing core activities in 2020-21 our aims have been as follows to:

- Continue to invest time and resources on a daily, weekly, and seasonal basis to help volunteers serve local children and young people, to provide activities for them to encourage social cohesion and strong social/mental health and to help them explore Christian faith.
- Support spiritual growth amongst all adults in Wellspring Church, providing pastoral care and exploring ways to inspire and encourage their personal development as agents of change in their own homes, workplaces, and communities
- Provide context-specific support for our three Locations, helping see lasting transformation in Central Watford, North Bushey, and Stevenage
- Continue through grant-making, mobilising volunteers, and supportive leadership to help agencies and partners to relieve hardship, advance the Christian faith and further education at home and internationally

## Main achievements

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We measure our achievements in a range of ways, although the most profound benefits may never appear in a metric scale or on a graph – the family helped through a crisis, the refugee mother learning English and getting a job, the church leader in Burkina Faso that is given encouragement to keep serving in their village, the rough sleeper who is helped by Wellspring and our partners to make a fresh start in a home of their own. The real 'bottom line' is relational, far-reaching and beyond the scope of this report. That said, what follows are some specific highlights of 2020-21.

### Kids - Midweek activities:

**Acorns:** Baby and Toddler Group. While not being able to meet in person, we have catered for the connected families during the lockdown period, by providing them with Craft Packs from Made Unique. This was free to the families, and was provided also during the summer holidays and at Christmas. Plans to reopen for in person sessions as restrictions allow were put in place.

**Splash:** Our primary-age outreach ministry hosted a Zoom Christmas Party in December and an Easter party in April. Plans are in place to host a summer club as restrictions are lifted.

### School's work:

**St Mary's School** We have been able to provide weekly online assemblies to St Mary's school in Rickmansworth. In person Easter and Pentecost assemblies were planned for 2021.

**Field Juniors.** They have not had external visits. Plans are in place to provide in person assemblies, lessons and post COVID support once restrictions are lifted. These will include annual lessons and gift booklets on transition to secondary school for year 6.



## Kids - Sundays

**Springlets:** We have served our Springlet families with weekly videos which have been accessible via YouTube.

**Champions/Allstars:** We have combined these two groups into one Primary group in this period. We have served the primary children and families with weekly videos which have been accessible via YouTube.

**Kids Team:** Our Kids team currently brings around 15 volunteers. We are grateful for their hearts to serve and to grow in God and for all their commitment and dedication to partner with parents and enable the children of Wellspring Church to grow in faith filled maturity.

## Youth Midweek and Sundays: -

**UV:** We have served our young people of Wellspring both by Zoom calls and by meeting in person on a Friday night where this has been possible from guidance from the National Youth Agency. We held a Zoom party for Christmas (due to restrictions) and an in person Maundy Thursday service at Easter.

**Glow:** Throughout lockdown we have served our young people by both video content throughout September on a Sunday. We have moved to a more interactive session on a Sunday by moving into weekly Zoom calls on a Sunday.

For both groups we are planning for in person activities as restrictions allow.

We extended our Kids Leaders role and hours to become Kids & Youth Minister.

## Adult ministries – training, pastoral support, and interest groups

This year members of the Leadership team ran our *Raising Leaders* programme June-October over 30 leaders to train *Grow Group Leaders* to be better equipped to provide spiritual development and pastoral care. After the training was completed we launched 10 Grow Groups with different focuses (e.g. walking, listening, mum's, men's, and study groups). Our Lead Pastor provides continued support for the established *Grow Group Leaders* in a shared context every 2 months. The Leaders of the *Raising Leaders* programme continue to also share input and support to those who attended their groups.

Monday Night Football, has developed its leadership and has increased to two sessions a week – being outdoor allowed under restrictions. Over 40 different men are included, of which 30 attend weekly on average. About half the men are from the wider community. This has been a real benefit physically, socially and thus for mental health.

We began running Quizzes, throughout 2020 some in person and then developed to being online monthly from February 2021.

### Special note: Dignify

This year saw the maturing and emergence of Dignify as a charity in its own right, with strong roots and volunteer engagement of members of Wellspring Church as well as other local churches. During the year team activities took place remotely with no in-person school activities possible. The Digital Relationship survey was put on hold as schools needed to focus their attention elsewhere to deliver remote learning. The Dignify team interactions moved online and the focus moved to progressing the essential organisational foundations:

- Writing and implementing essential policies and procedures - such as Safeguarding, Equalities & Diversity etc
- Charity application. In October 2020 Dignify became a registered charity (CIO)1192067
- Established a Dignify bank account - to begin the transition to move financial oversight from Wellspring Church to Dignify. This is an intentionally slow process to ensure all matters, particularly pertaining to due diligence in employment are kept.
- Fundraising - securing grants and increasing individual donor base.
- From June 2020 a part time member of staff was employed to lead this work and grant and donation funding was received to cover this cost.

In October 2020 - February 2021 the Dignify Digital Survey was adopted by 4 secondary schools in South West Hertfordshire. 1,009 students aged 14 - 18 years old were surveyed. Researching 5 key areas:

- Mental wellbeing
- social media habits
- digital romance
- perceptions of pornography
- experience of pornography

The results of this survey are available upon request. In support of the survey 2 virtual assemblies were produced for schools in order to support their ongoing educational and pastoral commitments to the students even with the ongoing remote learning challenges. This fledgling charity looks set to make a strategic educational impact town- and perhaps even region/nation-wide in the coming years.



## Location Updates

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As one church family and one charity operating in various locations report is given here of our specific work in different communities.

### Central Watford

It has been a challenging year to discern growth, how people are doing and how to support them without the usual freedoms of meeting together. Since April 2020 we moved to livestreaming services online only. In December 2020 we returned to an in-person attendance option with a max capacity of 35 people. This was first filled in April 2021 at our Easter Sunday service.

Our Christmas 2020 theme was '*Hope Delivered*'. More video content than usual was produced, including pre-recorded services to take us through our theme. The creative and worship videos were well appreciated. We also gifted our local neighbourhood, up to 250 households with a Christmas bauble with Hope written on it.

Our Easter 2021 theme was 'Rubbish Free' which was shaped from monthly skip weekends leading up to it from January to April. The skips were for the local Watford Field's neighbourhood to get rid of their rubbish and unwanted furniture and the skips were always filled before their removal. We also posted 250 Easter cards with a bin bag in each to our neighbours. On Good Friday we had a Communion service outside on our church grounds, which was attended by over 40 people.

### North Bushey

The smaller group continued to meet on Sundays via ZOOM for most of the year with a short return to Highwood school when restrictions allowed. A distanced outside Christmas Carol service was provided with the option to tune in by a special online link. As the year ended the employed leader role was under review and this was laid down shortly after. Future plans are subject to a time of reflection and review.

### Stevenage

As at the end of the previous year the focus has been on supporting local relationships and Sunday provision has been via the Wellspring online services.

## The Wellspring Church Centre

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For much of the year the centre shut. The key exception was a staff member opening up to facilitate Monday-Friday hosting of the town centre Food Bank distribution point, which had a significant increase and wide range of requests for help. While the centre was shut, reviews were undertaken and various office, IT and media resources changes were planned. These both facilitated a small team to deliver online streamed services and other video resource production throughout the year and also meant changes were quickly made once the centre opened up fully. Data base and accounting software changes were planned to enable enhanced communication with church members, customers, centre users and the wider community. At the year end the centre was booked to be used as a booked and walk in COVID vaccination outreach location.

