

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST PAUL, LEAMINGTON PRIORS

England & Wales · Charity number 1130329

Details

Other names	ST PAUL'S PCC, LEAMINGTON PRIORS
Status	Registered
Legal form	Previously excepted
Registered	2009-06-24
Register	View on the Charity Commission register

Contact

Address	St. Pauls Church Leicester Street Leamington Spa CV32 4TE
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Activities

Objects: Promoting in the ecclesiastical parish the whole mission of the Church.

Activities: We are a vibrant parish church whose purpose is to follow Jesus, the Way, the Truth, and the Life. We provide services of worship for all; we have groups and ministries for most ages and stages of life; we are involved in Christian mission and social action in our local area, particularly the Warwick and Leamington Foodbank; and so much more.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services
- **What:** Religious Activities
- **Who:** The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- Argentina
- Warwickshire

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£759,632	£773,294	£832,112	15
2023-12-31	£771,504	£782,590	£840,499	15
2022-12-31	£690,889	£681,195	£850,594	13
2021-12-31	£572,610	£582,409	£811,302	13
2020-12-31	£646,067	£606,666	£818,358	14

Trustees

Name	Role	Appointed
REVEREND JONATHAN NOEL JEE	Chair	2000-09-11
Alicia Sampson		2020-10-04
Andrew Edisto Rolls		
Ashleigh Hull		2024-03-24
Carolyn Mary Davey		2025-04-06
Charles Crow		2017-04-02
Christopher Munday		2026-03-29
Damarees Gomes-Morris		2025-06-28
Dr Daniel Peter Rogers		2026-03-29
Emily-Anne Douglass		2026-03-29
Gareth Roberts		2026-03-29
Jeremy Sampson		2024-03-24
Kate Wiltshire		2025-04-06
REV Graeme Pringle		2016-03-20
Rev Andy Ruffhead		2022-04-03
Rev Eleanor Jeans		2022-06-08
Robert Chidley		2026-03-29
Simon Brown		2017-04-02
Terry Salter		2024-03-24
Thomas Lott		2025-04-06
Timothy Edward Cherry Filby		2023-03-26
Tom Stone		2026-03-29

Accounts

PAROCHIAL CHURCH COUNCIL OF

ST PAUL LEAMINGTON PRIORS

ANNUAL REPORT

and

ACCOUNTS

For the year ended 31 December 2024

ST PAUL'S PCC LEAMINGTON PRIORS 2024 ANNUAL REPORT

Aims and Purposes

St Paul's Church Leamington Priors Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent in the ecclesiastical parish, Rev. Jonathan Jee, to further the whole mission of the Church: pastoral, evangelistic, social and ecumenical. The PCC is also specifically responsible for the maintenance of the church building, 40 Leicester Street, and 14 Taylor Avenue.

Our purpose is, 'Following Jesus, the Way, the Truth and the Life'. These words have always been written on the stones of the building and illustrated with three sculptures on our perimeter wall (the cross, the Bible and a dove representing the Holy Spirit). They are part of the founding vicar's vision for this parish and remain just as appropriate now that we are a Mission Hub (Resource Church) for the diocese.

Our vision is (together with others) to give everyone in our area a meaningful opportunity to respond to the Good News of Jesus by Easter 2033. Through the power of the Holy Spirit, we will try to fulfil this vision by helping each member of St Paul's to become a wholehearted disciple of Jesus, working towards St Paul's becoming a thriving centre for the Kingdom of God, working with other churches to continue the ministry of Jesus, proclaiming the good news of the Kingdom of God, and demonstrating it in practical caring ways.

Objectives and Activities

The PCC is committed to providing a vibrant worshipping community into which people in the parish and beyond can be welcomed. Our services and events aim to help people to become disciples of Jesus and to grow in faith through prayer, scripture, worship, serving and fellowship.

When planning our activities each year, we consider the Charity Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable people to live out their faith as part of our church community through:

- Worship and prayer, learning about the gospel, and developing knowledge of and trust in Jesus as Lord.
- Provision of pastoral care, and helping people to grow as disciples
- Mission and outreach

To facilitate this work, we ensure that the fabric of the Church and other buildings are well maintained, that we have a suitable staff team, the finances are managed responsibly, and that all we do is underpinned with prayer.

Achievements and Performance

2024 has been a significant year at St Paul's, as we celebrated 150 years since the first service was held here on Ascension Day, 1874. We marked this milestone with an evening event to look back on all that has happened in and from the church across this time, and heard from people who were part of St Paul's many decades ago. There was great joy as we celebrated God's faithfulness over all 150 years so far. We also hosted many extra outreach events throughout the year as part of the 150th anniversary celebrations, including a Ceilidh, an Arts Week, a performance of Mark's gospel, three 'Big Question' evenings, and much more.

We are grateful to have an excellent relationship with the church school, and one of the highlights this year has been the continued work our children's ministers and volunteers have done there. In particular, we ran our first Ventures weekend jointly with the Church Pastoral Aid Society. This is an optional residential trip for Year 4 children from the school, where they have the chance to investigate the claim that Jesus rose from the dead. Forty children attended, and we are now hoping to run this annually.

St Paul's role as a Mission Hub has begun to take a clearer shape this year. Eleanor Jeans started a learning pathway for lay leaders of New Worshipping Communities (NWCs) across the diocese in partnership with

Myriad. They have six teams on board, all starting groups or churches to reach new people in new ways with God's love. It was particularly exciting in December to see the team from St Paul's start 'Hope' – a new church service that meets in the church school and is principally aimed at those connected with or living in the geographical area of the school. They run a relaxed, informal and interactive service that involves worship, prayer and Bible teaching (usually through discussion) followed by enjoying food together.

Another way we give from St Paul's is through Jonathan's various roles in the wider church. He is the Area Dean of Warwick & Leamington, Chair of Coventry Diocesan Evangelical Fellowship, and a member of General Synod (the Church of England's national governance body). This year, he was also a member of the Crown Nominations Commission for Coventry Diocese – involved in choosing the next Bishop of Coventry.



Sunday morning sermon

An important part of church life at St Paul's continues to be our weekly services, ministries and small groups where people gather to pray, worship and learn from the Bible together. Across 2024, we saw about 100 people leave the church - some moving to other areas, and some called to serve in other churches locally. At the same time, about 150 people have joined the church. Some of these newcomers have not been to church before, and it has been a privilege to see them growing in faith. Others have moved to the area, and some have joined us from other churches. Overall, our worshipping community has grown to around 550 adults and 250 children and young people. One couple who recently joined us said, 'Your church oozes togetherness and joy and a wonderful sense of the Lord walking amongst his people'. We praise God for his presence among us.



Confirmation candidates

As with every year, a particular highlight has been the baptisms and confirmations. In June, Bishop Ruth (Acting Bishop of Coventry) confirmed a wonderful group of eight people from our church family – Steve and Sally, Mohan and Geetha, Bianca, Desmond and Miu, and Lizzie. We also celebrated fifteen baptisms and one re-enactment of baptism vows this year, each one a wonderful joy and a privilege to celebrate together.

The huge variety and quantity of ministry and outreach at St Paul's requires resourcing, and we are full of awe and gratitude for how the Lord has provided for our financial needs this year. We started 2024 with an expected deficit of around £75k by the end of the year. However, through miraculous provision and the generous giving of church members, we finished the year with a surplus. We praise God,

who generously provides all we need for the work he calls us to do. More details about our finances this year can be found towards the end of this report.

Finally, we are privileged to be a part of a wonderful church family here at St Paul's. None of the groups and events described in the next section could happen without the generous giving of time, care, creativity, leadership, resources and love that so many church members pour into the ministries they are involved in. Thank you for all you do, and we thank God for each one of you.

Activities this year have included:



Services

We have four regular services each week. On a Sunday at 8 am, around 15-20 people gather for a quiet service with Holy Communion. At 10:30 am, our service is attended by around 250 adults and 100 children and young people. Our evening service at 6:30 pm is attended by around 100 adults. Finally, our midweek congregation of around 40 people meets on Wednesdays at 11 am for a service followed by a time of fellowship over coffee and cake.

Over Christmas, we welcomed many hundreds of people through our doors to various special services, including a Service of Light, Christingle, Alternative Carols, and traditional Carols by Candlelight. We also held a Longest Night service, which gave those who have been bereaved a dedicated time to remember their loved ones.

At Easter, we celebrated Good Friday and Easter Sunday with all-age services at church. We also held a sunrise service on Easter Sunday, praising God together on Campion Hill.

Throughout the spring term, we finished our teaching series on Luke, which started last year. Other sermon series included the story of Jonah, Jesus in the Old Testament, St Paul's Church values, and, in the run-up to Christmas, hope. During 2024, we welcomed several guest speakers to our services, including Bishop Saju Muthulaly, Nicky and Pippa Gumbel, Rich Johnson, Paul Harcourt, Bishop Ruth (Acting Bishop of Coventry) and Bishop Ric Thorpe.

Children

Our children's ministry has continued to gain strength this year, with new families joining us both on Sundays and at our midweek groups. On Sundays, we have groups for 0-11 year-olds - Wrigglers (0-2s), Movers (2-4s), Shine Out and Soak Up (4-9s) and Interact (9-11s). We follow the church's values, and we aim to give the children a meaningful relationship with Jesus through crafts, games and Bible study.

Midweek, our Tiddlies Praise toddler group continues to provide a loving welcome for many families in Leamington, most of which have no other interaction with church. We have a wide range of toys for the children to play with, and our end-of-term parties are always a great chance to share God's love with the community. We also run Thursday Club Juniors, giving children in Years 4, 5 and 6 a fun and safe space to explore more about Jesus and about being in a Christian community. This year we have had around 10-15 attending each week.

We had another fantastic Light Party this year, with over 150 children attending. They were treated to crafts, food and a giant inflatable, as well as a talk about the light of Jesus.



Shine Out Soak Up



The Orchard women's conference



Hub BBQ in summer



Thursday Club Christmas meal

Another aspect of our children's ministry is our relationship with the church school. This year was an important one, as the school had its long overdue SIAMS visit – the Statutory Inspection of Anglican and Methodist Schools. We were particularly thrilled that the report highlighted that 'the exceptionally strong partnership with the local church enriches the work of this school.' This is a partnership that has been built over many years, by many members of church and school staff.

We're pleased to be able to provide Collective Worship sessions at least twice a week to school, as well as having the chance to create special themed weeks. This year, several members of church staff were involved in Bible Week, kicking off the school year with themed sessions for each year group. We also welcomed the whole school and their parents into church for four services – Harvest, Christmas, Easter and a Year 6 Leavers' Service.

Finally, over 100 dads, grandads, and children enjoyed a weekend away camping in the summer. It was a time filled with friendship-building, worship, archery and fun.

Youth

Regular groups

We have three weekly groups for young people at St Paul's. Engage meets on Sundays and gives 11-14 year-olds a chance to catch up on life, read the Bible, play games and discuss a faith-based topic. This year, we have been encouraging everyone at Engage to think and pray for three people they know who do not know Jesus and who they would like to invite to Youth Alpha.

Midweek, Thursday Club (for ages 11-14) and The Hub (for ages 14-18) have continued, with around 15-20 and 20-25 young people coming along to each respectively. Thursday Club have had another great year, which concluded with a Christmas meal together. The evening was a great success and one we will look to repeat going forward.

At The Hub, we've seen young people grow in their faith and develop a desire to share it with their friends. Many who attend The Hub are also involved in their school CUs. They are now exploring ways to reach more students at Myton and North Leamington Schools. We had great fun at the summer Hub BBQ, where 35 young people celebrated the year and prayed for those who were heading off to university or gap years in September.

In October, we took a group of girls to The Orchard conference in Birmingham. It was a great day where young people were inspired to seek God's purpose for their lives.

Residentials

We took a big group to Basecamp in January - a weekend away organised by Thrive Youth Ministries for youth groups from churches



St Paul's at Basecamp

across Warwickshire. It was a wonderful weekend, where many young people demonstrated a deep hunger to grow in their faith. It was great to see friendships forming across different churches and young people stepping out of their comfort zones during activity time, accomplishing things they never thought they could. Additionally, several young people took on leadership roles throughout the weekend, and it was wonderful to witness them using their gifts to serve and lead.

In the summer, we took seven young people to Satellites - a Christian youth festival in Somerset. It was wonderful to see them worship so freely, engage deeply in the seminars, and build stronger friendships with one another.



Satellites youth festival

One young person from St Paul's reflects on their time at Satellites... *'It was such an incredible experience and I will never forget it. I'd known Jesus existed and that he loved me, but I wanted to feel it for myself, so I prayed to God. While I was worshipping with over 3000 other young people, I was crying and felt the arms of my friends around me. I felt that God knew me, inside and out - he knew I was a people person and that he could show his love to me through other people. I truly believe my friends' arms around me were God's arms of love through my friends, and he was showing me his love. Later on in the camp, I rededicated my life to Jesus with my friends and I'm so thankful for that and all the experiences that Satellites provided. I hope and pray that I will continue to live the way of Jesus for the rest of my life.'*



Big Questions Film Event

Celebrating 150 years of St Paul's Leamington

Big Questions Events

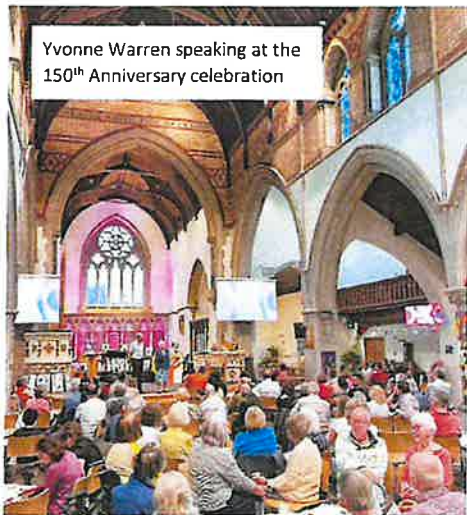
As part of St Paul's focus on new ways of doing missional outreach for our 150th anniversary year, we partnered with the Oxford Centre for Christian Apologetics (OCCA) to host three evangelistic events, each addressing a 'big question' being asked by non-Christians. Two events were hosted in the church building, and the third was a film event hosted at the Royal Spa Centre (a local independent cinema in the parish). The events were well-attended by church members and guests, and included a talk from one of the OCCA apologists and a Q&A. Several people who came to these events went on to join one of our Alpha courses or began attending our Sunday services.

Arts Week

We organised a week celebrating God through the arts, including an exhibition in church. It was wonderful to see the creativity of many members of St Paul's. The Cake and Craft team decorated the pillars; the children from school drew on the windows in the lounge; we had music written by members of St Paul's, and many paintings, textiles,



Arts week installation

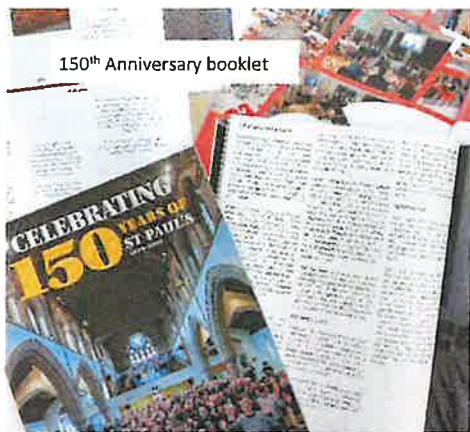


Yvonne Warren speaking at the 150th Anniversary celebration

pottery, drawings, photos, flowers, and so much more were displayed. One highlight was reading the stories and testimonies which went alongside these creative items - a testimony to God's faithfulness and grace in many lives.

Telling our story

St Paul's 150th anniversary year seemed a good time to look back on the history of the church, and we spent some time researching this. It was a great privilege to hear from those still in the church family who have been part of the congregation for many decades, as well as from those who led the church in the past. Yvonne Warren, whose husband Norman led the church through a time of rapid growth in the 60s and 70s, and Andrew Dow, who led the church through a faith-filled redevelopment project in the 80s, both shared their memories of St Paul's at our evening celebration on Ascension Day.



150th Anniversary booklet

We gathered these and many other memories, records and photos to compile a booklet and some videos showcasing highlights from the last 150 years. We also heard from eight individuals in the church about their personal stories of deciding to follow Jesus and living as a Christian. These stories were a great encouragement both to the church here and many others to whom we gave the booklets. You can find the testimonies on our website under 'Our Stories'.

St Paul's Festival

We hosted a festival day on the fields of the St Paul's School in June and had a fun, God-filled day celebrating. Over 600 people joined us throughout the sunny day, many of whom had not been to church before. We enjoyed music from our home-grown musicians, food and drinks from a variety of local businesses, and lots of games and crafts - including flower crown making and the dads beating the kids at football on penalties! It was a day of celebration and joy, thanking the Lord for his love and provision in our local community.



Fun at St Paul's Festival

Staycation

The first ever St Paul's Staycation happened in August 2024. We had a wonderful five days together with all ages, from babies to those in their eighties, coming along for a range of activities. Over the week, we saw almost 200 different people come through the doors to join in the fun. Each day, we gathered in the main church space to play a game, sing, listen to testimony and think about our word of the day. There was a range of activities - puzzles, crafts, inflatables, gaming, and even a Silent Disco - and a fantastic café serving a range of food and drink. It was a wonderful week of building church community with many new faces coming along too.



Staycation

One visitor said, *'The best thing is that the kids have had so much to do without it involving technology. It's so difficult to find anything to do in the holidays that isn't expensive or far away, so this has been perfect*



Ready for the staycation silent disco!



Study session in small group



Oasis garden party



Cake and Craft floral workshop

and a wonderful week.' Another described staycation as 'the highlight of the holiday!'

Regular events

Small groups

Small groups are at the heart of life at St Paul's. They are smaller gatherings of the church family which provide space to build community, grow spiritually and encourage one another in our day-to-day lives. We have sixteen small groups meeting weekly in homes across Warwick, Leamington and Kenilworth.

One church member describes her small group as 'special friends who are always there. We support each other and go deeper than you can in bigger groups.'

Oasis

Oasis is a community of around 60 women who meet every Thursday morning at church for worship, Bible study and time in smaller groups to talk and pray.

Oasis ran the Alpha Course during the autumn term. This brought those already part of the church closer to Jesus and also provided an exciting missional opportunity to invite others. The number of Alpha guests was small, but it has been deeply encouraging to see that they have all stayed on afterwards, along with other newcomers who have arrived since. A highlight from the year was the Worship and Testimony morning at the end of the Alpha course - a wonderful tribute to God's grace and power.

Clare reflects on being part of Oasis... *'For over eighteen years, Oasis has been a constant, loving space where I can connect with God alongside women of all ages and at different stages in their faith journey. For me, Oasis has become a community - a place where our friendships deepen as we explore life together; we celebrate one another's good times, and we wrestle with what it means to be followers of Christ when life throws us its inevitable challenges. In difficult times, the prayerful, practical support of Oasis women has been a beautiful reflection of God's love and care for me. It is a rich, precious space in my week where I can drink deep and find peace.'*

Cake and Craft

Cake and Craft are a group of women who meet monthly to work on craft projects and chat. They were invited to decorate pillars in the church for the 150th anniversary celebrations around the theme of 'patience'. The group contributed previously-made crafts and set to work making more too.

Other activities in the year included a floral workshop and intensive preparation in November for Create for Christmas. There is always a



MIRTH at Warwickshire Search & Rescue



MIRTH walk



Mustard Seed Fellowship at St Paul's Fest



Chinese Paper Craft workshop



Litter picking

happy and relaxed atmosphere at the monthly meetings, as everyone continues to enjoy creating various crafts together.

MIRTH

The vision of MIRTH remains to create a community of men that welcomes others into it and improves the quality of retired life for all. The last year has seen a steady increase in the number of men attending MIRTH events. The great variety of main meetings has included visits to Oxford, Lillington Bowls Club, Dennis Eagle and Warwickshire Lowland Rescue. Guest speakers at St Paul's have included MIRTH members and a BBC journalist.

The monthly walks that are always followed by a pub lunch have increased in popularity, as have the Bible discussions led by Tim Wagg. Two MIRTH Xtra events were also held - in the spring, David Harkness coached a group in the addictive art of Clay Pigeon shooting, and in the Autumn the group ran an Alpha course.

Mustard Seed Fellowship

Mustard Seed Fellowship is a Cantonese Christian Fellowship who meet on Sunday afternoons after attending the morning service at St Paul's. Over the Spring term, they ran the Alpha Course in Cantonese. This gave existing group members a chance to deepen their faith, and also allowed three new visitors to explore Christianity. One of these guests is now regularly attending the fellowship.

As well as their own events such as a Chinese Paper Craft workshop, members of The Mustard Seed Fellowship have loved participating in main church events like St. Paul's Fest and Carol Singing in Christmas. They enjoy sharing God's love with the community.

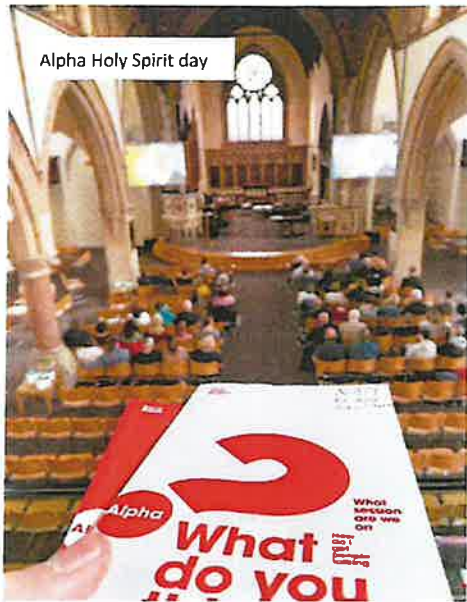
ECO Group

The highlights of 2024 for the Eco Group at St Paul's were achieving the Eco-Church Silver award from A Rocha UK in May and organising the 'Hope for a Broken Planet' week in September. This week included a variety of activities such as themed Sunday services, meat-free Monday, a Climate Vigil, a talk by Sharon Dirckx from OCCA (author of 'Broken Planet'), a clothes swap, a litter pick, and bulb planting in the Church garden. They also organised themed activities in some of the regular children's groups. Funds raised over the week were used to purchase 150 trees for NOTDEC Uganda.

The church's weekly newsletter continues to include tips for living sustainably, as well as prayer requests for global environmental issues such as the Climate COP, and the International Plastics Treaty.

Alpha

2024 was an exciting year for Alpha at St Paul's. In addition to our usual twice-yearly central Alpha course, we ran a number of extra AL-



Alpha Holy Spirit day

Alpha courses in different contexts and settings: a pub Alpha, a women's Alpha run by the Oasis ministry, a men's Alpha run by the MIRTH group, and an Alpha run in someone's home. In total, around 60 guests explored faith on Alpha at St Paul's this year, supported by church members on team (both hosting discussion tables and preparing and serving food).

For the next steps after Alpha, the church ran the Alive Course after Easter and the Romans Course in the summer, which several Alpha guests attended and found helpful in deepening their walk with Jesus. Some guests have also come forward for baptism and become regular worshippers at our Sunday services.

A highlight from 2024 was the combined Alpha Holy Spirit Day in the autumn, which gathered the many Alpha courses being run together, as well as being joined by a group from St Mark's Church in Coventry.

Other Courses

We ran a variety of courses throughout the year, helping to equip church members (and anyone else who signed up) through different stages of life and discipleship: the Marriage Preparation Course for engaged couples; the Inspire course, looking at our identity in Christ; the parenting course; the Alive! course looking at what the resurrection of Jesus means for us now; the Momentum Yes course, equipping Christians for cross-cultural mission; the Romans course, which takes a deep dive into the theology of the book of Romans; and the Marriage Course.

Prayer

Prayer continues to be an important part of St Paul's Church. We gather for our monthly prayer meeting, The Source, to pray for mission in our area and to listen to what God might be guiding us in. Prayer is also woven into all of our regular services, small groups, staff meetings, children's groups and other ministries.



Prayer at The Source

Community

Wellbeing café

The Well-being Café provides a safe space every Monday morning for adults from the local community to come along and have a chat and a hot drink, with various activities on offer, including puzzles, games, crafts, and an optional reflective meditation on a bible verse.

2024 was another wonderful year for the volunteers and visitors. They celebrated the café's 2nd birthday in January and also celebrated several guests' and team's birthdays. They had parties at Easter and Christmas and enjoyed an enthusiastic game of pass-the-parcel at both.



Wellbeing café team



Craft at the wellbeing café



Fun at Super Saturday



Super Saturday activity

One volunteer says they love *'being able to spend time getting to know people from different backgrounds, a core of whom are now regulars, who enjoy being together and where they feel safe and accepted. It's a joy to serve them and welcome new guests with delicious home-made cakes and refreshments.'*

Foodbank café

Our Foodbank Café runs alongside the Foodbank at St Paul's, providing hot and cold drinks, a range of snacks, and clothes for young children, for whoever wants to drop in. We get a whole range of people – regulars and others - including Foodbank users, refugees and asylum seekers, and others from the local community who come for a warm welcome and a listening ear.

Hope NWC

We had the first meeting of Hope, our new worshipping community (church service) at St Paul's School, in December. The team are getting a sense of what this will look like in the future, but it includes a short intergenerational act of worship, with drama, paper tablecloths to write on, singing, prayers and interactive talk and food. Highlights so far have been seeing the team work together (especially the children involved) and seeing visitors join us and get to know new people.

Super Saturday

Super Saturday is a group for families that have a child or children with additional needs. They had their first session in January 2024. Since then, they have grown steadily both in number and depth of relationships between all who come along. They have a wonderful team who bring so much joy to all that they do. Most months, there is an active space in the hall, crafts and quieter games in the lounge, and enough pastry and hot drinks to keep everyone going!

One parent says, *'I appreciate the understanding and support we have at Super Saturday. To a lot of people around us, our child is just a "naughty child, and our parenting is at fault". At Super Saturday, we are supported and accepted. The team has been helpful while we are navigating the SEND process. Thanks to all the team who have worked hard to bring a big ray of sunshine to us every month.'*

A team member adds, *'I am a special needs parent, and as my son is now grown up and in supported living, when I found out about Super Saturday, I thought maybe this was an area I could serve in. I love serving at the group, but I don't feel I'm giving when I'm there - the families are so lovely that I feel I'm receiving every month. I gain, not give. They are brilliant, vibrant, fun-filled mornings.'*

Portuguese-speaking Worshipping Community

We were approached early in 2024 by a wonderful group of Christians from Brazil asking if they could hold a monthly worship service in Portuguese as there are lots of Portuguese speakers in this area. We were



Community BBQ



Ceilidh on St Paul's Day



Mission Partner Sunday



Basecamp, run by Thrive

delighted to host them monthly and see their fellowship grow. They eventually wanted to move to meeting weekly. We didn't have the capacity to host that, so we helped them find a new venue at St Nicholas Church Radford Semele, where they now meet every Saturday. This is a new worshipping community in our mission hub area, and we thank God for them.

Other events

2024 was a busy year, and there were many other one-off events we ran in addition to all those detailed already. These included games nights, an information evening on the menopause with various expert speakers, a Tearfund quiz, a seminar from Bishop Ric Thorpe on planting New Worshipping Communities, a Ceilidh on St Paul's Day, carol singing in the community and local pubs, concerts performed by Kings Chamber Orchestra and attended by around 500 people, a community BBQ in the church garden, and a brilliant live performance of the entirety of Mark's gospel by Matt Britton.

Mission Partners

We have continued to support our mission partners through giving money, regular prayer support, or both. In April, we held a Mission Sunday at St Paul's. The hall was buzzing with activity as people explored the 17 tables, which had representatives of (nearly) all our Local and Global Mission Outreach Partners. Before and after each service, we were able to talk with people who knew the context and could transmit their passion for sharing the love of Jesus with the communities around them. This event lit a number of fires!

Highlights from local mission partners

In January, 160 young people from churches around Warwickshire and Coventry took part in Basecamp - the annual weekend away which Thrive Youth Ministries run. It was a weekend filled with joy, worship of Jesus, and learning to live more like him. For some of those young people, it was their first Basecamp - and they have already started attending church youth groups near them, perhaps because they discovered school friends they didn't know were from that church.

In November, Christians Against Poverty launched their new Hope Café at St Mary's Leamington Spa. Their vision is to bring hope, create purpose and transform lives. They run the Café weekly and have ex and current CAP clients attend each week. Volunteers take turns cooking and serving simple meals for those who attend. Already, the team are seeing very positive engagement by people who have experienced the transforming love of Jesus and have managed to get out of debt.

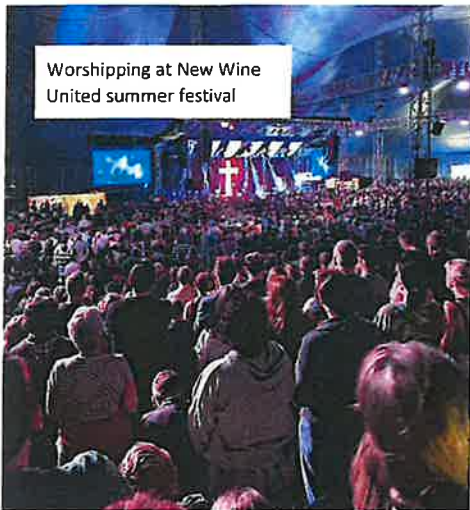
The Bayfords help run a community market in Brazil



One of the weddings this year



Worshipping at New Wine United summer festival



Staff team in summer



Highlights from further afield

In March, we held a retirement celebration for Richard & Catherine Weston. They had been mission partners with us for many years. They took part in the Sunday services, and there was an afternoon tea to celebrate them. They said: *'We want to thank you for around 40 years of prayer and financial support – we couldn't have done it without you and we really appreciate it!'*

All the individually supported partners always express real thankfulness for all that the support from St Paul's means to them - whether that's financial support, prayer support, or just knowing they will be able to touch base with the GO Team. Even recently, there was an email from Stu and Rosie, who work with the marginalised in Brazil, saying, *'Thanks so much for everything, as always. The car continues to be a blessing on a daily basis.'* They bought the car in early 2024 with funds provided from the 2023 Gift Day.

Weddings

One of the joys of church life is the weddings which happen in our building throughout the year. In 2024, we had six couples get married at St Paul's. It was a particular delight to celebrate the weddings of those from our church family who got married here – Jack and Joanna McBettle, Tom and Jenny Stone, and Bill and Nic Evans. Congratulations to the happy couples!

Funerals

It is a privilege to come alongside those who have lost loved ones when we lead funeral services at church. We would especially like to gratefully remember Eileen Crook, Rosalie Holland, Barbara Smith, and Gerald Kirk – all members of our church family who died this year. They will be greatly missed until we see them again in glory.

New Wine

St Paul's is part of the New Wine network of churches, and we often take a group to their United summer festival. This year, a group of around 70 went, and enjoyed the fellowship time and teaching thoroughly.

One member of St Paul's was baptised earlier in 2024 and attended New Wine for the first time this year. He says, *'It felt like a glimpse into the new heaven and earth - thousands of people worshipping and desiring God, with the fruit of the Spirit visible in every interaction.'*

Leadership

Staff and DY Student

2024 saw significant change in our staff team. In April, Priscila Santos joined us as Assistant Houskeeper. Lydia Yelder, one of our Children's Ministers, returned from maternity leave in the Spring term.

James Yelder, who had been covering her during this time, stayed on afterwards as Youth Minister and Safeguarding Administrator. It is a great joy to have a full children and youth team again, and we are so grateful for all they do.

Daniel Houldsworth, who worked with Lars on tech and media, moved to a full-time position at a church in London over the summer. We also said goodbye to our wonderful 2023/24 Discipleship Year (DY) students – Mark, Lucy and Amy - who finished their year with us in August.

