



Wellspring Church (Watford)

Report and Accounts
Year ended 31 March 2024

FRIDAY



ADIDI1NU

A51

20/12/2024

#94

COMPANIES HOUSE

WELLSPRING CHURCH (WATFORD)

COMPANY INFORMATION

FOR THE YEAR ENDED 31 MARCH 2024

Trustees	Rev David Dodwell (Chair from September 2023) Ola Elegbe Joanne Lee Alexander Lee Rev Timothy Roberts (Resigned September 2023) Nathan Siebu
Key Staff	Rev David Dodwell: Lead Pastor and then Senior Minister from September 2023 Rev Timothy Roberts: Senior Minister until he resigned in September 2023
Governing Document	Memorandum and Articles of Association dated 29 March 2007
Company Registration Number	06208757
Charity Registration Number	1119764
Registered Office and Principal Address	The Wellspring Church 1 Wellspring Way Watford Herts WD17 2AH
Independent Examiner	Ajay Rajani FCIE Stewardship 1 Lamb's Passage London EC1Y 8AB
Bankers	National Westminster Bank Plc Kingdom Bank
Solicitors	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES

Contents

	Page
Company Information	1
Trustees' Annual Report	2-16
Independent Examiner's Report	17
Statement of Financial Activities	18
Balance Sheet	19
Cashflow Statement	20
Notes to the Accounts	21-32
Detailed Statement of Financial Activities with Comparatives	33



WELLSPRING CHURCH (WATFORD)

Trustees' Annual Report (incorporating the Directors' Report)

FOR THE YEAR ENDED 31 MARCH 2024

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

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 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 - Chair's report – 2023-2024

For Wellspring Church, it has been a year of significant change as the Senior Leadership transitioned from Tim Roberts to David Dodwell. The change took place in September with celebrations marking the occasions of the twenty five year leadership milestone for Tim and Helen Roberts and a baton passing ceremony for David, both of which were celebrated tremendously and showed the faith and goodwill of the church family and friends.

Although change can be challenging and takes time to adjust to, we are grateful to have experienced a growing measure of people's love for following Jesus. We can see this in three key areas. Firstly, our prayer life as a church has increased and deepened, with more people engaging in prayer groups with more focuses like children, teens, care home residents, neighbourhoods and Watford town centre etc. Secondly, there has been an increase in numbers in attendance at our weekly services and events resulting in new additions to church family membership. And finally, there has been more participation in community outreach and engagement. Below are further examples of progression in three key areas;

Prayer and Worship:

There is a greater fervency in our gathered times of prayer and worship with more vocalisation of personal and corporate praise. Our termly evening worship events are increasing in attendance and there is a greater willingness to wait on God and pray for others, including the local community and neighbourhoods. When we have hosted church wide community events, we have also rallied the church to pray before-hand for those we are intending to reach.

Sunday Services & Events:

Our two Sunday services averaged across the past year a combined average weekly attendance of 290 people which is an increase of just over 25% on last year's 230. This amounts on average to 190 adults and 100 under 18s compared to the previous year 170 adults and 60 under 18s.

We have also seen an increase in our family membership (188 adults, up 18 people since March 2023) experiencing more people joining the vision, values and commitments we hold and making Wellspring Church their spiritual home. We continue to live stream the 11am service with an average 30 devices (usually more people) watching live and many more in the week which enables wider connection and more accessibility.

Outreach and Engagement:

We have continued to support our local charitable partnerships by connecting church members to their events and ministries. We have also increased our financial support of many of our partnerships in the past year. A noteworthy progression in partnership, is our facilitation of Rema Counselling sessions and their administrative team being on our reception at the Wellspring midweek. They have increased their sessions to be present 9am to 8pm on Mondays weekly which contributes to our second charitable objective of providing counselling to support people.

Two significant church-wide events aimed to engage with and witness to our community were the best attended in many years. We had the 'Great day of Joy' during Advent and our 'Walks of Witness' on Good Friday. Church members are becoming more intentional and bolder about their witnessing and sharing Jesus with others as part of their continued discipleship.

Key activities and outcomes

In planning the activities we undertake, the Trustees, Leadership 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 2023-24 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. Providing activities for them to encourage social cohesion, 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.*
- *Make a growing and lasting positive impact in the neighbourhoods closest to The Wellspring Church Centre.*
- *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.*

What follows hereafter is a compiled report of our core activities and outcomes across our various and far-reaching ministries.

Spiritual Formation

Discipleship requires meeting regularly with other believers to do and share life together beyond a Sunday service. We provide mid-week groups in homes and on video calls we call **'Grow Groups'** to pray, read the Bible and discuss, enjoy fellowship together and support one another pastorally. We currently have twelve groups (four more than last year) with over 100 members participating. The leaders who facilitate these groups are supported by being brought together with a monthly investment session called **'Grow Leaders'**.

To continue developing more leaders in anticipation of launching more Grow Groups we have hosted a course called **'Raising Leaders'** that has been revamped to better equip members to learn practically. The course also includes a one to one follow up and invitation to continue being invested into through participation in the Grow Leaders sessions.

As part of discipleship the church encourages people to join a ministry team to grow in serving. We hosted a new event called **'Grow Your Gift'**, to honour those serving on team and show those not yet on team what God is doing behind the scenes, to hopefully inspire them to join. Over 75 people came to this event and had a fantastic time enjoying a meal together, and hearing testimonies from each team about what God was doing.

Specifically for the women involved in church life we have hosted termly Brunches. They were attended by over 70 women of all ages and was really enjoyed by all who attended.

To develop the church's prayer life, we have also provided opportunities for church members to meet and pray together in various other events and contexts as well as called the church to fast a week in November. Weekly, we host an online prayer group. Every two weeks we have a children & young people prayer meeting for parents. Once a month we have a prayer group in a local care home to pray for the residents. Monthly, the leadership team pray together. Termly, we have provided worship evenings where we have also experienced an increase in attendance.

Developing disciples includes reaching out to the unchurched and witnessing about Jesus. This past year we have hosted two church wide events in the town centre, both were well attended.

Community work and events

In the last year we've served the local community by sharing the Gospel, facilitated events to make relational connections and provided various practical support opportunities.

Christmas - The Great day of Joy saw over 40 church members engage in a town centre outreach, giving out flyers, free drinks and treats, carolling, joining with our local partners New Hope to gift wrap and Watford Town Centre Chaplaincy to share about Jesus and listen to people's stories.