## Local partnerships

We continue to recognise and support financially, the work of specialised agencies to alleviate hardship and advance education here in the Watford area.

**Alternatives** offers life-changing emotional and practical support for anyone facing pregnancy-related challenges. Their charity shop on Clarendon Road in Watford and Hemel provide good quality toys and second hand baby clothes as well as a listening ear. Wellspring members continue to serve as volunteers there, as well as financial and prayer support.

**Charis Tiwala** offers support and assistance to anyone in Hertfordshire who is affected by human trafficking or sexual exploitation within the sex industry. This is an important ministry and we continue to uphold them financially and in prayer as they deal with people at risk. We have continued our prayer and financial support.

**Dignify** (see the detailed report above under church activities): The focus is on changing the narrative around objectification, relationships, and the harmful effects of pornography. A key activity is research and education with a view to equipping an ever-increasing number of Watford's young people who are being harmfully exposed to pornography at an early age. We supported this as a start-up agency through prayer, staff time and other Wellspring members as they invest time and energy into connecting civic and other local leaders and laying foundations for the future.

**New Hope** offers help and support to Watford's homeless and adults at risk through a range of support centres and initiatives. Our aim in partnering with them is to help prevent homelessness and transform lives. Our Senior Minister Tim Roberts serves as a Patron of New Hope. We are delighted to see how this charity continues to grow in effectiveness and scope especially taking part with OneYMCA in the "Everyone In" COVID rough sleepers initiative. We have continued our monthly financial support and in prayer and other ways.

**Watford Food Bank** is part of a nationwide network of food banks, supported by the Trussell Trust, working to combat poverty and hunger across the UK. Watford Foodbank works closely with many organisations to support those in crisis and most in need in our area. The impact of Universal Credit continues to lead to higher demand for parcels, alongside the impact of COVID and employment Furlough income reduction. Vouchers issued by various agencies enable a person to obtain a food parcel with three days' nutritionally balanced emergency food and support. The Living Room continues to welcome the Food Bank to use the space on a daily basis to distribute parcels. This is a fruitful partnership, and we are delighted that The Wellspring is the primary and busiest distribution point in Watford for those in need of parcels.

In this year 1597 (1497 in 2019/20) Food Bank vouchers were fulfilled in The Living Room, providing food for 2325 (2057) adults and 950 (805) children. Totalling 3275 people (2862). When a client comes with a voucher (or volunteers issue one) that voucher may be for one or more adults and children. Also, a client may well come with a voucher many times during a year, so the total number of individuals helped is fewer than the total figure. Each voucher is unique, so there were client visits to Wellspring. On average, each voucher represents about 2 people for approximately 3 meals. That's roughly 9600 (9000) meals in the last year.

**Watford Schools Trust** offers a Christian perspective to pupils in primary schools through assemblies and lessons, initiating prayer spaces within schools and assisting those moving onto secondary school with events and helpful information. They continued to provide these online and with lesson and assembly resources. We continued in our prayer and financial support.



**Watford Town Centre Chaplaincy** is stepping into a new phase, with the change over of the Lead Chaplain. Whilst various pandemic lockdowns have had an impact on the level and scope of the Chaplaincy's service delivery, as we emerge from the third lockdown the late-night Street Angels work and other chaplaincy contexts can pick up previous levels. Our Lead Pastor, David Dodwell, and a handful of Wellspring members continue to give their time as chaplains, especially in the retail area closest to The Wellspring on Lower High Street.

**One YMCA** enables people to develop their full potential in mind, body and spirit. Inspired by and faithful to their Christian values, they create supportive, inclusive, and energising communities where young people can truly belong, contribute and thrive. Our main support is encouraging staff and volunteers to their thriving chaplaincy department.

## Principles of partnership

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Our criteria for grant-making and social investment through these partnerships are broadly based on the following principles:

- A compatible Christian basis in line with our charitable objectives
- A commitment to relationship leader-to-leader as the true essence of accountable partnerships
- Open opportunities for Wellspring Church members to volunteer time and expertise to assist their work (so the partnership is not merely financial)

We also play a full part in the wider local civic community. Through our renewed membership of Watford and Three Rivers Trust (W3RT) and Watford Chamber of Commerce and our role in the launch of Watford Wellness we have further partnered with and benefited from the local community. W3RT was the channel for governments grants which we successfully applied for to aid our centre opening for the Food Bank, to help fund and provide advice to Dignify and to fund self-built Work Hubs for lonely, space pressured home-based workers to be able to use for free in our centre. Three of the Wellspring Wellness team undertook NUCO Mental Health First Aid Awareness instructor training, facilitated by Watford Wellness/Watford Chamber of Commerce/ Dean Russell MP. These will then provide training to others across the community – initially online. Other church staff and volunteers committed to complete the mental health first aid training in the next year.

## Overseas partnerships

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We remain committed to our international work as a key expression of our vision and purpose to see communities transformed with God's love beyond our shores. Under COVID restrictions all our overseas trips had to be cancelled but we maintained online contact and raised specific one off offerings to provide for areas of need.

### Europe: Slovakia

Michal and Lubi Kluciar are impacting their community in Zlaté Moravce, Slovakia. Their church continues to grow. Our formal partnership and regular financial support has come to a planned natural end with their growing local apostolic support links. We continue to maintain contact and delight to hear news. The church there has seen God meet many of their needs, including enough space for separate children's and youth areas during Sunday mornings.

### Africa: Burkina Faso (The Leegere Partnership)

Moise and Elisabeth Oubda continue to serve and lead well at their church, Lafiabougou, in Bobo-Dioulasso. We anticipate a more thorough review of our work with them in West Africa once international travel regulations change after the pandemic.

### Africa: Ethiopia

Teklu and Selam Wolde and Ten Forty Ministries are at the forefront of training new leaders to be ready to go and share the Gospel to unreached peoples in East Africa. Magdy Tawfik and Tim Roberts' previously rescheduled visit to teach at Teklu's school initially put off in November 2019, due to unrest and violence in the area the trip, was also cancelled in Spring 2020 due to COVID travel restrictions. The civil unrest in the country has further deteriorated. We have maintained communication links offering verbal and prayer support.

### Middle East: Lebanon

The *Aziz Partnership* with True Vine (Baptist) Church in Zahlé is growing. We continue to pray and support this ministry to Syrian refugees in the Bekaa Valley. The proposed youth team trip for 2020 had to be cancelled due to COVID restrictions. Following the Beirut dock explosion on the 4<sup>th</sup> August 2020 we played a leading role in garnering support from UK churches in humanitarian response. £8500 was sent directly from Wellspring as part of this.



## Staff matters

We continue to be served by dedicated staff members who continue to pursue our vision and work out our strategies and uphold our values with remarkable commitment and integrity.

Most staff worked mainly from home all year, when not furloughed, with a small number rotated to ensuring the Wellspring Centre was opened for Food Bank distribution 5 days a week. Many staff worked in different ways on Sundays to ensure recording/live streaming of online or limited capacity, services.