The office team has also been a time of transition, as Caroline Castle and Naomi Gaade, who have both been working here for more than 10 years, left. Caroline left in August to train for ordination. We are so grateful for all her work and ministry here over that time, and pray great blessing on her future ministry. Naomi left in December. She has contributed enormously to the communications at church, and we will miss her kind presence greatly.

Lisa Boulby started as the new Office Administrator in September, and Pratima Badde started in January 2025 as the new Communications Officer.

Also this year, John McKellar announced his intention to retire in February 2025. We have recruited Steve Kelly to join us as our Director of Discipleship in February 2025, and we have confirmed that Andy Ruffhead will stay on with us part-time as Associate Minister when his curacy finishes in January 2025.

Finally, in September, we were joined by Daniel Marshall, our 2024/5 DY student. He will have a focus on youth and tech this year. It has been a joy to get to know him so far, and we look forward to what the year ahead will hold for him.

Leadership Community

The leadership Community is for those who are responsible for any groups, team or ministries in our church family. It is a wonderful group of people! We had an excellent Saturday morning with Nick Cuthbert teaching on leading through change, and an evening with Graham Archer on caring for people pastorally in our groups and teams.

More information about our activities during the year is available on our website, www.stpl.org.uk.

Fabric

We have a regular schedule of maintenance and health and safety checks, and these continued throughout the year; our Fabric and Housekeeping teams worked hard to keep the church clean and well-stocked; and our Site Committee met monthly to address any issues.

In the main worship area, we installed a some new lighting which has improved both the lighting facility and our ability to control it. We now have a greater variety of lighting to utilise at our various diverse events. We had wanted to do this when we redeveloped the worship area in 2015, and are delighted with the difference it makes.

The key recommendations from the quinquennial report on the building, carried out in October 2023, were implemented over the summer with only a few less urgent items being delayed until 2025.

We held test Fire Evacuation drill procedures on two Sunday mornings during the year, one when it was an all-age service and one when the children were in their groups.

The church managed to attain the ECO silver award.

Both our properties at 40 Leicester Street and 14 Taylor Avenue had tenants for the majority of the year and are regularly checked for issues.

Looking ahead, we are looking at:

- Improving the foyer area to make it more welcoming and to visibly display our recently agreed vision and values
- Improving the acoustics both in the hall and the lounge by installing panels in the walls
- Improving our energy use within the building. We have had intermittent issues with the heating and the diocese helped us get a free Building Energy Assessment which is helping us start to form a strategy for the future energy plans within the building as we look to go carbon net zero. This is at a very early stage at the moment.

Financial Overview

When we completed the Redevelopment of our church worship space in 2015, we used up most of our reserves of cash but, since then, we have made a modest surplus in most years and have slowly rebuilt our reserves.

We were facing a potential deficit of £75k at the start of 2024, as our expenditure was set to increase by another five percent—mostly due to increased ministry activity and staff costs—and our regular income had remained static for some time. However, we are grateful to God for continuing to provide unexpected sources of income so that, even though our expenditure levels were almost as high as anticipated (one percent below budget), we finished the year showing a £6k surplus (before asset re-evaluation).

The General Fund, which is used for day-to-day activities, is a good example of this provision, because even as late as October 2024 we were forecasting a significant deficit of £37k. However, expenditure was slightly lower than anticipated in the final two months and £24k of one-off/unanticipated donations (plus Gift Aid) was received.

Our cash reserves currently stand at £213k. In 2017, the PCC decided to split our reserves into 3 pots:

- Some is reserved for cash flow and general reserves. It was agreed that the general reserves policy should be 8 weeks of regular expenditure (around £118k).
- Around £65k is in a Properties fund. The PCC owns 40 Leicester Street which was used at various points to house Discipleship Year students (no income), to house a church member (rental income received), and as a location for some of our Sunday morning children's groups. The PCC also owns a local house which was bought in 2017 and is rented out, either on the open market or privately to a church member. Income from both properties goes into the Properties fund and is used to pay for maintenance and repairs.
- The remainder of the reserves is used for a 'Resourcing Ministry' fund which resources new initiatives or staffing posts for mission and ministry.

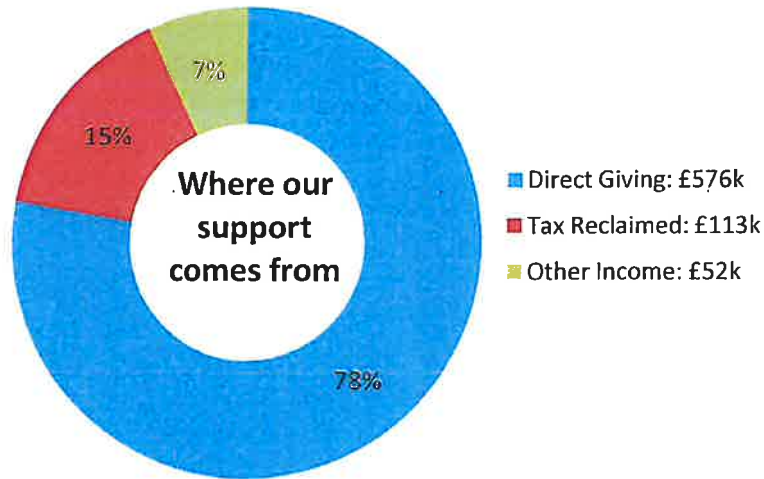
The PCC, Standing Committee, and Finance Committee monitor our financial position throughout the year.

Income

The vast majority of our regular income comes from direct giving from our church members, together with the associated Gift Aid tax reclaimed on this giving, and we are extremely grateful to all those who give so generously.

After a few years with a steady level of donations, 2024 saw a 13% jump in direct giving compared with the same figure in 2023 (£509k in 2023 and £576k in 2024).

Other income is from lettings and rental income, wedding and funeral fees, events, grants, and trips.



Expenditure

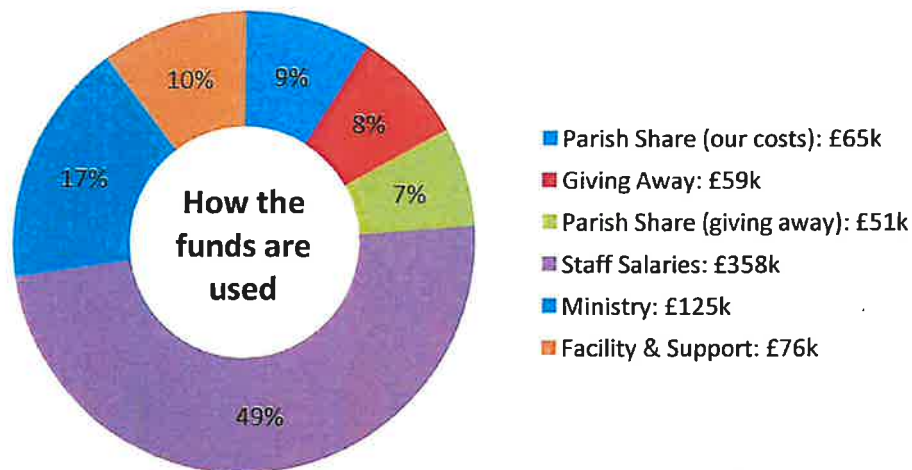
Staff salaries include the staff wages, National Insurance, pension contributions and recruitment costs. Clergy stipends are provided by the diocese via the Parish Share.

The ministry costs include all the costs of our children’s and youth work, adult discipleship, outreach, community work, leadership development and training. This year, we also held some additional ministry events to celebrate the 150th anniversary of the first worship service.

Facility and Governance costs include the costs of keeping our building and equipment in good repair, cleaning, office running costs, heating, lighting and insurance.

Each year we budget to give away at least 10% of the previous year’s unrestricted income to our mission partners and to ministries in the town beyond our own church.

The Parish Share is our share of the costs of ministry in the diocese, including training, housing, stipend and associated costs. In addition to the 10% we give away locally and further afield, we also give around 5% of our income to the wider Church of England through making an additional Parish Share contribution on top of our actual costs. So, in all, we give away around 15% of our regular income, in addition to occasional Gift Days for specific purposes. We are very grateful to the Lord for His faithfulness in meeting our needs this year and over many previous years.



Restricted Funds

As well as the unrestricted income and expenditure which make up the day-to-day running of the church and its ministries, we manage a number of restricted funds for the benefit of church members and for those in our sphere of influence.

The Hardship Fund has been generously provided by church members for the benefit of those facing financial hardship. £10k was donated to the fund during 2024 and £21k was distributed in the form of grants and loans—most notably in the form of regular fuel grants given to a number of families during the winter months.

Full details of the independently examined accounts can be found in the Statement of Financial Activities.

Administrative Information

St Paul's Church is located on Leicester Street, Leamington Spa and is part of the Diocese of Coventry within the Church of England. The correspondence address is St Paul's Church, Leicester Street, Leamington Spa, CV32 4TE. The PCC is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2006) and a charity.

PCC members who served from 1 January 2024 until the date this report was approved are:

Simon Brown	Deanery Synod
Joy Caws	
Charles Crow - Churchwarden	
Carolyn Davey – Churchwarden (to 03/07/2024)	
Zak Dunstone - Treasurer	Deanery Synod
Tim Filby	
Ashleigh Hull (from 24/03/2024)	
Eleanor Jeans - Associate Vicar	Deanery Synod
Jonathan Jee - Vicar and Chair	Deanery Synod, Diocesan Synod, and General Synod
Rani Joshi (to 12/07/2024)	Deanery Synod (to 12/07/2024)
Judith Linnell	
Gillian McKellar (to 24/03/2024)	
Faith Munaawa	
Graeme Pringle - Associate Minister	Deanery Synod and Diocesan Synod
Andrew Rolls	Deanery Synod
Daniel Rogers	
Andy Ruffhead - Associate Minister	Deanery Synod
Terry Salter (from 24/03/2024)	
Alicia Sampson	Deanery Synod
Jeremy Sampson - Churchwarden (from 24/03/2024)	
Carolyn Stone	
Timothy Traynar	
James Yelder (to 24/03/2024)	

Charity name

The Parochial Church Council of the Ecclesiastical Parish of St Paul, Leamington Priors

Registered Charity number

1130329

Charity's principal address

St Paul's Church, Leicester Street, Leamington Spa, Warwickshire, CV32 4TE

Bank

CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Independent Examiner

M D Spafford of LDP Luckmans, 1110 Elliot Court, Herald Avenue, Coventry Business Park, Coventry, CV5 6UB

Safeguarding

We make Safeguarding a high priority here at St Paul's. Julie Jackson is our Safeguarding Officer and Judith Linnell acts as Deputy Safeguarding Officer. Any concerns should go to the leader of the group or ministry in the first instance or directly to Julie or Judith. We work to ensure that we keep our children, young people and any vulnerable adults as safe as possible.

We work closely with Coventry diocese and have adopted the Church of England's Safeguarding Policy 'Promoting a Safer Church' recommended by the diocese. The PCC has complied with the duty to "have due regard" to the House of Bishops' guidance in relation to safeguarding.

We have a Safer Recruitment policy and any new staff and volunteers who are working with children or vulnerable adults are safely recruited, including the appropriate level of DBS check.

We have a Parish Safeguarding Advisory Group who meet approximately every 6 weeks to review safeguarding cases, policies and procedures in the church and also to review the handling of more significant pastoral cases. We use the Safeguarding Dashboard and Hub to manage our ongoing compliance with statutory requirements, training, DBS management and Church of England policies.

The Safeguarding Officer reports to the PCC at every meeting to ensure members are fully informed about progress in this area.

Structure, governance and management

Type of governing document

Parochial Church Council Powers Measure (1956) as amended and church representation rules

How the charity is constituted

A corporate body established by the Church of England.

Trustee selection and induction methods

The method of appointment of PCC members is set out in the church representation rules. The PCC is also a registered charity. All church attendees are encouraged to register on the electoral roll and are eligible to stand for election to the PCC. New PCC members are briefed on current PCC issues at (or before) the first meeting of the new PCC.

The PCC operates through a number of committees and teams, which meet between full meetings of the PCC: the Standing Committee, the GO (Global Outreach) Team, the Safeguarding Advisory Group, the Finance Committee, and the Site Committee.

The Senior Staff team, which consists of the clergy and Operations Manager, meets regularly and is responsible for the day-to-day decision-making in the church.

Risk

The PCC (often through its committees) has continued to review the risks facing the church, including types of risk, potential impact on the church and means of mitigating these risks. Systems and procedures have been put in place to mitigate identifiable risks. The PCC will continue to review risks on an on-going basis. The PCC is required to prepare financial statements for each financial year which give a true and fair view of the

affairs of the church as at the balance sheet date and of its incoming resources and application of resources for the financial year. In preparing these financial statements the PCC will select suitable accounting policies and apply them consistently and will make judgements and estimates that are reasonable and prudent. The PCC is responsible for maintaining proper accounting records and for safeguarding the assets of the church.

Pay Policy

Clergy are paid through the diocese. The pay of employed staff is reviewed annually by the Standing Committee and increases are agreed by the PCC being mindful of the Church's charitable objectives and increases in average earnings. In 2019, the PCC agreed a new system for setting staff salaries, devised by our HR team, which ensures all staff are paid fairly and in line with (or better than) national averages. In November 2024, the PCC agreed to a new system of staff cost-of-living pay rises, where all employees are given an actual FTE increase equivalent to a percentage rise for the highest earner in line with inflation. The effect of this is that those on lower wages have a higher percentage increase. This is to prevent the wage gap between lower and higher earners increasing each year.

Public Benefit

As a registered charity, we have considered the Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. To fulfil our purpose and take steps towards achieving our vision the activities described above have taken place.

This report was approved by the PCC on 17th March 2025
and signed on their behalf by Rev. Jonathan Jee (PCC Chair)

A handwritten signature in black ink, appearing to read 'Jonathan Jee', with a horizontal line underneath it.

**PAROCHIAL CHURCH COUNCIL OF
ST PAUL LEAMINGTON PRIORS**

**STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2024**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ST PAUL'S CHURCH LEAMINGTON PRIORS**

Independent examiner's report to the trustees of St Paul's Church Leamington Priors

I report to the charity trustees on my examination of the accounts of St Paul's Church Leamington Priors (the Trust) for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act

Independent examiner's statement

I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, and the Association of Chartered Certified Accountants, which are listed bodies.

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



*M D Spafford FCCA FCA
L D P Luckmans
1110 Elliott Court
Herald Avenue
Coventry Business Park
Coventry
CV5 6UB*

28th March 2025

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 December 2024

	Notes	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2024 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £
INCOMING RESOURCES							
Voluntary income	2(a)	693,600	12,128	705,728	636,022	91,269	727,291
Activities for generating funds	2(b)	3,028	-	3,028	984	-	984
Income from investments	2(c)	24,808	-	24,808	24,085	-	24,085
Church activities	2(d)	26,068	-	26,068	19,144	-	19,144
TOTAL INCOMING RESOURCES		747,504	12,128	759,632	680,235	91,269	771,504
RESOURCES EXPENDED							
Church activities - Grants	3(a)	59,808	37,910	97,718	58,300	87,088	145,388
Church activities - Ministry	3(b)	671,074	760	671,834	632,383	1,317	633,700
Governance costs	3(c)	3,742	-	3,742	3,502	-	3,502
TOTAL RESOURCES EXPENDED		734,624	38,670	773,294	694,185	88,405	782,590
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS							
		12,880	(26,542)	(13,662)	(13,950)	2,864	(11,086)
Transfers between funds		0	-	0	-	-	-
NET INCOMING/(OUTGOING) RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES							
		12,880	(26,542)	(13,662)	(13,950)	2,864	(11,086)
Gains on investment assets on revaluation	7, 8	5,275	-	5,275	991	-	991
NET MOVEMENT IN FUNDS							
		18,155	(26,542)	(8,387)	(12,959)	2,864	(10,095)
Balances brought forward 1 January		794,303	46,196	840,499	807,262	43,332	850,594
Balances carried forward 31 December		812,458	19,654	832,112	794,303	46,196	840,499

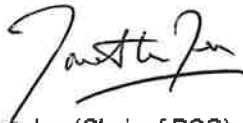
The notes on pages A6 to A13 form part of this financial statement.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

BALANCE SHEET as at 31 December 2024

		2024	2023
	Notes	£	£
FIXED ASSETS			
Tangible fixed assets	6	276,948	267,104
Investment property	7	320,000	315,000
Other investment assets	8	12,278	12,003
		609,226	594,107
CURRENT ASSETS			
Debtors	9	7,473	4,679
Short term deposits		114,622	107,509
Cash at bank and in hand		115,864	148,795
		237,959	260,983
CURRENT LIABILITIES			
Creditors - falling due within one year	10	(15,073)	(14,591)
NET CURRENT ASSETS		222,886	246,392
TOTAL NET ASSETS		832,112	840,499
FUNDS			
Unrestricted	11	812,458	794,303
Restricted	11	19,654	46,196
TOTAL FUNDS		832,112	840,499

Approved by the Parochial Church Council and authorised for issue on 17 March 2025
and signed on its behalf by:



Rev Jonathan Jee (Chair of PCC)



Zak Dunstone (Treasurer)

The notes on pages A6 to A13 form part of this financial statement.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

CASH FLOW STATEMENT

For the year ended 31 December 2024

	2024		2023	
	£	£	£	£
Net cash provided by/(used in) operating activities		(36,418)		(32,778)
Cash flows from investing activities				
Dividends and interest from investments	8,723		2,778	
Rent from investments	16,085		21,307	
Purchase of:				
Tangible fixed assets for the use of the PCC	(14,209)		-	
Net cash provided by/(used in) investing activities		10,600		24,085
Change in cash and cash equivalents in the reporting periods		(25,818)		(8,694)
Cash and cash equivalents at 1 January		256,304		264,998
Cash and cash equivalents at 31 December		<u>230,486</u>		<u>256,304</u>
Reconciliation of net income/(expenditure) before investment gains				
Net income before investment gains 31 December		(13,662)		(11,086)
Adjustments for:				
Depreciation charges		4,365		1,524
Dividends and interest from investments		(8,723)		(2,778)
Rent from investments		(16,085)		(21,307)
Decrease/(increase) in debtors		(2,794)		1,226
(Decrease)/increase in creditors		482		(358)
Net cash provided by/(used in) operating activities		<u>(36,418)</u>		<u>(32,778)</u>
Analysis of cash and cash equivalents				
Cash in hand and at bank		115,864		148,795
Notice deposits (less than 3 months)		114,622		107,509
		<u>230,486</u>		<u>256,304</u>

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2024

1 ACCOUNTING POLICIES

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and UK Generally Accepted Accounting Practice.

The financial statements have been prepared to give a 'true and fair view' and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared on a going concern basis under the historical cost convention except for the valuation of investment assets, which are shown at market value. Land and property assets are included at a deemed cost being their 1997 valuation. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body nor those that are informal gatherings of church members.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Funds

Restricted Funds represent donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. These funds are itemised in Note 11.

Incoming Resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy.

Voluntary income and capital sources

Collections are recognised when received by or on behalf of the PCC.

Planned giving receivable under Gift Aid is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when the income is recognised.

Grants and legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the PCC is reasonably certain.

Miscellaneous sales income is accounted for gross.

Other income

Rental income from the letting of church premises is accounted for when earned.

Parochial fees due to the PCC for weddings, funerals etc. are accounted for on an event by event basis.

Income from investments

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue. Tax recoverable on such income is recognised in the same accounting year.

Investment gains and losses

Realised gains or losses are recognised when investments are sold. Unrealised gains or losses are accounted for on revaluation of investments at 31 December.

Resources Expended

All resources expended are recognised once there is a legal or constructive obligation to make a payment to a third party.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2024

1 ACCOUNTING POLICIES (continued)

Grants

Grants and donations are accounted for when paid over or when awarded.

In 2024, the church received £4,700 from the Diocese to support Mission Hub activities.

Activities directly relating to the work of the Church

The diocesan parish share is accounted for when paid. Any parish share unpaid at 31 December is provided for in these accounts as an operational (although not legal) liability and is shown as a creditor in the Balance Sheet.

Retirement benefits

The PCC operates a defined contribution scheme. The amount charged to the Statement of Financial Activities in respect of pension costs and other post retirement benefits is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

Fixed Assets

Consecrated property and moveable church furnishings

Consecrated and beneficed property is excluded from the accounts by provision 10(2) of the Charities Act 2011.

Moveable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the Church's Inventory which can be inspected at any reasonable time.

For inalienable property acquired prior to 2001 there is insufficient cost information available and therefore such assets are not valued in the accounts. Items acquired since 1 January 2001 have been capitalised and depreciated in the accounts over their currently anticipated useful economic life (initially over six years) on a straight line basis.

All expenditure incurred during the year on consecrated or beneficed buildings, individual items under £1,000 or on the repair of moveable church furnishings acquired before 1 January 2001 is written off.

Other land and buildings

Other land and buildings held by the PCC are included in the accounts at the 1997 valuation plus subsequent additions and improvements at cost in accordance with the transitional rules regarding the revaluation of assets. The valuation has not been updated. Buildings, including improvements to them are depreciated over 50 years from the valuation date or over their estimated useful life if that is shorter. Land is not depreciated. Expenditure on routine maintenance and repair is written off as incurred.

Other fixtures, fittings and office equipment

Equipment owned by the PCC is depreciated on a straight line basis over their estimated useful lives (between 3 and 10 years).

Individual items of equipment with a purchase price of £1,500 or less are written off in the period in which the asset is acquired.

Investments

Investments are valued at market value at 31 December.

Current assets

Amounts owing to the PCC at 31 December are shown as debtors, less provision for amounts that may prove non-collectable.

Short term deposits include cash held on deposit either with the CBF Church of England Funds or at the bank.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2024

2 INCOMING RESOURCES

	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2024 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £
2(a) Voluntary income						
Planned giving						
Gift Aid donations	451,092	-	451,092	412,824	-	412,824
Tax recoverable	112,773	1,419	114,192	119,540	14,596	134,136
Other planned giving	67,245	-	67,245	57,406	-	57,406
Other donations	57,779	8,531	66,309	38,918	9,021	47,939
Other appeals	-	2,179	2,179	-	67,653	67,653
Grants (see note 1)	4,701	-	4,701	7,222	-	7,222
Sundry	11	-	11	111	-	111
	693,600	12,128	705,728	636,022	91,269	727,291
2(b) Activities for generating funds						
Hall lets	3,028	-	3,028	984	-	984
2(c) Income from investments						
Dividends & Interest	8,723	-	8,723	2,778	-	2,778
Rent receivable	16,085	-	16,085	21,307	-	21,307
	24,808	-	24,808	24,085	-	24,085
2(d) Church activities						
Fees	5,095	-	5,095	5,555	-	5,555
Events	13,526	-	13,526	6,419	-	6,419
Sales	757	-	757	585	-	585
Discipleship	1,679	-	1,679	1,848	-	1,848
Outreach	616	-	616	644	-	644
Children and families	3,701	-	3,701	3,476	-	3,476
Youth and students	695	-	695	617	-	617
	-	-	-	-	-	-
	26,068	-	26,068	19,144	-	19,144
TOTAL INCOMING RESOURCES	747,504	12,128	759,632	680,235	91,269	771,504

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2024

3 RESOURCES EXPENDED

	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2024 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £
3(a) Church activities - Grants (notes 11 & 13)						
Overseas Mission	22,480	12,446	34,926	21,250	67,439	88,689
Church relief & development agencies	7,775	3,796	11,571	8,350	-	8,350
Home mission & church societies	25,603	-	25,603	26,700	-	26,700
Individuals	3,950	21,667	25,617	2,000	19,649	21,649
	59,808	37,910	97,718	58,300	87,088	145,388
3(b) Church activities - Ministry						
Parish share	116,000	-	116,000	110,000	-	110,000
Staff costs	358,499	-	358,499	331,983	-	331,983
Ministry	42,778	760	43,539	27,598	1,317	28,915
Discipleship	9,190	-	9,190	13,057	-	13,057
Outreach	12,024	-	12,024	8,116	-	8,116
Children and families	10,770	-	10,770	9,816	-	9,816
Youth and students	12,572	-	12,572	11,884	-	11,884
Events and short term projects	4,572	-	4,572	4,246	-	4,246
Support costs	32,581	-	32,581	27,135	-	27,135
Church & hall running costs	31,991	-	31,991	36,968	-	36,968
Maintenance - Church	23,428	-	23,428	35,886	-	35,886
Maintenance - Other properties	9,091	-	9,091	9,630	-	9,630
Depreciation	4,365	-	4,365	1,524	-	1,524
Fee payments	3,212	-	3,212	4,541	-	4,541
	671,074	760	671,834	632,383	1,317	633,700
3(c) Governance costs						
Independent examiner's fee	3,100	-	3,100	2,820	-	2,820
Legal and other costs	642	-	642	682	-	682
	3,742	-	3,742	3,502	-	3,502
TOTAL RESOURCES EXPENDED	734,624	38,670	773,294	694,185	88,405	782,590

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2024

4 STAFF COSTS

	2024	2023
	£	£
Salaries	315,471	292,689
National insurance	15,004	13,186
Pension contributions	14,719	14,535
	<u>345,194</u>	<u>320,410</u>

The average number of staff employed was 15 (2023–15).

During the year the PCC employed the equivalent of 9.7 full time staff (2023–9.7), none of whom earned £60,000 pa or more.

5 TRUSTEES AND RELATED PARTIES TRANSACTIONS

The PCC had 3 members (2023–5) who each had a close family member who was also an employee of the PCC. The aggregate remuneration paid to these employees in the year amounted to £33,534 (2023–£59,897).

The PCC had 0 members (2023–0) with a related party who was paid by the PCC for work carried out for the church. The total value of this work was £0 (2023–£0).

The total amount of donations received without conditions from the trustees and related parties was £81,108 (2023–£76,892).

There were no other related party transactions made in 2024.

No expenses were claimed by Trustees/PCC members.

6 TANGIBLE FIXED ASSETS

	Freehold land £	Freehold buildings £	Youth equipment £	Other equipment £	Total £
Gross book value					
At 1 January 2024	78,000	336,766	25,546	55,283	495,595
Additions in year	-	-	-	14,209	14,209
At 31 December 2024	<u>78,000</u>	<u>336,766</u>	<u>25,546</u>	<u>69,492</u>	<u>509,804</u>
Depreciation					
At 1 January 2024	-	(149,184)	(25,546)	(53,761)	(228,491)
Depreciation on Disposals in year	-	-	-	-	-
Charge for year	-	-	-	(4,365)	(4,365)
At 31 December 2024	<u>-</u>	<u>(149,184)</u>	<u>(25,546)</u>	<u>(58,126)</u>	<u>(232,856)</u>
Net book value					
At 31 December 2023	78,000	187,582	-	1,522	267,104
At 31 December 2024	<u>78,000</u>	<u>187,582</u>	<u>-</u>	<u>11,366</u>	<u>276,948</u>

The freehold land and buildings comprises of the church hall and rooms, and 40 Leicester Street, Leamington Spa. In 1997 the church hall and rooms was revalued at £150,000 and 40 Leicester Street was revalued at £110,000. Additions and improvements have been added at cost.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2024

7	INVESTMENT PROPERTY	2024	2023
		£	£
	Market value at 1 January	315,000	315,000
	Net unrealised investment gain	5,000	-
		<hr/>	<hr/>
	Market value at 31 December	320,000	315,000
		<hr/> <hr/>	<hr/> <hr/>
8	OTHER INVESTMENT ASSETS	2024	2023
		£	£
	Market value at 1 January	12,003	11,012
	Net unrealised investment gain	275	991
		<hr/>	<hr/>
	Market value at 31 December	12,278	12,003
		<hr/> <hr/>	<hr/> <hr/>
	Investments is comprised of 531 shares in Central Board of Finance of the Church of England Investment Fund valued at mid market value (2023–531 shares).		
9	DEBTORS	2024	2023
		£	£
	Tax recoverable	5,918	3,584
	Other debtors and prepayments	1,555	1,095
		<hr/>	<hr/>
		7,473	4,679
		<hr/> <hr/>	<hr/> <hr/>
10	LIABILITIES	2024	2023
		£	£
	Amounts falling due within one year		
	Donations committed	-	1,500
	Other creditors	15,073	13,091
		<hr/>	<hr/>
		15,073	14,591
		<hr/> <hr/>	<hr/> <hr/>

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2024

11 SUMMARY OF ACTIVITIES AND DETAILS OF RESTRICTED FUNDS

	Opening balance £	Income £	Expenditure £	Investment revaluation (loss) £	Transfers £	Total movement in Year £	Closing balance £
Unrestricted funds							
Church activities							
General Fund	147,002	731,419	(721,168)	275	(1,700)	8,826	155,827
Designated funds							
Property Fund	60,697	16,085	(9,091)	-	(2,842)	4,152	64,849
Travel Fund	4,500	-	-	-	1,700	1,700	6,200
Fixed Asset Fund	267,104	-	(4,365)	-	2,842	(1,523)	265,581
Investment Property	315,000	-	-	5,000	-	5,000	320,000
	794,303	747,504	(734,624)	5,275	0	18,155	812,458
Restricted funds							
Hardship Fund	31,200	9,621	(21,167)	-	-	(11,546)	19,654
Specific funds	14,310	2,507	(16,817)	-	-	(14,310)	-
Cameo/Lunch Clubs	686	-	(686)	-	-	(686)	-
	46,196	12,128	(38,670)	-	-	(26,542)	19,654
Total funds	840,499	759,632	(773,294)	5,275	0	(8,387)	832,112

Unrestricted funds

General Funds: It is intended that the General funds of £155,827 be used as £117,500 to cover day-to-day cash flow (this amounts to about two months of expenditure) and the balance of £38,327 be used for resourcing future ministry.

Fixed assets represents the non-cash assets of the church, i.e., buildings and equipment.

Investment Property - see Note 7.

Property Fund to maintain the properties using rental income.

Cameo represents funds held for lunch clubs equipment.

Restricted funds

Lunch Clubs Legacy was bequeathed specifically to the Club for their use.

Hardship Fund represents monies to assist those in difficulty.

Specific funds represent donations and other monies received for specified purposes.

Transfers

£1,700 from General Fund to Travel Fund - setting aside funding for future Mission Partner travel.

£2,842 from Property Fund to Fixed Asset Fund to cover the depreciation charge on lighting expenditure.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2024

12 ANALYSIS OF NET ASSETS BY FUND

	Unrestricted Funds £	Restricted Funds £	2024 Total £
Fixed assets and investments	609,226	-	609,226
Short term deposits and cash at bank	210,831	19,654	230,486
Other current assets	(7,600)	-	(7,600)
	812,457	19,654	832,112

13 MISSION AND CHARITY PAYMENTS
including Mission Appeal Fund

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Overseas mission			
C Gasson - Nueva Vida Argentina	3,460	-	3,460
J & H Williams - Reach Beyond	3,540	4,400	7,940
J & R Sandels - YWAM	3,560	1,000	4,560
NOTDEC	2,900	4,046	6,946
Open Doors	2,000	-	2,000
S & R Bayford - CMS	3,520	3,000	6,520
T Wilson - Wycliffe Bible Translators	3,500	-	3,500
TOTAL Overseas mission	22,480	12,446	34,926
Church relief & development agencies			
Betel	2,275	3,435	5,710
Leamington & Warwick Foodbank	5,500	-	5,500
Tearfund	-	361	361
TOTAL Church relief & dev'mnt agencies	7,775	3,796	11,571
Home mission & church societies			
Coventry Diocesan Evangelical Fellowship	603	-	603
CPAS	2,000	-	2,000
Friends International	1,000	-	1,000
New Wine	2,000	-	2,000
RA & CS Weston	1,500	-	1,500
St Mary's Re CAP	5,500	-	5,500
Street Pastors	1,000	-	1,000
The Well Christian Healing Centre	5,500	-	5,500
Thrive	5,500	-	5,500
Warwick CU	1,000	-	1,000
TOTAL Home mission & church societies	25,603	-	25,603
Support for individuals			
Individual support	3,950	21,667	25,617
TOTAL Support for individuals	3,950	21,667	25,617
	59,808	37,910	97,718

The number of individuals assisted during the year was 39 (2023-30).