Easter - The Walk of Witness enabled over a 120 of us to walk through the town centre with a cross to testify about the crucifixion of Jesus on two occasions. As we walked together some gave out leaflets and chocolates to passers-by. We paused for times of gathered worship and finished with communion taken together outside High Street Station.

Christmas & Easter Community Promotion helped invite and raise awareness within the local community of our events and services. We had some church members go out into the local community gifting over 500 chocolates to neighbours in the homes around the church.

Interest Groups have also been a way we have facilitated other opportunities throughout the year to bring people together to connect over mutual interests and skills e.g. board games (SpringCon), walking groups and Men's Monday Night Football continues during term time with 10-14 each week at St Helens school sports centre in Northwood. We welcome a wide age range of men both from church and community to enjoy playing football together and the associated banter. This helps with fitness and wellness and is sought after each week.

Kids & Youth Ministry

Kids - Midweek activities:

Acorns: We are continuing to serve our local community every Tuesday with our Acorns outreach. We are averaging around 15 toddlers a week with parents and carers. This space is accessible to the community and for the church family on a Tuesday morning from 09:30-11:00. During this time the toddlers will take part in crafts, singing and imaginative play, plus various other age-appropriate activities. They will have a story time which includes Bible stories as part of their session. Currently, the Acorns team has 5 team members who serve in this ministry. In addition to this in September 2023 we employed a part time Early-Years Children & Family support worker who has the responsibility of leading our under 5's ministry.

Splash: Our primary-age outreach ministry has hosted 4 Splash parties/holiday clubs. They have included a Summer holiday club, a Light party, a Christmas party and an Easter Holiday club. Splash sees the centre full, with up to 72 children attending these events. Splash has been particularly popular with children from the local primary schools and has been a great opportunity for children to invite their friends who do not currently attend church. Some of these children have started to attend Wellspring regularly with their families. We plan to host a Summer club during the school holidays for our community and the church family. We average around 20 adults and 20 youth serving on these parties to facilitate them well.

School's work:

Field Juniors. We have led regular monthly assemblies and often fortnightly for years 3-6. There was an opportunity to deliver lessons for year 6 students in the autumn 2023 on PSHE and how the Church can play a part in developing positive mental health. In the summer term, as part of their transition to secondary school, we led lessons using the "It's Your Move" book from Scripture Union. 60 children received these books as part of the lessons. Rev Karl McClane is the SMSC (Spiritual, Moral, Social and Cultural) support partner of the school.

Field Infants Field infants have continued to invite us to lead assemblies for Easter, Harvest and Christmas. At the start of October, 60 year 2 students had a lesson on what it is like to live in a Christian home. We are building a relationship with this school and more opportunities are becoming available over the year to support and champion our local school.

Many Field Juniors and Field Infants students attend the termly Splash parties at Wellspring, this has been through relationships and assemblies with the schools. We also see children move up to our youth group when they enter secondary school.

Croxley Danes: we are working with Croxley Danes School to partner in setting up and facilitating a Christian Union for the school. Contact was made in February, and in March the school successfully ran their first CU with an Easter celebration which included some Easter Games, an Easter story object lesson and prayer.

Parmiters: we have continued our relationship with Parmiters. This year, 3 CU's have been facilitated (Summer, Christmas and Easter) by Wellspring Church along with a lesson on the Easter story for a year 7 class as part of their RE curriculum.

Rickmansworth: we took part in a multi-faith panel to help answer questions from year 10 and year 11 GCSE students as part of their RE program. This was a whole-day panel in which many faiths were represented including Christianity.

Kids - Sundays

Springlets: We run under 5s sessions for our church and community families each Sunday at our 9 a.m. and 11 a.m. services. These sessions follow a well-thought-out and conscientious curriculum including, free play, crafts, singing, and Bible stories. We are averaging around 9 children a week in this age group. Since September this has been led by our newly employed Early Years and Family Support Worker.

Champions: Our reception - year 2 group runs sessions at both our 9 a.m. and 11 a.m. services. The children are following the Splash curriculum by Scripture Union which covers both the Old and New Testament in a way that is relatable and age-appropriate for this group. Currently, we average around 14 children a week on a Sunday.

Allstars: Our year 3-6 group runs sessions at both our 9 a.m. and 11 a.m. services. The children have followed *What's in the Bible*, which goes through all the Bible books (Old Testament and New Testament) in a year. We average around 23 children in this group a week.

Youth Midweek and Sundays:

UV: serves our church and local young people on a Friday evening. The sessions have been shaped in a way that allows our young people to talk more about contemporary issues and has empowered them to ask questions that they want to know the answers to using these sessions. Sessions include different theme nights and games; these are geared up to build relationships with each other and the team. The aim is to point to our Sunday Glow sessions, where church members can build relationships and feel confident to invite those who are non-churched on a Sunday into a safe and non-judgmental space. We average 20 young people each week.

Glow: We run Glow sessions at the 11 a.m. services on a Sunday. They have been following an age-appropriate curriculum which covers both the Old Testament and New Testament in the Bible to ensure that they can have a broad spectrum of God's word and how to think Biblically for themselves. 5 young people were baptized this year. Some of the young people from UV and Glow have taken part in a generational service Sunday, where they have had the opportunity to prepare, run, host, and speak in the service. We currently average around 30 young people each week.

Grow Groups: This year has seen the launch of grow groups to help disciple and serve our young people. Members of UV and Glow have been placed into small groups of 3 which is facilitated by a youth team leader. 6 groups were set up and met from fortnightly to half termly.

Life Questions: At the start of 2024 we facilitated a series of monthly evening gathering of life questions. This gave the young people an opportunity to ask and share the questions they have about God and the contemporary culture that we live in with a range of leaders offering biblical practical answers. This has been well received with about 20 young people attending these sessions.

Limitless: In the summer of 2023 17 young people from our UV and Glow groups attended a 5-day Christian festival Elim Church led called Limitless at the Staffordshire County Show ground. During this time some young people recommitted their lives to Jesus and received prayer. Afterwards a number were baptised on Easter Sunday 2024. Summer 2024 a larger group has booked to attend the Youthscape led Satellites festival at the Bath & West County Show Ground in Somerset. Both festivals include a range of activities and a great time of community living under canvas and shared cooking.

Team: Our kids and youth teams is made up of 2 staff and about 45 volunteers. We are so grateful for their hearts to serve and to grow in God. We are thankful for all their commitment and dedication to partnering with parents and enabling the youth and the children of the church and wider community to grow in faith-filled maturity.