A number of notable staff changes took place this year, including as a result of a midyear staff review:

- Rev Helen Roberts reduced hours in her Senior Leader role but added new hours to focus on the new Dignify role through restricted grant funding – including birthing this as a new Charity.
- The worship leader role was made redundant, and we sadly said a big thank you but goodbye to Ben Dear in the Autumn.
- Daniel Harrison's role came to an end in 2021 and he left the staff team after a period of notice in the new financial year.
- Rev David Dodwell took on the role of Central Location leader which developed over the year becoming Lead Pastor in the new financial year.
- Rev Karl McClane continued part time but with increased hours with an expanded role as Kids and Youth Minister.
- Nikki Williams was on furlough full or part time for part of the year and moved to a part time role from Jan 2021 and left the general manager's role as of the end of March 21
- Jordan Guthrie was part time furloughed but returned part time as trainee centre manager and was appointed full time Centre Manager at the start of April 21.
- Our events staff Reuben & Spencer were furloughed for almost all of the year – as there was very limited room hire.
- Hannah Dodwell did not return after maternity leave.
- Jonathan Rudd moved from providing maternity cover for the communications role to a new part time Media Producer role.
- After an extended period as part-time fund-raising manager, some furloughed, Richard Thomas' contract ended in December 2020.
- At the year end Tim Roberts was appointed to a part time role with One YMCA and trustees agreed for him to work part time in his Wellspring Senior Leader role from April 2021.
- David Pennie continued working full time as Finance & Charity Administrator.
- Stephanie Embree's sponsored VISA was renewed for 3 years in Nov. 2020 and her role changed to Communications Leader.
- In January 2021 Antoinette Willis joined the team in the new part time role of Wellness Coordinator.

Much of our work as a charity is undertaken unpaid by members of the diverse church family (volunteers), day in, day out. To support this work, Wellspring Church is committed to investing in the employed staff required to achieve our objectives. This includes paying for trained and experienced Ministers and skilled support staff. 50% (2020: 44%) of the church expenditure is invested in payroll – this is a higher percentage due to one off COVID expenditure distortions. This includes 31% (26%) for Ministry Staff, 15% (15%) Administration staff, and 4% (4%) Fundraising Staff. Ministerial costs included the full time ministry of Rev Tim Roberts and Rev David Dodwell with part-time support from Rev Helen Roberts, Rev Karl McClane, Stephanie Embree and Dan Harrison. We are satisfied that our staff investment is good stewardship of resources, and it remains the long-term goal of Trustees to continue to invest in the pastoral care of the church membership as well as the wider community.

As part of our commitment to ensure our staff team are able to grow, develop and undertake their work in a healthy organisational environment, we have retained Personnel Consultants Ltd as our external HR advisor, as well as subscribing to Stewardship Consultancy and Payroll Services.



## Structure, Governance and Management

Responsibility for setting policy and for determining the parameters within which Wellspring Church operates rests with the Trustees who meet monthly to monitor the activities of the charity.

New Trustees are recruited and appointed by the existing Trustees following a period of consultation and background checks and in agreement with the Senior Minister who serves as Chair of the board of Trustees. A prospective Trustee will join the Trustees for three months on a confidential, without prejudice ex-officio basis to see if the role fits. New Trustees are in time appointed by a majority vote. Our Conflict of Interest Policy aims to ensure that conflicts of interest are identified and addressed so that they do not influence decision making.

As per our legal framework, Trustees are recruited and appointed with the consent of all existing Trustees and membership of the Board of Trustees is reviewed on an annual basis at our Annual General Meeting. A healthy collaboration is maintained between the Senior Leadership Team - Ministry Leaders (whose focus is pastoral and spiritual direction) and the Trustees (with their legal and financial responsibility) through a monthly cycle of meetings that include prayer together as well as clear and frequent communication of decisions taken and actions required.

Salary reviews are conducted on an annual basis after a thorough series of staff appraisals in accordance with our Staff Handbook and associated policies. We avoid any conflicts of interest by ensuring any beneficiaries are excluded by remaining Trustees from discussions regarding their (or any related party's) pay and conditions. Trustees take advice from Assemblies of God GB whose Salaries Committee issues an annual report with recommendations for any changes to salary levels. We also subscribe to Stewardship Services for consultancy support, offering qualified advice on employment as well as handling payroll including payments to HMRC and issuing of appropriate payslips.

Wellspring Church is in fellowship with Assemblies of God GB. This provides us with an important context for ministerial accreditation, leadership training and connection with other local churches with a common aim. We willingly submit to the leadership offered by the National Leadership Team of AoG GB and access resources and opportunities to serve as part of a national network of over 500 churches and an international family of thousands of churches.

We are committed to complying with the bylaws and policy requirements that come with fellowship and we are in Good Standing with AoG, making monthly financial subscriptions and ensuring our Ministers and Missionaries remain in Good Standing also. We do this whilst recognising the constitutional provision for the autonomy of our fellowship to be led and governed by our own Senior Leaders according to our specific vision and values. During the year Rev Helen Roberts has served on the AoG GB Area Leadership Team for Thames North, which the Trustees have agreed to support as part of our commitment to the national vision and work of our fellowship.

In this year we were pleased to welcome and induct Chris Theobald as a trustee in September 2020. After the year end he resigned from this role in September 2021. By the end of the year we were in advanced discussions with Rev David Dodwell to join as a trustee which he did in September 2021. Both bring with them extensive experience of finance management, charity leadership and a rich understanding of church leadership challenges too. We keep board makeup under review and remain open to further enhancement to our Trustees with a strong induction process in place.

## Financial review

Total income for the year was lower compared to the previous year at £487,700 (2020: £651,100). The current year saw an 86% (£41,600) reduction in income from Charitable activities (which was mostly due to COVID restrictions), a 55% (£91,900) reduction in Restricted Fund donations (see below) and only a 1% (£3,900) decrease in General Fund donations, excluding unrestricted Grants and the previous year's one-off unrestricted legacy of £51,750. This year's income includes £26,200 from government grants linked to COVID recovery and the Job Retention Scheme. After the year end, charitable activities are gradually restarting and income is recovering.

Funds raised during the year for restricted causes amounted to £74,100 (2020: £166,100) of which about 52% (£38,500) was contributed to support the Extend building project of The Wellspring Church Centre. (2020: £135,200, 81%). COVID restrictions severely limited fundraising activities and grant applications for this project.

Total expenditure fell by £34,700 (2020: increased by £86,600), to £558,600 (2020: £593,200). Expenditure includes £156,800 (2020: £146,000) spent from restricted funds. COVID restrictions led to a reduction in most types of spend but this was partly offset by a small increase in staff costs and a small increase in spending on preliminaries for the Extend building project. In all £105,700 (2020: £90,740) was spent this year on these preliminaries.

The overall deficit for the year was £70,900 (2019: surplus £57,800) which, after making transfers between funds, comprised a surplus on unrestricted funds of £15,900 (2020: £16,500) and a deficit on restricted funds of £86,800 (2020: surplus £41,200). Though the deficit might seem substantial, it should be noted that general funds have continued to report a surplus and the deficit this year is largely due to spending on the Extend building project from restricted donations given towards this project in previous years.

Net assets decreased by the deficit, to £1,699,900, of which £1,547,900 was held by unrestricted funds. Net assets comprised fixed assets of £2,136,600 plus net current assets of £262,100 less mortgage and other liabilities repayable after more than one year of £698,800. Though fund balances appear to be substantial, unrestricted net current assets (which is a measure of the resources available to finance day to day activities) are a more modest £110,100 (2020: £103,200).