Accounts

PAROCHIAL CHURCH COUNCIL OF

ST PAUL LEAMINGTON PRIORS

ANNUAL REPORT

and

ACCOUNTS

For the year ended 31 December 2023

ST PAUL'S PCC LEAMINGTON PRIORS

2023 ANNUAL REPORT

Aims and Purposes

St Paul's Church Leamington Priors Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent in the ecclesiastical parish, Rev. Jonathan Jee, to further the whole mission of the Church: pastoral, evangelistic, social and ecumenical. The PCC is also specifically responsible for the maintenance of the church building, 40 Leicester Street, and 14 Taylor Avenue.

Our purpose is, 'Following Jesus, the Way, the Truth and the Life'. These words have always been written in the stones of the building and illustrated with three sculptures on our perimeter wall (the cross, the Bible and a dove representing the Holy Spirit). They are part of the founding vicar's vision for this parish and remain just as appropriate now that we are a Mission Hub (Resource Church) for the diocese.

Our vision is (together with others) to give everyone in our area a meaningful opportunity to respond to the Good News of Jesus by Easter 2033. Through the power of the Holy Spirit, we will try to fulfil this vision by helping each member of St Paul's to become a wholehearted disciple of Jesus, working towards St Paul's becoming a thriving centre for the Kingdom of God, working with other churches to continue the ministry of Jesus, proclaiming the good news of the Kingdom of God, and demonstrating it in practical caring ways.

Objectives and Activities

The PCC is committed to providing a vibrant worshipping community into which people in the parish and beyond can be welcomed. Our services and events aim to help people to become disciples of Jesus and to grow in faith through prayer, scripture, worship, serving & fellowship.

When planning our activities each year, we consider the Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable people to live out their faith as part of our church community through:

- Worship and prayer, learning about the gospel, and developing knowledge of and trust in Jesus as Lord.
- Provision of pastoral care, and helping people to grow as disciples
- Mission and outreach

To facilitate this work, we ensure that the fabric of the Church and other buildings are well maintained, that we have a suitable staff team, the finances are managed responsibly, and that all we do is underpinned with prayer.

Achievements and Performance

In 2023, we continued to work on our purpose, vision and values. We formalized our vision at the APCM (Annual Parochial Church Meeting). Our new vision is (together with others) to give everyone in our area a meaningful opportunity to respond to the Good News of Jesus by Easter 2033. We left the 'area' vague because it will depend on which other churches want to work with us as a Mission Hub. Over the summer, with much prayer and discussion, we developed a new set of values – 'Seeking God and serving him', 'Being humble and holy', and 'Living generously and joyfully'.

In January, the PCC also clarified what we believe. We took time to work through the issues on sexuality and marriage arising from the national LLF (Living in Love and Faith) process. We affirmed that we believe Church of England doctrine on marriage and singleness, and voted to agree with the CEEC (Church of England Evangelical Council) basis of faith, including their two additional declarations. The significant one at present is declaration 2, which says: "We acknowledge God's creation of humankind as male and female and the unchangeable standard of Christian marriage between one man and one woman as the proper place for sexual intimacy and the

basis of the family. We repent of our failures to maintain this standard and call for a renewed commitment to lifelong fidelity in marriage and abstinence for those who are not married.”

The result of all of this has been that over the last two years, we have rewritten our purpose, vision and values, and agreed a statement of faith. We are now looking forward to seeing how the vision God has given us will unfold in the years to come. As has become traditional, we held a Vision Sunday in November and a Commitment Sunday just before Advent (on the Feast of Christ the King). At these services, Jonathan explained our new vision, and encouraged us to commit to serving the Lord over the next year.

We realised that our vision is not just for St Paul’s but for our Mission Hub, and Jonathan has had conversations with other clergy in the area about being part of this. A group of around 10 incumbents have been meeting together over the year to pray and to support each other practically in working towards the vision. St Paul’s has put on various events and services that those in the Mission Hub could come to, including an evening with John McGinley in January and Paul Harcourt from New Wine in May. We are also keen to share what God has given us with any churches in need locally. For example, members of our church family have offered expertise in HR, finance, technology, safeguarding, and children and youth ministry.

For this vision to come to fruition, we need to encourage everybody to become a whole-hearted disciple of Jesus, not just a church attender. We will also need to plant many NWCs (New Worshipping Communities) to reach new people in new places in new ways. This fits in with the Diocesan vision to create 150 NWCs over the next decade. In 2024, Eleanor will be leading a Myriad Learning Pathway for small teams of laypeople looking to plant to NWCs. In our own church, we want to encourage NWCs and New Missional Communities, with a particular vision to start one in our school in 2024.

During 2023 we returned to our normal schedule, after the disruption of COVID-19. Numbers have continued to increase at all services and events, with lots of new people joining us. We estimate our regular worshipping community to be at least 500 adults, plus at least 200 children and young people. We are grateful to our tech team, whose work enables those not able to be there physically to continue joining in remotely. One of the features of St Paul’s is the large number of children and young people, and we praise God that we are genuinely an all-age church family. Alongside this, one of the delights of 2023 has been seeing an increasing number of people from different ethnic backgrounds joining us at St Paul’s so there is now more diversity in our congregation. We hope this will continue to increase.

There have been moments of great joy and also of grief for our church family this year. We have been able to celebrate new life with thanksgiving for the birth of children, as well as new seasons of life as several couples were married this year. Many baptisms and confirmations across the year were other joy-filled occasions. This year, we have mourned with those who have lost loved ones and missed them greatly. Through all these things, we remind each other that Jesus is Lord.

We started our new monthly prayer meeting in January 2023, called ‘The Source’. The idea is that we come as a church to God, who is the source of life, joy, peace and all that is good. We seek his leading and guiding in what we should do, and draw strength from him to do it.

Ascension Day 2023 was the 150th anniversary of the laying of our foundation stone (the foundation stone was laid on Ascension Day 1873 and the first service was on Ascension Day 1874). We celebrated this with a ‘Firm Foundations’ weekend which included a prayer evening, a family fun day at the church school, 13 baptisms at our Sunday services, and the first performance of the new St Paul’s gospel choir. We are looking forward to celebrating our 150th anniversary in 2024.



The Source prayer meeting



Baptism candidates

As a church, we are part of Coventry Diocese and Warwick and Leamington Deanery. Jonathan is Area Dean of Warwick & Leamington, involved in other roles in the diocese, and at the national level, he is a member of General Synod. As a diocese, we lost both our Bishops this year. Bishop John retired and Bishop Christopher moved on to become Dean of Windsor. We had a wonderful confirmation service with Bishop Christopher, just before he left, with 18 people confirmed and a joyful outpouring of the Holy Spirit. At this service, Bishop Christopher expressed his appreciation for the life of St Paul's and the impact it has on the diocese. He also announced that he had made Jonathan an Honorary Canon of Coventry Cathedral.

As always, there were many other highlights this year, including wonderful services at Easter and Christmas, the Kings Chamber Orchestra concert in December, and camping together at the New Wine United festival in summer.

There is more on finances later in this report but in this introductory section, we want to acknowledge how grateful we are to the Lord for providing for our needs. At the start of the year, we looked to be facing a deficit of £116k and by the end of the year, this turned out to be just £13k. We also want to extend our heartfelt thanks to all those who have given generously to the hardship fund, which we use to support those in financial need. This year, use of the fund has included contributions towards heating costs over winter, and grants for summer outings to those otherwise unable to go on holiday. It is a privilege to be able to care for each other in this way.

The next section lists the various groups and activities connected to the church. All of them are only possible because of the hard work of our amazing church family and we are very grateful for the time, prayer and energy that our church members give to each ministry. Only the Lord fully knows all that is going on, but the next section gives a few more details about much of it.

Activities this year have included:

Services



Carols by Candlelight



Easter Sunday Sunrise service

We have four regular services each week. On a Sunday at 8am, around 15-20 people gather for a quiet service with Holy Communion. At 10:30am, our service is attended by around 250 adults and 100 children and young people. There are various groups in the morning for children aged up to 14 to learn about Jesus, pray, play games and do craft activities. Our evening service at 6:30pm is attended by around 70-90 adults. Finally, our mid-week congregation of around 40-50 people meets on Wednesdays at 11am for a service followed by a time of fellowship over coffee and cake.

Over Christmas, we welcomed many hundreds of people through our doors to various special services including a Service of Light, two Christingles, Alternative Carols, and Carols by Candlelight. We also held a Longest Night service which gave those who have been bereaved a dedicated time to remember their loved ones.

At Easter, we celebrated Good Friday and Easter Sunday with all-age services at church, the latter attended by 470 people from the church family and also the local community. We also held a sunrise service on Easter Sunday, praising God together on Campion Hill.

We held a baby loss awareness service for the first time this year, a small event which was particularly appreciated by those who attended.

Teaching

Throughout the year (excluding a short interlude over December) we have been teaching from Luke's gospel - making our way through the book one section at a time, and on track to finish at Easter 2024. By not missing any part out, we have covered stories from Scripture not preached on often, as well as the very familiar passages. During 2023, we welcomed several guest speakers to our services, including Andy Robinson from Living Out, Paul Harcourt from New Wine, and John McGinley, author of 'The Church of Tomorrow'.

Children

Our children's ministry has continued to thrive. On Sundays, our children's groups (Wrigglers (0-2s), Movers (2-4s), Shine Out and Soak Up (4-8s) and Interact (9-11s)) have had a quick tour through Luke's Gospel, the Psalms and Jesus as Healer. Each week we have Bible stories, games, crafts and prayer time. Midweek groups include our immensely popular Tiddlies Praise for preschoolers, Thursday Club Juniors for school years 4, 5 and 6, and Hoppers and Bouncers, a creche run during Oasis. Children in these groups are introduced to Jesus in creative ways. As ever, a huge thanks to all our wonderful volunteers, without whom we could not provide such great activities for the children.



Ready for Tiddlies summer party

St Paul's are privileged to have a great relationship with our church school, and throughout 2023 we led weekly assemblies at the school and termly school services in the church building. A particular highlight was being involved in the school prayer week in May, across which hundreds of children participated in worship through creative prayer stations at church. Jan Pringle was elected as Chair of Governors in September, taking over from Richard Coxon. Many thanks to Jan, Richard and all the governors at St Paul's School for their wise leadership and openness to partnering with us in ministry there.

Two events which are always much anticipated are the Dads and Kids camping trip in June and the Light Party in October. This year, over 100 Dads and children enjoyed a weekend of camping, adventure, friendship-building and worship time. Many thanks to all those who helped make this happen. The light party was also incredibly popular, and provided families from church and the local community a fun and hope-filled opportunity to celebrate Jesus being the light of the world.

We are, as ever, hugely blessed by and grateful for the team who lead the children's ministry here. Thank you to Katy Traynar, Lydia Yelder, James Yelder and Lizzie Timlin for all their love and hard work towards enriching the lives of children at St Paul's.

Youth



St Paul's young people at Basecamp

It is a joy to have a large cohort of young people in the youth at St Paul's. Our weekly youth groups include Engage on a Sunday morning (school years 7-9), as well as our midweek evening groups - Thursday Club (school years 7-9) and The Hub (school years 10-13).

At the beginning of February was the first Basecamp since 2019 – a weekend away run by Thrive Youth Ministries for young people from many different churches in the area. We took 33 young people from St Paul's and it was a really significant weekend for the young people to grow in their faith.

To celebrate Easter, the Hub went out for a meal to Pizza Express and there was a real joy in being together for the evening. We also went bowling with



Youth laser quest social in church

the year 9's to welcome them into the Hub. The first Hub back after Easter was entirely led by young people, including some of them sharing part of their testimonies.

Another highlight this year was a social for the Hub and Thursday Club where we set up laser quest in the church building and had a huge amount of fun. In October, we took five girls to the Orchard Women's Conference in Birmingham. Many of the young people helped out at the light party for primary-aged children. This was followed by a great time at the Light After-Party, celebrating with 48 young people, many of whom brought their friends.

Many thanks to all those who volunteer at the youth groups, and to our staff – Lizzie Russell, James Yelder and Christina Parry - who organise not only the weekly events but so much behind the scenes too as they mentor many of the young people and leaders. The PCC would particularly like to extend a heartfelt thank you to Lizzie for her excellent leadership as Youth Minister – creating a safe and welcoming environment where young people can have fun, make friends, and be encouraged in faith and discipleship.

Students

One of the longer-term effects of Covid has been that our student numbers are much lower than they used to be. This year we put on 'breathing space' - an opportunity for students to take a break from revision, and several student lunches and socials. We currently have a small but much-appreciated group of students coming to St Paul's, who we encourage to get involved in the life of the church. For example, several students volunteer in the children's and youth groups on Sundays, which we are very grateful for. Thank you to Christina, Andy, Holly and the rest of the team who lead the student ministry and invest their time and love into the students here.



Student lunch

Small Groups

Small groups meet during the week for fellowship, worship and Bible study. They are vital to the life of the church and we encourage everyone to be part of one – we can't be a disciple on our own. We have around 15 small groups, as well as several larger fellowship groups (e.g. MIRTH and Oasis, which has 7 small groups within it) and many informal prayer groups of 3-4 people.

Music



St Paul's Orchestra at the cathedral

We are blessed with many gifted musicians at St Paul's. One highlight this year has been to have our youth band lead us in worship several times. It has been wonderful to have our younger people lead us in praising God! Thank you to Ross for all his investment in and work with the youth bands.

Eleanor started two new music groups this year – St Paul's Orchestra, and 'Shine' gospel choir. It has been a delight to be led in worship by each at various services across the year. The orchestra also played for the Bishop's final service at the Cathedral, which was particularly exciting for the youth

taking part. Both the orchestra and the gospel choir plan to continue next year, and we are excited to see how God uses these two communities and their music in the future.

A huge thanks to all those who are involved in our Sunday worship bands, Christmas choir, gospel choir and orchestra. We are so grateful for each one of you.

Worship and Tech

The PCC are hugely grateful to Lars for all his work overseeing and upgrading our worship and tech, and for the team who enable the worship and livestreaming to happen. The live stream is particularly a blessing to the house-bound members of our church family, who can join in with us online. The technical team has been growing with a few more volunteers joining us, taking our numbers to over 15, who regularly help support all the services and events at St Paul's. We are constantly trying to improve what we do and overcome the inevitable technical challenges that do appear!

Filming and documenting all that we do as a church in our 150th year has been a real eye-opener, as to all the great things that happen in our community life and the personal faith stories that people have.

Prayer

This year we started a new monthly prayer meeting – The Source. This usually involves worship in the round and a short reflection from the Bible, followed by plenty of time to pray in groups for St Paul's ministries, the wider world, and each other.

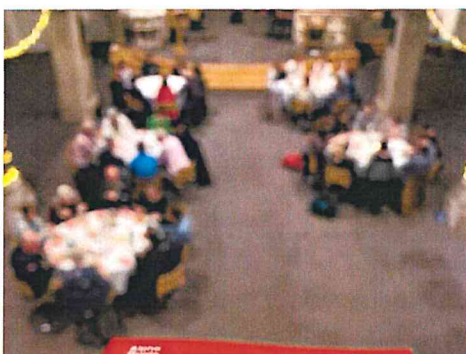
Throughout the year, our prayer ministry team continued to offer prayer after each of our regular Sunday services. Prayer requests range from minor everyday problems to deeply troubling situations, both of which God cares about. It has been a joy to hear testimonies of what God has done through these prayers. For example, one person said, 'I had been struggling for some time to forgive someone, and as the ladies on the prayer team that Sunday prayed for me, I felt the peace of God and knew that he would help me to heal from the hurt and to forgive the person. It was a significant moment for me and I am so grateful to the team at St Paul's for their prayer.'



Prayer room for 24hours of prayer

As part of our 'Firm Foundations' celebrations in May, we held 24 hours of continuous prayer in the church building, where we praised God for all he has done through St Paul's so far, and prayed for our local area.

Alpha



Alpha groups in discussion

2023 had two fruitful Alphas with over 70 guests and about 30 team. Over the year we saw both new seekers, as well as Christians wanting to shore up their foundations, asking the tough questions and exploring faith. We have seen lots of guests grow a new faith or deepen the one they already had, while other guests simply found it welcoming and interesting. It's been particularly exciting to see guests being baptised and choosing to become more involved in church life.

Alongside the Alpha course, we have a thriving missional community - the Alpha community - which is a place for ongoing discipleship and mission. Within this community, we encourage each person to join a prayer triplet,

to deepen faith through doing the Christian Foundations course, prayer and other meet-ups. We also meet regularly as a whole missional community of around 40 people, where we have a heart for the ongoing community of Alpha and helping people integrate into the wider church family as well as praying for Alpha and mission.

Cake and Craft



Cake and Craft projects

During 2023 we continued to have a faithful group of about 20 ladies at our Saturday morning Cake and Craft meetings. They mainly brought their own crochet, knitting, sewing, cross stitch or other crafts, sharing tips and encouraging each other. We also had demonstrations including a hanging paper jewel. A highlight of 2023 was the 10th anniversary of Cake & Craft in October when a celebratory lunch followed the usual session. In November, we were grateful to the ladies who helped with the annual preparations for Create for Christmas.

Mustard Seed Fellowship

One of the highlights of 2023 has been the start of the Mustard Seed Fellowship – a community of Cantonese-speaking Christians from Hong Kong who joined St Paul’s. Having started as just a few families meeting for food and Bible study after the morning service, the group has grown to around 30 people. We had the joy of confirming seven of them in October. We are hugely grateful for Emen and Larry’s prayerful leadership of the group, and are looking forward to the start of Cantonese Alpha in early 2024.



The Mustard Seed Fellowship in church

MIRTH



MIRTH outing

This year, Tim Wagg handed over the leadership of MIRTH to Terry Salter. We are immensely grateful for Tim’s faithful leadership of the group since he started it many years ago. Across the year, and under both leadership teams, MIRTH has remained true to its purpose of enriching the lives of retired men. The tried and tested formula of 3 monthly opportunities for men to come together continued; usually consisting of a pub lunch and walk, a Bible study, and a unique main monthly event. The main meetings this year included a visit to The National Memorial Arboretum and a tour of the RSC in Stratford.

One key change in the last year was the introduction of a dedicated MIRTH website, kindly built by Zak Dunstone. This has greatly improved communication and also streamlined admin by allowing us to take card payments. A great example of this was the first MIRTH Xtra event “Curry with Gian” where over 60 men of all ages came together for a great evening to eat and hear Gian’s testimony.

Eco Group

As well as giving everyone in the church specific ideas about how to be more sustainable in our everyday lives, the Eco Group has also been involved in encouraging the pursuit of adding solar panels to the church. We are

now actively investigating whether we can put solar panels on the south roof, which would make a huge difference to our carbon footprint. The PCC is very grateful for Jason Garrett's leadership of the Eco Group over the last few years. At the end of 2023, he handed over to David and Angela McKay who will take the group forward.

Oasis

Oasis is our midweek women's ministry – a group that meets on Thursday mornings to worship and listen to a talk together, followed by discussion and prayer in smaller groups. Across 2023, Oasis reached over 60 women. They looked at the 'I Am' sayings of Jesus, as well as a term on serving, and a term looking at prayer. In the summer, they had a wonderful garden party.

There were some changes in the senior team this year, with Julia Essex and Joy Hattersley moving on after 7 years of service to concentrate on ministry at Holy Trinity, and Liz Lewis joining the team. Many thanks to Caroline Castle and the rest of the leadership team for all their hard work behind the scenes, as well as to everyone who volunteers in the kitchen and Hoppers and Bouncers.

Community

In January, we opened up church as a warm space after school, though this did not prove to be much used and so was stopped in February. However, we do have lots of activities going on which provide some sort of 'warm space' most days of the week.

We re-started our Foodbank Café early in 2023. On Thursday afternoons in the lounge, alongside the Foodbank at St Paul's, we provide hot and cold drinks, a range of cakes and snacks, and clothes for young children, for whoever wants to drop in. We get Foodbank users - including those who don't have a voucher that day, local residents, refugees and asylum seekers, and other people who come because they like the warmth of our welcome and the way we are happy to listen to them. Whether we're in the kitchen serving, or sitting at a table chatting, we feel privileged to be able to share the love of Jesus with them in this way. The team would welcome others from St Paul's who would like to be blessed through this ministry.

Throughout the year on Monday mornings, our Renew Wellbeing café continued to provide an open space where people from the community can come to enjoy free hot drinks and homemade cake, play a board game, do a craft activity, or have a chat with one of our friendly volunteers. We have several people who regularly come along, as well as others who drop in. There is a sense of welcome and community which makes the morning special, and guests also have the chance to join in a time of prayer if they would like to. For some who come along it is a unique and important weekly chance to chat and make friends and we are so grateful to the volunteers who make it possible to provide this care. The PCC would particularly like to thank Andy Lockyer for all his work getting the café up and running.

In summer, we put on a community barbeque in the church garden, providing free hot food, drinks and games for anyone in the local area who wanted to join in. Lots of church families and several other people from the area came along.

A particular highlight this year came at Christmas when we ran pub Carols at the Somerville Arms and carol singing at Kennedy Square, both of which provided a great opportunity for us to engage with people in the area who don't usually come to church.



Community BBQ in the church garden

Courses

Across 2023, we offered a range of courses to support people through many different walks and seasons of life. These included *Securely Single*, written by Eleanor Jeans, which helps single Christians discuss and address the positives and negatives of the single life and encourages all to be content in every and any circumstance. This ran online and was appreciated by many who attended.

We ran the HTB Marriage Prep course for couples who were engaged this year. The Marriage Course also ran in the spring term and was attended by 18 couples of all ages. *Restored Lives* helps people recover from relationship breakdown by supporting people and their children through separation or divorce. Kevin and Sarah Roe took a small group through this course in the autumn term.

Retiring Well is a course for those approaching retirement and for those who have finished full-time work in the last year. Retirement is a time of significant change for people and this course provides a helpful space to think and talk through the transition with others. Jan and Graeme Pringle ran a pilot course in the Autumn term and it was well-received by the group of 10 who took part.

The Bible Course is an excellent eight-week course which looks at the overarching story of the Bible and how key events, books and characters fit together. In the summer term, we had a large group go through this together in church, some of whom had just finished Alpha and others who had been following Jesus for decades.

Finally, over summer we hosted *TasteLife* as they ran an eight-session weekly group for sufferers of eating disorders, and those who care for them. It was a small but impactful course for those who attended.

Events

We held several one-off events across the year. The Big Tearfund Quiz in October raised money for Tearfund; Create for Christmas in December was attended by over 100 women who made craft items and heard a powerful testimony; the Kings Chamber Orchestra performed an afternoon family concert for almost 200 people including lots of children, and an evening performance that was even more popular. All these events welcomed both church family and members of the local community through the doors.



The Big Quiz in October to raise money for Tearfund

Weddings

One of the joys of church life is the weddings which happen in our building throughout the year. In 2023, we had seven couples get married at St Paul's. In particular, it was a delight to celebrate the weddings of those from our church family who got married here – Rod and Sarah Power, Tom and Lisa Rawlinson, Andy and Amy Nicol, and Connor and Chloe Harvey-Ward. Congratulations to the happy couples!

Funerals

It is a privilege to come alongside those who have lost loved ones when we lead funeral services at church. This year held significant loss for our church family, as some dearly-loved saints died. We would especially like to gratefully remember Peter Kilgour, George Swann, John Robinson, Carolyn Harris and Angela Stephenson. They will be greatly missed until we see them again in glory.

New Wine

St Paul's is part of the New Wine network of churches and we often take a group to their United summer festival. This year a group of around 50 went, and enjoyed the fellowship time and teaching thoroughly. They also celebrated Jonathan's 60th birthday.



New Wine UNITED summer festival

Mission Partners - Local

We have continued to support our local mission partners across 2023 through prayer and giving. These are - The Well Christian Healing Centre, Leamington Spa Street Pastors, Warwick District Foodbank, Thrive Youth Ministries and Christians Against Poverty. We recognise that, alongside the financial assistance, there is scope to better support these organisations through prayer and volunteering. With this in mind, Tony O'Brien hopes to set up a Local Outreach Team in early 2024 that will look to make this happen.

Mission Partners – Further Afield

We have also continued to support our global mission partners through giving money, regular prayer support, or both. In 2023, we supported: John and Hannah Williams, who serve in central Asia with Reach Beyond; Rosie and Stu Bayford, who work in Brazil with CMS; Claire Gasson, who runs an evangelistic café in Argentina; Charles Barr Johnston, who works with Spanish-speaking people in Argentina; Richard and Carolyn Davey, who are involved with the work of WEC UK; NOTDEC, a Christian orphanage in Uganda; Richard and Catherine Weston, who are involved in outreach to international students in Oxford; Betel, a charity who work to bring freedom and restoration to those suffering the effects of drug and alcohol abuse in the UK; Theresa Wilson, who works with Wycliffe Bible Translators in Papua New Guinea; Keith and Catherine Ranger, who minister amongst Chinese scholars in England; Open Doors, a charity serving persecuted Christians worldwide; Elisa Pike and Marcos Vicente, who minister in Brazil; James and Rachel Sandels, who serve with YWAM Global in Albania; and CPAS, who support local churches in mission.

In July, we held a Gift Day for some of our mission partners, with the hope of raising £42,000 so that we could provide a new, family-appropriate vehicle for the Bayfords, a minibus for the Sandels' mission work, and a borehole for NOTDEC. We are amazed by the generosity God put in people's hearts on the day, and delighted to report that just over £79k (including gift aid) was raised in total, allowing us to offer even more support than originally planned. Our mission partners are hugely grateful, with the Bayfords writing 'That's really incredible and we're blown away by people's generosity. Thank you so so much - we're deeply grateful.'



The new borehole and solar-powered pump at NOTDEC

Staff and DY Students

The PCC gives a heartfelt thanks to each and every member of staff for the contribution they have brought to the life of the church through the year. 2023 saw some significant changes in the staff team. Jan Pringle retired in January after 9 years working for St Paul's. We are hugely grateful for the organisational skill, leadership and



Staff at the summer social

pastoral care she has contributed to our church family over that time. Anna Baker joined the office team in March as our Mission Hub Administrator. In April, Julie Jackson stepped down from PCC to join the staff team as our Ministry Coordinator and Parish Safeguarding Officer. Also in April, Mel Tweed retired after working for 15 years as our finance administrator. We would like to extend great thanks to Mel, for the precision and reliability with which he approached his important work.

Christina Parry, our student worker, left at the end of August to pursue further theological study. We are so grateful for all that she contributed to our student and youth ministries during her year with us, and for the strong team and core group of students she helped to establish. Daniel Houldsworth also left at the end of summer, having completed his year as ministry assistant following his Discipleship Year. He played a key role in the redevelopment of our website and continues to contribute enormously to the tech team as a volunteer. In September, Sarah Darren joined us as our Finance Administrator.

Lydia Yelder (Children’s Minister) went on maternity leave in October and James Yelder (Children/Youth Worker) has been providing maternity cover since then. The children’s ministry team has continued to provide excellent events on Sundays and during the week where children and their families can meet Jesus through stories, craft and many other creative activities. We are grateful on behalf of the many families at St Paul’s for them.

We were also joined by our three 2023/24 Discipleship Year students – Amy Percy, Marc Binnema and Lucy Van Brug. Amy was a student with us during her time at Warwick, and is focusing particularly on children’s ministry. Marc and Lucy both joined us from the Netherlands and focus on tech and worship respectively. It has been a joy to get to know all three of them and to see their leadership and ministry developing so far.



Andy and the DY students at Christmas

Leadership



Some of SLT at Lead Academy

This year has seen significant investment in our leadership at St Paul’s. A major driver in the rethinking of our purpose, vision and values has been the Senior Leadership Team taking part in a Lead Academy Learning Community. This year, we have also been encouraged to think prayerfully about our mission as a church.

In March, ministry leaders from the staff team went to the New Wine Leadership Conference in Harrogate, and received helpful input on a range of subjects including Rev John McGinley on what the ‘Church of Tomorrow’ might look like, and Bishop Jill Duff on the importance of repentance and the place of pain in the Christian walk.

This year we established the St Paul’s Leadership Community. The idea is to develop a community for those who carry responsibility in the church and to help us to stay united and healthy, as we seek the Lord together for how to carry out the vision he has given to us. The Leadership Community has met once so far for a helpful discussion on how best the group could meet this need, and is looking to work in 2024 on how we can get better at making disciples.

More information about our activities during the year is available on our website, www.stpl.org.uk.

Fabric

We have a regular schedule of maintenance and health and safety checks, and these continued throughout the year; our Fabric and Housekeeping team worked hard to keep the church clean and well-stocked; and our Site Committee met monthly to address any issues.

In the garden, we installed a bench in memory of Mike Atkins, donated by his wife, Linden. In the main worship area, we looked at improving the lighting facility and issued a proposal to the Diocese Planning Committee who visited us to discuss it. This is now in the final phases of the process.

The quinquennial report on the building was carried out in October and concluded that overall the building is in good condition but there were several items we need to address within the next year. We are in consultation with several companies to quote for this work.

We are also keen to investigate the possibility of solar panels on our roof. The initial step will be to carry out a structural survey of the roof to ascertain whether it can take the load. This is being progressed.

Both our properties at 40 Leicester Street and 14 Taylor Avenue have new tenants and are regularly checked for issues.

Financial Overview

When we completed the Redevelopment of our church worship space in 2015, we used up most of our reserves of cash but, since then, we have made a modest surplus in most years and have slowly rebuilt our reserves.

We were facing a potential deficit of £116k at the start of 2023, as our expenditure was set to increase by ten to twenty percent—partly due to increased ministry activity and partly due to increasing costs across the board—and our regular income had remained static for some time, partly because we wanted to avoid asking our members to increase their donations in light of the years of economic uncertainty around COVID and the increased cost of living. However, we are grateful to God for continuing to provide unexpected sources of income so that, even though our expenditure levels were as high as anticipated, we finished the year showing just a £13k deficit. Taking into account the operating surplus in 2022 of £30k and the previous years' modest surpluses, the church maintains a solid financial position.

Our cash reserves currently stand at £208k. In 2017, the PCC decided to split our reserves into 3 pots:

- Some is reserved for cash flow and general reserves. It was agreed that the general reserves policy should be 8 weeks of regular expenditure (around £110k).
- Around £60k is in a Properties fund. The PCC owns 40 Leicester Street which was used at various points to house New Wine Discipleship Year students (no income), to house a Ministry Assistant (rental income received), to house a church member (rental income received), and as a location for some of our Sunday morning children's groups. The PCC also owns a local house which was bought in 2017 and is rented out, either on the open market or privately to a church member. Income from both properties goes into the Properties fund and is used to pay for maintenance and repairs.
- The remainder of the reserves is used for a 'Resourcing Ministry' fund which resources new initiatives or staffing posts for mission and ministry.