We take safeguarding seriously and all teams follow an active recruitment, DBS checking, training and ongoing supervision process.

Young Adults

This new ministry is developing with a mix of leadership facilitation and encouragement of young adults to take a lead. A key strength has been a new young adult ladies bible study group meeting twice a month. Some of our spiritually mature Christians give a lead, seeking to disciple and care for a mix of young ladies who have grown up in the church, students, those new to the church, new to the area and those new to the faith. There have been occasional outings and gatherings for all young adults. 6 attended the Limitless Summer Youth Festival specifically in the young adult's stream and some served as assistant leaders with the under 18s. They are keen to find other future activities for the group. Wellness grant funding has been used to further help those on the fringes participate in these activities.

Local partnerships

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

Alternatives continues to offer life-changing emotional and practical support for anyone facing pregnancy-related challenges. In the last year they have grown the team and included a new role of operations manager. Their charity shop on Clarendon Road in Watford and Hemel Hempstead provide good quality toys and second-hand baby clothes as well as a listening ear.

Charis Tiwala offers preventative work, regular outreach, and practical and emotional support 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.

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. Several of our church family members are on staff or serve as volunteers. We have continued our monthly financial support, upholding the work in prayer and making our facilities available for occasional meetings/thanksgiving services.

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 previous Senior Minister Rev Tim Roberts is Head of Christian Mission and Culture on their staff team. Our main support is encouraging staff and volunteers to be part of their thriving chaplaincy department.

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 Mulberry Room in the Wellspring Garden continues to welcome the Food Bank to use the space on weekdays 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. 1753 vouchers were issued, 1539 food parcels given out, 2643 adult recipients, averaging 34 foodbank users a week.

Watford Town Centre Chaplaincy installed Geert Tap as their Lead Chaplain at the beginning of the year to oversee volunteer chaplains to provide support to people in a variety of work settings as well as another team called Street Angels to help those on Watford High-street on a Saturday night. Wellspring members give their time as chaplains taking responsibility to care for those working on the lower high street, The Parade, The Moon under Water and Watford Market.

Christians Across Watford is a local unity movement we have been part of for two decades, working in partnership to encourage unity, boldness and leadership as part of 'One Church' in our town, and for our town. Rev Tim Roberts handed over the role of Chair of the Trustees to Nadya Dyett at the end of last year. Quarterly Leaders Breakfasts and Monthly Unity Groups continue to run. Wellspring staff member Stephanie Embree continues to also serve as one of the trustees.

Dignify focuses 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 young people who are being harmfully exposed to pornography at an early age. Some of their team are from Wellspring and our Youth Minister supported Dignify to facilitate workshop sessions on healthy relationships in local schools.

National Partnerships:

Assemblies of God (AoG)

We are glad to be part of this national (and international) denomination. AoG is made up of over 500 churches in close to 600 locations throughout Great Britain. We are a Pentecostal movement who believes that every individual can and should have a personal relationship with Jesus Christ and have the opportunity to be part of a local, vibrant church.

As well as investing a proportion of our income as part of our membership of AoG, our Ministers are encouraged and enabled to attend leadership conferences. Rev Tim Roberts completed his 3 year role as Head Coach for 'C.24' – a class of 50 Ministers in Training that graduated at AoG's National Conference 2024.

Evangelical Alliance (EA)

We are a member church and Rev Tim Roberts continues to serve on the Board of Trustees.

Overseas partnerships

Europe: Spain (Love Catalonia: Barcelona and Matero)

Our Kids & Youth Minister has been in contact with the Arabic Missions to Spain team and set up 2 trips taking Wellspring volunteers to help assist with their children's and youth lessons and community work. This is an area which we are seeking to develop.

Africa: Burkina Faso (The Leegere Partnership)

Moise and Elisabeth Oubda continue to serve and lead at their church, Lafiabougou, in Bobo-Dioulasso. Moise came to visit in September as part of honouring Tim & Helen at their 25 years of leadership of Wellspring Church celebration. We do not have plans to send teams to West Africa but remain open to working with them in raising funds to support their church planting efforts.

Africa: Ethiopia

With Teklu Wolde no longer on staff of Ten Forty Ministries we have brought this partnership to a close. We do not have plans to send teams but Magdy Tawfik, one of our Ministry Leaders, will continue to keep relationship with Teklu to support him and his family.

Middle East: Lebanon

The Aziz Partnership with True Vine (Baptist) Church in Zahlé has ended due to financial and political instability in and around Beirut and the refocussing of the True Vine ministry. We have distributed funds raised to them and other trusted local partners to maximise ground level benefit.

The Wellspring Church Centre

Over the last year, every aspect of The Wellspring Church Centre has shown growth. We have continued to see growth in free and internal bookings whilst also seeing a record income from community and commercial customers. Our customers have included: various elections; multiple dance classes for the elderly; acting and language classes for the community; family birthday parties; international nurse training; first aid training; counselling sessions; university exam sitting and many more. We have hosted several customers seeking smaller rooms for staff training, staff review and management team meetings for local charities, schools and companies.

We have also continued to provide community work hub spaces free of charge, supported our partners at Watford Foodbank with a secure and well-maintained private space, and have plans to host foodbank linked CAB for money advice free of charge.

The customer partnership with LST: Rema professional counselling has grown from 1 to 3 rooms in use on a Monday and into the evening with 443 unique counselling sessions, between 16 counsellors and 32 clients.

To ensure staff, church and customers can access the allocated parking including deliveries, disabled and foodbank users, we have engaged an external parking management firm which has been successful in this aim – with no financial benefit. We have also updated internal and external security including CCTV which ensure both a safe working environment, building security and safe access for centre users. Staff have also received training from local partner organisations on safe working with challenging situations which arise in open to the public focused organisations.

We have carried out regular safety and maintenance of the centre including upgrading the auto accessibility of the main doors.

As church attendance has increased as reported in other sections of this report so has the flow of volunteers and the centre hosts training and practice sessions for children, youth and adult groups, leaders, music, worship, media and technical teams.