## Reserves policy

There have been no changes to our Reserve Policy in this year. The Church remains committed to holding free cash reserves equal to two times our monthly unrestricted operating expenditure, £75,000. The charity's actual cash reserves (being unrestricted cash) were £134,400 (2020: £100,800) and the charity is complying with its reserves policy.



## Fundraising – Extend project

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The fundraising for our Extend project, continued despite COVID ably supported by our Fundraising Manager who having helped our staff and Leadership teams refine a strong case for support, submitted a number of grant applications, continued to encourage the mobilising of Wellspring members to raise funds. The first grant cheque for £54,000 was received shortly after the year end from Allchurches Trust with much joy.

The highlight of the year's planned activities was to be the national Three Peaks Challenge in partnership with the local Everyone Active gym – which had to be cancelled due to COVID. At year end, a number of activities (while smaller in number, but equally challenging) were planned including two Birmingham to Watford/London Canal sponsored cycle rides.

Future Gift Days were planned – the first in April 2021 was shortly after the year end. Church members are also pledging and following through with one of and regular monthly giving to the building fund.

The cost of raising funds in this year has been £25,400 (2020: £29,300).

In the six years since the Extend Project was launched in 2015, £532,500 (£494,000 to March 2020) has been given to/raised for the project and £353,000 (£247,400 to March 2020) has been spent on initial work including essential professional fees, planning costs and in 2020 the ground breaking and drainage preparation works to satisfy planning timelines.

After year end, planned fundraising events have restarted. Despite COVID impact on people's incomes, regular giving from church members into the building fund has continued and increased. With the Allchurches Trust Grant (£54,000) and April 2021 Gift Day, the total raised by 30/9/2021 is £614,000.

## Key risks and uncertainties

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### Risk Statement

The Trustees have reviewed the risks to which a small charity operating with few employees is exposed. Appropriate procedures are in place to identify, monitor and review these risks on a regular basis. During COVID restrictions these were very closely monitored.

### Principal Risk

The primary source of funding of the Church is from the membership. A significant drop in Church membership will impact the Church's ability to achieve its goals and objectives. The Church continues to organize events and activities that welcome new members. Wellspring Church also actively pursues the integration of new members into the Church family. The principal revenue for the Church is received from members and the hire of its Church Centre in central Watford. A significant reduction in the contribution of members or the availability of the building for hire purposes will have an adverse impact on the goals and objectives of the Church. The Church continues to maintain an open-door policy whilst providing full disclosure on financial performance to members. All building regulations are adhered to ensure risks are reduced.

The trustees closely monitored the unexpected impact of COVID on income and expenditure. At no point was a call on reserves needed but their availability aided short-term decision making.

## Responsibilities of trustees under company law

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The Trustees are responsible for preparing the 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 the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing these financial statements, the trustees are required to:

1. select suitable accounting policies and apply them consistently;
2. observe the methods and principles in the Charities SORP;
3. make judgements and estimates that are reasonable and prudent;
4. state whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
5. prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper 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.

## Approval

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This report, which has been prepared in accordance with the provisions of the Companies Act 2006 relating to small companies, was approved by the Trustees and signed on their behalf by:

\_\_\_\_\_  
REV TIM ROBERTS    16/12/2021

**INDEPENDENT EXAMINER'S REPORT  
TO THE TRUSTEES OF  
WELLSPRING CHURCH (WATFORD)  
('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021 on pages 19 to 33 following, which have been prepared on the basis of the accounting policies set out on pages 22 to 23.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

**Independent examiner's statement**

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a Fellow of the Association of Charity Independent Examiners, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Ajay Rajani FCIE  
Fellow of the Association of Charity Independent Examiners  
Stewardship  
1 Lamb's Passage  
London  
EC1Y 8AB

Date: 16/12/2021



**WELLSPRING CHURCH (WATFORD)**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**INCLUDING INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 MARCH 2021**

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
<b>INCOME AND ENDOWMENTS FROM:</b>					
Donations and legacies	3	406,827	74,068	480,895	602,364
Charitable activities	4	6,707	-	6,707	48,335
Investments		-	99	99	440
<b>Total income and endowments</b>		<b>413,534</b>	<b>74,167</b>	<b>487,701</b>	<b>651,139</b>
<b>EXPENDITURE ON:</b>					
Charitable activities	5	400,042	133,070	533,112	563,997
Raising funds	6	1,751	23,736	25,487	29,284
<b>Total expenditure</b>		<b>401,793</b>	<b>156,805</b>	<b>558,599</b>	<b>593,281</b>
<b>Net income/(expenditure)</b>		<b>11,741</b>	<b>(82,639)</b>	<b>(70,897)</b>	<b>57,858</b>
<b>Transfers between funds</b>	17	<b>4,163</b>	<b>(4,163)</b>	-	-
<b>Net movement in funds</b>		<b>15,904</b>	<b>(86,801)</b>	<b>(70,897)</b>	<b>57,858</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		<b>1,531,977</b>	<b>238,819</b>	<b>1,770,796</b>	<b>1,712,938</b>
<b>Total funds carried forward</b>	17	<b>1,547,881</b>	<b>152,019</b>	<b>1,699,900</b>	<b>1,770,796</b>

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

All income and expenditure derive from continuing operations.

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

The notes on pages 22 to 33 form part of these accounts.

**WELLSPRING CHURCH (WATFORD)**

**BALANCE SHEET**

**AS AT 31 MARCH 2021**

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
<b>FIXED ASSETS</b>					
Tangible assets	8	2,136,627	-	2,136,627	2,152,752
		<u>2,136,627</u>	<u>-</u>	<u>2,136,627</u>	<u>2,152,752</u>
<b>CURRENT ASSETS</b>					
Stock	9	3,164	-	3,164	4,381
Debtors	10	8,838	1,232	10,070	19,194
Cash at bank and in hand	11	134,401	165,474	299,875	351,834
		146,403	166,706	313,109	375,409
<b>CREDITORS: Amounts falling due within one year</b>	12	(36,274)	(14,687)	(50,961)	(33,354)
<b>Net current assets</b>		<u>110,129</u>	<u>152,019</u>	<u>262,148</u>	<u>342,055</u>
<b>Total assets less current liabilities</b>		<u>2,246,756</u>	<u>152,019</u>	<u>2,398,776</u>	<u>2,494,807</u>
<b>CREDITORS: Amounts falling due after more than one year</b>	13	(698,875)	-	(698,875)	(724,010)
<b>TOTAL NET ASSETS</b>		<u>1,547,881</u>	<u>152,019</u>	<u>1,699,900</u>	<u>1,770,796</u>
<b>FUND BALANCES</b>	17				
Unrestricted Funds					
General funds		1,489,881	-	1,489,881	1,473,976
Designated funds		58,000	-	58,000	58,000
		<u>1,547,881</u>	<u>-</u>	<u>1,547,881</u>	<u>1,531,976</u>
Restricted Funds		-	152,019	152,019	238,819
		<u>1,547,881</u>	<u>152,019</u>	<u>1,699,900</u>	<u>1,770,796</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006 however, in accordance with Section 145 of the Charities Act 2011, the accounts have been examined by an independent examiner and their report has been included in these financial statements.