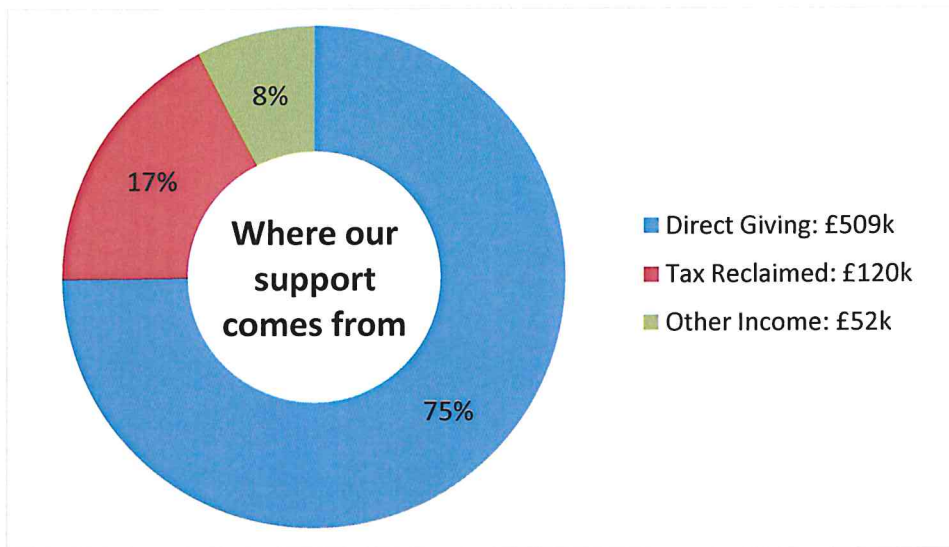
The PCC, Standing Committee, and Finance Committee monitor our financial position throughout the year.

Income

The vast majority of our regular income comes from direct giving from our church members together with the associated Gift Aid tax reclaimed on this giving, and we are extremely grateful to all those who give so generously.

2023 was a strong year for our Gift Aid claims, as we had a major push on getting new Gift Aid declarations and were able to submit backdated claims for some long-term donors who had not previously setup a declaration—this resulted in £16k of backdated Gift Aid claims and an increase on our monthly claims.

Other income is from lettings and rental income, wedding and funeral fees, events, grants, and trips.



Expenditure

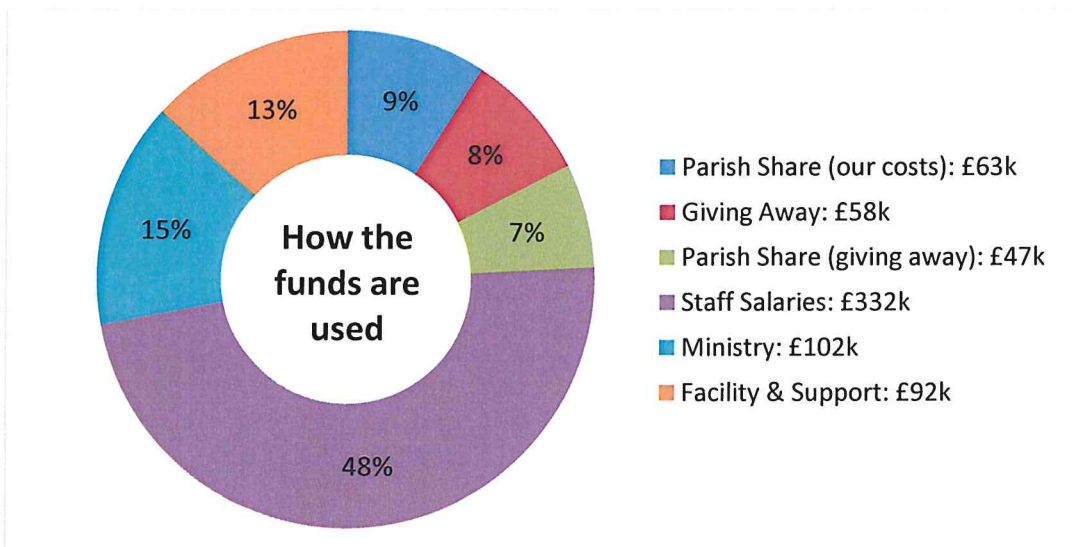
Staff salaries include the staff wages, National Insurance, pension contributions and recruitment costs. Clergy stipends are provided by the diocese via the Parish Share.

The ministry costs include all the costs of our children's and youth work, adult discipleship, outreach, community work, leadership development and training. This year, we also held some additional ministry events to celebrate the 150th anniversary since the laying of our foundation stone.

Facility and Governance costs include the costs of keeping our building and equipment in good repair, cleaning, office running costs, heating, lighting and insurance.

Each year we budget to give away at least 10% of the previous year's unrestricted income to our mission partners and to ministries in the town beyond our own church (in 2023 this equated to 8% of the total expenditure, which you can see on the pie chart on the next page).

The Parish Share is our share of the costs of ministry in the diocese, including training, housing, stipend and associated costs. In addition to the 10% we give away locally and further afield, we also give around 5% of our income to the wider Church of England through making an additional Parish Share contribution on top of our actual costs. So, in all, we give away around 15% of our regular income, in addition to occasional Gift Days for specific purposes. We are very grateful to the Lord for His faithfulness in meeting our needs this year and over many previous years.



Restricted Funds

As well as the unrestricted income and expenditure which make up the day-to-day running of the church and its ministries, we manage a number of restricted funds for the benefit of church members and for those in our sphere of influence.

The Hardship Fund has been generously provided by church members for the benefit of those facing financial hardship. £11k was donated to the fund during 2023 and £19k was distributed in the form of grants and loans—most notably in the form of regular fuel grants given to a number of families during the winter months.

This year we also held a Mission Partner Gift Day for three primary partners based in Albania, Brazil and Uganda, with any leftover money being distributed by the Global Outreach Team. We were overwhelmed by the generosity of our church members, with the initial target of £42k being smashed by a Gift Day which raised £80k.

Full details of the independently examined accounts are in the Statement of Financial Activities, starting on page A1.

Administrative Information

St Paul's Church is located on Leicester Street, Leamington Spa and is part of the Diocese of Coventry within the Church of England. The correspondence address is St Paul's Church, Leicester Street, Leamington Spa, CV32 4TE. The PCC is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2006) and a charity.

PCC members who served from 1 January 2023 until the date this report was approved are:

Simon Brown	Deanery Synod
Joy Caws	
Charles Crow (Churchwarden)	Deanery Synod (to 26/03/2023)
Carolyn Davey (Churchwarden)	
Zak Dunstone (Treasurer)	Deanery Synod (from 26/03/2023)
Tim Filby (from 26/03/2023)	
James Gaade (to 26/03/2023)	
Julie Jackson (to 17/04/2023)	
Eleanor Jeans (Associate Vicar)	Deanery Synod
Jonathan Jee (Vicar and Chair)	Deanery Synod, Diocesan Synod, and General Synod
Rani Joshi (from 26/03/2023)	Deanery Synod (from 26/03/2023)
Judith Linnell	Deanery Synod (to 26/03/2023)

Gillian McKellar	
Faith Munaawa (from 26/03/2023)	
Graeme Pringle (Associate Minister)	Deanery Synod and Diocesan Synod
Andrew Rolls	Deanery Synod
Daniel Rogers	
Andy Ruffhead (Curate)	Deanery Synod
Alicia Sampson	Deanery Synod (from 26/03/2023)
Carolyn Stone (from 26/03/2023)	
Timothy Traynar	
Becky Whales (to 26/03/2023)	
James Yelder (from 26/03/2023)	

Charity name

The Parochial Church Council of the Ecclesiastical Parish of St Paul, Leamington Priors

Registered Charity number

1130329

Charity's principal address

St Paul's Church, Leicester Street, Leamington Spa, Warwickshire, CV32 4TE

Bank

CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Independent Examiner

M D Spafford of LDP Luckmans, 1110 Elliot Court, Herald Avenue, Coventry Business Park, Coventry, CV5 6UB

Safeguarding

We make Safeguarding a high priority here at St Paul's. Julie Jackson is our Safeguarding Officer and Judith Linnell acts as Deputy Safeguarding Officer. Any concerns should go to the leader of the group or ministry in the first instance or directly to Julie or Judith. We work to ensure that we keep our children, young people and any vulnerable adults as safe as possible.

We work closely with Coventry diocese and have adopted the Church of England's Safeguarding Policy 'Promoting a Safer Church' recommended by the diocese. The PCC has complied with the duty to "have due regard" to the House of Bishops' guidance in relation to safeguarding.

We have a Safer Recruitment policy and any new staff and volunteers who are working with children or vulnerable adults are safely recruited, including the appropriate level of DBS check.

We have a Parish Safeguarding Advisory Group who meet approximately every 6 weeks to review safeguarding cases, policies and procedures in the church and also to review the handling of more significant pastoral cases. We use the Safeguarding Dashboard and Hub to manage our ongoing compliance with statutory requirements, training, DBS management and Church of England policies.

The Safeguarding Officer reports to the PCC at every meeting to ensure members are fully informed about progress in this area.

Structure, governance and management

Type of governing document

Parochial Church Council Powers Measure (1956) as amended and church representation rules How the charity is constituted: A corporate body established by the Church of England.

Trustee selection and induction methods

The method of appointment of PCC members is set out in the church representation rules. The PCC is also a registered charity. All church attendees are encouraged to register on the electoral roll and are eligible to stand for election to the PCC. PCC members are briefed on current PCC issues at the first meeting of the new PCC.

The PCC operates through a number of committees and teams, which meet between full meetings of the PCC: the Standing Committee, the GO (Global Outreach) Team, the Local Outreach Team (established January 2024), the Safeguarding Advisory Group, the Finance Committee, and the Site Committee.

The Senior Staff team, which consists of the Vicar, Associate Vicar, Curate, and Operations Manager, meets regularly and is responsible for the day-to-day decision-making in the church.

Risk

The PCC (often through its committees) has continued to review the risks facing the church, including types of risk, potential impact on the church and means of mitigating these risks. Systems and procedures have been put in place to mitigate identifiable risks. The PCC will continue to review risks on an on-going basis. The PCC is required to prepare financial statements for each financial year which give a true and fair view of the affairs of the church as at the balance sheet date and of its incoming resources and application of resources for the financial year. In preparing these financial statements the PCC will select suitable accounting policies and apply them consistently and will make judgements and estimates that are reasonable and prudent. The PCC is responsible for maintaining proper accounting records and for safeguarding the assets of the church.

Pay Policy

Clergy are paid by the diocese. The pay of employed staff is reviewed annually by the HR Team and Standing Committee and increases are agreed by the Trustees being mindful of the Church's charitable objectives and increases in average earnings. In 2019, the PCC agreed a new system for setting staff salaries, devised by our HR team, which ensures all staff are paid fairly and in line with national averages.

Public Benefit

As a registered charity, we have considered the Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. To fulfil our purpose and take steps towards achieving our vision the activities described above have taken place.

This report was approved by the PCC on 11th March 2024

and signed on their behalf by Rev. Jonathan Jee (PCC Chair)

A handwritten signature in blue ink, appearing to read 'Jonathan Jee', is written over a horizontal line. To the right of the signature, the date '11/3/24' is written in the same ink.

**PAROCHIAL CHURCH COUNCIL OF
ST PAUL LEAMINGTON PRIORS**

**STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2023**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ST PAUL'S CHURCH LEAMINGTON PRIORS**

Independent examiner's report to the trustees of St Paul's Church Leamington Priors

I report to the charity trustees on my examination of the accounts of St Paul's Church Leamington Priors (the Trust) for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act

Independent examiner's statement

I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, and the Association of Chartered Certified Accountants, which are listed bodies.

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



*M D Spafford FCCA FCA
L D P Luckmans
1110 Elliott Court
Herald Avenue
Coventry Business Park
Coventry
CV5 6UB*

20 March 2024

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 December 2023

	Notes	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2022 £
INCOMING RESOURCES							
Voluntary income	2(a)	636,022	91,269	727,291	631,365	26,549	657,914
Activities for generating funds	2(b)	984	-	984	899	-	899
Income from investments	2(c)	24,085	-	24,085	18,377	-	18,377
Church activities	2(d)	19,144	-	19,144	13,699	-	13,699
TOTAL INCOMING RESOURCES		680,235	91,269	771,504	664,340	26,549	690,889
RESOURCES EXPENDED							
Church activities - Grants	3(a)	58,300	87,088	145,388	56,300	46,030	102,330
Church activities - Ministry	3(b)	632,383	1,317	633,700	574,266	1,428	575,694
Governance costs	3(c)	3,502	-	3,502	3,171	-	3,171
TOTAL RESOURCES EXPENDED		694,185	88,405	782,590	633,737	47,458	681,195
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS							
		(13,950)	2,864	(11,086)	30,603	(20,909)	9,694
Transfers between funds		-	-	-	(830)	830	-
NET INCOMING/(OUTGOING) RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES							
		(13,950)	2,864	(11,086)	29,773	(20,079)	9,694
Gains on investment assets on revaluation	7, 8	991	-	991	29,598	-	29,598
NET MOVEMENT IN FUNDS							
		(12,959)	2,864	(10,095)	59,371	(20,079)	39,292
Balances brought forward 1 January		807,262	43,332	850,594	747,891	63,411	811,302
Balances carried forward 31 December		794,303	46,196	840,499	807,262	43,332	850,594

The notes on pages A6 to A13 form part of this financial statement.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

BALANCE SHEET as at 31 December 2023

	Notes	2023 £	2022 £
FIXED ASSETS			
Tangible fixed assets	6	267,104	268,628
Investment property	7	315,000	315,000
Other investment assets	8	12,003	11,012
		<u>594,107</u>	<u>594,640</u>
CURRENT ASSETS			
Debtors	9	4,679	5,905
Short term deposits		107,509	105,465
Cash at bank and in hand		148,795	159,533
		<u>260,983</u>	<u>270,903</u>
CURRENT LIABILITIES			
Creditors - falling due within one year	10	<u>(14,591)</u>	<u>(14,949)</u>
NET CURRENT ASSETS		246,392	255,954
TOTAL NET ASSETS		<u>840,499</u>	<u>850,594</u>
FUNDS			
Unrestricted	11	794,303	807,262
Restricted	11	46,196	43,332
TOTAL FUNDS		<u>840,499</u>	<u>850,594</u>

Approved by the Parochial Church Council and authorised for issue on 11 March 2024
and signed on its behalf by:



Rev Jonathan Jee (Chair of PCC)



Zak Dunstone (Treasurer)

The notes on pages A6 to A13 form part of this financial statement.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

CASH FLOW STATEMENT

For the year ended 31 December 2023

	2023		2022	
	£	£	£	£
Net cash provided by/(used in) operating activities		(32,778)		3,569
Cash flows from investing activities				
Dividends and interest from investments	2,778		1,683	
Rent from investments	21,307		16,694	
Purchase of:				
Tangible fixed assets for the use of the PCC	-		-	
Net cash provided by/(used in) investing activities		24,085		18,377
Change in cash and cash equivalents in the reporting periods		(8,694)		21,946
Cash and cash equivalents at 1 January		264,998		243,052
Cash and cash equivalents at 31 December		<u>256,304</u>		<u>264,998</u>
Reconciliation of net income/(expenditure) before investment gains				
Net income before investment gains 31 December		(11,086)		9,694
Adjustments for:				
Depreciation charges		1,524		8,260
Dividends and interest from investments		(2,778)		(1,683)
Rent from investments		(21,307)		(16,694)
Decrease/(increase) in debtors		1,226		5,360
(Decrease)/increase in creditors		(358)		(1,368)
Net cash provided by/(used in) operating activities		<u>(32,778)</u>		<u>3,569</u>
Analysis of cash and cash equivalents				
Cash in hand and at bank		148,795		159,533
Notice deposits (less than 3 months)		107,509		105,465
		<u>256,304</u>		<u>264,998</u>

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

1 ACCOUNTING POLICIES

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and UK Generally Accepted Accounting Practice.

The financial statements have been prepared to give a 'true and fair view' and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared on a going concern basis under the historical cost convention except for the valuation of investment assets, which are shown at market value. Land and property assets are included at a deemed cost being their 1997 valuation. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body nor those that are informal gatherings of church members.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Funds

Restricted Funds represent donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. These funds are itemised in Note 11.

Incoming Resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy.

Voluntary income and capital sources

Collections are recognised when received by or on behalf of the PCC.

Planned giving receivable under Gift Aid is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when the income is recognised.

Grants and legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the PCC is reasonably certain.

Miscellaneous sales income is accounted for gross.

Other income

Rental income from the letting of church premises is accounted for when earned.

Parochial fees due to the PCC for weddings, funerals etc. are accounted for on an event by event basis.

Income from investments

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue. Tax recoverable on such income is recognised in the same accounting year.

Investment gains and losses

Realised gains or losses are recognised when investments are sold. Unrealised gains or losses are accounted for on revaluation of investments at 31 December.

Resources Expended

All resources expended are recognised once there is a legal or constructive obligation to make a payment to a third party.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

1 ACCOUNTING POLICIES (continued)

Grants

Grants and donations are accounted for when paid over or when awarded.

In 2023, the church received £5,607 from the Diocese to support Mission Hub activities, £1,500 from the Diocese as an Energy Grant, and £115 to send a clergy member to a leadership conference.

Activities directly relating to the work of the Church

The diocesan parish share is accounted for when paid. Any parish share unpaid at 31 December is provided for in these accounts as an operational (although not legal) liability and is shown as a creditor in the Balance Sheet.

Retirement benefits

The PCC operates a defined contribution scheme. The amount charged to the Statement of Financial Activities in respect of pension costs and other post retirement benefits is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

Fixed Assets

Consecrated property and moveable church furnishings

Consecrated and beneficed property is excluded from the accounts by provision 10(2) of the Charities Act 2011.

Moveable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the Church's Inventory which can be inspected at any reasonable time.

For inalienable property acquired prior to 2001 there is insufficient cost information available and therefore such assets are not valued in the accounts. Items acquired since 1 January 2001 have been capitalised and depreciated in the accounts over their currently anticipated useful economic life (initially over six years) on a straight line basis.

All expenditure incurred during the year on consecrated or beneficed buildings, individual items under £1,000 or on the repair of moveable church furnishings acquired before 1 January 2001 is written off.

Other land and buildings

Other land and buildings held by the PCC are included in the accounts at the 1997 valuation plus subsequent additions and improvements at cost in accordance with the transitional rules regarding the revaluation of assets. The valuation has not been updated. Buildings, including improvements to them are depreciated over 50 years from the valuation date or over their estimated useful life if that is shorter. Land is not depreciated. Expenditure on routine maintenance and repair is written off as incurred.

Other fixtures, fittings and office equipment

Equipment owned by the PCC is depreciated on a straight line basis over their estimated useful lives (between 3 and 10 years).

Individual items of equipment with a purchase price of £1,500 or less are written off in the period in which the asset is acquired.

Investments

Investments are valued at market value at 31 December.

Current assets

Amounts owing to the PCC at 31 December are shown as debtors, less provision for amounts that may prove non-collectable.

Short term deposits include cash held on deposit either with the CBF Church of England Funds or at the bank.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2023

2 INCOMING RESOURCES

	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2022 £
2(a) Voluntary income						
Planned giving						
Gift Aid donations	412,824	-	412,824	361,480	-	361,480
Tax recoverable	119,540	14,596	134,136	95,965	-	95,965
Other planned giving	57,406	-	57,406	96,585	-	96,585
Other donations	38,918	9,021	47,939	57,445	18,126	75,571
Other appeals	-	67,653	67,653	-	8,423	8,423
Grants (see note 1)	7,222	-	7,222	6,125	-	6,125
Sundry	111	-	111	1,936	-	1,936
	636,022	91,269	727,291	631,365	26,549	657,914
2(b) Activities for generating funds						
Hall lets	984	-	984	899	-	899
2(c) Income from investments						
Dividends & Interest	2,778	-	2,778	1,683	-	1,683
Rent receivable	21,307	-	21,307	16,694	-	16,694
	24,085	-	24,085	18,377	-	18,377
2(d) Church activities						
Fees	5,555	-	5,555	2,657	-	2,657
Events	6,419	-	6,419	5,351	-	5,351
Sales	585	-	585	327	-	327
Discipleship	1,848	-	1,848	669	-	669
Outreach	644	-	644	-	-	-
Children and families	3,476	-	3,476	2,897	-	2,897
Youth and students	617	-	617	1,799	-	1,799
	-	-	-	-	-	-
	19,144	-	19,144	13,699	-	13,699
TOTAL INCOMING RESOURCES	680,235	91,269	771,504	664,340	26,549	690,889

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2023

3 RESOURCES EXPENDED

	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2022 £
3(a) Church activities - Grants (notes 11 & 13)						
Overseas Mission	21,250	67,439	88,689	21,400	7,351	28,751
Church relief & development agencies	8,350	-	8,350	7,350	-	7,350
Home mission & church societies	26,700	-	26,700	24,650	-	24,650
Individuals	2,000	19,649	21,649	2,900	12,979	15,879
	58,300	87,088	145,388	56,300	46,030	102,330
3(b) Church activities - Ministry						
Parish share	110,000	-	110,000	105,000	-	105,000
Staff costs	331,983	-	331,983	308,937	-	308,937
Ministry	27,598	1,317	28,915	16,102	-	16,102
Discipleship	13,057	-	13,057	6,032	-	6,032
Outreach	8,116	-	8,116	6,625	-	6,625
Children and families	9,816	-	9,816	8,012	-	8,012
Youth and students	11,884	-	11,884	13,395	-	13,395
Events and short term projects	4,246	-	4,246	3,228	-	3,228
Support costs	27,135	-	27,135	31,353	1,428	32,781
Church & hall running costs	36,968	-	36,968	31,765	-	31,765
Maintenance - Church	35,886	-	35,886	6,935	-	6,935
Maintenance - Other properties	9,630	-	9,630	26,718	-	26,718
Depreciation	1,524	-	1,524	8,260	-	8,260
Fee payments	4,541	-	4,541	1,904	-	1,904
			-			-
	632,383	1,317	633,700	574,266	1,428	575,694
3(c) Governance costs						
Independent examiner's fee	2,820	-	2,820	2,700	-	2,700
Legal and other costs	682	-	682	471	-	471
	3,502	-	3,502	3,171	-	3,171
TOTAL RESOURCES EXPENDED	694,185	88,405	782,590	633,737	47,458	681,195

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2023

4 STAFF COSTS

	2023	2022
	£	£
Salaries	292,689	269,946
National insurance	13,186	16,923
Pension contributions	14,535	13,168
	<u>320,410</u>	<u>300,037</u>

The average number of staff employed was 15 (2022–13).

During the year the PCC employed the equivalent of 9.7 full time staff (2022–9.5), none of whom earned £60,000 pa or more.

5 TRUSTEES AND RELATED PARTIES TRANSACTIONS

The PCC had 5 members (2022–5) who each had a close family member who was also an employee of the PCC. The aggregate remuneration paid to these employees in the year amounted to £59,897 (2022–£94,249).

The PCC had 0 members (2022–1) with a related party who was paid by the PCC for work carried out for the church. The total value of this work was £0 (2022–£950).

The total amount of donations received without conditions from the trustees and related parties was £76,892 (2022–£97,486).

There were no other related party transactions made in 2023.

No expenses were claimed by Trustees/PCC members.

6 TANGIBLE FIXED ASSETS

	Freehold land £	Freehold buildings £	Youth equipment £	Other equipment £	Total £
Gross book value					
At 1 January 2023	78,000	336,766	25,546	55,283	495,595
Additions in year	-	-	-	-	-
At 31 December 2023	<u>78,000</u>	<u>336,766</u>	<u>25,546</u>	<u>55,283</u>	<u>494,070</u>
Depreciation					
At 1 January 2023	-	(149,184)	(25,546)	(52,237)	(226,967)
Depreciation on Disposals in year	-	-	-	-	-
Charge for year	-	-	-	(1,524)	(1,524)
At 31 December 2023	<u>-</u>	<u>(149,184)</u>	<u>(25,546)</u>	<u>(53,761)</u>	<u>(228,491)</u>
Net book value					
At 31 December 2022	<u>78,000</u>	<u>187,582</u>	<u>-</u>	<u>3,046</u>	<u>268,628</u>
At 31 December 2023	<u>78,000</u>	<u>187,582</u>	<u>-</u>	<u>1,522</u>	<u>267,104</u>

The freehold land and buildings comprises of the church hall and rooms, and 40 Leicester Street, Leamington Spa. In 1997 the church hall and rooms was revalued at £150,000 and 40 Leicester Street was revalued at £110,000. Additions and improvements have been added at cost.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2023

7	INVESTMENT PROPERTY	2023	2022
		£	£
	Market value at 1 January	315,000	283,980
	Net unrealised investment gain	-	31,020
		<hr/>	<hr/>
	Market value at 31 December	315,000	315,000
		<hr/> <hr/>	<hr/> <hr/>

8	OTHER INVESTMENT ASSETS	2023	2022
		£	£
	Market value at 1 January	11,012	12,434
	Net unrealised investment gain	991	(1,422)
		<hr/>	<hr/>
	Market value at 31 December	12,003	11,012
		<hr/> <hr/>	<hr/> <hr/>

Investments is comprised of 531 shares in Central Board of Finance of the Church of England Investment Fund valued at mid market value (2022–531 shares).

9	DEBTORS	2023	2022
		£	£
	Tax recoverable	3,584	3,580
	Other debtors and prepayments	1,095	2,325
		<hr/>	<hr/>
		4,679	5,905
		<hr/> <hr/>	<hr/> <hr/>

10	LIABILITIES	2023	2022
		£	£
	Amounts falling due within one year		
	Donations committed	1,500	6,800
	Other creditors	13,091	6,985
	Deferred income	-	1,164
		<hr/>	<hr/>
		14,591	14,949
		<hr/> <hr/>	<hr/> <hr/>

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2023

11 SUMMARY OF ACTIVITIES AND DETAILS OF RESTRICTED FUNDS

	Opening balance £	Income £	Expenditure £	Investment revaluation (loss) £	Transfers £	Total movement in Year £	Closing balance £
Unrestricted funds							
Church activities							
General Fund	171,814	658,929	(683,032)	991	(1,700)	(24,812)	147,002
Designated funds							
Fixed assets	268,628	-	(1,524)	-	-	(1,524)	267,104
Investment Property	315,000	-	-	-	-	-	315,000
Property Fund	49,020	21,307	(9,630)	-	-	11,677	60,697
Travel Fund	2,800	-	-	-	1,700	1,700	4,500
	807,262	680,235	(694,185)	991	-	(12,959)	794,303
Restricted funds							
Hardship Fund	39,501	10,817	(19,117)	-	-	(8,301)	31,200
Cameo/Lunch Clubs	2,003	-	(1,317)	-	-	(1,317)	686
Specific funds	1,828	80,452	(67,970)	-	-	12,482	14,310
	43,332	91,269	(88,405)	-	-	2,864	46,196
Total funds	850,594	771,504	(782,590)	991	-	(10,095)	840,499

Unrestricted funds

General Funds: It is intended that the General funds of £147,002 be used as £110,000 to cover day-to-day cash flow (this amounts to about two months of expenditure) and the balance of £37,002 be used for resourcing future ministry.

Fixed assets represents the non-cash assets of the church, i.e., buildings and equipment.

Investment Property - see Note 7.

Property Fund to maintain the properties using rental income.

Cameo represents funds held for lunch clubs equipment.

Restricted funds

Lunch Clubs Legacy was bequeathed specifically to the Club for their use.

Hardship Fund represents monies to assist those in difficulty.

Specific funds represent donations and other monies received for specified purposes.

Transfers

£1,700 from General Fund to Travel Fund - setting aside funding for future Mission Partner travel.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2023

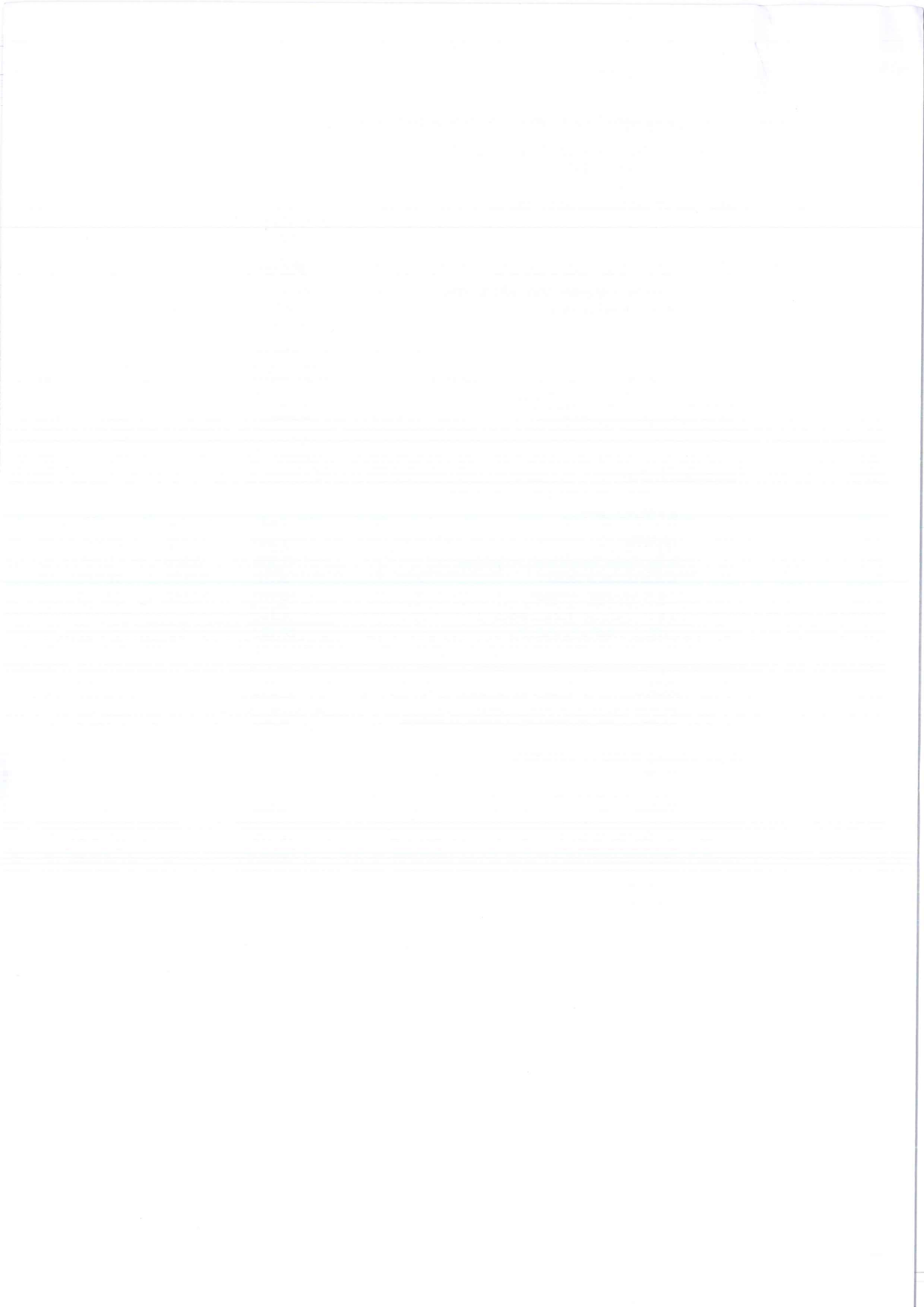
12 ANALYSIS OF NET ASSETS BY FUND

	Unrestricted Funds £	Restricted Funds £	2023 Total £
Fixed assets and investments	594,107	-	594,107
Short term deposits and cash at bank	210,108	46,196	256,304
Other current assets	(9,912)	-	(9,912)
	794,303	46,196	840,499

13 MISSION AND CHARITY PAYMENTS
including Mission Appeal Fund

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Overseas mission			
T Wilson - Wycliffe Bible Translators	3,150	-	3,150
Barnabas Fund	-	2,094	2,094
Open Doors	1,750	-	1,750
NOTDEC	2,250	20,195	22,445
C Gasson - Nueva Vida Argentina	3,150	3,000	6,150
S & R Bayford - CMS	3,150	19,500	22,650
J & R Sandels - YWAM	3,150	22,650	25,800
J & H Williams - Reach Beyond	4,650	-	4,650
TOTAL Overseas mission	21,250	67,439	88,689
Church relief & development agencies			
Betel	2,850	-	2,850
Leamington & Warwick Foodbank	5,500	-	5,500
TOTAL Church relief & dev'mnt agencies	8,350	-	8,350
Home mission & church societies			
CPAS	1,750	-	1,750
Well Christian Healing Centre	5,500	-	5,500
Thrive	5,500	-	5,500
St Mary's Re CAP	5,500	-	5,500
RA & CS Weston	5,700	-	5,700
New Wine	1,750	-	1,750
Warwick CU	1,000	-	1,000
TOTAL Home mission & church societies	26,700	-	26,700
Support for individuals			
Individual support	2,000	19,649	21,649
TOTAL Support for individuals	2,000	19,649	21,649
	58,300	87,088	145,388

The number of individuals assisted during the year was 30 (2022–36).