Staff Matters

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

Key staff developments included:

- The most significant change was as already mentioned the passing the baton of Senior Leadership from Rev Tim Roberts to Rev David Dodwell. This followed a 9 month transition which was planned and communicated with external advice and ongoing support. The official handing over ceremony occurred in September 2023 and led to Tim leaving the staff team at the same time. A new part time Teams Administrator was employed to aid the recruitment, training, support and organisation of church volunteers for regular church activities and one-off events.
- This was the second full time year for the Kids and Youth Minister and a part time Early Years Children & Family Support worker was employed in September 2023.
- The Centre Team further expanded to support church ministry and the continuing growing customer base serving partners, local community, charity, nonprofit and commercial hire. Staff who started flexibly moved to regular and contracted employment.
- The staff annual review cycle was strengthened to aid clarity of purpose and activity in the new season.

Much of our work as a charity is undertaken unpaid by members of the diverse church family (volunteers). 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. 43% (2023: 43%) of the church expenditure is invested in payroll. This year's expenditure includes 21% (2023:24%) for Ministry & Pastoral Staff and 22% (2023:19%) for Administration & Support staff. Ministerial costs included the employment of Rev David Dodwell (as Senior Minister from Sept. 2023, following a funded 3 month sabbatical), Rev Karl McClane both full time and Rev Tim Roberts part time until Sept. 2023. 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 continue to grow, develop and undertake their work in a healthy organisational environment, we continue to retain Personnel Consultants Ltd as our external HR advisor, as well as subscribing to Stewardship Consultancy and Payroll Services. Trustees undertook a midyear pay review, including reviewing the Living Wage Foundation guidance and, after considering cost of living pressures, made one off payments to staff in Autumn 2023 and considered inflation and wage levels in planning the 2024-25 budget.

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 at least three months on a confidential, without prejudice ex-officio basis to see if the role fits. 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. During the year of leadership transition – the wider leadership process was reviewed and is partway through change. A healthy collaboration is maintained between the Senior (now Servant) Leadership Team - Ministry Leaders (now Elders) - whose focus is pastoral and spiritual 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. During the year the cycle of meetings moved to a 3 monthly basis with an enhanced number of sub committees meeting in-between and reporting to the main meetings.

Salary reviews are conducted on an annual basis after a thorough series of staff appraisals in accordance with our Staff Handbook and associated policies – and from 2024 the new Staff & Remuneration committee. 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.

Financial review

Total income was £43,000 higher than the previous at £637,800 (2023: £594,700) this reflects the tremendous generosity of the church's members and other supporters – including significant one-off gifts towards the cost off leadership transition events, sabbatical and compassionate gifts for Helen Roberts. In this current year restricted income reduced by £24,100 partly because, in the previous year, we received a large grant of £27,700 for the Mulberry Room. There was an increase in unrestricted donation income of £34,600 and an increase of £32,500 in income from charitable activities from one off events but mostly from an increase in centre hire income.

Funds raised during the year for restricted purposes amounted to £63,500 (2023: £87,600) of which £34,000 (or 54%) (2023: £40,700 or 47%) was in respect of the Extend building project at The Wellspring Church Centre. Grant income in the year consisted of match funding from employers of a small number of Wellspring members and a one-off government DWP access to work grant to facilitate reasonable adjustments for a staff member.

Total expenditure increased by £67,800 to £584,200 (2023: £516,500). The main areas of increase were:

- Our largest area of expenditure is staff costs, which this year increased by £28,700 to £251,200 (2023: £222,500). This reflects changes in staffing in both the current and previous year and further pay awards to help staff with increases in the cost of living.
- The annual charge for depreciation increased by £22,300 to £62,500 (2023: £40,200), which is due to an increase in asset acquisitions including additional safety and security structures in the building.
- Expenditure on grant making increased by £6,500 to £57,500 (2023: £51,000) with the church seeking to respond to needs within our church family, the local community and partner organisations engaged in mission.
- Expenditure on utilities increased by £6,300 to £32,900 which was partly due to increased use of the Church Centre for extended hours in the day, evenings and weekends and the pressure on pricing.
- Expenditure in other areas increased by £23,700 as we expanded our activities and found ourselves having to pay more for some items. This year we spent more on growing our work with young people and children, on an event to celebrate the 25 years that Tim and Helen have led the church, and the passing of the baton to David, on David's sabbatical and an increase in mortgage interest due to higher interest rates. When we can, we are making additional loan repayments to try to reduce the interest cost. This year we repaid an additional £50,000 and continue to review the option of further repayments from the surplus after the year end.

The above increases were offset by a reduction of in our expenditure on property development, which fell by £19,700 to £4,200 after a pause as we considered how best to move forward.

Net income was £53,500 (2023: £78,300), which (after transfers between funds) comprised a surplus of £29,600 (2023: £65,400) on unrestricted funds and a surplus of £23,900 (2023: £12,900) on restricted funds.

Net assets increased by £53,500 to £2,145,500. This comprised tangible fixed assets with a carrying value of £2,102,400 plus cash of £425,500 less a mortgage of £420,200 plus other net current assets of £37,800.

The total cash balance was £425,500 of which £308,000 was held as restricted funds (mainly linked to the Building Fund which has restricted funds of £303,100).

The mortgage interest rate continued to increase during the year. It remains higher than the interest rate for our new 95 day notice savings account and the interest rate on our savings accounts fall more quickly when rates change.

Regular and one off giving to the Extend building project continued in this past year and income of £34,100 was received. At the start of the year the charity spent £4,300 on the Extend building project on residual professional project fees.

Since the Extend Project was launched in 2015, £768,700 has been given to/raised for the project and expenditure on preliminary items and fundraising so far is £412,100.

Overall, during the year, the funds held in the Extend restricted building fund increased by £29,700 to £303,100 (2023: £273,400.) The charity is continuing to raise funds for this purpose. The new Servant Leadership Team including current Trustees continue to be committed to the principle of Extend and are reviewing the details, costings and funding options considering current needs and market conditions.

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 at least two times our monthly unrestricted operating expenditure, which amounts to about £91,700 (2023: £84,000). Actual cash reserves (being unrestricted cash) amounted to £117,600 (2023: £155,900) and the charity is complying with its reserves policy.

Risk Statement

The Trustees have reviewed the risks to which a small charity operating with few employees and a large volunteer team is exposed. Appropriate procedures are in place to identify, monitor and review these risks on a regular basis.

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 number of members, expenditure and income during a time of leadership change. As this was well planned, communicated and on good terms at no point was a call on reserves needed. Their availability aided short-term decision making, including having the confidence to incur a significant one-off cost when we booked a church weekend away for the autumn of 2024. This took place successfully with 220 people attending and we were able to cover our costs. A change of leadership can have a destabilising effect and risk of lower members – but it can also bring fresh impetus. The church closely monitors attendance and participation in all activities, services and teams and continues to see new people, new members, increased serving before and during the leadership change over. Post year end income continues to grow.