The directors (who are the charitable company's trustees for the purposes of charity law) acknowledge their responsibilities for:

- ensuring that the charitable company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its net income or expenditure for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Board of Directors and were signed on its behalf by:

Rev Tim Roberts

Date 16/12/2021

Company number: 06208757

Charity number: 1119764

The notes on pages 22 to 33 form part of these accounts.

**WELLSPRING CHURCH (WATFORD)**  
**FOR THE YEAR ENDED 31 MARCH 2021**  
**CASH FLOW STATEMENT**

	Note	2021 £	2020 £
<b>Cash flows from operating activities:</b>			
<b>Net cash provided by (used in) operating activities</b>	a	<u>(30,809)</u>	<u>78,298</u>
<b>Cash flows from investing activities:</b>			
Purchase of property, plant and equipment		(14,993)	(2,924)
<b>Net cash provided by/(used in) investing activities</b>		<u>(14,993)</u>	<u>(2,924)</u>
<b>Cash flows from financing activities:</b>			
Repayments of borrowing		(20,597)	(18,461)
<b>Net cash provided by/(used in) financing activities</b>		<u>(20,597)</u>	<u>(18,461)</u>
<b>Change in cash and equivalents in the reporting period</b>		<u>(66,398)</u>	<u>56,913</u>
<b>Cash and equivalents at the beginning of the year</b>	b	<u>351,834</u>	<u>294,921</u>
<b>Cash and cash equivalents at the end of the year</b>	b	<u>285,436</u>	<u>351,834</u>

**Analysis of changes in net debt:**

	At start of year £	Non-cash movements £	Cash-flows £	At end of year £
Cash	351,834	-	(66,398)	285,436
Bank loans:				
Falling due within one year	(20,379)	(21,335)	20,597	(21,117)
Falling due after one year	(575,810)	21,335	-	(554,475)
<b>Total net funds / (debt)</b>	<u>(244,355)</u>	<u>-</u>	<u>(45,802)</u>	<u>(290,157)</u>

**Note a: Reconciliation of net income/(expenditure) to net cash flow from operating activities**

	2021 £	2020 £
<b>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</b>	(70,897)	57,858
<b>Adjustments for:</b>		
Depreciation charges	31,118	30,045
(Increase)/decrease in stocks	1,217	1,096
(Increase)/decrease in debtors	9,124	(4,088)
Increase/(decrease) in creditors	(1,370)	(6,613)
<b>Net cash provided by (used in) operating activities</b>	<u>(30,809)</u>	<u>78,298</u>

**Note b: Analysis of cash and cash equivalents**

	2021 £	2020 £
Bank current account	99,581	113,568
Bank deposit account (no notice)	199,802	237,556
Petty cash	492	710
<b>Total cash and cash equivalents</b>	<u>299,875</u>	<u>351,834</u>



**WELLSPRING CHURCH (WATFORD)**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**1 Statutory Information**

The charity is a charitable company limited by guarantee and is incorporated in the United Kingdom. The company's registered number and registered office address can be found on the Company Information page.

**2 Accounting Policies**

These financial statements are prepared on a going concern basis, under the historical cost convention.

These financial statements have been prepared in accordance with the "Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) ("the Charities SORP"), with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland ("FRS 102"), with the Companies Act 2006 and with the Charities Act 2011. The charity meets the definition of a public benefit entity as set out in FRS 102.

The principles adopted in the preparation of the financial statements are set out below.

a) Going concern

The trustees (who are the charitable company's directors for the purposes of company law) have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charity's forecasts and projections and the possible implications should projected income and / or expenditure vary unexpectedly. The trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue to operate for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements. In making this assessment the trustees have considered how Covid-19 might affect projections.

b) Income

Income including investment income is recognised in the period in which the charity becomes entitled to receipt, the amount receivable can be measured with reasonable certainty, and receipt is probable. For the most part, income is generally recognised when it is received. Income is only deferred when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Income from donations and legacies includes recoverable gift aid, which is recognised when the related donation is received. Gift aid that has not been recovered by the balance sheet date is included as a debtor.

The charity relies on volunteers to carry out many of its activities, particularly for children's work, youth work, running small groups, worship, PA, hospitality and outreach (both midweek and on Sundays). However, in accordance with the SORP, the value of these services has not been included in these financial statements as they cannot be reliably measured.

Income from charitable activities represents income receivable from goods, services and facilities supplied in furtherance of the charity's charitable objects. It includes income from events organised by the charity, the sale of books and similar items, and income from letting the charity's building.

The charity has taken the view that it has only one charitable activity, namely the advancement of the Christian faith, and all income from donations, legacies and charitable activities is in respect of this one activity.

c) Expenditure

Expenditure, including irrecoverable VAT, is recognised when it is incurred or, if earlier, when a legal or constructive obligation for a payment arises provided that it is probable that settlement will be required and the amount of the obligation can be measured reliably.

The charity makes grants to other institutions and individuals to further its charitable objectives. Grants payable are recognised as constructive obligations arise, which is generally when the charity expresses a commitment to the recipient that can be measured reliably and then only to the extent that any conditions associated with the grant are outside of the control of the charity.

Expenditure on raising funds comprises the cost of employing a fundraiser and fundraising related expenses.

In the previous year the charity's income was over £500,000 and, in such years, the Charities SORP requires charities to allocate costs to the various activities undertaken by the charity. The nature of the work of the charity is considered to be so integrated that the core charitable activity costs are considered to be for the one activity.

**WELLSPRING CHURCH (WATFORD)**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**2 Accounting Policies continued**

c) Expenditure continued

Governance costs, which are included in expenditure on charitable activities but are identified separately in the notes to the accounts, includes costs associated with the independent examination of the financial statements, compliance with constitutional and statutory requirements and any other expenditure incurred on the strategic management of the charity.

d) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects.

e) Tangible fixed assets

Items purchased or donated for the charity's own use are capitalised when the cost of purchased items, or the fair value of donated items, is more than £1,000 and the item is expected to benefit the charity over more than one accounting period. Depreciation is charged on a straight line basis so as to write down the value of each asset to its estimated residual value (if any) over its expected useful economic life. To achieve this objective the following rates of depreciation are charged:

Leasehold property	at 2% on cost less residual value
Freehold buildings	at 2% on cost less residual value
Equipment	at 20% on a reducing balance basis

The carrying values of tangible fixed assets are reviewed for impairment in periods when events or changes in circumstances indicate that the carrying value may not be recoverable.

In the opinion of the trustees, the residual value of the charity's freehold building (which is a residential property in Stevenage) is very high. They believe that the annual charge for depreciation, and the cumulative provision for depreciation, is immaterial and no depreciation has been charged in respect of this building during the year.

f) Stocks

Stocks of goods purchased for re-sale are stated at the lower of cost and net realisable value.

g) Leased assets

Leases which do not transfer substantially all the risks and rewards of ownership to the charity are classified as operating leases. Operating lease payments are recognised as an expense on a straight-line basis over the lease term (unless another systematic basis is more representative of use).

h) Pension scheme arrangements

The charity operates a group pension scheme, which is a defined contribution pension scheme, for its employees. Obligations for contributions to this scheme are recognised as an expense when the liability arises. The assets of this scheme are held separately from those of the charity in independently administered funds.

i) Taxation

The company is a registered charity; it has taken advantage of the various reliefs from taxation available to charities and no tax is payable on the charity's income.

j) Financial instruments

The charity's financial assets and financial liabilities all qualify as basic financial instruments, as defined by FRS102. Except for loans, creditors and debtors are measured at their expected settlement value (normally the amount of cash that the charity expects to pay or receive). The charity recognises liabilities for the principal of those loans that remains outstanding at the year end (i.e. the liabilities exclude any interest chargeable on the loans in future years).

k) Critical accounting estimates and areas of judgement

In preparing financial statements certain judgements, estimates and assumptions have to be made that affect the amounts recognised in the financial statements. The trustees note that the annual depreciation charge for property, plant and equipment is sensitive to changes in the estimates for useful economic life and residual value. These estimates are reassessed annually and, when necessary, adjusted to reflect current circumstances.