Accounts

**PAROCHIAL CHURCH COUNCIL OF
ST PAUL LEAMINGTON PRIORS**

**ANNUAL REPORT
and
ACCOUNTS**

For the year ended 31 December 2022

ST PAULS PCC LEAMINGTON PRIORS

2022 ANNUAL REPORT

Aims and Purposes

St Paul's Church Leamington Priors Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent in the ecclesiastical parish, Rev. Jonathan Jee, to further the whole mission of the Church: pastoral, evangelistic, social and ecumenical. The PCC is also specifically responsible for the maintenance of the church building, 40 Leicester Street, and 14 Taylor Avenue.

Our purpose statement since 2004 was to bring 'Glory to Christ, Growth to his church and Good news to the community'. Given the church's appointment as a Mission Hub (Resource Church) for the diocese, we felt it was right to spend some time re-evaluating our purpose and aims. As such we have updated our purpose statement to, 'Following Jesus, the Way, the Truth and the Life'. These words have always been written in the stones of the building, demonstrated with sculptures on our perimeter, and part of the founding vicar's vision for this parish, so it feels like a fitting purpose as we move into this new stage of church life.

As well as updating our purpose statement, we have updated the accompanying vision. Since 2006, this has been 'to see Leamington changed, one life at a time'; God has been growing the ministry of St Paul's (first the parish, then the town, and now to our wider area), so following many times of prayer and discussion, 'our [new] vision is (together with others) to give everyone in our area a meaningful opportunity to respond to the Good News of Jesus by Easter 2033'.

Through the power of the Holy Spirit, we will try to fulfil this vision by helping each member of St Paul's to become a wholehearted disciple of Jesus, working towards St Paul's becoming a thriving centre for the Kingdom of God, working with other churches to continue the ministry of Jesus, proclaiming the good news of the Kingdom of God, and demonstrating it in practical caring ways.

Objectives and Activities

The PCC is committed to providing a vibrant worshipping community into which people in the parish and beyond can be welcomed. Our services and events aim to help people put faith into practice through prayer, scripture, music and fellowship.

When planning our activities each year, we consider the Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable people to live out their faith as part of our church community through:

- Worship and prayer, learning about the gospel, and developing knowledge of and trust in Jesus as Lord.
- Provision of pastoral care
- Mission and outreach

To facilitate this work, we ensure that the fabric of the Church and other buildings are well maintained.

Achievements and Performance

2022 was the first year unaffected by COVID lockdowns and restrictions on our physical activities; some of our older and more vulnerable congregation members have still been cautious in their approach to church activities, but the rest of our congregation have been grateful to return to 'normal'. With the technical expertise built up over recent year, we continue to livestream our main Sunday morning service for the benefit of those who are unable to attend and we still use Zoom meetings and webinars to support our activities. Our children, youth and students, in particular, have benefited from the easier building of friendships and community through the return to fully in-person events and the possibility of residential trips.

Throughout 2022, the numbers at our services grew steadily without quite reaching pre-COVID levels. Alongside our calling to be a Mission Hub, a significant number of our church members and their families have been called to join other local churches and are proving a blessing to them. The Lord has also brought many new people to

start worshipping with us. In round numbers, our regular worshipping community is now 450-500 adults and 180-200 children and young people.

Many church members have given generously to our Hardship Fund in recent years, and this has been well-used in supporting many individuals and families who have been struggling financially. In particular, we were able to make contributions towards rising fuel costs and towards the costs of Christmas; there have also been other individual needs with which we have been able to help.

As mentioned earlier, St Paul's was designated as one of Coventry Diocese's Mission Hubs—a recognition of the strength of the church's membership and ministry, for which we are grateful to God, and an opportunity to look beyond our own parish and play a greater role in supporting and enabling the growth of God's church in our wider area. Alongside this church-level change, Jonathan Jee became Area Dean for the Warwick and Leamington Deanery, and a member of General Synod; this goes together with the church's role as a Mission Hub by playing a greater part in the local and national Church of England.

Worth noting are four new ministries that started during 2022: a wellbeing café on Monday mornings; the Mustard Seed Fellowship (a Cantonese fellowship for people who have moved to the area from Hong Kong); the Alpha Community (while we have run Alpha for many years, the Alpha Community is there to help with discipleship post-Alpha and run the Alpha courses); Securely Single (a course developed during COVID by our new Associate Vicar, Eleanor Jeans, that has been very well received—while we have done marriage and parenting courses for many years, we have long wanted a ministry to support those who are single).

More information about our activities during the year is available on our website, www.stpl.org.uk; in particular, available online is an informal review of the year including many video updates.

This includes reports on:

- *Services*
- *Teaching*
- *Worship and Tech*
- *Children*
- *Youth*
- *Students*
- *Small Groups*
- *Groups*
- *Prayer*
- *Alpha*
- *Community – Hog Roast*
- *Events*
- *Local Ministries*
- *Mission Partners*
- *Staff*
- *Fabric*
- *Leadership*
- *Financial Overview (summary below)*

Fabric

We have a regular schedule of maintenance and health and safety checks, and these continued throughout the year; our Fabric and Housekeeping team worked hard to keep the church clean and well stocked; and our recently-established Site Committee met monthly to review and anticipate any issues.

The technical team made improvements to our equipment and trained a wider team of people so that the audio-visual aspects of services continued seamlessly and livestreaming/recording could be as good and useful as possible. Although the vast majority of worshippers attend services in person, livestreamed services and uploaded talks are well received and accessed by many (church members and non-members alike).

Our investment and fixed asset properties required some significant work, with the rear windows being replaced at 40 Leicester Street and the roof being replaced at 14 Taylor Avenue.

Financial Overview

When we completed the Redevelopment of our church worship space in 2015, we used up most of our reserves of cash but, since then, we have made a modest surplus in most years and have slowly rebuilt our reserves.

We were facing a potential £100k deficit at the start of the year, as our expenditure was increasing—partly due to a fuller complement of staff and partly due to ministries returning to normal after a couple of COVID-affected years—and our income had remained static for some time, because we had wanted to avoid asking our members to increase their donations in light of the economic uncertainty surrounding COVID. However, we are grateful to God for providing an unexpected refund and a large number of unexpected donations, and our expenditure levels were not as high as anticipated, so the projected deficit did not materialise.

Our cash reserves currently stand at £221k. In 2017, the PCC decided to split our reserves into 3 pots:

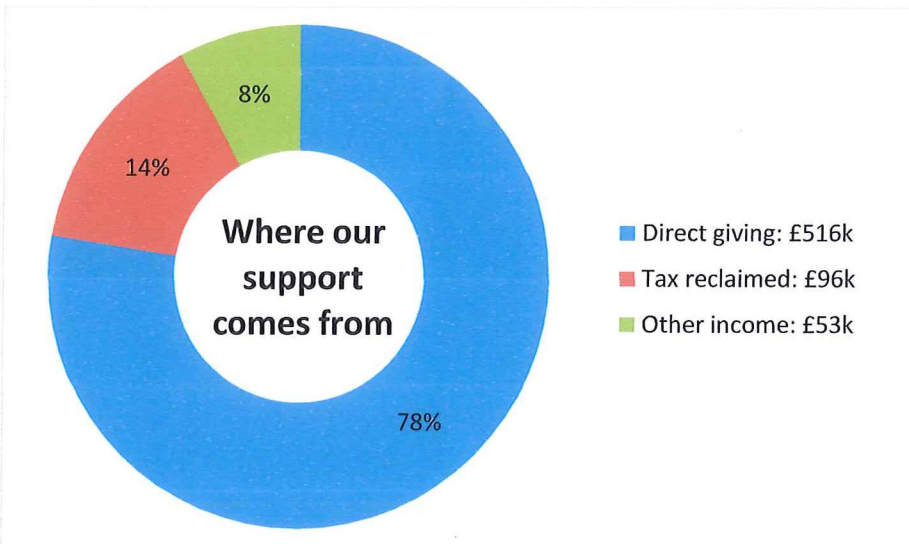
- Some is reserved for cash flow and general reserves. It was agreed that the general reserves policy should be 8 weeks of regular expenditure (around £100k).
- Around £50k is in a Properties fund. The PCC owns 40 Leicester Street which was used at various points to house New Wine Discipleship Year students (no income), to house a Ministry Assistant (rental income received), to house a church member (rental income received), and as a location for some of our Sunday morning children’s groups. The PCC also owns a local house which was bought in 2017. Income from both properties goes into the Properties fund and is used to pay for maintenance and repairs.
- The remainder of the reserves is used for a ‘Resourcing Ministry’ fund which resources new initiatives/staffing posts for mission and ministry.

The PCC, Standing Committee, and Finance Committee monitor our financial position throughout the year.

Income

The vast majority of our regular income comes from direct giving from our church members together with the associated Gift Aid tax reclaimed on this giving and we are extremely grateful to all those who give so generously.

Other income is from lettings and rental income, wedding and funeral fees, events, residentials, and refunds.



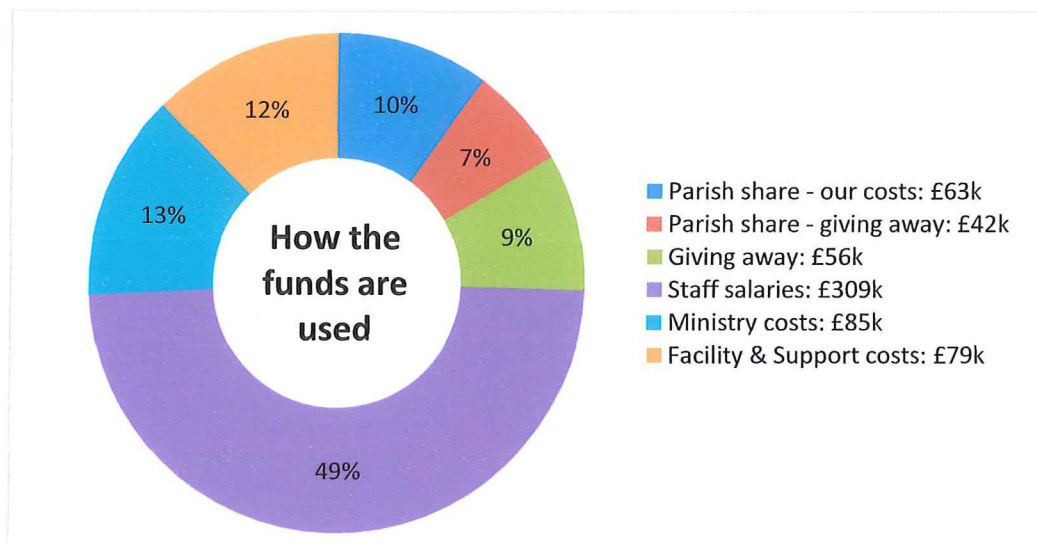
Expenditure

Staff salaries include the staff wages, National Insurance, pension contributions and recruitment costs. Clergy stipends are provided by the diocese via the Parish Share.

The ministry costs include all the costs of our children’s and youth work, adult discipleship, outreach, community work, leadership development and training. Facility and Governance costs include the costs of keeping our building and equipment in good repair, cleaning, office running costs, heating, lighting and insurance.

Each year we budget to give away at least 10% of the previous year's unrestricted income to our mission partners and to ministries in the town beyond our own church.

The Parish Share is our share of the costs of ministry in the diocese including training, housing, stipend and associated costs. In addition to the 10% we give away locally and further afield, we also give around 5% of our income to the wider Church of England through making an additional Parish Share contribution on top of our actual costs. So, in all, we give away around 15% of our regular income, in addition to occasional Gift Days for specific purposes. We are very grateful to the Lord for His faithfulness in meeting our needs this year and over many previous years.



Full details of the independently examined accounts are in the appendix to this report.

Structure, governance and management

The method of appointment of PCC members is set out in the Church Representation Rules. At St Paul's, the PCC consists of the incumbent (our Vicar), Associate Vicar, Associate Minister, Curate, churchwardens, and members elected by those members of the congregation who are on the electoral roll of the church. All those who are members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC. Our Operations Manager and Senior Lay Minister also attend PCC meetings.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish, including deciding how the funds of the PCC are to be spent.

Between meetings, a Standing Committee consisting of the Vicar, Associate Vicar, Curate, Churchwardens, Treasurer meet to enact the business of the PCC. Our Operations Manager and Senior Lay Minister also attend Standing Committee meetings. This group also acts as a senior team who advise and are consulted by the Vicar.

The Senior Staff team which consists of the Vicar, Associate Vicar, Curate, Operations Manager and Senior Lay Minister meet regularly and are responsible for the day-to-day decision making in the church.

Safeguarding

We make Safeguarding a high priority here at St Paul's. Jan Pringle is our Safeguarding Officer and Judith Linnell acts as Deputy Safeguarding Officer. Any concerns should go to the leader of the group or ministry in the first instance but can be referred to Jan or Judith if the concern involves the leader. The leaders will pass concerns on as needed. We want to ensure that we keep our children, young people and any vulnerable adults as safe as possible.

We work closely with Coventry diocese and have adopted the Church of England's Safeguarding Policy 'Promoting a Safer Church' recommended by the diocese. The PCC has complied with the duty to "have due regard" to the House of Bishops' guidance in relation to safeguarding.

We have a Safer Recruitment policy and any new staff and volunteers who are working with children or vulnerable adults are safely recruited as well as being DBS checked.

We have a Parish Safeguarding Advisory Group who meet approximately every 6 weeks to review safeguarding in the church generally and also to review the handling of more significant pastoral cases. The diocese have introduced a three part action plan to ensure churches comply with the 'Promoting a Safer Church' policy and we are working with this and have completed most of the key actions on it, although we have to regularly review this as some sections need re-doing periodically e.g. reviewing policies and providing training for volunteers.

The Safeguarding Officer reports to the PCC at every meeting to ensure members are fully informed about progress in this area.

Jan Pringle officially retired on 31st December 2022 but is continuing as Safeguarding Officer until the end of April when Julie Jackson will take over the role.

Administrative Information

St Paul's Church is located on Leicester Street, Leamington Spa and is part of the Diocese of Coventry within the Church of England. The correspondence address is St Paul's Church, Leicester Street, Leamington Spa, CV32 4TE. The PCC is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2006) and a charity.

PCC members who served from 1 January 2022 until the date this report was approved are:

Simon Brown	Deanery Synod
Joy Caws (from 03/04/2022)	
Charles Crow (Churchwarden from 19/07/2022)	Deanery Synod
Carolyn Davey (Churchwarden)	
Jennie Davis (to 03/04/2022)	
Zak Dunstone (Treasurer from 09/05/2021)	
James Gaade	
Julie Jackson	
Eleanor Jeans (from 08/06/2022)	
Jonathan Jee (Vicar and Chair)	Deanery Synod, Diocesan Synod, and General Synod
Andrea Kane (to 03/04/2022)	
Judith Linnell	Deanery Synod
Gillian McKellar	
Jonathan Morgan (to 21/03/2022)	Deanery Synod and Diocesan Synod
Roger Penney (Churchwarden) (to 19/07/2022)	
Graeme Pringle (Associate Minister)	Deanery Synod
Andrew Rolls (Treasurer to 09/05/2021)	Deanery Synod
Daniel Rogers (from 03/04/2022)	
Andy Ruffhead (Curate)	Deanery Synod
Terry Salter (to 03/04/2022)	
Alicia Sampson	Deanery Synod
Joe Shepherd (to 03/04/2022)	
Timothy Traynar (from 03/04/2022)	
Becky Whales	

For an overview of our church life, see our supplementary and fuller report.

Charity name

The Parochial Church Council of the Ecclesiastical Parish of St Paul, Leamington Priors Registered

Charity number

1130329

Charity's principal address

St Paul's Church, Leicester Street, Leamington Spa, Warwickshire, CV32 4TE

Bank

CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Independent Examiner

M D Spafford of LDP Luckmans, 1110 Elliot Court, Herald Avenue, Coventry Business Park, Coventry, CV5 6UB

Structure, governance and management

Type of governing document

Parochial Church Council Powers Measure (1956) as amended and church representation rules How the charity is constituted: A corporate body established by the Church of England.

Trustee selection and induction methods

The method of appointment of PCC members is set out in the church representation rules. The PCC is also a registered charity. All church attendees are encouraged to register on the electoral roll and are eligible to stand for election to the PCC. PCC members are briefed on current PCC issues at the first meeting of the new PCC. The PCC operates through a number of committees and teams, which meet between full meetings of the PCC: the Standing Committee, the GO (Global Outreach) Team, the Finance Committee, and the Site Committee.

Risk

The PCC (often through its committees) has continued to review the risks facing the church, including types of risk, potential impact on the church and means of mitigating these risks. Systems and procedures have been put in place to mitigate identifiable risks. The PCC will continue to review risks on an on-going basis. The PCC is required to prepare financial statements for each financial year which give a true and fair view of the affairs of the church as at the balance sheet date and of its incoming resources and application of resources for the financial year. In preparing these financial statements the PCC will select suitable accounting policies and apply them consistently and will make judgements and estimates that are reasonable and prudent. The PCC is responsible for maintaining proper accounting records and for safeguarding the assets of the church.


Pay Policy

Clergy are paid by the diocese. The pay of employed staff is reviewed annually by the HR Team and Standing Committee and increases are agreed by the Trustees being mindful of the Church's charitable objectives and increases in average earnings. In 2019, the PCC agreed a new system for setting staff salaries, devised by our HR team, which ensures all staff are paid fairly and in line with national averages.

Public Benefit

As a registered charity, we have considered the Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. To fulfil our purpose and take steps towards achieving our vision the activities described above have taken place.

This report was approved by the PCC on 13th March 2023
and signed on their behalf by Rev. Jonathan Jee (PCC Chair)


13/3/23

**PAROCHIAL CHURCH COUNCIL OF
ST PAUL LEAMINGTON PRIORS**

**STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2022**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ST PAUL'S CHURCH LEAMINGTON PRIORS**

Independent examiner's report to the trustees of St Paul's Church Leamington Priors

I report to the charity trustees on my examination of the accounts of St Paul's Church Leamington Priors (the Trust) for the year ended 31 December 2022.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act

Independent examiner's statement

I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, and the Association of Chartered Certified Accountants, which are listed bodies.

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



*M D Spafford FCCA ACA
L D P Luckmans
1110 Elliott Court
Herald Avenue
Coventry Business Park
Coventry
CV5 6UB*

217 March 2023

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 December 2022

	Notes	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2022 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2021 £
INCOMING RESOURCES							
Voluntary income	2(a)	631,365	26,549	657,914	530,786	20,398	551,184
Activities for generating funds	2(b)	899	-	899	885	-	885
Income from investments	2(c)	18,377	-	18,377	11,981	-	11,981
Church activities	2(d)	13,699	-	13,699	8,560	-	8,560
TOTAL INCOMING RESOURCES		664,340	26,549	690,889	552,212	20,398	572,610
RESOURCES EXPENDED							
Church activities - Grants	3(a)	56,300	46,030	102,330	60,500	(429)	60,071
Church activities - Ministry	3(b)	574,266	1,428	575,694	515,860	1,300	517,160
Governance costs	3(c)	3,171	-	3,171	5,178	-	5,178
TOTAL RESOURCES EXPENDED		633,737	47,458	681,195	581,538	871	582,409
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS							
		30,603	(20,909)	9,694	(29,326)	19,527	(9,799)
Transfers between funds		(830)	830	-	4,572	(4,572)	-
NET INCOMING/(OUTGOING) RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES							
		29,773	(20,079)	9,694	(24,754)	14,955	(9,799)
Gains on investment assets on revaluation	7, 8	29,598	-	29,598	2,743	-	2,743
NET MOVEMENT IN FUNDS							
		59,371	(20,079)	39,292	(22,011)	14,955	(7,056)
Balances brought forward 1 January		747,891	63,411	811,302	769,902	48,456	818,358
Balances carried forward 31 December		807,262	43,332	850,594	747,891	63,411	811,302

The notes on pages A6 to A13 form part of this financial statement.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

BALANCE SHEET as at 31 December 2022

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible fixed assets	6	268,628	276,888
Investment property	7	315,000	283,980
Other investment assets	8	11,012	12,434
		<u>594,640</u>	<u>573,302</u>
CURRENT ASSETS			
Debtors	9	5,905	11,265
Short term deposits		105,465	104,096
Cash at bank and in hand		159,533	138,956
		<u>270,903</u>	<u>254,317</u>
CURRENT LIABILITIES			
Creditors - falling due within one year	10	(14,949)	(16,317)
NET CURRENT ASSETS		<u>255,954</u>	<u>238,000</u>
TOTAL NET ASSETS		<u>850,594</u>	<u>811,302</u>
FUNDS			
Unrestricted	11	807,262	747,891
Restricted	11	43,332	63,411
TOTAL FUNDS		<u>850,594</u>	<u>811,302</u>

Approved by the Parochial Church Council and authorised for issue on 13 March 2023
and signed on its behalf by:



Rev Jonathan Jee (Chair of PCC)



Zak Dunstone (Treasurer)

The notes on pages A6 to A13 form part of this financial statement.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

CASH FLOW STATEMENT

For the year ended 31 December 2022

	2022		2021	
	£	£	£	£
Net cash provided by/(used in) operating activities		3,569		(35,163)
Cash flows from investing activities				
Dividends and interest from investments	1,683		248	
Rent from investments	16,694		11,733	
Purchase of:				
Tangible fixed assets for the use of the PCC	-		(4,572)	
Net cash provided by/(used in) investing activities		18,377		7,409
Change in cash and cash equivalents in the reporting periods		21,946		(27,754)
Cash and cash equivalents at 1 January		243,052		270,806
Cash and cash equivalents at 31 December		<u>264,998</u>		<u>243,052</u>
Reconciliation of net income/(expenditure) before investment gains				
Net income before investment gains 31 December		9,694		(9,799)
Adjustments for:				
Depreciation charges		8,260		8,962
Dividends and interest from investments		(1,683)		(248)
Rent from investments		(16,694)		(11,733)
Decrease/(increase) in debtors		5,360		7,259
(Decrease)/increase in creditors		(1,368)		(29,604)
Net cash provided by/(used in) operating activities		<u>3,569</u>		<u>(35,163)</u>
Analysis of cash and cash equivalents				
Cash in hand and at bank		159,533		138,956
Notice deposits (less than 3 months)		105,465		104,096
		<u>264,998</u>		<u>243,052</u>

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2022

1 ACCOUNTING POLICIES

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016) and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements have been prepared to give a 'true and fair view' and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared under the historical cost convention except for the valuation of investment assets, which are shown at market value. Land and property assets are included at a deemed cost being their 1997 valuation. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body nor those that are informal gatherings of church members.

Funds

Restricted Funds represent donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. These funds are itemised in Note 11.

Incoming Resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy.

Voluntary income and capital sources

Collections are recognised when received by or on behalf of the PCC.

Planned giving receivable under Gift Aid is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when the income is recognised.

Grants and legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the PCC is reasonably certain.

Miscellaneous sales income is accounted for gross.

Other income

Rental income from the letting of church premises is accounted for when earned.

Parochial fees due to the PCC for weddings, funerals etc. are accounted for on an event by event basis.

Income from investments

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue. Tax recoverable on such income is recognised in the same accounting year.

Investment gains and losses

Realised gains or losses are recognised when investments are sold. Unrealised gains or losses are accounted for on revaluation of investments at 31 December.

In 2022, the investment property was revalued by the Trustees, with an increase in value of £31,020.

Resources Expended

All resources expended are recognised once there is a legal or constructive obligation to make a payment to a third party.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2022

1 ACCOUNTING POLICIES (continued)

Grants

Grants and donations are accounted for when paid over or when awarded.

In 2022, the church received £3,300 from Friends International to support our student worker, £2,325 from the Diocese to support our vicar in their role as Acting Area Dean, and £500 from the Diocese to support our Warm Space.

Activities directly relating to the work of the Church

The diocesan parish share is accounted for when paid. Any parish share unpaid at 31 December is provided for in these accounts as an operational (although not legal) liability and is shown as a creditor in the Balance Sheet.

Retirement benefits

The PCC operates a defined contribution scheme. The amount charged to the Statement of Financial Activities in respect of pension costs and other post retirement benefits is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

Fixed Assets

Consecrated property and moveable church furnishings

Consecrated and beneficed property is excluded from the accounts by provision 10(2) of the Charities Act 2011.

Moveable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the Church's Inventory which can be inspected at any reasonable time.

For inalienable property acquired prior to 2001 there is insufficient cost information available and therefore such assets are not valued in the accounts. Items acquired since 1 January 2001 have been capitalised and depreciated in the accounts over their currently anticipated useful economic life (initially over six years) on a straight line basis.

All expenditure incurred during the year on consecrated or beneficed buildings, individual items under £1,000 or on the repair of moveable church furnishings acquired before 1 January 2001 is written off.

Other land and buildings

Other land and buildings held by the PCC are included in the accounts at the 1997 valuation plus subsequent additions and improvements at cost in accordance with the transitional rules regarding the revaluation of assets. The valuation has not been updated. Buildings, including improvements to them are depreciated over 50 years from the valuation date or over their estimated useful life if that is shorter. Land is not depreciated. Expenditure on routine maintenance and repair is written off as incurred.

Other fixtures, fittings and office equipment

Equipment owned by the PCC is depreciated on a straight line basis over their estimated useful lives (between 3 and 10 years).

Individual items of equipment with a purchase price of £1,500 or less are written off in the period in which the asset is acquired.

Investments

Investments are valued at market value at 31 December.

Current assets

Amounts owing to the PCC at 31 December are shown as debtors, less provision for amounts that may prove non-

Short term deposits include cash held on deposit either with the CBF Church of England Funds or at the bank.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2022

2 INCOMING RESOURCES

	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2022 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2021 £
2(a) Voluntary income						
Planned giving						
Gift Aid donations	361,480	-	361,480	341,141	-	341,141
Tax recoverable	95,965	-	95,965	81,936	1,510	83,446
Other planned giving	96,585	-	96,585	99,163	-	99,163
Other donations	57,445	18,126	75,571	2,822	6,000	8,822
Other appeals	-	8,423	8,423	-	12,788	12,788
Grants (see note 1)	6,125	-	6,125	5,724	-	5,724
Hothorpe Hall booking refund	11,829	-	11,829	-	-	-
Sundry	1,936	-	1,936	-	100	100
	631,365	26,549	657,914	530,786	20,398	551,184
2(b) Activities for generating funds						
Hall lets	899	-	899	885	-	885
2(c) Income from investments						
Dividends & Interest	1,683	-	1,683	248	-	248
Rent receivable	16,694	-	16,694	11,733	-	11,733
	18,377	-	18,377	11,981	-	11,981
2(d) Church activities						
Fees	2,657	-	2,657	1,764	-	1,764
Events	5,351	-	5,351	3,269	-	3,269
Sales	327	-	327	28	-	28
Discipleship	669	-	669	-	-	-
Outreach	-	-	-	1,948	-	1,948
Children and families	2,897	-	2,897	-	-	-
Youth and students	1,799	-	1,799	1,551	-	1,551
	13,699	-	13,699	8,560	-	8,560
TOTAL INCOMING RESOURCES	664,340	26,549	690,889	552,212	20,398	572,610

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2022

3 RESOURCES EXPENDED

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2022 £	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2021 £
3(a) Church activities - Grants (notes 11 & 13)						
Overseas Mission	21,400	7,351	28,751	25,950	7,500	33,450
Redevelopment Phase 1 Tithe Balance	-	25,700	25,700	-	(25,700)	(25,700)
Church relief & development agencies	7,350	-	7,350	6,850	2,500	9,350
Home mission & church societies	24,650	-	24,650	24,370	-	24,370
Individuals	2,900	12,979	15,879	3,330	15,271	18,601
	56,300	46,030	102,330	60,500	(429)	60,071
3(b) Church activities - Ministry						
Parish share	105,000	-	105,000	90,000	-	90,000
Staff costs	308,937	-	308,937	289,793	-	289,793
Ministry	16,102	-	16,102	11,533	-	11,533
Discipleship	6,032	-	6,032	1,421	-	1,421
Outreach	6,625	-	6,625	2,457	1,300	3,757
Children and families	8,012	-	8,012	5,883	-	5,883
Youth and students	13,395	-	13,395	11,763	-	11,763
Events and short term projects	3,228	-	3,228	3,229	-	3,229
Support costs	31,353	1,428	32,781	20,122	-	20,122
Church & hall running costs	31,765	-	31,765	51,704	-	51,704
Maintenance - Church	6,935	-	6,935	4,933	-	4,933
Maintenance - Other properties	26,718	-	26,718	11,495	-	11,495
Depreciation	8,260	-	8,260	8,962	-	8,962
Fee payments	1,904	-	1,904	2,565	-	2,565
	-	-	-	-	-	-
	574,266	1,428	575,694	515,860	1,300	517,160
3(c) Governance costs						
Independent examiner's fee	2,700	-	2,700	3,300	-	3,300
Legal and other costs	471	-	471	1,878	-	1,878
	3,171	-	3,171	5,178	-	5,178
TOTAL RESOURCES EXPENDED	633,737	47,458	681,195	581,538	871	582,409

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2022

4 STAFF COSTS

	2022	2021
	£	£
Salaries	269,946	254,331
National insurance	16,923	15,717
Pension contributions	13,168	12,104
	<hr/>	<hr/>
	300,037	282,152
	<hr/>	<hr/>

The average number of staff employed was 13 (2021–13).

During the year the PCC employed the equivalent of 9.5 full time staff (2021–9.5), none of whom earned £60,000 pa or more.

5 TRUSTEES AND RELATED PARTIES TRANSACTIONS

The PCC had 5 members (2021–4) who each had a close family member who was also an employee of the PCC. The aggregate remuneration paid to these employees in the year amounted to £94,249 (2021–£74,728).

The PCC had 1 member (2021–1) with a related party who was paid by the PCC for work carried out for the church. The total value of this work was £950 (2021–£604).

The total amount of donations received without conditions from the trustees and related parties was £97,486 (2021–£39,406).

There were no other related party transactions made in 2022.

No expenses were claimed by Trustees/PCC members.