Responsibilities of trustees under company law

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

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:

DDodwell

DDodwell (Dec 19, 2024 11:39 GMT)

.....
REV DAVID DODWELL – TRUSTEE

Dec 19, 2024

.....
DATE

**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 2024 on pages 18 to 33 following, which have been prepared on the basis of the accounting policies set out on pages 21 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
Ajay Rajani (Dec 19, 2024 12:09 GMT)

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

Date: Dec 19, 2024

WELLSPRING CHURCH (WATFORD)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3	481,474	56,923	538,397	533,077
Charitable activities	4	92,776	-	92,776	60,274
Investments		-	6,577	6,577	1,360
Total income and endowments		574,250	63,500	637,750	594,711
EXPENDITURE ON:					
Charitable activities	5	547,690	34,302	581,992	514,074
Raising funds	6	2,253	-	2,253	2,387
Total expenditure		549,943	34,302	584,245	516,461
Net income/(expenditure)		24,308	29,197	53,505	78,250
Transfers between funds	17	5,243	(5,243)	-	-
Net movement in funds		29,551	23,954	53,505	78,250
Reconciliation of funds:					
Total funds brought forward		1,802,720	289,254	2,091,974	2,013,725
Total funds carried forward	17	1,832,271	313,208	2,145,479	2,091,974

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 21 to 33 form part of these accounts.

WELLSPRING CHURCH (WATFORD)

BALANCE SHEET

AS AT 31 MARCH 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
FIXED ASSETS					
Tangible assets	8	2,102,433	-	2,102,433	2,129,492
		<u>2,102,433</u>	<u>-</u>	<u>2,102,433</u>	<u>2,129,492</u>
CURRENT ASSETS					
Stock	9	-	-	-	2,127
Debtors	10	54,979	6,852	61,831	22,655
Cash at bank and in hand	11	117,550	307,978	425,528	449,999
		<u>172,529</u>	<u>314,830</u>	<u>487,359</u>	<u>474,781</u>
CREDITORS: Amounts falling due within one year	12	(37,969)	(1,622)	(39,591)	(43,574)
		<u>134,560</u>	<u>313,208</u>	<u>447,768</u>	<u>431,207</u>
Net current assets					
		<u>134,560</u>	<u>313,208</u>	<u>447,768</u>	<u>431,207</u>
Total assets less current liabilities		<u>2,236,993</u>	<u>313,208</u>	<u>2,550,201</u>	<u>2,560,699</u>
CREDITORS: Amounts falling due after more than one year	13	(404,721)	-	(404,721)	(468,725)
		<u>1,832,271</u>	<u>313,208</u>	<u>2,145,479</u>	<u>2,091,974</u>
TOTAL NET ASSETS					
		<u>1,832,271</u>	<u>313,208</u>	<u>2,145,479</u>	<u>2,091,974</u>
FUND BALANCES	17				
Unrestricted Funds					
General funds		1,764,271	-	1,764,271	1,682,720
Designated funds		68,000	-	68,000	120,000
		<u>1,832,271</u>	<u>-</u>	<u>1,832,271</u>	<u>1,802,720</u>
Restricted Funds		-	313,208	313,208	289,254
		<u>1,832,271</u>	<u>313,208</u>	<u>2,145,479</u>	<u>2,091,974</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 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:


DDodwell (Dec 19, 2024 11:39 GMT)

Rev David Dodwell - trustee

Dec 19, 2024

Date

Company number: 06208757

Charity number: 1119764

The notes on pages 21 to 33 form part of these accounts.

WELLSPRING CHURCH (WATFORD)
FOR THE YEAR ENDED 31 MARCH 2024
CASH FLOW STATEMENT

	Note	2024 £	2023 £
Cash flows from operating activities:			
<i>Net cash provided by (used in) operating activities</i>	a	<u>76,831</u>	<u>121,807</u>
Cash flows from investing activities:			
Purchase of property, plant and equipment		(35,475)	(51,623)
<i>Net cash provided by/(used in) investing activities</i>		<u>(35,475)</u>	<u>(51,623)</u>
Cash flows from financing activities:			
Repayments of borrowing		(65,828)	(68,517)
<i>Net cash provided by/(used in) financing activities</i>		<u>(65,828)</u>	<u>(68,517)</u>
Change in cash and equivalents in the reporting period		<u>(24,471)</u>	<u>1,667</u>
<i>Cash and equivalents at the beginning of the year</i>	b	<u>449,999</u>	<u>448,332</u>
<i>Cash and cash equivalents at the end of the year</i>	b	<u>425,528</u>	<u>449,999</u>

Analysis of changes in net debt:

	At start of year 2023 £	Non-cash movements £	Cash-flows £	At end of year 2024 £
Cash	449,999	-	(24,471)	425,528
Bank loans:				
Falling due within one year	(17,304)	(64,004)	65,828	(15,480)
Falling due after one year	(468,725)	64,004	-	(404,721)
Total net funds / (debt)	<u>(36,031)</u>	<u>-</u>	<u>41,357</u>	<u>5,326</u>

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

	2024 £	2023 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	53,505	78,250
Adjustments for:		
Depreciation charges	62,534	40,196
(Increase)/decrease in stocks	2,127	499
(Increase)/decrease in debtors	(39,176)	(11,955)
Increase/(decrease) creditors	(2,158)	14,818
Net cash provided by (used in) operating activities	<u>76,831</u>	<u>121,807</u>

Note b: Analysis of cash and cash equivalents

	2024 £	2023 £
Bank current account	63,526	136,122
Bank deposit account (no notice)	58,059	313,686
Bank deposit account (95 day notice)	302,900	-
Petty cash	1,043	191
Total cash and cash equivalents	<u>425,528</u>	<u>449,999</u>

WELLSPRING CHURCH (WATFORD)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

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.

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 fundraising expenses.

WELLSPRING CHURCH (WATFORD)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

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.

The Charities SORP requires charities with income over £500,000 to allocate costs to the various activities undertaken by the charity. The nature of the work of the church is considered to be so integrated that the core charitable activity costs are considered to be for the one activity.

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).

WELLSPRING CHURCH (WATFORD)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

2 Accounting Policies continued

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.