**WELLSPRING CHURCH (WATFORD)**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**3 Donations and legacies**

	2021	2020
	£	£
Donations of cash and similar	355,244	442,269
Income tax recoverable	75,099	92,141
Legacies receivable	-	51,751
Grants receivable:		
Government grants, principally from the Job Retention Scheme	26,235	-
Other grants (not from the Government)	24,317	16,203
	<u>480,895</u>	<u>602,364</u>

**4 Income from charitable activities**

	2021	2020
	£	£
Church activities and events	1,250	16,319
Letting of facilities in the Wellspring Church Centre	5,090	30,406
Books, music and media sales	368	1,610
	<u>6,707</u>	<u>48,335</u>

**5 Charitable expenditure**

	2021	2020
	£	£
<b>a Costs incurred directly on specific activities</b>		
Staff costs	173,214	150,911
Utilities	13,671	16,763
Outreach & ministries	6,556	10,656
Wellspring North Bushey	2,770	5,609
Wellspring Stevenage	1,370	2,327
Mission trips	(870)	7,736
Centre hire costs	259	1,958
Pastoral expenses	5,045	14,576
Depreciation	31,119	30,044
Printing & stationery	2,062	3,461
Sunday services and worship	5,525	4,321
Youth & children's work	1,282	13,672
Visiting speakers and apostolic advisors	1,860	5,814
Maintenance, repairs & replacements	14,762	17,368
Training	30	599
Insurance	4,252	5,515
Storage space	580	1,750
Lease costs	1,717	1,667
Mortgage interest	21,417	25,988
Bank charges	753	985
Cost of resources purchased for re-sale	1,040	1,654
Other	62	3,606
Grants payable (note 5d)	39,594	46,442
	<u>328,068</u>	<u>373,422</u>



**WELLSPRING CHURCH (WATFORD)**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**5 Charitable expenditure continued**

	2021	2020
	£	£
<b>b Costs incurred on support &amp; administration</b>		
Governance costs		
Preparation and examination of accounts	4,240	3,500
Staff costs	87,654	86,916
Other administrative expenses	1,407	2,660
Legal & Professional fees	240	1,503
Office equipment	1,484	1,328
IT	4,291	3,928
	<u>99,316</u>	<u>99,835</u>
<b>c Property development</b>	<u>105,728</u>	<u>90,740</u>
<b>Total expenditure</b>	<u>533,112</u>	<u>563,997</u>

During the year the charity undertook some further preliminary work (this year mostly professional fees) on a project that would extend the charity's premises on Wellspring Way, which this year cost £105,728 (2020: £90,740). The trustees are seeking to cost this project more precisely and determine how it would be financed before taking any final decisions.

The fee payable to the independent examiner for preparing and examining the accounts was £4,240 (2020: £3,500); in addition the charity paid £1,345 (2020: £1,367) to Stewardship for payroll bureau and consultancy services. Furlough calculations and processing was done in house so saving additional payroll costs.

**d Grants payable**

	Institutions	Individuals	2021
	£	£	£
Grants to support UK and overseas mission			
Action Europe	3,000	-	3,000
Alternatives	1,200	-	1,200
Assemblies of God	9,405	-	9,405
Aziz Partnership	8,500	-	8,500
Charis Tiwala	1,200	-	1,200
East West Ministries	4,200	-	4,200
Lafiabougou Church, Leegere	762	-	762
New Hope Trust	2,614	-	2,614
Watford Schools Trust	1,200	-	1,200
Watford Town Centre Chaplaincy	1,200	-	1,200
Other grants	350	2,472	2,821
Grants for education			
Operation Steadfast (Jewels School, Sierra Leone)	1,407	-	1,407
Grants for the relief of hardship	344	1,741	2,085
	<u>35,381</u>	<u>4,213</u>	<u>39,594</u>

**WELLSPRING CHURCH (WATFORD)**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**5d Grants payable continued**

The comparatives for the previous year are as follows:

	Institutions £	Individuals £	2020 £
Grants to support UK and overseas mission			
Action Europe	3,000	-	3,000
Alternatives	1,200	-	1,200
Assemblies of God	9,405	-	9,405
Charis Tiwala	1,225	-	1,225
East West Ministries	4,213	-	4,213
New Hope Trust	3,021	-	3,021
Lafiabougou Church, Leegere	1,323	-	1,323
One By One Sri Lanka	1,000	-	1,000
Watford Schools Trust	1,225	-	1,225
Watford Town Centre Chaplaincy	1,225	-	1,225
Other grants	380	10,465	10,845
Grants for education			
Operation Steadfast (Jewels School, Sierra Leone)	5,700	-	5,700
Other grants		353	353
Grants for the relief of poverty	348	2,359	2,707
	<u>33,265</u>	<u>13,177</u>	<u>46,442</u>

**6 Cost of raising funds**

	2021 £	2020 £
Staff costs	20,342	25,137
Other expenses	5,145	4,147
	<u>25,487</u>	<u>29,284</u>

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

	2021 £	2020 £
Gross wages and salaries	247,915	235,494
Social security	14,476	14,594
Pension costs	14,142	12,876
Border Agency Fee & NHS Surcharge	3,311	-
	<u>279,844</u>	<u>262,964</u>

Payroll costs included redundancy payments totalling £2,750 (2020: £nil). Redundancy costs are charged when the liability or obligation arises.

No staff received salaries at a rate of more than £60,000 per annum. Much of the charity's activities are carried out by volunteers. During the year the average monthly number of employees (including furloughed staff) was:

	2021 Numbers	2020 Numbers
Full time staff	7	6
Part time staff	7	9
Total average monthly number of employees	<u>14</u>	<u>15</u>

At various times during the year six members of staff were furloughed. Staff continued to receive their full salary whilst they were furloughed. Staffing was reviewed midway through the year and, following that review, some staff left, new staff were recruited and other staff changed their hours and / or roles.

**WELLSPRING CHURCH (WATFORD)**

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31 MARCH 2021**

**7 Analysis of staff costs, the cost of key management personnel and trustee remuneration continued**

The charity's key management comprise the trustees and the key staff named on the Company Information page. Total employment benefits payable to key management for the year were as follows:

	Wages & salaries	Employer pension contributions	2021 £
Trustees and those closely related to trustees			
Rev Tim Roberts (Senior Minister and a trustee)	40,512	2,431	42,943
Rev Helen Roberts (for her part time role as a senior Leader)	19,253	1,155	20,408
Rev Helen Roberts (for her role overseeing the Dignify initiative)	9,100	546	9,646
Other members of key management	50,737	3,077	53,814
	<u>119,602</u>	<u>7,209</u>	<u>126,811</u>

The cost of employing Rev Helen Roberts (who is married to Rev Tim Roberts) to oversee the Dignify Initiative has been funded by restricted donations received for this project.