6 TANGIBLE FIXED ASSETS

	Freehold land £	Freehold buildings £	Youth equipment £	Other equipment £	Total £
Gross book value					
At 1 January 2022	78,000	336,766	25,546	55,283	495,595
Additions in year	-	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 December 2022	78,000	336,766	25,546	55,283	495,594
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Depreciation					
At 1 January 2022	-	(142,449)	(25,546)	(50,712)	(218,707)
Depreciation on Disposals in year	-	-	-	-	-
Charge for year	-	(6,735)	-	(1,525)	(8,260)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 December 2022	-	(149,184)	(25,546)	(52,237)	(226,967)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Net book value					
At 31 December 2021	78,000	194,317	-	4,571	276,888
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 December 2022	78,000	187,582	-	3,046	268,628
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

The freehold land and buildings comprises of the church hall and rooms, and 40 Leicester Street, Leamington Spa. In 1997 the church hall and rooms was revalued at £150,000 and 40 Leicester Street was revalued at £110,000. Additions and improvements have been added at cost.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2022

7	INVESTMENT PROPERTY	2022	2021
		£	£
	Market value at 1 January	283,980	283,980
	Net unrealised investment gain	31,020	-
		<hr/>	<hr/>
	Market value at 31 December	315,000	283,980
		<hr/> <hr/>	<hr/> <hr/>

8	OTHER INVESTMENT ASSETS	2022	2021
		£	£
	Market value at 1 January	12,434	9,691
	Net unrealised investment gain	(1,422)	2,743
		<hr/>	<hr/>
	Market value at 31 December	11,012	12,434
		<hr/> <hr/>	<hr/> <hr/>

Investments is comprised of 531 shares in Central Board of Finance of the Church of England Investment Fund valued at mid market value (2021–531 shares).

9	DEBTORS	2022	2021
		£	£
	Tax recoverable	3,580	11,265
	Other debtors and prepayments	2,325	-
		<hr/>	<hr/>
		5,905	11,265
		<hr/> <hr/>	<hr/> <hr/>

10	LIABILITIES	2022	2021
		£	£
	Amounts falling due within one year		
	Payroll tax and NIC	-	8,217
	Donations committed	6,800	-
	Other creditors	6,985	7,220
	Deferred income	1,164	880
		<hr/>	<hr/>
		14,949	16,317
		<hr/> <hr/>	<hr/> <hr/>

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2022

11 SUMMARY OF ACTIVITIES AND DETAILS OF RESTRICTED FUNDS

	Opening balance £	Income £	Expenditure £	Investment revaluation (loss) £	Transfers £	Total movement in Year £	Closing balance £
Unrestricted funds							
Church activities							
General Fund	125,428	647,645	(598,759)	(1,422)	(1,078)	46,386	171,814
Designated funds							
Fixed assets	276,888	-	(8,260)	-	-	(8,260)	268,628
Investment Property	283,980	-	-	31,020	-	31,020	315,000
Property Fund	59,923	16,694	(26,718)	-	(880)	(10,903)	49,020
Travel Fund	1,100	-	-	-	1,700	1,700	2,800
Cameo	572	-	-	-	(572)	(572)	-
	747,891	664,340	(633,737)	29,598	(830)	59,371	807,262
Restricted funds							
Hardship Fund	34,027	16,815	(12,171)	-	830	5,474	39,501
Redevelopment Phase 1 Tithe Balance	25,700	-	(25,700)	-	-	(25,700)	-
Cameo/Lunch Clubs	2,003	-	-	-	-	-	2,003
Specific funds	1,681	9,734	(9,587)	-	-	147	1,828
	63,411	26,549	(47,458)	-	830	(20,079)	43,332
Total funds	811,302	690,888	(681,194)	29,598	-	39,292	850,594

Unrestricted funds

General Funds: It is intended that the General funds of £171,814 be used as £100,000 to cover day-to-day cash flow (this amounts to about two months of expenditure) and the balance of £71,814 be used for resourcing future ministry.

Fixed assets represents the non-cash assets of the church, i.e., buildings and equipment.

Investment Property - see Note 7.

Property Fund to maintain the properties using rental income.

Cameo represents funds held for lunch clubs equipment.

Restricted funds

Lunch Clubs Legacy was bequeathed specifically to the Club for their use.

Hardship Fund represents monies to assist those in difficulty.

Redevelopment Phase 1 Tithe Balance - The balance was initially allocated in 2012 to a project to buy land to build a church in Concordia, Argentina. This project has not gone ahead, so the balance was used to support the work of our mission partners in Concordia to establish an evangelistic café.

Specific funds represent donations and other monies received for specified purposes.

Transfers

-£880 from General Fund to Property Fund - reallocating some deferred income from 2021.

£1,700 from General Fund to Travel Fund - setting aside funding for future Mission Partner travel.

£572 from Cameo to General Fund - redesignating money for use in running our Wellbeing Café.

£830 from General Fund to Hardship Fund - restricting money given in 2021 for hardship use.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2022

12 ANALYSIS OF NET ASSETS BY FUND

	Unrestricted Funds £	Restricted Funds £	2022 Total £
Fixed assets and investments	594,640	-	594,640
Short term deposits and cash at bank	221,666	43,332	264,998
Other current assets	(9,044)	-	(9,044)
	807,262	43,332	850,594

13 MISSION AND CHARITY PAYMENTS
including Mission Appeal Fund

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Overseas mission			
T Wilson - Wycliffe Bible Translators	3,000	-	3,000
Barnabas Fund – Ukraine appeal	-	7,351	7,351
Open Doors	1,750	-	1,750
NOTDEC	2,250	-	2,250
C Gasson - Nueva Vida Argentina	5,400	25,700	31,100
S & R Bayford - CMS	3,000	-	3,000
J & R Sandels - YWAM	3,000	-	3,000
J & H Williams - Reach Beyond	3,000	-	3,000
TOTAL Overseas mission	21,400	33,051	54,451
Church relief & development agencies			
Betel	1,850	-	1,850
Leamington & Warwick Foodbank	5,500	-	5,500
TOTAL Church relief & dev'mnt agencies	7,350	-	7,350
Home mission & church societies			
CPAS	1,750	-	1,750
Well Christian Healing Centre	5,500	-	5,500
Thrive	5,500	-	5,500
St Mary's Re CAP	5,500	-	5,500
RA & CS Weston	5,400	-	5,400
Warwick CU	1,000	-	1,000
TOTAL Home mission & church societies	24,650	-	24,650
Support for individuals			
Individual support	2,900	12,979	15,879
TOTAL Support for individuals	2,900	12,979	15,879
	56,300	46,030	102,330

The number of individuals assisted during the year was 36 (2021–35).

Accounts

**PAROCHIAL CHURCH COUNCIL OF
ST PAUL LEAMINGTON PRIORS**

ANNUAL REPORT

and

ACCOUNTS

For the year ended 31 December 2021

ST PAULS PCC LEAMINGTON PRIORS

2021 ANNUAL REPORT

Aims and Purposes

St Paul's Church Leamington Priors Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent, Rev Jonathan Jee in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical. The PCC is also specifically responsible for the maintenance of the church building, 40 Leicester Street and 14 Taylor Avenue.

Our purpose at St Paul's is to bring 'Glory to Christ, Growth to his church and Good news to the community' (this purpose statement was approved at the APCM in 2004).

St Paul's vision can be summarised as follows: "Our vision is to see Leamington changed, one life at a time."

Through the power of the Holy Spirit, we will try to fulfil this vision by helping each member of St Paul's to become a wholehearted disciple of Jesus, working towards St Paul's becoming a thriving centre for the Kingdom of God 7 days a week, working with other churches to continue the ministry of Jesus, proclaiming the good news of the Kingdom of God and demonstrating it in practical caring ways."

Objectives and Activities

The PCC is committed to providing a vibrant worshipping community which people in the parish and beyond can be welcomed into. Our services and events aim to help people put faith into practice through prayer, scripture, music and fellowship.

When planning our activities each year, we have considered the Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable people to live out their faith as part of our church community through:

- Worship and prayer; learning about the gospel; and developing knowledge of and trust in Jesus as Lord.
- Provision of pastoral care
- Mission and outreach

To facilitate this work, we ensure that the fabric of the Church and other buildings are well maintained.

Achievements and Performance

2021 was another challenging year. Whilst things did begin to open up again over the months, the year began with another lockdown, followed by continued restrictions for many months. By the Autumn term, we were once again able to operate more 'normally' but there were still some restrictions in place and the year ended with tightened rules and some anxiety amongst church members about the omicron variant.

With the technological expertise built up during 2020, we were able to respond quickly to new restrictions when they occurred. Online worship has continued throughout the year, which has been particularly important for our more vulnerable or anxious church members.

Our small groups continued to be very effective in keeping in touch with their members and providing pastoral support and a sense of community. We have also worked hard to try to stay in touch with individuals who are more isolated.

Many people gave generously to our Hardship Fund in this year and the previous year and this has been well-used in supporting several individuals and families who have been struggling financially. In particular, we were able to make contributions towards rising fuel costs and towards the costs of

Christmas for several people. There have also been other individual needs that we have been able to help with.

As things began to open up more, we were diligent in having good risk assessments in place to ensure we operated as safely as possible and complied with all relevant Covid rules.

Our youth and children's team worked hard to stay in touch with youngsters and the families, with online meetings for over 11s and 9-11 year-olds when needed and craft packs delivered to families to support the online children's content in the first half of the year.

Although the numbers attending worship in church were not as high as pre-pandemic numbers, the church has felt comfortably full during our 10.30 service in the Autumn term. It will take time for everyone to feel comfortable to return and some have moved on in the meantime but we are delighted that a good number of new people have continued to join the church during the year.

More information about our activities during the year is available on our website www.stpl.org.uk.

This includes reports on:-

- *Services*
- *Teaching*
- *Worship and Tech*
- *Children*
- *Youth*
- *Students*
- *Small Groups*
- *Groups*
- *Prayer*
- *Alpha*
- *Community – Hog Roast*
- *Events*
- *Local Ministries*
- *Mission Partners*
- *Staff*
- *Fabric*
- *Leadership*
- *Financial Overview (summary below)*

Fabric

We have a regular schedule of maintenance and health and safety checks and these continued throughout the year. Our Fabric and Housekeeping team worked hard to keep the church clean and there was extra cleaning to do between services and events because of covid protocols.

The technical team made improvements to our equipment and trained a wider team of people so that livestreaming could continue and be as good as possible.

There was a major expansion of the space available in the Quench Youth Café to accommodate larger numbers of youth and this work was ably project managed by Paul Giles, our Site Manager. The space has been much appreciated by the Youth team and the youngsters.

In October this year, a new Site Committee was set up. This meets monthly to review Fabric issues.

Financial Overview

When we completed the Redevelopment of our church worship space in 2015, we used up most of our reserves of cash but, since then, we have made a modest surplus in most years and have slowly rebuilt our reserves.

Our reserves currently stand at £180K. In 2017, the PCC decided to split our reserves into 3 pots:

Some is reserved for cash flow and general reserves. It was agreed that the general reserves policy should be 8 weeks of regular expenditure (around £88K).

Around £58K is in a Properties fund. The PCC owns 40 Leicester Street rented out for part of during 2020 and so brought in some income but, from Summer 2020, the PCC has used the house for interns and the downstairs rooms for some of our children's groups. The PCC also owns a local house which was bought in 2017. Income from both properties goes into the Properties fund and is used to pay for maintenance and repairs.

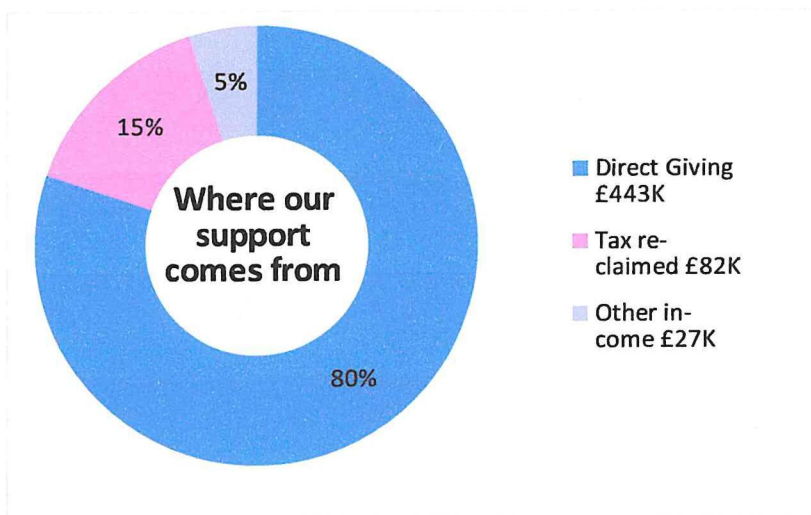
The remainder of the reserves is used for a 'Resourcing Ministry' fund which resources new initiatives/staffing posts for mission and ministry.

Our Standing Committee and PCC both monitor our financial position throughout the year and this year a Finance Committee was set up which meets monthly to review financial matters.

INCOME 2021

The vast majority of our regular income comes from direct giving from our church members together with the associated Gift Aid tax reclaimed on this giving and we are extremely grateful to all those who give so generously.

There is also a small amount of income from lettings, weddings and funeral fees etc.



EXPENDITURE 2021

Staff salaries include the staff wages, National Insurance, pension contributions and recruitment costs. Clergy stipends are provided by the diocese via the parish share.

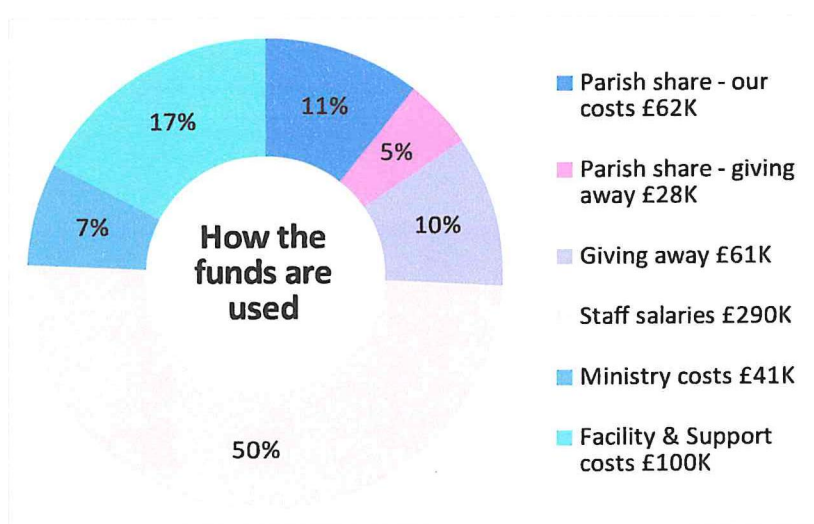
The ministry costs include all the costs of our children's and youth work, adult discipleship, outreach, community work, leadership development and training. Facility and Governance costs include the costs

of keeping our building and equipment in good repair, cleaning, office running costs, heating, lighting and insurance.

Each year we budget to give away at least 10% of the previous year's unrestricted income to our mission partners and ministries in the town beyond our own church. The PCC policy is for approximately half of this to go to local mission initiatives in the area, and half to go further afield.

The Parish Share is our share of the costs of ministry in the diocese including training, housing, stipend and associated costs. In addition to the 10% we give away locally and further afield, we also give around 5% of our income to the wider Church of England through making an additional Parish Share contribution on top of our actual costs. So, in all, we give away around 15% of our regular income, in addition to occasional Gift Days for specific purposes. Even though our income was not as high as expected this year, the reserves we have been able to build up were able to compensate for this. We are very grateful to the Lord for His faithfulness in meeting our needs this year and over many previous years.

Full details of the independently examined accounts are in the appendix to this report.



Structure, governance and management

The method of appointment of PCC members is set out in the Church Representation Rules. At St Paul's, the PCC consists of the incumbent (our Vicar), Associate Minister, Curate, churchwardens and members elected by those members of the congregation who are on the electoral roll of the church. All those who are members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC. Our Operations Manager and Senior Lay Minister are also in attendance at PCC meetings.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish, including deciding how the funds of the PCC are to be spent.

Between meetings, a Standing Committee consisting of the Vicar, Associate Minister, Curate, Churchwardens, Treasurer, Operations Manager and Senior Lay Minister meet to enact the business of the PCC. This group also acts as a senior team who advise and are consulted by the Vicar.

The Senior Staff team which consists of the Vicar, Curate, Operations Manager and Senior Lay Minister meet regularly and are responsible for the day-to-day decision making in the church.

Safeguarding

We make Safeguarding a high priority here at St Paul's. Jan Pringle is our Safeguarding Officer and Judith Linnell acts as Deputy Safeguarding Officer. Judith's contribution was particularly appreciated during Jan's Sabbatical this year. Any concerns should go to the leader of the group or ministry in the first instance but can be referred to Jan or Judith if the concern involves the leader. The leaders will pass concerns on as needed. We want to ensure that we keep our children, young people and any vulnerable adults as safe as possible.

We work closely with Coventry diocese and have adopted the Church of England's Safeguarding Policy 'Promoting a Safer Church' recommended by the diocese. The PCC has complied with the duty to "have due regard" to the House of Bishops' guidance in relation to safeguarding.

We have a Safer Recruitment policy and any new staff and volunteers who are working with children or vulnerable adults are safely recruited as well as being DBS checked.

We have a Parish Safeguarding Advisory Group who meet approximately every 6 weeks to review safeguarding in the church generally and also to review the handling of more significant pastoral cases. The diocese have introduced a three part action plan to ensure churches comply with the 'Promoting a Safer Church' policy and we are working with this and have completed most of the key actions on it, although we have to regularly review this as some sections need re-doing periodically e.g. reviewing policies and providing training for volunteers.

The Safeguarding Officer reports to the PCC at every meeting to ensure members are fully informed about progress in this area.

Administrative Information

St Pauls' Church is located on Leicester Street, Leamington Spa and is part of the Diocese of Coventry within the Church of England. The correspondence address is St Paul's Church, Leicester Street, Leamington Spa CV32 4TE. The PCC is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2006) and a charity.

PCC members who served from 1 January 2021 until the date this report was approved are:

Jonathan Jee (Vicar and Chair)	DS, Dioc S and GS
Andy Ruffhead (Curate) (from 4.7.21)	DS
Graeme Pringle (Associate Minister)	DS and Dioc S
Carolyn Davey (Churchwarden)	
Roger Penney (Churchwarden)	
Andrew Rolls (Treasurer)	DS
Simon Brown	DS
Charles Crow	DS
Jennie Davis	
Zak Dunstone	
James Gaade	
Julie Jackson (from 28.3.21)	
Andrea Kane	
Judith Linnell	DS
Gillian McKellar (from 28.3.21)	
Jonathan Morgan	DS and Dioc S
Adam Nelson (to 28.3.21)	
Terry Salter	

Alicia Sampson
Joe Shepherd
Pam Snape (to 28.3.21)
Becky Whales

DS

Key:

DS – member of Deanery Synod
Dioc S – member of Diocesan Synod
GS – General Synod

For an overview of our church life, see our supplementary and fuller report.

Charity name:

The Parochial Church Council of the Ecclesiastical Parish of St Paul, Leamington Priors Registered

Charity number:

1130329

Charity's principal address:

St Paul's Church, Leicester Street, Leamington Spa, Warks, CV32 4TE

Bank:

CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent. ME19 4JQ

Independent Examiner:

M D Spafford of LDP Luckmans, 1110 Elliot Court, Herald Avenue, Coventry Business Park, Coventry. CV5 6UB

Structure, governance and management

Type of governing document:

Parochial Church Council Powers Measure (1956) as amended and church representation rules How the charity is constituted: A corporate body established by the Church of England.

Trustee selection and induction methods:

The method of appointment of PCC members is set out in the church representation rules. The PCC is also a registered charity. All church attendees are encouraged to register on the electoral roll and are eligible to stand for election to the PCC. PCC members are briefed on current PCC issues at the first meeting of the new PCC. The PCC operates through a number of committees, which meet between full meetings of the PCC: the Standing Committee, the HR Group, and the GO (Global Outreach) team.

Risk

The PCC has continued to review the risks facing the church, including types of risk, potential impact on the church and means of mitigating these risks. Systems and procedures have been put in place to mitigate identifiable risks. The PCC will continue to review risks on an on-going basis. The PCC is required to prepare financial statements for each financial year which give a true and fair view of the affairs of the church as at the balance sheet date and of its incoming resources and application of resources for the financial year. In preparing these financial statements the PCC will select suitable accounting policies and apply them consistently and will make judgements and estimates that are reasonable and prudent. The PCC is responsible for maintaining proper accounting records and for safeguarding the assets of the church.

Pay Policy

Clergy are paid by the diocese. The pay of employed staff is reviewed annually by the HR Team and Standing Committee and increases are agreed by the Trustees being mindful of the Church's charitable objectives and increases in average earnings. In 2019, the PCC agreed a new system for setting staff salaries, devised by our HR team, which ensures all staff are paid fairly and in line with national averages.

Public Benefit

As a registered charity, we have considered the Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. To fulfil our purpose and take steps towards achieving our vision the activities described above have taken place.

This report was approved by the PCC on 21st March 2022

and signed on their behalf by Rev Jonathan Jee (PCC Chair)

A handwritten signature in black ink, appearing to read 'Jonathan Jee', written in a cursive style.

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ST PAUL'S CHURCH LEAMINGTON PRIORS**

Independent examiner's report to the trustees of St Paul's Church Leamington Priors

I report to the charity trustees on my examination of the accounts of St Paul's Church Leamington Priors (the Trust) for the year ended 31st December 2021.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act

Independent examiner's statement

I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, and the Association of Chartered Certified Accountants, which are listed bodies.

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
 2. the accounts do not accord with those records; or
 3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



*M D Spafford FCCA ACA
L D P Luckmans
1110 Elliott Court
Herald Avenue
Coventry Business Park
Coventry
CV5 6UB*

24th March 2022

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2021

	Notes	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2021 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2020 £
INCOMING RESOURCES							
Voluntary income	2(a)	530,786	20,398	551,184	579,748	52,680	632,428
Activities for generating funds	2(b)	885	-	885	72	-	72
Income from investments	2(c)	11,981	-	11,981	10,081	-	10,081
Church activities	2(d)	8,560	-	8,560	3,486	-	3,486
TOTAL INCOMING RESOURCES		552,212	20,398	572,610	593,387	52,680	646,067
RESOURCES EXPENDED							
Church activities - Grants	3(a)	60,500	(429)	60,071	50,800	19,744	70,544
Church activities - Ministry	3(b)	515,860	1,300	517,160	531,802	-	531,802
Governance costs	3(c)	5,178	-	5,178	4,320	-	4,320
TOTAL RESOURCES EXPENDED		581,538	871	582,409	586,922	19,744	606,666
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS							
		(29,326)	19,527	(9,799)	6,465	32,936	39,401
Transfers between funds		4,572	(4,572)	-	-	-	-
NET INCOMING/(OUTGOING) RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES							
		(24,754)	14,955	(9,799)	6,465	32,936	39,401
Gains on investment assets on revaluation	8	2,743		2,743	(630)	-	(630)
NET MOVEMENT IN FUNDS		(22,011)	14,955	(7,056)	5,835	32,936	38,771
Balances brought forward 1 January		769,902	48,456	818,358	764,067	15,520	779,587
Balances carried forward 31 December		747,891	63,411	811,302	769,902	48,456	818,358

The notes on pages A6 to A13 form part of this financial statement.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

BALANCE SHEET as at 31 December 2021

		2021	2020
	Notes	£	£
FIXED ASSETS			
Tangible fixed assets	6	276,888	281,278
Investment property	7	283,980	283,980
Other investment assets	8	12,434	9,691
		573,302	574,949
CURRENT ASSETS			
Debtors	9	11,265	18,524
Short term deposits		104,096	54,063
Cash at bank and in hand		138,956	216,743
		254,317	289,330
CURRENT LIABILITIES			
Creditors - falling due within one year	10	(16,317)	(45,921)
NET CURRENT ASSETS		238,000	243,409
TOTAL NET ASSETS		811,302	818,358
FUNDS			
Unrestricted	11	747,891	769,902
Restricted	11	63,411	48,456
TOTAL FUNDS		811,302	818,358

Approved by the Parochial Church Council and authorised for issue on 21 March 2022
and signed on its behalf by:



Rev Jonathan Jee (Chair of PCC)



Andrew Rolls (Treasurer)

The notes on pages A6 to A13 form part of this financial statement.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

CASH FLOW STATEMENT

For the year ended 31 December 2021

	2021		2020	
	£	£	£	£
Net cash provided by/(used in) operating activities		(35,163)		42,965
Cash flows from investing activities				
Dividends and interest from investments	248		436	
Rent from investments	11,733		9,645	
Purchase of:				
Tangible fixed assets for the use of the PCC	(4,572)		-	
Net cash provided by/(used in) investing activities		7,409		10,081
Change in cash and cash equivalents in the reporting periods		(27,754)		53,046
Cash and cash equivalents at 1 January		270,806		217,760
Cash and cash equivalents at 31 December		<u>243,052</u>		<u>270,806</u>
Reconciliation of net income/(expenditure) before investment gains				
Net income before investment gains 31 December		(9,799)		39,401
Adjustments for:				
Depreciation charges		8,962		9,623
Dividends and interest from investments		(248)		(436)
Rent from investments		(11,733)		(9,645)
Decrease/(increase) in debtors		7,259		7,068
(Decrease)/increase in creditors		(29,604)		(3,046)
Net cash provided by/(used in) operating activities		<u>(35,163)</u>		<u>42,965</u>
Analysis of cash and cash equivalents				
Cash in hand and at bank		138,956		216,743
Notice deposits (less than 3 months)		104,096		54,063
		<u>243,052</u>		<u>270,806</u>

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

1 ACCOUNTING POLICIES

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016) and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements have been prepared to give a 'true and fair view' and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared under the historical cost convention except for the valuation of investment assets, which are shown at market value. Land and property assets are included at a deemed cost being their 1997 valuation. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body nor those that are informal gatherings of church members.

Funds

Restricted Funds represent donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. These funds are itemised in Note 11.

Incoming Resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy.

Voluntary income and capital sources

Collections are recognised when received by or on behalf of the PCC.

Planned giving receivable under Gift Aid is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when the income is recognised.

Grants and legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the PCC is reasonably certain.

Miscellaneous sales income is accounted for gross.

Other income

Rental income from the letting of church premises is accounted for when earned.

Parochial fees due to the PCC for weddings, funerals etc. are accounted for on an event by event basis.

Income from investments

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue. Tax recoverable on such income is recognised in the same accounting year.

Investment gains and losses

Realised gains or losses are recognised when investments are sold. Unrealised gains or losses are accounted for on revaluation of investments at 31 December.

Resources Expended

All resources expended are recognised once there is a legal or constructive obligation to make a payment to a third party.

Grants

Grants and donations are accounted for when paid over or when awarded.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

1 ACCOUNTING POLICIES (continued)

Activities directly relating to the work of the Church

The diocesan parish share is accounted for when paid. Any parish share unpaid at 31 December is provided for in these accounts as an operational (although not legal) liability and is shown as a creditor in the Balance Sheet.

Retirement benefits

The PCC operates a defined contribution scheme. The amount charged to the Statement of Financial Activities in respect of pension costs and other post retirement benefits is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

Fixed Assets

Consecrated property and moveable church furnishings

Consecrated and beneficed property is excluded from the accounts by provision 10(2) of the Charities Act 2011.

Moveable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the Church's Inventory which can be inspected at any reasonable time.

For inalienable property acquired prior to 2001 there is insufficient cost information available and therefore such assets are not valued in the accounts. Items acquired since 1 January 2001 have been capitalised and depreciated in the accounts over their currently anticipated useful economic life (initially over six years) on a straight line basis.

All expenditure incurred during the year on consecrated or beneficed buildings, individual items under £1,000 or on the repair of moveable church furnishings acquired before 1 January 2001 is written off.

Other land and buildings

Other land and buildings held by the PCC are included in the accounts at the 1997 valuation plus subsequent additions and improvements at cost in accordance with the transitional rules regarding the revaluation of assets. The valuation has not been updated. Buildings, including improvements to them are depreciated over 50 years from the valuation date or over their estimated useful life if that is shorter. Land is not depreciated. Expenditure on routine maintenance and repair is written off as incurred.

Other fixtures, fittings and office equipment

Equipment owned by the PCC is depreciated on a straight line basis over their estimated useful lives (between 3 and 10 years).

Individual items of equipment with a purchase price of £1,500 or less are written off in the period in which the asset is acquired.

Investments

Investments are valued at market value at 31 December.

Current assets

Amounts owing to the PCC at 31 December are shown as debtors, less provision for amounts that may prove non-collectable.

Short term deposits include cash held on deposit either with the CBF Church of England Funds or at the bank.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2021

2 INCOMING RESOURCES

	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2021 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2020 £
2(a) Voluntary income						
Planned giving						
Gift Aid donations	341,141	-	341,141	321,176	-	321,176
Tax recoverable	81,936	1,510	83,446	80,303	4,545	84,848
Other planned giving	99,163	-	99,163	135,218	-	135,218
Other donations	2,822	6,000	8,822	2,391	-	2,391
Other appeals	-	12,788	12,788	-	48,115	48,115
Grants	5,724	-	5,724	36,234	-	36,234
Sundry	-	100	100	4,426	20	4,446
	530,786	20,398	551,184	579,748	52,680	632,428
2(b) Activities for generating funds						
Hall lets	885	-	885	72	-	72
2(c) Income from investments						
Dividends & Interest	248	-	248	436	-	436
Rent receivable	11,733	-	11,733	9,645	-	9,645
	11,981	-	11,981	10,081	-	10,081
2(d) Church activities						
Fees	1,764	-	1,764	1,112	-	1,112
Events	3,269	-	3,269	-	-	-
Sales	28	-	28	699	-	699
Discipleship	-	-	-	80	-	80
Outreach	1,948	-	1,948	135	-	135
Youth and students	1,551	-	1,551	1,460	-	1,460
	8,560	-	8,560	3,486	-	3,486
TOTAL INCOMING RESOURCES	552,212	20,398	572,610	593,387	52,680	646,067

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2021

3 RESOURCES EXPENDED

	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2021 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2020 £
3(a) Church activities - Grants (notes 11 & 13)						
Overseas Mission	25,950	7,500	33,450	13,850	4,022	17,872
Redevelopment Phase 1 Tithe Balance	-	(25,700)	(25,700)	-	-	-
Church relief & development agencies	6,850	2,500	9,350	5,350	1,500	6,850
Home mission & church societies	24,370	-	24,370	26,750	1,000	27,750
Individuals	3,330	15,271	18,601	4,850	13,222	18,072
	60,500	(429)	60,071	50,800	19,744	70,544
3(b) Church activities - Ministry						
Parish share	90,000	-	90,000	88,000	-	88,000
Staff costs	289,793	-	289,793	294,785	-	294,785
Ministry	11,533	-	11,533	14,190	-	14,190
Discipleship	1,421	-	1,421	14,591	-	14,591
Outreach	2,457	1,300	3,757	1,857	-	1,857
Children and families	5,883	-	5,883	5,347	-	5,347
Youth and students	11,763	-	11,763	10,038	-	10,038
Events and short term projects	3,229	-	3,229	-	-	-
Support costs	20,122	-	20,122	30,990	-	30,990
Church & hall running costs	51,704	-	51,704	42,973	-	42,973
Maintenance - Church	4,933	-	4,933	3,468	-	3,468
Maintenance - Other properties	11,495	-	11,495	12,706	-	12,706
Depreciation	8,962	-	8,962	9,623	-	9,623
Fee payments	2,565	-	2,565	3,234	-	3,234
	515,860	1,300	517,160	531,802	-	531,802
3(c) Governance costs						
Independent examiner's fee	3,300	-	3,300	4,160	-	4,160
Legal and other costs	1,878	-	1,878	160	-	160
	5,178	-	5,178	4,320	-	4,320
TOTAL RESOURCES EXPENDED	581,538	871	582,409	586,922	19,744	606,666

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2021

4 STAFF COSTS	2021	2020
	£	£
Salaries	255,661	254,331
National insurance	16,209	15,717
Pension contributions	12,087	12,104
	<hr/>	<hr/>
	283,957	282,152
	<hr/> <hr/>	<hr/> <hr/>

The average number of staff employed was 13 (2020 - 14)

During the year the PCC employed the equivalent of 9.5 full time staff (2020 – 9.0), none of whom earned £60,000 pa or more.