3 Donations and legacies

	2024	2023
	£	£
Donations of cash and similar	447,213	415,479
Gift aid recoverable	81,777	84,020
Grants receivable:		
Government grants: Access to Work grant	5,243	-
Grant from Watford Foodbank for the Mulberry Room foodbank facility	-	27,736
Other small grants	4,163	5,841
	<u>538,397</u>	<u>533,077</u>

4 Income from charitable activities

	2024	2023
	£	£
Church activities and events	10,130	6,989
Letting of facilities in the Wellspring Church Centre	73,185	43,759
Letting of residential property in Stevenage	9,000	9,000
Books, music and other sales	462	326
Other income from charitable activities	-	200
	<u>92,776</u>	<u>60,274</u>

Since 2021 the residential property in Stevenage has been let for a commercial rent (under an assured shorthold tenancy) to a couple who, as volunteers, continue to be engaged in church ministry in Stevenage.

WELLSPRING CHURCH (WATFORD)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2024

5 Charitable expenditure

	2024	2023
	£	£
a Costs incurred directly on specific activities		
<u>Ministry expenses</u>		
Staff costs	123,117	126,223
Outreach & ministries	21,841	19,448
Pastoral expenses	14,506	13,466
Sunday services and worship	10,860	9,305
Youth & children's work	10,934	6,545
Visiting speakers	3,403	3,983
Printing & stationery	2,862	1,743
Cost of resources purchased for re-sale	2,719	501
Training	936	547
Mission trips	704	-
Wellspring Stevenage	-	650
<u>Property, maintenance and insurance costs</u>		
Maintenance, repairs & replacement	38,333	36,640
Utilities	32,880	26,558
Upkeep of house in Stevenage	5,452	1,680
Centre hire costs	5,414	2,733
Insurance	5,634	5,357
Equipment leasing	3,056	2,711
Storage hire	822	798
<u>Mortgage interest and bank charges</u>		
Mortgage interest	28,068	25,884
Bank charges	2,077	2,476
Property and equipment depreciation	62,534	40,196
Grants payable (note 5d)	57,489	51,003
	<u>433,642</u>	<u>378,445</u>
b Costs incurred on support & administration		
Staff costs	128,112	96,311
IT	7,017	5,383
Legal and professional fees	1,353	3,257
Office equipment	2,030	2,096
Other administrative expenses	823	557
Governance costs: Independent examiner's fee	4,800	4,070
	<u>144,135</u>	<u>111,674</u>
c Property development	<u>4,215</u>	<u>23,955</u>
Total expenditure	<u>581,992</u>	<u>514,074</u>

In the early part of the year the charity undertook some further preliminary work (professional fees) on a project that would extend the charity's premises on Wellspring Way, which this year cost £4,215 (2023: £23,955). The trustees are now reviewing the project before taking a decision on how best to move forward

The fee payable to the independent examiner for examining and assisting with the preparation of the accounts was £4,800 (2023: £4,070); in addition the charity paid £1,562 (2023: £1,306) to Stewardship for payroll bureau and consultancy services.

WELLSPRING CHURCH (WATFORD)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

5d Grants payable

	Institutions £	Individuals £	2024 £
Grants to support UK and overseas mission			
Action Europe	-	3,300	3,300
Alternatives	1,440	-	1,440
Assemblies of God	12,000	-	12,000
Aziz Partnership, Lebanon	5,421	-	5,421
Charis Tiwala	1,440	-	1,440
East West Ministries	10,811	-	10,811
Lafiabougou Church, Leegere	150	-	150
New Hope Trust	1,623	-	1,623
OneYMCA	680	-	680
Teklu and Selam Wolde (working in Ethiopia)	-	625	625
Watford Town Centre Chaplaincy	1,440	-	1,440
Other small grants	350	-	350
Grants for education			
Dignify	1,478	-	1,478
Field School	506	-	506
Operation Steadfast (Jewels School, Sierra Leone)	150	-	150
Grants for the relief of hardship			
Gifts from the Church Family Fund and from a special offering	-	16,076	16,076
	<u>37,488</u>	<u>20,001</u>	<u>57,489</u>

The comparatives for the previous year are as follows:

	Institutions £	Individuals £	2023 £
Grants to support UK and overseas mission			
Action Europe	-	3,000	3,000
Alternatives	1,900	-	1,900
Assemblies of God	11,351	-	11,351
Charis Tiwala	2,380	-	2,380
East West Ministries	6,607	-	6,607
Lafiabougou Church, Leegere	3,026	-	3,026
New Hope Trust	5,041	-	5,041
Teklu and Selam Wolde (working in Ethiopia)	-	3,462	3,462
Watford Schools Trust	300	-	300
Watford Town Centre Chaplaincy	2,380	-	2,380
Other small grants	751	-	751
Grants for education			
Dignify	2,958	-	2,958
Operation Steadfast (Jewels School, Sierra Leone)	150	-	150
Grants for the relief of hardship			
Assemblies of God -Impact Turkey/Syria Earthquake	1,421	-	1,421
Gifts from the Church Family Fund	209	5,567	5,776
Watford Foodbank	500	-	500
	<u>38,974</u>	<u>12,029</u>	<u>51,003</u>

WELLSPRING CHURCH (WATFORD)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

6 Cost of raising funds

	2024	2023
	£	£
Fundraising expenses	2,253	2,387
	<u>2,253</u>	<u>2,387</u>

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

	2024	2023
	£	£
Gross wages and salaries	223,494	200,757
Social security	11,749	10,343
Pension costs	12,499	10,318
Visa sponsorship fees and other employment benefits	1,246	550
	<u>248,988</u>	<u>221,468</u>

In the previous year gross wages and salaries includes redundancy payments totalling £2,042 (2024: £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 was:

	2024	2023
	Numbers	Numbers
Full time staff	5	5
Part time staff	7	5
Total average monthly number of employees	<u>12</u>	<u>10</u>

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	2024 £
Rev Tim Roberts, who was a trustee until September 2023	10,187	911	11,099
Rev David Dodwell	41,215	2,317	43,532
	<u>51,402</u>	<u>3,228</u>	<u>54,631</u>

The following amounts were payable in the previous year:

	Wages & salaries	Employer pension contributions	2023 £
Rev Tim Roberts	24,275	1,137	25,412
Rev Helen Roberts	8,710	523	9,233
Rev David Dodwell	34,118	2,002	36,120
	<u>67,103</u>	<u>3,662</u>	<u>70,765</u>

Rev Helen Roberts served part time as a senior minister until she stepped down in May 2022 to devote her time fully to the new charity Dignify. Rev Tim Roberts, her husband, stepped down as senior minister in September 2023 when he handed over this role to Rev David Dodwell who had previously served as lead pastor.