The following amounts were payable in the previous year:

	Wages & salaries	Employer pension contributions	2020 £
Trustees:			
Rev Tim Roberts	40,512	2,431	42,943
Rev Helen Roberts	21,003	1,260	22,263
Other members of key management	55,047	3,046	58,093
	<u>116,562</u>	<u>6,737</u>	<u>123,299</u>

Rev Tim Roberts and, in the previous year, Rev Helen Roberts served as trustees. They were not remunerated for serving as trustees but for serving as church leaders; these payments are permitted by the charity's governing document.

**8 Tangible fixed assets**

	Freehold Property £	Long Leasehold Property £	Fixtures, fittings and equipment £	Total 2021 £
<b>Cost</b>				
At 1 April 2020	251,105	2,042,048	129,608	2,422,761
Additions	-	-	14,993	14,993
At 31 March 2021	<u>251,105</u>	<u>2,042,048</u>	<u>144,601</u>	<u>2,437,754</u>
<b>Accumulated depreciation</b>				
At 1 April 2020	1,256	177,642	91,112	270,009
Charge for the year	-	20,420	10,698	31,118
At 31 March 2021	<u>1,256</u>	<u>198,062</u>	<u>101,810</u>	<u>301,127</u>
<b>Net book value</b>				
At 31 March 2021	<u>249,849</u>	<u>1,843,986</u>	<u>42,791</u>	<u>2,136,627</u>
At 31 March 2020	<u>249,849</u>	<u>1,864,406</u>	<u>38,496</u>	<u>2,152,752</u>

**9 Stock**

	2021 £	2020 £
Resources purchased for re-sale, at cost	<u>3,164</u>	<u>4,381</u>



**WELLSPRING CHURCH (WATFORD)**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**10 Debtors**

	2021	2020
	£	£
Tax recoverable	7,401	13,244
Other debtors	2,670	5,950
	<u>10,070</u>	<u>19,194</u>

**11 Cash at Bank and in Hand**

	2021	2020
	£	£
Bank current account	99,581	113,568
Bank deposit account (no notice)	199,802	237,556
Petty cash	492	710
	<u>299,875</u>	<u>351,834</u>

**12 Creditors: liabilities falling due within one year**

	2021	2020
	£	£
Trade creditors	8,006	5,676
Accruals for normal operating expenses	3,600	3,500
Accruals for property development expenses	14,439	-
Deferred income	3,800	3,800
Mortgage capital	21,117	20,379
	<u>50,961</u>	<u>33,354</u>

**13 Creditors: amounts falling due after more than one year**

	2021	2020
	£	£
Deferred income	144,400	148,200
Mortgage capital	554,475	575,810
	<u>698,875</u>	<u>724,010</u>

**14 Deferred income**

Deferred income comprises the following:

	Sunshine grant	2021	2020
		£	£
Balance at the beginning of the reporting period	152,000	152,000	157,880
Amount released to income	(3,800)	(3,800)	(5,880)
Amount deferred in year	-	-	-
Balance at the end of the reporting period	<u>148,200</u>	<u>148,200</u>	<u>152,000</u>

The income deferred at the period end will be released to income over the following periods:

	3,800	3,800	3,800
Within one year	144,400	144,400	148,200
After one year	<u>148,200</u>	<u>148,200</u>	<u>152,000</u>

**Sunshine grant**

During the year to 31 March 2010 the church received a grant of £190,000 from the Sunshine Children's Centre Charity under a 'working together agreement'. In return the church agreed to provide facilities and training services for a period of 50 years. If the agreement is terminated the grant will be repayable, on a pro-rata basis, for that part of the 50 year term that has not lapsed and income from the grant is therefore being recognised on a straight line basis over the grant period.

**WELLSPRING CHURCH (WATFORD)**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**15 Mortgage**

The liability for the mortgage referred to in notes 12 and 13 fall due for repayment as follows:

	By	Bank loans	
	instalments	2021	2020
		£	£
Repayable:			
Within one year	21,117	21,117	20,379
Between one and five years	92,483	92,483	89,252
After five years	461,992	461,992	486,558
	<u>575,592</u>	<u>575,592</u>	<u>596,189</u>

The mortgage is secured on the charity's leasehold property (being the church building on Wellspring Way). Interest is payable at a variable rate, which at the balance sheet date was 3.60%. The loan is being repaid in monthly instalments and must be repaid in full by 2040.

**16 Pension commitments**

During the year employer's pension contributions totalling £14,142 (2020: £12,997) were payable to defined contribution personal pension schemes. No pension contributions were owing at the balance sheet date (2020: £nil).

**17 Funds**

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

	Opening balance 2021 £	Incoming resources 2021 £	Outgoing resources 2021 £	Transfers in the year 2021 £	Closing balance 2021 £
<i>Designated Funds</i>					
Charity Reserves	58,000	-	-	-	58,000
<i>General Unrestricted Funds</i>	1,473,977	413,534	(401,793)	4,163	1,489,881
<i>Total Unrestricted Funds</i>	<u>1,531,977</u>	<u>413,534</u>	<u>(401,793)</u>	<u>4,163</u>	<u>1,547,881</u>
<i>Restricted Funds</i>					
Wellspring Building fund	221,111	38,516	(129,433)	(4,163)	126,032
Stevenage Building fund	1,136	-	(1,136)	-	-
Dignify	12,413	14,800	(11,474)	-	15,739
Special Offerings	-	1,944	(594)	-	1,350
Steadfast	245	1,183	(1,427)	-	-
Compassion	1,054	5,658	(772)	-	5,940
Local Missions	-	568	(568)	-	-
Overseas Missions	2,861	11,500	(11,403)	-	2,958
	<u>238,819</u>	<u>74,167</u>	<u>(156,805)</u>	<u>(4,163)</u>	<u>152,019</u>
<i>Aggregate of funds</i>	<u>1,770,796</u>	<u>487,701</u>	<u>(558,599)</u>	<u>-</u>	<u>1,699,900</u>

During the year the charity made mortgage repayments totalling £4,163 in respect of its Wellspring property; this expenditure fell within the restrictions placed on the income received by the Wellspring Building Fund and £4,163 was transferred from the Wellspring Building Fund to general unrestricted funds.