5 TRUSTEES AND RELATED PARTIES TRANSACTIONS

The PCC had 4 (2020 - 5) members who each had a close family member who was also an employee of the PCC. The aggregate remuneration paid to these employees in the year amounted to £74,728 (2020 - £68,906)

The total amount of donations received without conditions from the trustees and related parties was £39,406 (2020 - £60,347)

There were no other related party transactions made in 2021.

No expenses were claimed by Trustees/PCC members.

6 TANGIBLE FIXED ASSETS

	Freehold land £	Freehold buildings £	Youth equipment £	Other equipment £	Total £
Gross book value					
At 1 January 2021	78,000	336,766	25,546	50,711	491,023
Additions in year	-	-	-	4,572	4,572
	<hr/>				
At 31 December 2021	78,000	336,766	25,546	55,283	495,595
	<hr/>				
Depreciation					
At 1 January 2021	-	(135,713)	(25,546)	(48,486)	(209,745)
Depreciation on Disposals in year	-	-	-	-	-
Charge for year	-	(6,736)	-	(2,226)	(8,962)
	<hr/>				
At 31 December 2021	-	(142,449)	(25,546)	(50,712)	(218,707)
	<hr/>				
Net book value					
At 31 December 2020	78,000	201,053	-	2,225	281,278
	<hr/> <hr/>				
At 31 December 2021	78,000	194,317	-	4,571	276,888
	<hr/> <hr/>				

The freehold land and buildings comprises of the church hall and rooms and 40 Leicester Street, Leamington Spa. In 1997 the church hall and rooms was revalued at £150,000 and 40 Leicester Street at £110,000. Additions and improvements have been added at cost.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2021

7	INVESTMENT PROPERTY	2021	2020
		£	£
	Market value at 1 January	283,980	283,980
	Market value at 31 December	283,980	283,980

8	OTHER INVESTMENT ASSETS	2021	2020
		£	£
	Market value at 1 January	9,691	10,321
	Net unrealised investment gain	2,743	(630)
	Market value at 31 December	12,434	9,691

Investments is comprised of 531 shares in Central Board of Finance of the Church of England Investment Fund valued at mid market value (2020 - 531 shares).

9	DEBTORS	2021	2020
		£	£
	Tax recoverable	11,265	17,842
	Other debtors and prepayments	-	682
		11,265	18,524

10	LIABILITIES	2021	2020
	Amounts falling due within one year	£	£
	Payroll tax and NIC	8,217	7,204
	Other creditors	8,100	13,017
	Donations committed	-	25,700
		16,317	45,921

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2021

11 SUMMARY OF ACTIVITIES AND DETAILS OF RESTRICTED FUNDS

	Opening balance £	Income £	Expend- iture £	Investment revaluation (loss) £	Transfers £	Total movement in Year £	Closing balance £
Unrestricted funds							
Church activities							
General Fund	140,630	540,479	(565,686)	2,743	7,262	(15,202)	125,428
Designated funds							
Fixed assets	281,278	-	-		(4,390)	(4,390)	276,888
Investment Property	283,980				-	-	283,980
Property Fund	60,042	11,733	(11,852)	-	-	(119)	59,923
Travel Fund	3,400	-	(4,000)	-	1,700	(2,300)	1,100
Cameo	572	-	-	-	-	-	572
	769,902	552,212	(581,538)	2,743	4,572	(22,011)	747,891
Restricted funds							
Hardship Fund	45,213	3,855	(15,041)	-	-	(11,186)	34,027
Redevelopment Phase 1 Tithe Balance	-	-	25,700	-	-	25,700	25,700
Cameo/Lunch Clubs	2,003	-	-	-	-	-	2,003
Specific funds	1,240	16,543	(11,530)	-	(4,572)	441	1,681
	48,456	20,398	(871)	-	(4,572)	14,955	63,411
Total funds	818,358	572,610	(582,409)	2,743	-	(7,056)	811,302

Unrestricted funds

General Funds: It is intended that the General funds of £125,428 be used as £80,000 to cover day to day cash flow (this amounts to about 2 months worth of expenditure) and the balance of £45,428 be used for resourcing future ministry.

Fixed assets represents the non-cash assets of the church. ie buildings and equipment.

Investment Property - see Note 7.

Property Fund to maintain the properties using rental income.

Cameo represents funds held for replacement equipment.

Restricted funds

Lunch Clubs Legacy was bequeathed specifically to the Club for their use.

Hardship Fund represents monies to assist those in difficulty.

Redevelopment Phase 1 Tithe Balance - The balance was initially allocated in 2012 to a project to buy land to build a church in Concordia, Argentina. This project has not gone ahead, so it is intended to use the balance for the work of our mission partners in Concordia if possible, and if not, to use it for the support of other of our mission partners and their work.

Specific funds represent donations and other monies received for specified purposes.

Transfers

From General Fund to Fixed assets designated fund representing the general fund movement relating to fixed assets.

From General Fund to Travel Fund represents an amount set aside to fund travel by Mission partners

From Restricted funds to General Funds represents Equipment purchased from a restricted gift for that purpose.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2021

12 ANALYSIS OF NET ASSETS BY FUND

	Unrestricted Funds £	Restricted Funds £	2021 Total £
Fixed assets and investments	573,302	-	573,302
Short term deposits and cash at bank	179,641	63,411	243,052
Other current assets	(5,052)	-	(5,052)
	747,891	63,411	811,302

**13 MISSION AND CHARITY PAYMENTS
including Mission Appeal Fund**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Overseas mission			
T Wilson - Wycliffe Bible Translators	2,800	-	2,800
Barnabas Fund	-	7,500	7,500
Open Doors	1,750	-	1,750
NOTDEC	2,850	-	2,850
C & M Wurfel - Nueva Vida Argentina	9,500	-	9,500
S & R Bayford - CMS	3,050	-	3,050
J & R Sandels - YWAM	3,050	-	3,050
J & H Williams - Reach Beyond	3,050	-	3,050
TOTAL Overseas mission	26,050	7,500	33,550
Church relief & development agencies			
Betel	1,850	-	1,850
Leamington & Warwick Foodbank	5,000	-	5,000
Welcome Here	-	2,500	2,500
TOTAL Church relief & dev'mnt agencies	6,850	2,500	9,350
Home mission & church societies			
CPAS	1,870	-	1,870
Well Christian Healing Centre	5,000	-	5,000
Thrive	5,000	-	5,000
St Mary's Re CAP	5,000	-	5,000
RA & CS Weston	5,500	-	5,500
New Wine	1,000	-	1,000
St Chads Church	1,000	-	1,000
TOTAL Home mission & church societies	24,370	-	24,370
Support for individuals			
Individual support	3,230	15,271	18,501
TOTAL Support for individuals	3,230	15,271	18,501
	60,500	25,271	85,771

The number of individuals assisted during the year was 35 (2020 – 29).

Accounts



2020
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ST PAUL'S CHURCH



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Introduction



2020 was an extremely unusual year.

It started well: we sensed that the Lord wanted us to spend more time in prayer and less time “doing”, so in the first term we concentrated on just that – prayer.

But then the COVID-19 pandemic took over, and swept us into lockdown shortly before Easter.

Thanks to some amazingly talented church members, I was able to go “live” on facebook and youtube for the first time, and we began broadcasting online services. We got used to doing children’s and youth groups by Zoom, and Alpha, Small groups and Prayer meetings too. People joined us from different parts of the country, and the world!

Despite all the restrictions, the Lord has been at work among us, and through us. We have seen people come to know Jesus as their Lord and Saviour, and developed new ways to worship and care for each other and the wider community. The Lord is not restricted by lockdown!

This new-look annual report has lots of links to videos telling you more about our life and ministry. As I say in the video here, please read it prayerfully. And enjoy it!

REV JONATHAN JEE – VICAR

Services



IN CHURCH & ONLINE

Our services have had to adapt considerably this year and we have been very grateful to our wonderful Tech team for enabling us to livestream and record.

The 8 am Communion service continued throughout the year, mostly online but with several services in the building in the Autumn. The 10.30 am service was live-streamed each week and it was encouraging to see so many joining us for worship virtually.

SERVICE STYLES

The 6.30pm service was able to operate for a while in the building with limited numbers but for most of the year, we weren't able to run this. However, we have offered a variety of online Sunday evening services, including worship evenings, prayer meetings on Zoom and Lectio Divina. Midweek, we usually hold an 11am service on Wednesdays, but were not able to do this for most of the year.

BAPTISMS, WEDDINGS, FUNERALS

Although we weren't able to offer baptisms for much of the year, we did manage to baptise 8 people, including some full immersion baptisms. Some couples postponed their weddings because of the restrictions on numbers but we were able to celebrate the marriages of 3 couples. Funerals also had to be held with restricted numbers but we had the privilege of holding the funerals of much loved church members: Femi Akkinola, Vanessa Leedle and Lorna Wandless; and when possible their services were livestreamed.

Teaching



In the Spring Sunday services, we looked first at what we could learn from Jesus and others in the Bible about prayer. Later, we looked at the life of Daniel and the book of Acts. In the Autumn term, we spent time looking at the "I will" promises of Jesus.

In addition to this, Jonathan recorded a series of midweek reflections from Mark's gospel during Lent, and another series on the life of David which were appreciated by both individuals and some of our small groups who chose to follow these.

All teaching recorded at St Paul's is available on SoundCloud.



"We have been enjoying the David series and will continue watching and discussing these."

Andrew Bush

"We're using your talks on David in small group and finding them really good. "

Julia Essex

"I came to faith at St Paul's almost exactly three years ago and I've always felt a special connection to the church family there. Since moving to London I've been at All Souls Langham Place, which has been a wonderful place to grow in my faith and serve the Lord. We're currently reading Exodus in my fellowship group, so your latest sermon series couldn't have been more timely. I've been sharing it with my friends and we're greatly enjoying it!"

Sara Miglietti

"I just wanted to thank you for the reflections you've shared on Mark. I've found them really helpful and have really enjoyed having the focus on reading through Mark in the lead up to Easter. It's been a blessing to hear someone sharing their thoughts and praying for 'me' each day. It's helped me to focus on Him in this new and challenging time."

Miriam in Bristol

SUNDAY 20TH SEPTEMBER

Car Park Church

"The service was so well arranged with worship, celebration, testimonies, 'bring-me-a' prayers and the quiz!"

"Great to see so many of you in person even if not to speak to"

"Very uplifting experience - mix of Praise in the Park & New Wine."

"So blessed with the weather."

"Lovely event"

"Nice to see a few people."

"Really enjoyed it."

"My Dad was really lifted by the experience and was so impressed with the organisation."

"Very much enjoyed the morning and saw quite a few people."

Quotes from the Rolls small group



After months of not being able to meet together in our church building and then a few weeks of being able to meet in very small numbers and with lots of restrictions, we were all very excited to have the opportunity to meet together in a safe way for Car Park church.

A hard-working team pulled together to plan and carry out the event, using the Kenilworth Car Park cinema which worked really well as a venue for this, thanks to the generosity of the owner in letting us use the space for free and charging only for the hire of the equipment.

On the day, stewards directed us to parking spaces a safe distance apart and we were able to see the musicians and speakers on the big screen and tune our car radios in to hear it all.

Almost 400 people signed up to come along and Jonathan led the service, which was a wonderful experience, with a great band providing the music, testimonies, a talk from Adam and Katy and some fantastic interactive prayers led by Kate and some of the young people.

At the end, we all got out of our cars (staying a safe distance apart) to wave to each other and pose for a group photo. It was so good to be together again and to see faces we hadn't seen for many months.

Afterwards, we had enquiries from other churches, keen to learn how we had put this together.

Worship and Tech



Our amazing technical team have helped us enormously enabling us to broadcast our services when we weren't able to meet together and we're very grateful for all their hard work. Lars Wicks, in particular, gave us invaluable advice and support both as a volunteer and, later in the year, as a part-time member of staff when he was appointed as our Media Manager. Tom Rawlinson heads up our PA team and Dan Rogers our Visuals team and both have done fantastic work.

Our worship team, headed up earlier in the year by Adam Tams and later by Ross Caws, ably assisted by Rob Endicott, Gethin Jones, Judith Linnell and Heather Boxhall, have also provided great support for our services, often recording in their own homes, we are very grateful for all they have done to keep our online worship so vibrant and engaging. There is a wealth of talent amongst our musicians and we have been blessed by them sharing their own songs in our 'Homegrown Worship' playlist which has been shared with the church and some of the songs used in Sunday worship.



A particular worship highlight was our Candlelit Carol service just before Christmas which can be viewed by clicking the photo. The choir, put together and led by Jeremy Sampson provided high quality carols and these were interspersed with readings, largely from those who had come to faith on our Alpha courses along with their short and moving testimonies. A number of people were able to be in church for this service and many more joined from their own homes.

*"Thank you for the wonderful singing"
Barbara Edwards*

*"Such a joy to share with you tonight as over all these months."
Yvonne Burton
in Ripon*

*"Love the way each reader introduces themselves and gives a bit of personal testimony."
Bill Evans*

*"What a beautiful service.
Thank you everyone for bringing St Paul's into our home"
Mandy Bramble*

*"It was a great joy to share in your Carol Service. Very well put together. Well done all."
Judith Eastwick
in Portugal*

Children

Our children's team, led by Katy Traynar, did a fantastic job of supporting our families during a difficult year. Our early online services always started with a children's slot and, later, younger children got their own 10 am service on the St Paul's Kids YouTube channel.



KATY TRAYNAR

CHILDREN'S MINISTER



LIZZIE TIMLIN ASST CHILDREN'S MINISTER



THE WIRATUNGA FAMILY

To accompany the services, Katy and her team put together and delivered activity packs each month. Older children also have their own weekly Zoom meeting now.

The Tiddlies Praise group for pre-schoolers and their families has not been able to meet since March but, for a few weeks before Christmas, we were able to hold a small weekly support group for a number of families of babies born in the last year.

Our links with St Paul's School have also continued with Katy, Kate and Lizzie delivering online assemblies for the children there.

"St. Paul's is wonderful at appreciating the value of children, not as second class members of the church family, but as equally valued and valuable"

Amy

"Matthew and James really like children's church. They like the songs, the stories and stuff to make. James likes making a quiet den for chat and catch."

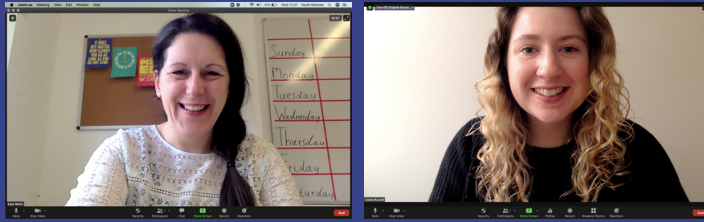
Ellen

"As our girls prepare to return to school tomorrow, I wanted to tell you just how thankful (my wife) and I are for everything St Paul's School has done over the past year. The wisdom, hard work, understanding, creativity and support they've shown has been phenomenal.

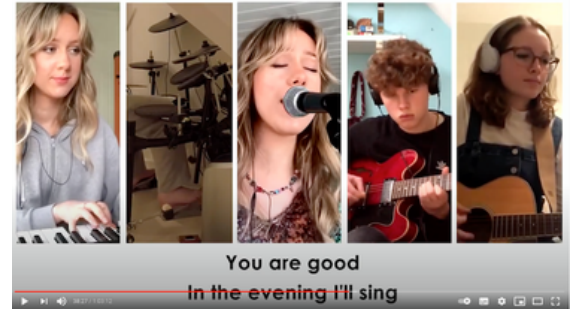
Mr Bown's demonstrated really wise leadership, and the whole staff team seem to have pulled together brilliantly to support each other and all of the children superbly." School Parent

Youth

Kate Wallis, our Youth Minister oversees our youth work, very ably assisted by Lizzie Russell, who has particular responsibility for the 11-14 age group. A highlight of the year for the whole age range was the opportunity to attend the Thrive weekend away in February. Since lockdown, school years 7-9 meet online on a Sunday morning for Engage – after the morning service. The Hub and Coffee@5, for school years 10-13, are also held online. These groups help our young people to connect with God, each other and the leaders.



Online socials and chocolates in the post have also been enjoyed as Kate, Lizzie and their team of volunteers have done a great job, keeping our youngsters engaged. The past year has been particularly hard for this age group and the team have worked hard to help them feel valued and connected. Some of the older youth have been leading worship and we have seen great talent in music, singing and the technical side of putting the videos together.



"Our son always looks forward to the Sunday Engage zoom meetings. He enjoys the variety of activities."

"...one of the positives to come out of lockdown is how much he's engaged with you guys and seems to be happy and thriving."

"They have thoroughly enjoyed the different youth activities, both those that they attended in person at the start of 2020 and those since March which they attend online."

"St Paul's Youth has really helped me see God in a new light"

Students



For much of last year, our student work was led by Adam Tams but since September, Jem Wardle has been our Student Worker.

Students have continued to meet online on Sunday afternoons but have missed the pizza which used to feature in live gatherings.

When it was possible, Jem encouraged them to meet in very small groups of two or three to support each other during the week. It's been a challenge to keep our students engaged remotely but Jem and his team have worked hard to reach out via social media, online competitions and mentoring.

Adam led a student weekend away in March which was much appreciated. Sadly, because of the pandemic, the one planned for December was not able to go ahead but Jem organised some online input at the end of term instead.

Many of our students have got involved in other aspects of church life or with the Warwick University Christian Union.



Jem Wardle – Student Worker

"I really learnt the value of listening to and discussing different view points with the students. All the students come from very different church backgrounds and I found it really valuable hearing how we had so many different opinions on certain things in the Bible but ultimately all shared the same faith and believed in the same one true God."
Lucy Young



Evan Marshall's Baptism

"I just wanted to say thank you so much for the Students at 4 session today! It was very powerful to hear you talk like that and it spoke to me in so many ways! The Bible really brings so much comfort during times of anxiety."

Small Groups

We have around 20 small groups who meet on Tuesday, Wednesday or Thursday evenings in different parts of Leamington. Since the first lockdown, most of the groups have been managing to meet online and many have had new members join them, which has been a great way for newer people to get to know others while we're not able to meet in church. The groups have also been doing a great job of supporting each other during the year. The groups aim to build community, help people grow spiritually and encourage each other in our daily lives. Some people also meet in prayer triplets or fours for prayer and mutual support, either as well as belonging to a small group or instead of this.

"... being able to meet regularly on zoom with a wonderful group of people has made an enormous difference to me. It has made me realise how important fellowship is. There have been amazing, thought provoking experiences and stories shared by the group. Looking at the bible each week has made me grow in understanding and faith."

Karen Fairclough



Groups

Interest and community groups.

OASIS



Oasis is a group for women of all ages, which usually meets weekly for worship and teaching and time in smaller groups. Some meetings took place online during lockdown.

MIRTH



MIRTH – Men In Retirement Together Having...is a group for retired men who usually meet regularly for discussion, talks, walks and lunches.

20's – 30's



The 20s and 30s in church have their own WhatsApp group and usually have a weekend away each year (which sadly had to be postponed last year).

ECO CHURCH



The Eco Church group have been helping us to care better for God's creation and have set up a facebook group as a forum to share ideas.

SINGLES



Our Singles group, headed up by Bhav Joshi, usually hold regular social events and managed to have some online meetings after the lockdown

CAKE & CRAFT



A group for women who enjoy creating and getting together for a chat, every second Saturday morning of the month, in person and during lockdowns on Zoom.

Prayer



Prayer is central to all we do at St Paul's and we give it a high priority. We started 2020 with a term focused on prayer: using a prayer timetable to pray for all the St Paul's Ministries and activities, spread over a week.

In March we invited the whole church to put lighted candles on window sills as a sign that we were praying for our neighbours.

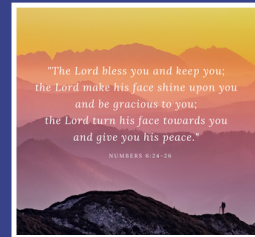
Our whole church prayer meetings moved online and worked very well in this way, attracting good numbers and allowing people to pray in breakout rooms.

Our prayer ministry after the morning service also moved online with people being prayed for by members of the team in breakout rooms.

We have also held occasional prayer and worship evenings online through the year and some Lectio Divina evenings with the opportunity for a more contemplative type of prayer.



24-7 PRAYER
PRAYER, MISSION AND JUSTICE



"I joined one of the Lectio Divina evenings when I was feeling tired and depleted, and found it wonderfully refreshing and an opportunity to listen to God in a more focused way."

Jan Pringle

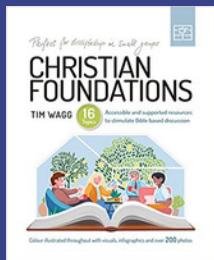
Alpha

For most of the year, our Alpha courses had to move online and we found this worked surprisingly well. People were able to come on the course who may have been prevented from coming if it were held in church because of lack of babysitting or other time constraints. We were also able to include people from further afield than Leamington and Warwickshire.

People seemed to find it almost easier to share and ask questions online than they would face-to-face and the groups gelled quickly and were keen to carry on to meeting. Many have gone on to start the 'Christian Foundations' course, written by church member Tim Wagg, and found this very helpful in continuing their discipleship journey.

We have had strong teams leading the courses, headed up in the second part of the year by Kira Fisher, one of our hard-working interns.

Alpha



"3 years ago I was in one of the darkest places I've ever been in. I felt alone and couldn't see the light at the end of the tunnel. I cried out to God, and the answers came slowly but surely. He led me to St. Paul's church where I met some amazing people who showed me Jesus.. I've done the Alpha course and became a Christian. I got baptised a few months ago. God has made such a huge difference to my life and I'm never alone. Nothing is impossible with God"

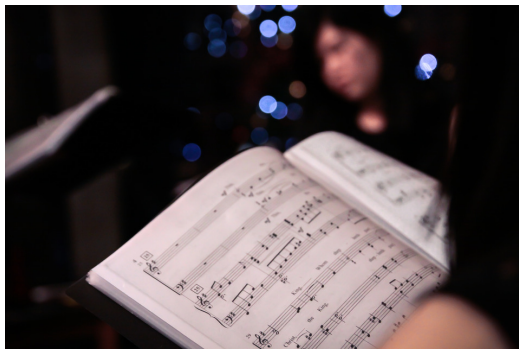
Katy Poole-Taylor

I came from a very different religious background. My sister guided me through many years of praying and constant support. The one thing that I love about God is that he calls us no matter where we come from or who we are. I did the Alpha course three times and the third time, I decided it was meant for me and that I wanted to follow Jesus. I was baptized two years ago and it's the best decision I ever made."

Anisha Joshi

"I became a Christian 10 years ago. I had a great job and an amazing family. But when we were having our 4th child baptised, Jonathan, our vicar - challenged me about whether I believed what I would be promising during the service and I realised I didn't know enough. Jonathan suggested I attend the Alpha course and to ask all my questions there. Through that I was convinced that Jesus is who he claims to be, and asked him to come into my life. It's, without a doubt, the best thing I have ever done!"

Roger Penney



Community

We are always keen to make links with our local community and this year this was a bit more of a challenge than usual. We weren't able to hold our usual barbecue for our local friends in Kennedy Square because of Covid restrictions, so instead, we delivered small gifts to all the residents of the flats and invited any that wanted, to come for prayer in an event shelter we set up for a few hours.

At Christmas, we again delivered small gifts and were able to hold the usual Kennedy Square Carol Singing, although we had to pay careful attention to keeping everyone involved safe. This was very much appreciated.

Other church members also held small street based carol singing in their local areas, leafleting neighbours in advance to let them know what was happening. One of the events attracted coverage in the Warwick Courier.



Events

PANCAKE PARTY



Most of our usual events had to be postponed or moved online this year, fortunately we did hold a Pancake Party on Shrove Tuesday and raised £103.36 for CAP – Christians Against Poverty.

CONFERENCES



With all conferences online, we enjoyed the opportunity to hear amazing teaching without having to travel to Spring Harvest in April; the Keswick Convention in July; New Wine Breaks Out in August; and the Global Leadership Summit in October.



CONCERT



We also missed our usual pre-Christmas concert by the Kings Chamber Orchestra but we were able to join them for a special online concert instead.

"The most beautiful concert. Thank you KCO... the spirit of Christmas truly captured with your individual style. A real treat at this trying time and so lovely to see you all"

CREATE FOR CHRISTMAS



Another event that was missed was the December 'Create for Christmas' event which is usually very popular.

Fortunately, Caroline Castle and Amanda Kilgour produced a facebook live video which showed people how to make a wreath (usually one of the most popular crafts at the event) and this attracted hundreds of views.

Local Ministries

St Paul's has links with lots of local ministries and many of our church members are involved in some of these. These include: The Well Christian Healing Centre who have moved much of their ministry online; Thrive Youth Ministries who continue to support youth ministry in local churches; and Christians Against Poverty who are also providing help and support online. Street Pastors were not needed so much in 2020.



The Foodbank, which operates out of St Paul's on Thursdays has been particularly important for the local community this year with many being affected economically by all the restrictions.

Church members and others locally have been generous in donating food week by week and a great team of volunteers have come into the church each week to get together bags of three days worth of nutritionally balanced food to be handed to those who need it at the church door on Thursday afternoons.

The Foodbank at St Paul's is headed up by Miriam and is part of the wider nationwide network of Foodbanks supported by the Trussell Trust.

"The foodbank was there when we really needed it, it was an absolute lifeline."



Mission Partners

The GO Team maintain our links with global outreach, ensuring that this is given a high profile at St Paul's.

They also aim to equip church members to share the gospel with people from other cultures and to maintain our links with our Mission partners and partner organisations.

We have had a steady stream of people from the church being involved in mission, sometimes for a short term and sometimes for much longer.

Click below to hear their stories.

We welcomed three new link Mission Partners, all couples with associations with our church:

Stu and Rosie Bayford working with CMS in Brazil amongst the vulnerable in Recife.

James and Rachel Sandels working with YWAM with young adults in Albania.

John and Hannah Williams working with Reach Beyond on health care & community projects in Central Asia.



"We just wanted to say a massive thank you for your generous donation. We were so touched when we saw it arrive in our account and it will be such a help. Thank you. We so appreciate it and the wonderful, constant support we receive from you all at St Paul's."

Stu and Rosie Bayford

"I would like to thank St Paul's Leamington for your very generous donation of £1,750 to Betel UK.

Donations such as yours enable us to continue offering hope and a new start to the neediest people in society without any charge to themselves. Your generosity has blessed us immensely."

Betel



Staff

"It has been really insightful and rewarding to join the staff team and see how everyone is serving the St Paul's family and local community!"

Michelle Lamptey

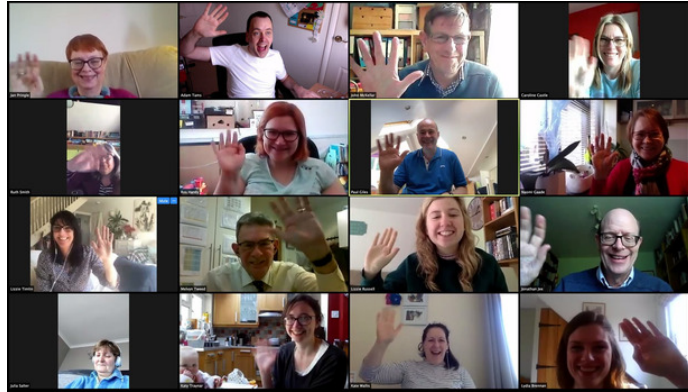
"Having been on the staff team before as an intern it was an easy decision to come back. The staff team have made me feel truly a part of the family again.

It feels like I never left"

Jem Wardle

"I've really enjoying joining the staff team this year. Being given the opportunity to spend every working day directly serving in church has made me realise just how much goes on behind the scenes and makes me appreciate how people have served me in all my years of church before now."

Lucy Young



As for most people, 2020 was a difficult year for the staff team, and we missed not being able to meet together in person with each other and with the church family. However, there was a great feeling of unity as we worked together to move things online and to try to ensure that people were well communicated with and supported when needed.

We were sad to see both our Curates leave but rejoiced in their new appointments, Adam Tams as Vicar at St Jude's, Southsea and Ruth Smith to continue her curacy at St Mark's in Leamington. Ros Hardy and Lydia Brennan also both moved on from our children team and we were grateful for all they had contributed to the church family in their time here.

In September, we welcomed to the staff team Jem Wardle as our Student Worker (also working part of the week for Friends International) and Lars Wicks as our part-time Media Manager.



We also welcomed three new interns: Michelle Lamptey; Lucy Young; and Kira Fisher. All have proved to be great additions to our team.

Leadership

PCC

Deanery

Diocese

Resource
Church
Plans

Day to day decisions are taken by the staff team, headed up by Jonathan Jee as Vicar who works closely with Jan Pringle and John McKellar as his senior team. Before they moved on, Ruth Smith and Adam Tams were also part of the senior team and worked closely with Jonathan as the clergy team. Kate Wallis and Katy Traynar head up our Youth and Children's ministries respectively.



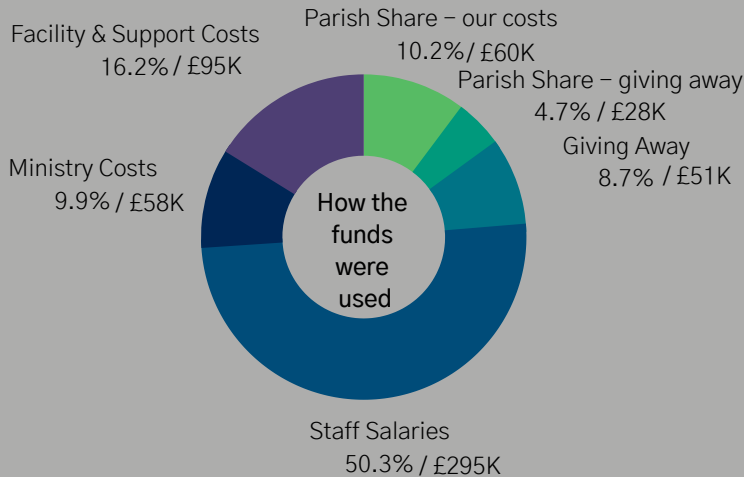
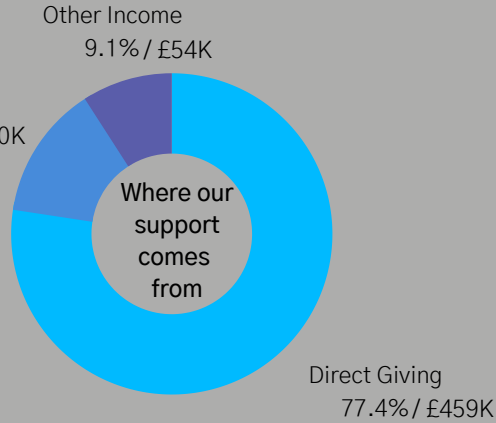
Longer term vision and governance is provided by the PCC (Parochial Church Council), elected annually at our Annual meeting. They regularly receive reports and make decisions about staffing, finance and fabric. They also prayerfully plan ahead, looking to where God may be leading the church in the next few years.

Our Churchwardens, Carolyn Davey and Roger Penney, have particular responsibilities to oversee the running of the church and, together with Andrew Rolls as Treasurer, work closely with Jonathan and the Senior staff team as our Standing Committee.



Over the last year, Coventry diocese have been planning to make a handful of churches in the diocese Resource Hubs for other local churches and asked St Paul's to be one of these Hubs. We are increasingly excited by this prospect and sense it is part of a vision that we should be using our gifts and resources more widely.