Rev Tim Roberts and Rev David Dodwell 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.

WELLSPRING CHURCH (WATFORD)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

8 Tangible fixed assets

	Freehold Property £	Long Leasehold Property £	Fixtures, fittings and equipment £	Total 2024 £
Cost				
At 1 April 2023	251,105	2,042,048	209,246	2,502,399
Additions	-	-	35,475	35,475
At 31 March 2024	<u>251,105</u>	<u>2,042,048</u>	<u>244,721</u>	<u>2,537,873</u>
Accumulated depreciation				
At 1 April 2023	1,256	238,903	132,749	372,906
Charge for the year	-	20,420	42,114	62,534
At 31 March 2024	<u>1,256</u>	<u>259,324</u>	<u>174,862</u>	<u>435,440</u>
Net book value				
At 31 March 2024	<u>249,849</u>	<u>1,782,724</u>	<u>69,858</u>	<u>2,102,433</u>
At 31 March 2023	<u>249,849</u>	<u>1,803,145</u>	<u>76,497</u>	<u>2,129,492</u>

9 Stock

	2024 £	2023 £
Materials purchased for re-sale, at cost	<u>-</u>	<u>2,127</u>

The re-sale value of the stock of materials owned by the charity at the year end was re-assessed and, as it was not considered to be significant, the cost of these materials has not been included in these accounts.

10 Debtors

	2024 £	2023 £
Church centre hire debtors	13,078	9,098
Gift aid recoverable	17,488	6,685
Prepayments and other debtors	<u>31,265</u>	<u>6,873</u>
	<u>61,831</u>	<u>22,655</u>

11 Cash at Bank and in Hand

	2024 £	2023 £
Bank current account	63,526	136,122
Bank deposit account (no notice)	58,059	313,686
Bank deposit account (95 day notice)	302,900	-
Petty cash	<u>1,043</u>	<u>191</u>
	<u>425,528</u>	<u>449,999</u>

12 Creditors: liabilities falling due within one year

	2024 £	2023 £
Trade creditors	15,134	15,533
Accrued expenses	4,200	8,600
Grant obligations	3,307	-
Deferred income	1,471	2,137
Mortgage capital	<u>15,480</u>	<u>17,304</u>
	<u>39,591</u>	<u>43,574</u>

WELLSPRING CHURCH (WATFORD)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

13 Creditors: amounts falling due after more than one year

	2024	2023
	£	£
Mortgage capital	404,721	468,725
	<u>404,721</u>	<u>468,725</u>

14 Deferred income

Deferred income comprises:

	2024	2023
	£	£
<u>Deferred event income</u>		
Balance at the beginning of the reporting period	2,137	-
Amount released to income in year	(2,137)	-
Amount deferred in year	1,471	2,137
Balance at the end of the reporting period	<u>1,471</u>	<u>2,137</u>

Deferred income comprises income received during the year for church events that did not take place until after the end of the year when the receipts were recognised as income.

15 Mortgage

The liability for the mortgage referred to in notes 13 and 14 fall due for repayment as follows:

	By	Bank loans	2023
	instalments	2024	£
		£	£
Repayable:			
Within one year	15,480	15,480	17,304
Between one and five years	72,445	72,445	79,646
After five years	332,276	332,276	389,079
	<u>420,201</u>	<u>420,201</u>	<u>486,029</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 6.20% (5.30% at the beginning of the year). The mortgage must be repaid in full by 2040 and repayments are being made monthly. During the year, to help reduce charges for mortgage interest, the charity made an additional repayment of £50,000 from the charity's designated charity reserve fund.

16 Pension commitments

During the year employer's pension contributions totalling £12,499 (2023: £10,318) were payable to defined contribution personal pension schemes. No pension contributions were owing at the balance sheet date (2023: £nil).

WELLSPRING CHURCH (WATFORD)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

17 Funds

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

	Opening balance 2024 £	Incoming resources 2024 £	Outgoing resources 2024 £	Transfers in the year 2024 £	Closing balance 2024 £
<i>Designated Funds</i>					
Charity Reserves	120,000	-	-	(52,000)	68,000
<i>General Unrestricted Funds</i>	1,682,720	574,250	(549,943)	57,243	1,764,271
<i>Total Unrestricted Funds</i>	<u>1,802,720</u>	<u>574,250</u>	<u>(549,943)</u>	<u>5,243</u>	<u>1,832,271</u>
<i>Restricted Funds</i>					
Wellspring Building fund	273,365	34,051	(4,312)	-	303,104
Dignify	-	38	(38)	-	-
East West Ministries	-	5,150	(5,150)	-	-
Special Offerings	3,077	10,699	(13,776)	-	-
Church Family fund	4,461	5,459	(4,518)	-	5,402
Wellness: Young Adults	3,000	-	(787)	-	2,213
Overseas Missions	5,351	2,860	(5,721)	-	2,490
Staff Welfare	-	5,243	-	(5,243)	-
	<u>289,254</u>	<u>63,500</u>	<u>(34,302)</u>	<u>(5,243)</u>	<u>313,208</u>
<i>Aggregate of funds</i>	<u>2,091,974</u>	<u>637,750</u>	<u>(584,245)</u>	<u>-</u>	<u>2,145,479</u>

Analysis of net assets by fund

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

	<u>Unrestricted Funds</u>			
	General funds £	Designated funds £	Restricted funds £	2024 £
Tangible fixed assets	2,102,433	-	-	2,102,433
Debtors	54,979	-	6,852	61,831
Cash at bank and in hand	49,550	68,000	307,978	425,528
Creditors falling due within one year	(37,969)	-	(1,622)	(39,591)
Creditors falling due after one year	(404,721)	-	-	(404,721)
	<u>1,764,271</u>	<u>68,000</u>	<u>313,208</u>	<u>2,145,479</u>

WELLSPRING CHURCH (WATFORD)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

17 Funds continued

In the previous year (i.e. in 2023) the movements in the charity's funds were as follows:

	Opening balance 2023 £	Incoming resources 2023 £	Outgoing resources 2023 £	Transfers in the year 2023 £	Closing balance 2023 £
Designated Funds					
Charity Reserves	58,000	-	-	62,000	120,000
General Unrestricted Funds	1,679,368	507,095	(469,480)	(34,264)	1,682,720
Total Unrestricted Funds	1,737,368	507,095	(469,480)	27,736	1,802,720
Restricted Funds					
Wellspring Building fund	257,249	40,744	(24,627)	-	273,365
Dignify	-	1,158	(1,158)	-	-
Special Offerings	193	9,967	(7,083)	-	3,077
Church Family fund	5,722	4,515	(5,775)	-	4,461
Wellness	7,536	26	(4,562)	(3,000)	-
Wellness: Young Adults	-	-	-	3,000	3,000
Overseas Missions	5,657	3,470	(3,776)	-	5,351
Mulberry Room	-	27,736	-	(27,736)	-
	276,357	87,615	(46,981)	(27,736)	289,254
Aggregate of funds	2,013,725	594,711	(516,461)	-	2,091,974

Analysis of net assets by fund

In the previous year (i.e. in 2023), the assets and liabilities of the various funds were as follows:

	<u>Unrestricted Funds</u>			
	General funds £	Designated funds £	Restricted funds £	2023 £
Tangible fixed assets	2,129,493	-	-	2,129,493
Stock	2,127	-	-	2,127
Debtors	22,201	-	454	22,655
Cash at bank and in hand	35,861	120,000	294,138	449,999
Creditors falling due within one year	(38,236)	-	(5,338)	(43,574)
Creditors falling due after one year	(468,725)	-	-	(468,725)
	1,682,720	120,000	289,254	2,091,974

WELLSPRING CHURCH (WATFORD)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

17 Funds continued

Designated Funds

The **Charity Reserves** fund represents monies set aside by the Trustees to help the charity comply with its reserves policy and to provide for some exceptional items of planned expenditure in 2023/24. In the previous year £62,000 was transferred to this fund to provide for this exceptional expenditure. This was all spent during the year, and after retaining £10,000 for some planned exceptional expenditure in the new financial year, £52,000 was returned to general unrestricted funds.

Restricted Funds

The **Wellspring Building** fund represents donations received to help fund the construction of an extension to the Wellspring church building.

The **Dignify** fund was created by grants and donations received to support a newly-emerging local group, which is working to change the cultural normalisation of online pornography and champion healthy relationships across the whole community. This local group is now registered as a charity and most supporters are now giving directly to the new charity.

The **East West Ministries** fund was created from donations received to support a Christian ministries across Eastern Europe and the Middle East.

The **Special Offerings** fund represents donations received from special Sunday offerings taken mainly to help support specific charitable projects and causes undertaken by other individuals and organisations. Last year it also included a special offering taken to help meet the cost of a minister's sabbatical; this year it includes a special offering taken to support someone facing tremendous hardship.

The **Church Family** fund (previously called the **Compassion** fund) represents donations received to help individuals in times of crisis or hardship.

The **Wellness** fund represents donations received to enhance mental health in the local community by providing support, guidance and advice. This project was led by the church's Wellness Coordinator (the role was made redundant in the year). Not all of the money received for this project could be used and, with the permission of the donor, in the previous year the unspent balance (which was £3,000) was transferred to a new **Young Adults** fund; the money held by this new fund will be used to help relieve loneliness and improve mental health among young adults.

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

The **Mulberry Room** fund was created from a grant received from Watford Foodbank and this was used fully during the previous year to purchase and make ready a portacabin that is being used as a distribution point by the Foodbank. This expenditure was capitalised in the previous year and, as it satisfied the restriction on the fund, in the previous year a transfer for an amount equal to the grant was made from restricted funds to general unrestricted funds.

The **Staff Welfare** fund was created from a grant from the government's Access to Work fund to help purchase equipment to help a member of staff with their work. This equipment was purchased and capitalised during the year. As this satisfied the restriction on the fund, an amount equal to the grant (which had been spent fully) was transferred to general unrestricted funds.

WELLSPRING CHURCH (WATFORD)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

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	2024 £
Payments falling due:			
Within one year	1,000	2,882	3,882
Between one and five years	4,000	2,882	6,882
After five years	106,000	-	106,000
	<u>111,000</u>	<u>5,764</u>	<u>116,764</u>

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

	Ground rent	Equipment	2023 £
Payments falling due:			
Within one year	1,000	2,711	3,711
Between one and five years	4,000	4,278	8,278
After five years	107,000	-	107,000
	<u>112,000</u>	<u>6,989</u>	<u>118,989</u>

During the year the charity was charged £2,882 (2023: £2,711) for its operating leases.

19 Transactions with related parties

During the year the charity:

- a) received donations totalling £50,857 (2023: £41,313) from related parties (which includes trustees, key management and anyone closely connected to them).
- b) paid employment benefits totalling £1,419 (2023: £nil) to a person closely related to a trustee.

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 up to £10 if the charity is wound up.

WELLSPRING CHURCH (WATFORD)
DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES
FOR THE YEAR ENDED 31 MARCH 2024

	Note	Unrestricted funds				Unrestricted funds			
		General	Designated	Restricted	Total	General	Designated	Restricted	Total
		2024	2024	2024	2024	2023	2023	2023	2023
		£	£	£	£	£	£	£	£
INCOME AND ENDOWMENTS FROM:									
Donations and legacies	3	481,474	-	56,923	538,397	446,822	-	86,256	533,077
Charitable activities	4	92,776	-	-	92,776	60,274	-	-	60,274
Investments		-	-	6,577	6,577	-	-	1,360	1,360
Total income and endowments		574,250	-	63,500	637,750	507,095	-	87,615	594,711
EXPENDITURE ON:									
Charitable activities	5	547,690	-	34,302	581,992	467,092	-	46,981	514,074
Raising funds	6	2,253	-	-	2,253	2,387	-	-	2,387
Total Expenditure		549,943	-	34,302	584,245	469,479	-	46,981	516,461
Net income/(expenditure)		24,308	-	29,197	53,505	37,617	-	40,634	78,250
Transfers between funds	17	57,243	(52,000)	(5,243)	-	(34,264)	62,000	(27,736)	-
Net movement in funds		81,551	(52,000)	23,954	53,505	3,353	62,000	12,898	78,250
Reconciliation of funds:									
Total funds brought forward		1,682,720	120,000	289,254	2,091,974	1,679,368	58,000	276,357	2,013,725
Total funds carried forward	17	1,764,271	68,000	313,208	2,145,479	1,682,720	120,000	289,254	2,091,974