**WELLSPRING CHURCH (WATFORD)**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**17 Funds continued**

**Analysis of net assets by fund**

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

	<u>Unrestricted Funds</u>		Restricted funds	2021
	General funds	Designated funds		
	£	£	£	£
Tangible fixed assets	2,136,627	-	-	2,136,627
Stock	3,164	-	-	3,164
Debtors	8,838	-	1,232	10,070
Cash at bank and in hand	76,401	58,000	165,474	299,875
Creditors falling due within one year	(36,275)	-	(14,687)	(50,961)
Creditors falling due after one year	(698,875)	-	-	(698,875)
	<u>1,489,881</u>	<u>58,000</u>	<u>152,019</u>	<u>1,699,900</u>

In the previous year (2020) the movements in the charity's funds were as follows:

	Opening balance 2020 £	Incoming resources 2020 £	Outgoing resources 2020 £	Transfers in the year 2020 £	Closing balance 2020 £
<i>Designated Funds</i>					
Charity Reserves	58,000	-	-	-	58,000
<i>General Unrestricted Funds</i>	<u>1,457,389</u>	<u>485,028</u>	<u>(447,274)</u>	<u>(21,166)</u>	<u>1,473,976</u>
<i>Total Unrestricted Funds</i>	<u>1,515,389</u>	<u>485,028</u>	<u>(447,274)</u>	<u>(21,166)</u>	<u>1,531,976</u>
<i>Restricted Funds</i>					
Wellspring Building fund	189,538	135,233	(124,827)	21,166	221,111
Stevenage Building fund	1,301	344	(508)	-	1,136
Dignify	-	12,013	(353)	753	12,413
Special Offerings	1,263	2,558	(3,068)	(753)	-
Steadfast	2,637	3,637	(6,030)	-	245
Compassion	1,902	2,679	(3,528)	-	1,054
Local Missions	80	1,816	(1,896)	-	-
Overseas Missions	827	7,832	(5,798)	-	2,861
	<u>197,548</u>	<u>166,111</u>	<u>(146,007)</u>	<u>21,166</u>	<u>238,819</u>
<i>Aggregate of funds</i>	<u>1,712,937</u>	<u>651,139</u>	<u>(593,281)</u>	<u>-</u>	<u>1,770,796</u>



**WELLSPRING CHURCH (WATFORD)**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**17 Funds continued**

**Analysis of net assets by fund**

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

	<u>Unrestricted Funds</u>			
	General funds	Designated funds	Restricted funds	2020
	£	£	£	£
Tangible fixed assets	2,152,752	-	-	2,152,752
Stock	4,381	-	-	4,381
Debtors	17,895	-	1,299	19,194
Cash at bank and in hand	52,849	58,000	240,984	351,834
Creditors falling due within one year	(29,890)	-	(3,464)	(33,354)
Creditors falling due after one year	(724,010)	-	-	(724,010)
	<u>1,473,976</u>	<u>58,000</u>	<u>238,819</u>	<u>1,770,796</u>

**Designated Funds**

The **Charity Reserves** fund represents monies set aside by the Trustees to help the charity comply with its reserves policy.

**Restricted Funds**

The **Wellspring Building** fund represents donations received to help fund improvements to the Wellspring church building, including any related mortgage capital repayments.

The **Stevenage Building** fund represents donations received to help fund improvements to the property in Stevenage donated to the church by Assemblies of God Pentecostal Church (Stevenage).

The **Dignify** fund is a restricted fund created by grants and donations received to support a newly-emerging local group seeking charity status, which is working to change the cultural normalisation of online pornography and champion healthy relationships across the whole community.

The **Special Offerings** fund represents donations received from special Sunday offerings taken to help support specific charitable projects and causes undertaken by other individuals and organisations.

The **Steadfast** fund represents donations received to help provide funding for schools in Sierra Leone, be they for recurring expenditure or for specific projects.

The **Compassion** fund represents donations received to help individuals in times of crisis or hardship.

The **Local Missions** fund represents donations received to help fund charitable causes and projects in the local community, including activities undertaken by other organisations such as Alternatives, Charis Tiwala, Watford New Hope Trust, Watford Schools Trust, Watford Town Centre Chaplaincy and Christians Across Watford.

The **Overseas Missions** fund represents donations received to help fund overseas missions work by individuals and other organisations in countries such as Burkina Faso, Ethiopia, Egypt, Lebanon, Yeman, Sierra Leone and Slovakia.

**WELLSPRING CHURCH (WATFORD)**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**18 Operating lease commitments**

The charity has operating leases for equipment and for the land on which the Wellspring church building is situated; the lease for the land expires in 2135. The payments due under these leases are as follows:

	Ground rent	Equipment	2021 £
Payments falling due:			
Within one year	1,000	1,604	2,604
Between one and five years	4,000	4,291	8,291
After five years	109,000	-	109,000
	<u>114,000</u>	<u>5,896</u>	<u>119,896</u>

The charity's operating lease commitments at the previous balance sheet date were as follows:

	Ground rent	Equipment	2020 £
Payments falling due:			
Within one year	1,000	1,250	2,250
Between one and five years	4,000	-	4,000
After five years	110,000	-	110,000
	<u>115,000</u>	<u>1,250</u>	<u>116,250</u>

During the year the charity was charged £2,717 (2020: £2,667) for its operating leases.

**19 Transactions with related parties**

During the year the charity:

- a) received donations totalling £41,385 (2020: £80,026) from related parties (which includes trustees, key management and anyone closely connected to them).
- b) employed individuals who are married to members of key management and paid them employment benefits (net of recoverable statutory maternity pay) totalling £2,146 (2020: £4,411).
- c) acted as a book selling agent for the wife of a trustee (Rev Tim Roberts); as agent the charity made book sales totalling £91 and, after deducting a handling fee, paid over £88.

Except for the reimbursement of expenses incurred when acting as agent for the charity, no expenses were paid to, or for, the trustees.

Except as disclosed in note 7 'Analysis of staff costs', there have been no other transactions with related parties during the year.

**20 Members**

Each member of the company commits to contribute if the charity is wound up an amount of £10.

**WELLSPRING CHURCH (WATFORD)**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES**

**FOR THE YEAR ENDED 31 MARCH 2021**

	Note	Unrestricted funds				Unrestricted funds			
		General 2021 £	Designated 2021 £	Restricted 2021 £	Total 2021 £	General 2020 £	Designated 2020 £	Restricted 2020 £	Total 2020 £
<b>INCOME AND ENDOWMENTS FROM:</b>									
Donations and legacies	3	406,827	-	74,068	480,895	436,716	-	165,648	602,364
Charitable activities	4	6,707	-	-	6,707	48,312	-	23	48,335
Investments		-	-	99	99	-	-	440	440
<b>Total income and endowments</b>		<b>413,534</b>	<b>-</b>	<b>74,167</b>	<b>487,701</b>	<b>485,028</b>	<b>-</b>	<b>166,111</b>	<b>651,139</b>
<b>EXPENDITURE ON:</b>									
Charitable activities	5	400,042	-	133,070	533,112	447,274	-	116,723	563,997
Raising funds	6	1,751	-	23,736	25,487	-	-	29,284	29,284
<b>Total Expenditure</b>		<b>401,793</b>	<b>-</b>	<b>156,805</b>	<b>558,599</b>	<b>447,274</b>	<b>-</b>	<b>146,007</b>	<b>593,281</b>
<b>Net income/(expenditure)</b>		<b>11,741</b>	<b>-</b>	<b>(82,639)</b>	<b>(70,897)</b>	<b>37,754</b>	<b>-</b>	<b>20,104</b>	<b>57,858</b>
<b>Transfers between funds</b>	17	4,163	-	(4,163)	-	(21,166)	-	21,166	-
<b>Net movement in funds</b>		<b>15,904</b>	<b>-</b>	<b>(86,801)</b>	<b>(70,897)</b>	<b>16,588</b>	<b>-</b>	<b>41,270</b>	<b>57,858</b>
<b>Reconciliation of funds:</b>									
Total funds brought forward		1,473,976	58,000	238,819	1,770,796	1,457,389	58,000	197,549	1,712,937
<b>Total funds carried forward</b>	17	<b>1,489,881</b>	<b>58,000</b>	<b>152,019</b>	<b>1,699,900</b>	<b>1,473,976</b>	<b>58,000</b>	<b>238,819</b>	<b>1,770,796</b>