Financial Overview



We are very grateful to our church members who continued to give generously to support our ministry. Our giving remained remarkably steady throughout the year. With much less happening in the building, our expenditure was reduced and we also furloughed some staff for a time, receiving around £36K in furlough grants over the year, which helped to cover costs. Despite this, around 90% of our income came from direct giving and the Gift Aid on this that we were able to reclaim.

During the year, we invited people to give to a hardship fund, specifically to support members of the church family who were struggling financially.

People responded generously and we have been able to support a number of people and expect to continue to do this as the economic effects of covid hit.

We are now encouraging people to give using the Parish Giving Scheme.

This cuts down considerably on administration time in both entering transactions and claiming Gift Aid. We are very grateful to Mike Lingard who has been processing these claims for us over many years.

We are very grateful to our Treasurer, Andrew Rolls and to Mel Tweed and John McKellar who oversee all our finances.

WhatsApp Groups
There are many groups based on areas of interest. Craft Club; Small Groups; Eco Church Engineers; Geographic Groups; 20's-30's; GO Team.



Spotify Playlist
St Paul's Leamington Spa
Worship



YouTube
Subscribe to our channel to gain access to streamed services and playlists of worship songs and bible courses, including Apocalypse Now, the course on Revelation by Rev Andrew Dow



@stpaulsleam



Useful Links

Access our main facebook page
[@stpaulsleam](#)

to view services, events and posts.
Facebook Groups for Church Members
Eco Church @ St Paul's Leamington
St Paul's Buy, Sell, Freecycle & Repair Shop
St Paul's Leamington Spa Women
Oasis Leamington Spa
St Paul's Tiddlies Praise
St Paul's Worship
St. Paul's Leamington Spa blokes



Any Safeguarding issues or concerns should be passed on to Jan.Pringle@stpl.org.uk or Judith.Linnell@stpl.org.uk St Paul's Safeguarding Officers



www.stpl.org.uk

View the interactive version of this report



office@stpl.org.uk





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report scan the
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St Paul's Church Leicester Street Leamington Spa CV32 4TE
01926 427149 office@stpl.org.uk
Registered charity no. 1130329

PAROCHIAL CHURCH COUNCIL OF
ST PAUL LEAMINGTON PRIORS

ANNUAL REPORT

and

ACCOUNTS

For the year ended 31 December 2020

ST PAULS PCC LEAMINGTON PRIORS

2020 ANNUAL REPORT

Aims and Purposes

St Paul's Church Leamington Priors Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent, Rev Jonathan Jee in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical. The PCC is also specifically responsible for the maintenance of the church building, 40 Leicester Street and 14 Taylor Avenue.

Our purpose at St Paul's is to bring 'Glory to Christ, Growth to his church and Good news to the community' (this purpose statement was approved at the APCM in 2004).

St Paul's vision can be summarised as follows: "Our vision is to see Leamington changed, one life at a time."

Through the power of the Holy Spirit, we will try to fulfil this vision by helping each member of St Paul's to become a wholehearted disciple of Jesus, working towards St Paul's becoming a thriving centre for the Kingdom of God 7 days a week, working with other churches to continue the ministry of Jesus, proclaiming the good news of the Kingdom of God and demonstrating it in practical caring ways."

Objectives and Activities

The PCC is committed to providing a vibrant worshipping community which people in the parish and beyond can be welcomed into. Our services and events aim to help people put faith into practice through prayer, scripture, music and fellowship.

When planning our activities each year, we have considered the Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable people to live out their faith as part of our church community through:

- Worship and prayer; learning about the gospel; and developing knowledge of and trust in Jesus as Lord.
- Provision of pastoral care
- Mission and outreach

To facilitate this work, we ensure that the fabric of the Church and other buildings are well maintained.

Achievements and Performance

The last year has been particularly challenging but we responded quickly to the restrictions imposed by the Covid 19 response by taking much of our worship online.

We also responded to practical needs by linking people together in geographical groups for mutual support. Some more vulnerable or isolated people were contacted regularly to ensure they were not in need. Our small groups also played an important role in keeping people connected and supported throughout the year.

When we were able to open, the PCC were diligent in making sure robust risk assessments were in place and that we were abiding by all the relevant rules regarding Covid 19 safety.

Our online offering has also supported people in other local churches and beyond, where their own churches were not able to offer online services. As soon as the first lockdown began, we moved our services online, offering a weekly all-age service which later developed into separate Sunday morning

services for children and adults. Our small groups have also been managing to meet online. We began by recording our services, but later moved to livestreaming, sometimes with recorded elements.

Despite few opportunities to meet in person, over 30 adults joined our church community over the course of the year as well as several children.

At our APCM (postponed until October), there were 416 people on the electoral roll. Before the first lockdown, there were 700-800 people attending at least monthly, including at least 230 children and young people, around 50 students and around 500 adults.

More information about our activities during the year is available on our website www.stpl.org.uk. This includes reports on :-

- An Introduction from our Vicar, Jonathan Jee
- Services
- Teaching
- Our Car Park Church event in the Summer
- Tech and Worship
- Children (including our links with St Paul's CE Primary School)
- Youth
- Students
- Our Groups
- Small groups
- Prayer
- Alpha
- Our links with the local Community
- Events
- Local Ministries
- Our GO Team and Mission Partners
- Staff
- Our links with the diocese
- Financial Overview (summary below)
- Useful links to our website and social media pages

Fabric

Regular maintenance and health and safety checks were carried out according to the usual schedule throughout the year. Our housekeeping team worked hard to make sure the church was properly cleaned between events and services when we were able to open.

Our technical team worked hard to put in additional technical equipment so that our services could be live-streamed.

The housekeeping and office team took the opportunity of less going on in the building to re-organise the storage space in the balconies and completely reorganise the storage in the Resources room. In 2021, work will be done to renovate and expand the Quench Youth café to accommodate larger numbers anticipated when we re-open.

Financial Overview

When we completed the Redevelopment of our church worship space in 2015, we used up most of our reserves of cash but, since then, we have made a modest surplus in most years and have slowly rebuilt our reserves.

Our reserves currently stand at £201K. In 2017, the PCC decided to split our reserves into 3 pots:

Some is reserved for cash flow and general reserves. It was agreed that the general reserves policy should be 8 weeks of regular expenditure (around £88K).

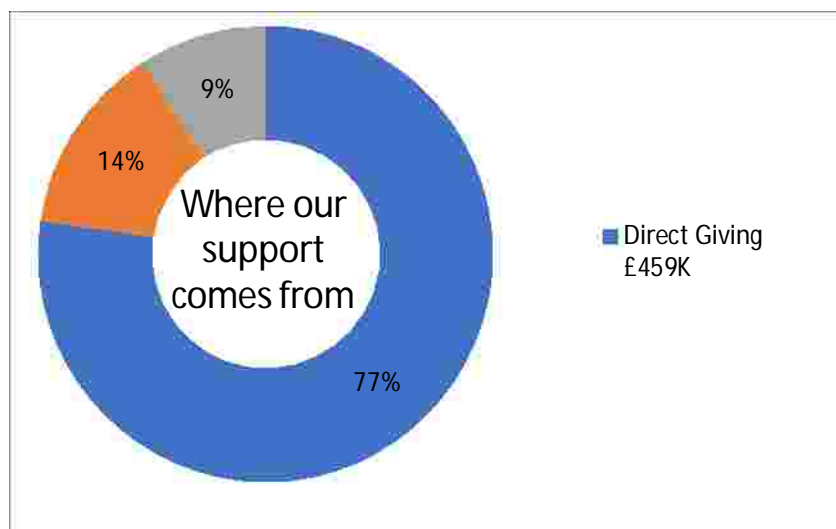
Around £60K is in a Properties fund. The PCC owns 40 Leicester Street rented out for part of during 2020 and so brought in some income but, from Summer 2020, the PCC has used the house for interns and the downstairs rooms for some of our children's groups. The PCC also owns a local house which was bought in 2017 and was rented to a Syrian refugee family, working with the local council to do this. The rent is not a commercial rate but gives enough income to cover the running costs of the property. Income from both properties goes into the Properties fund and is used to pay for maintenance and repairs.

The remainder of the reserves is used for a 'Resourcing Ministry' fund which resources new initiatives/staffing posts for mission and ministry.

The vast majority of our regular income comes from direct giving from our church members together with the associated Gift Aid tax reclaimed on this giving and we are extremely grateful to all those who give so generously.

There is also a small amount of income from lettings, weddings and funeral fees etc.

INCOME 2020



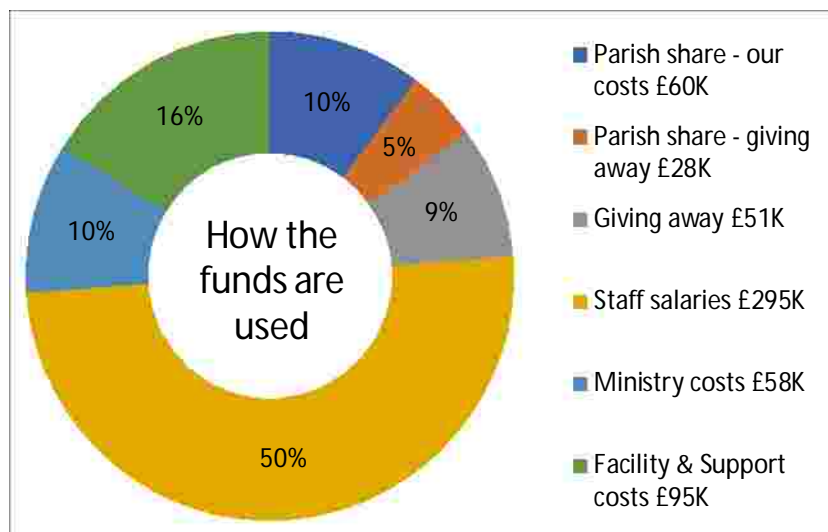
EXPENDITURE 2020

Staff salaries include the staff wages, National Insurance, pension contributions and recruitment costs. Jonathan and Adam's salaries are provided by the diocese via the parish share.

The ministry costs include all the costs of our children's and youth work, adult discipleship, outreach, community work, leadership development and training. Facility and Governance costs include the costs of keeping our building and equipment in good repair, cleaning, office running costs, heating, lighting and insurance.

Each year we budget to give away at least 10% of the previous year's unrestricted income to our mission partners and ministries in the town beyond our own church. The PCC policy is for approximately half of this to go to local mission initiatives in the area, and half to go further afield.

The Parish Share is our share of the costs of ministry in the diocese including training, housing, stipend and associated costs. In addition to the 10% we give away locally and further afield, we also give around 5% of our income to the wider Church of England through making an additional Parish Share contribution on top of our actual costs. So, in all, we give away around 15% of our regular income, in addition to occasional Gift Days for specific purposes. Even though our income was not as high as expected this year, the reserves we have been able to build up were able to compensate for this. We are very grateful to the Lord for His faithfulness in meeting our needs this year and over many previous years. Full details of the independently examined accounts are in the appendix to this report.



Structure, governance and management

The method of appointment of PCC members is set out in the Church Representation Rules. At St Paul's, the PCC consists of the incumbent (our Vicar), churchwardens and members elected by those members of the congregation who are on the electoral roll of the church. All those who are members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC. Our Operations Manager and Senior Lay Minister are also in attendance at PCC meetings.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish, including deciding how the funds of the PCC are to be spent.

Between meetings, a Standing Committee consisting of the Vicar, Churchwarden, Treasurer, Operations Manager and Senior Lay Minister meet to enact the business of the PCC. This group also acts as a senior team who advise and are consulted by the Vicar.

The Senior Staff team which consists of the Vicar, Operations Manager and Senior Lay Minister meet regularly and are responsible for the day-to-day decision making in the church.

Safeguarding

We make Safeguarding a high priority here at St Paul's. Jan Pringle is our Safeguarding Officer and, until October, Jess Tams was our Deputy Safeguarding Officer. We hope to appoint a new Deputy Safeguarding Officer in the near future. Any concerns should go to the leader of the group or ministry in the first instance but can be referred to Jan or Jess if the concern involves the leader. The leaders will pass concerns on as needed. We want to ensure that we keep our children, young people and any vulnerable adults as safe as possible.

We work closely with Coventry diocese and have adopted the Church of England's Safeguarding Policy 'Promoting a Safer Church' recommended by the diocese. The PCC has complied with the duty to "have due regard" to the House of Bishops' guidance in relation to safeguarding.

We have a Safer Recruitment policy and any new staff and volunteers who are working with children or vulnerable adults are safely recruited as well as being DBS checked.

We have a Parish Safeguarding Advisory Group who meet approximately every 6 weeks to review safeguarding in the church generally and also to review the handling of more significant pastoral cases. The diocese have introduced a three part action plan to ensure churches comply with the 'Promoting a Safer Church' policy and we are working with this and have completed most of the key actions on it, although we have to regularly review this as some sections need re-doing periodically e.g. reviewing policies and providing training for volunteers.

The Safeguarding Officer reports to the PCC at every meeting to ensure members are fully informed about progress in this area.

Administrative Information

St Pauls' Church is located on Leicester Street, Leamington Spa and is part of the Diocese of Coventry within the Church of England. The correspondence address is St Paul's Church, Leicester Street, Leamington Spa CV32 4TE. The PCC is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2006) and a charity.

PCC members who served from 1 January 2020 until the date this report was approved are:

Jonathan Jee (Vicar and Chair) DS and Dioc S

Adam Tams (Curate) DS (until 4.10.20)

Ruth Smith (Curate) DS (until 30.6.20)

Graeme Pringle (Associate Minister) DS and Dioc S

Carolyn Davey (Churchwarden)

Roger Penney (Churchwarden)

Andrew Rolls (Treasurer) DS

Simon Brown DS

Katrina Bush (until 4.10.20)

Charles Crow DS

Jennie Davis

Zak Dunstone (from 13.5.20)

James Gaade (from 4.10.20)

Gethin Jones (until 4.10.20)

Andrea Kane

Judith Linnell (from 4.10.20) DS

Jonathan Morgan DS and Dioc S

Adam Nelson

Terry Salter

Alicia Sampson (from 4.10.20) DS

Rob Sciacaluga (until 4.10.20)

Joe Shepherd

Pam Snape

Lewis Stephenson (until 4.10.20)

Tim Traynar (until 4.10.20)

Peter Wallis (until 4.10.20)

Simon Wallis (until 4.10.20)
Becky Whales (from 4.10.20)

Key:

DS – member of Deanery Synod

Dioc S – member of Diocesan Synod

For an overview of our church life, see our supplementary and fuller report.

Charity name:

The Parochial Church Council of the Ecclesiastical Parish of St Paul, Leamington Priors Registered

Charity number:

1130329

Charity's principal address:

St Paul's Church, Leicester Street, Leamington Spa, Warks, CV32 4TE

Bank:

CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent. ME19 4JQ

Independent Examiner:

M D Spafford of LDP Luckmans, 1110 Elliot Court, Herald Avenue, Coventry Business Park, Coventry. CV5 6UB

Structure, governance and management

Type of governing document:

Parochial Church Council Powers Measure (1956) as amended and church representation rules How the charity is constituted: A corporate body established by the Church of England.

Trustee selection and induction methods:

The method of appointment of PCC members is set out in the church representation rules. The PCC is also a registered charity. All church attendees are encouraged to register on the electoral roll and are eligible to stand for election to the PCC. PCC members are briefed on current PCC issues at the first meeting of the new PCC. The PCC operates through a number of committees, which meet between full meetings of the PCC: the Standing Committee, the HR Group, and the GO (Global Outreach) team.

Risk

The PCC has continued to review the risks facing the church, including types of risk, potential impact on the church and means of mitigating these risks. Systems and procedures have been put in place to mitigate identifiable risks. The PCC will continue to review risks on an on-going basis. The PCC is required to prepare financial statements for each financial year which give a true and fair view of the affairs of the church as at the balance sheet date and of its incoming resources and application of resources for the financial year. In preparing these financial statements the PCC will select suitable accounting policies and apply them consistently and will make judgements and estimates that are reasonable and prudent. The PCC is responsible for maintaining proper accounting records and for safeguarding the assets of the church.

Pay Policy

Clergy are paid by the diocese. The pay of employed staff is reviewed annually by the HR Team and Standing Committee and increases are agreed by the Trustees being mindful of the Church's charitable objectives and increases in average earnings. In 2019, the PCC agreed a new system for setting staff salaries, devised by our HR team, which ensures all staff are paid fairly and in line with national averages.

Public Benefit

As a registered charity, we have considered the Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. To fulfil our purpose and take steps towards achieving our vision the activities described above have taken place.

This report was approved by the PCC on 15 March 2021 and signed on their behalf by Rev Jonathan Jee (PCC Chair)

**PAROCHIAL CHURCH COUNCIL OF
ST PAUL LEAMINGTON PRIORS**

**STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2020**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ST PAUL'S CHURCH LEAMINGTON PRIORS**

Independent examiner's report to the trustees of St Paul's Church Leamington Priors

I report to the charity trustees on my examination of the accounts of St Paul's Church Leamington Priors (the Trust) for the year ended 31st December 2020.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, and the Association of Chartered Certified Accountants, which are listed bodies.

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

*M D Spafford FCCA ACA
L D P Luckmans
1110 Elliott Court
Herald Avenue
Coventry Business Park
Coventry
CV5 6UB*

March 2021

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 December 2020

	Notes	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2020 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2019 £
INCOMING RESOURCES							
Voluntary income	2(a)	579,748	52,680	632,428	516,240	13,839	530,079
Activities for generating funds	2(b)	72	-	72	2,864	-	2,864
Income from investments	2(c)	10,081	-	10,081	19,949	-	19,949
Church activities	2(d)	3,486	-	3,486	19,092	-	19,092
TOTAL INCOMING RESOURCES		593,387	52,680	646,067	558,145	13,839	571,984
RESOURCES EXPENDED							
Church activities - Grants	3(a)	50,800	19,744	70,544	46,908	10,073	56,981
Church activities - Ministry	3(b)	531,802	-	531,802	543,149	1,074	544,223
Governance costs	3(c)	4,320	-	4,320	2,710	-	2,710
TOTAL RESOURCES EXPENDED		586,922	19,744	606,666	592,767	11,147	603,914
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS							
		6,465	32,936	39,401	(34,622)	2,692	(31,930)
Transfers between funds		-	-	-	-	-	-
NET INCOMING/(OUTGOING) RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES							
		6,465	32,936	39,401	(34,622)	2,692	(31,930)
Gains on investment assets on revaluation	8	(630)		(630)	1,745	-	1,745
NET MOVEMENT IN FUNDS							
Balances brought forward 1 January		764,067	15,520	779,587	796,944	12,828	809,772
Balances carried forward 31 December		769,902	48,456	818,358	764,067	15,520	779,587

The notes on pages A6 to A13 form part of this financial statement.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

BALANCE SHEET as at 31 December 2020

		2020	2019
	Notes	£	£
FIXED ASSETS			
Tangible fixed assets	6	281,278	290,901
Investment property	7	283,980	283,980
Other investment assets	8	9,691	10,321
		574,949	585,202
CURRENT ASSETS			
Debtors	9	18,524	25,592
Short term deposits		54,063	53,834
Cash at bank and in hand		216,743	163,926
		289,330	243,352
CURRENT LIABILITIES			
Creditors - falling due within one year	10	(45,921)	(48,967)
NET CURRENT ASSETS		243,409	194,385
TOTAL NET ASSETS		818,358	779,587
FUNDS			
Unrestricted	11	769,902	764,067
Restricted	11	48,456	15,520
TOTAL FUNDS		818,358	779,587

Approved by the Parochial Church Council and authorised for issue on 15 March 2021
and signed on its behalf by:

Rev Jonathan Jee (Chair of PCC)

Andrew Rolls (Treasurer)

The notes on pages A6 to A13 form part of this financial statement.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

CASH FLOW STATEMENT

For the year ended 31 December 2020

	2020		2019	
	£	£	£	£
Net cash provided by/(used in) operating activities		42,965		(37,572)
Cash flows from investing activities				
Dividends and interest from investments	436		603	
Rent from investments	9,645		19,346	
Purchase of:				
Tangible fixed assets for the use of the PCC	-		(5,969)	
Net cash provided by/(used in) investing activities		10,081		13,980
Change in cash and cash equivalents in the reporting periods		53,046		(23,592)
Cash and cash equivalents at 1 January		217,760		241,352
Cash and cash equivalents at 31 December		<u>270,806</u>		<u>217,760</u>
Reconciliation of net income/(expenditure) before investment gains				
Net income before investment gains 31 December		39,401		(31,930)
Adjustments for:				
Depreciation charges		9,623		9,623
Dividends and interest from investments		(436)		(603)
Rent from investments		(9,645)		(19,346)
Decrease/(increase) in debtors		7,068		(4,956)
(Decrease)/increase in creditors		(3,046)		9,640
Net cash provided by/(used in) operating activities		<u>42,965</u>		<u>(37,572)</u>
Analysis of cash and cash equivalents				
Cash in hand and at bank		216,743		163,926
Notice deposits (less than 3 months)		54,063		53,834
		<u>270,806</u>		<u>217,760</u>

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2020

1 ACCOUNTING POLICIES

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared on a going concern basis under the historical cost convention except for the valuation of investment assets, which are shown at market value. Land and property assets are included at a deemed cost being their 1997 valuation. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body nor those that are informal gatherings of church members.

Funds

Restricted Funds represent donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. These funds are itemised in Note 11.

Incoming Resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy.

Voluntary income and capital sources

Collections are recognised when received by or on behalf of the PCC.

Planned giving receivable under Gift Aid is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when the income is recognised.

Grants and legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the PCC is reasonably certain.

Miscellaneous sales income is accounted for gross.

Other income

Rental income from the letting of church premises is accounted for when earned.

Parochial fees due to the PCC for weddings, funerals etc. are accounted for on an event by event basis.

Income from investments

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue. Tax recoverable on such income is recognised in the same accounting year.

Investment gains and losses

Realised gains or losses are recognised when investments are sold. Unrealised gains or losses are accounted for on revaluation of investments at 31 December.

Resources Expended

All resources expended are recognised once there is a legal or constructive obligation to make a payment to a third party.

Grants

Grants and donations are accounted for when paid over or when awarded.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2020

1 ACCOUNTING POLICIES (continued)

Activities directly relating to the work of the Church

The diocesan parish share is accounted for when paid. Any parish share unpaid at 31 December is provided for in these accounts as an operational (although not legal) liability and is shown as a creditor in the Balance Sheet.

Retirement benefits

The PCC operates a defined contribution scheme. The amount charged to the Statement of Financial Activities in respect of pension costs and other post retirement benefits is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

Fixed Assets

Consecrated property and moveable church furnishings

Consecrated and beneficed property is excluded from the accounts by provision 10(2) of the Charities Act 2011.

Moveable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the Church's Inventory which can be inspected at any reasonable time.

For inalienable property acquired prior to 2001 there is insufficient cost information available and therefore such assets are not valued in the accounts. Items acquired since 1 January 2001 have been capitalised and depreciated in the accounts over their currently anticipated useful economic life (initially over six years) on a straight line basis.

All expenditure incurred during the year on consecrated or beneficed buildings, individual items under £1,000 or on the repair of moveable church furnishings acquired before 1 January 2001 is written off.

Other land and buildings

Other land and buildings held by the PCC are included in the accounts at the 1997 valuation plus subsequent additions and improvements at cost in accordance with the transitional rules regarding the revaluation of assets. The valuation has not been updated. Buildings, including improvements to them are depreciated over 50 years from the valuation date or over their estimated useful life if that is shorter. Land is not depreciated. Expenditure on routine maintenance and repair is written off as incurred.

Other fixtures, fittings and office equipment

Equipment owned by the PCC is depreciated on a straight line basis over their estimated useful lives (between 3 and 10 years).

Individual items of equipment with a purchase price of £1,500 or less are written off in the period in which the asset is acquired.

Investments

Investments are valued at market value at 31 December.

Current assets

Amounts owing to the PCC at 31 December are shown as debtors, less provision for amounts that may prove non-collectable.

Short term deposits include cash held on deposit either with the CBF Church of England Funds or at the bank.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2020

2 INCOMING RESOURCES

	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2020 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2019 £
2(a) Voluntary income						
Planned giving						
Gift Aid donations	321,176		321,176	306,782	1,000	307,782
Tax recoverable	80,303	4,545	84,848	76,097	250	76,347
Other planned giving	135,218		135,218	110,677	-	110,677
Other donations	2,391		2,391	21,024	1,310	22,334
Other appeals	-	48,115	48,115	1,660	10,205	11,865
Government Grants	36,234		36,234	-	-	-
Sundry	4,426	20	4,446	-	1,074	1,074
	579,748	52,680	632,428	516,240	13,839	530,079
2(b) Activities for generating funds						
Hall lets	72	-	72	2,864	-	2,864
2(c) Income from investments						
Dividends & Interest	436	-	436	603	-	603
Rent receivable	9,645	-	9,645	19,346	-	19,346
	10,081	-	10,081	19,949	-	19,949
2(d) Church activities						
Fees	1,112	-	1,112	3,828	-	3,828
Events	-	-	-	4,434	-	4,434
Sales	699	-	699	246	-	246
Discipleship	80	-	80	6,091	-	6,091
Outreach	135	-	135	1,865	-	1,865
Youth and students	1,460	-	1,460	2,628	-	2,628
	3,486	-	3,486	19,092	-	19,092
TOTAL INCOMING RESOURCES	593,387	52,680	646,067	558,145	13,839	571,984

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2020

3 RESOURCES EXPENDED

	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2020 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2019 £
3(a) Church activities - Grants (note 13)						
Overseas Mission	13,850	4,022	17,872	12,823	1,411	14,234
Church relief & development agencies	5,350	1,500	6,850	6,715	85	6,800
Home mission & church societies	26,750	1,000	27,750	22,350	-	22,350
Individuals	4,850	13,222	18,072	5,020	8,577	13,597
	50,800	19,744	70,544	46,908	10,073	56,981
3(b) Church activities - Ministry						
Parish share	88,000	-	88,000	87,998	-	87,998
Staff costs	294,785	-	294,785	282,573	-	282,573
Ministry	14,190	-	14,190	26,974	-	26,974
Discipleship	14,591	-	14,591	6,516	-	6,516
Outreach	1,857	-	1,857	5,877	-	5,877
Children and families	5,347	-	5,347	9,047	-	9,047
Youth and students	10,038	-	10,038	17,592	1,074	18,666
Events and short term projects	-	-	-	4,391	-	4,391
Support costs	30,990	-	30,990	26,630	-	26,630
Church & hall running costs	42,973	-	42,973	52,524	-	52,524
Maintenance - Church	3,468	-	3,468	9,116	-	9,116
Maintenance - Other properties	12,706	-	12,706	1,453	-	1,453
Depreciation	9,623	-	9,623	9,623	-	9,623
Fee payments	3,234	-	3,234	2,835	-	2,835
	531,802	-	531,802	543,149	1,074	544,223
3(c) Governance costs						
Independent examiner's fee	4,160	-	4,160	2,580	-	2,580
Legal and other costs	160	-	160	130	-	130
	4,320	-	4,320	2,710	-	2,710
TOTAL RESOURCES EXPENDED	586,922	19,744	606,666	592,767	11,147	603,914

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2020

4 STAFF COSTS	2020	2019
	£	£
Salaries	254,331	242,090
National insurance	15,717	14,248
Pension contributions	12,104	11,237
	<hr/>	<hr/>
	282,152	267,575
	<hr/> <hr/>	<hr/> <hr/>

The average number of staff employed was 14 (2019 - 14)

During the year the PCC employed the equivalent of 9.0 full time staff (2019 - 8.8), none of whom earned £60,000 pa or more.

During the year a settlement of £6,000 was made to an ex-employee.

5 TRUSTEES AND RELATED PARTIES TRANSACTIONS

The PCC had 5 (2019 - 5) members who each had a close family member who was also an employee of the PCC. The aggregate remuneration paid to these employees in the year amounted to £68,906 (2019 - £63,371) One ex officio member of the PCC was also an employee of the PCC - salary for 2020 £13,306 (2019 - £17,792).

The total amount of donations received without conditions from the trustees and related parties was £79,882 (2019 - £76,270)

There were no other related party transactions made in 2020.

No expenses were claimed by Trustees/PCC members.

6 TANGIBLE FIXED ASSETS

	Freehold land £	Freehold buildings £	Youth equipment £	Other equipment £	Total £
Gross book value					
At 1 January 2020	78,000	336,766	25,546	50,711	491,023
Additions in year	-	-	-	-	-
	<hr/>				
At 31 December 2020	78,000	336,766	25,546	50,711	491,023
	<hr/>				
Depreciation					
At 1 January 2020	-	(128,977)	(25,546)	(45,599)	(200,122)
Depreciation on Disposals in year	-	-	-	-	-
Charge for year	-	(6,736)	-	(2,887)	(9,623)
	<hr/>				
At 31 December 2020	-	(135,713)	(25,546)	(48,486)	(209,745)
	<hr/>				
Net book value					
At 31 December 2019	78,000	207,789	-	5,112	290,901
	<hr/> <hr/>				
At 31 December 2020	78,000	201,053	-	2,225	281,278
	<hr/> <hr/>				

The freehold land and buildings comprises of the church hall and rooms and 40 Leicester Street, Leamington

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2020

7	INVESTMENT PROPERTY	2020	2019
		£	£
	Market value at 1 January	283,980	283,980
		<hr/>	<hr/>
	Market value at 31 December	283,980	283,980
		<hr/> <hr/>	<hr/> <hr/>
8	OTHER INVESTMENT ASSETS	2020	2019
		£	£
	Market value at 1 January	10,321	8,576
	Net unrealised investment gain	(630)	1,745
		<hr/>	<hr/>
	Market value at 31 December	9,691	10,321
		<hr/> <hr/>	<hr/> <hr/>
	Investments is comprised of 531 shares in Central Board of Finance of the Church of England Investment Fund valued at mid market value (2019 - 531 shares).		
9	DEBTORS	2020	2019
		£	£
	Tax recoverable	17,842	18,533
	Other debtors and prepayments	682	7,059
		<hr/>	<hr/>
		18,524	25,592
		<hr/> <hr/>	<hr/> <hr/>
10	LIABILITIES	2020	2019
	Amounts falling due within one year	£	£
	Payroll tax and NIC	7,204	6,498
	Other creditors	13,017	16,769
	Donations committed	25,700	25,700
		<hr/>	<hr/>
		45,921	48,967
		<hr/> <hr/>	<hr/> <hr/>

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2020

11 SUMMARY OF ACTIVITIES AND DETAILS OF RESTRICTED FUNDS

	Opening balance £	Income £	Expend- iture £	Investment revaluation (loss) £	Transfers £	Total move- ment in Year £	Closing balance £
Unrestricted funds							
Church activities							
General Fund	123,454	583,742	(573,859)	(630)	7,923	17,176	140,630
Designated funds							
Fixed assets	290,901	-	-	-	(9,623)	(9,623)	281,278
Investment Property	283,980				-	-	283,980
Property Fund	63,460	9,645	(13,063)	-	-	(3,418)	60,042
Travel Fund	1,700	-	-	-	1,700	1,700	3,400
Cameo	572	-	-	-	-	-	572
	764,067	593,387	(586,922)	(630)	-	5,835	769,902
Restricted funds							
Cameo/Lunch Clubs	2,003	-	-	-	-	-	2,003
Hardship Fund	11,648	42,062	(8,497)	-	-	33,565	45,213
Specific funds	1,869	10,618	(11,247)	-	-	(629)	1,240
	15,520	52,680	(19,744)	-	-	32,936	48,456
Total funds	779,587	646,067	(606,666)	(630)	-	38,771	818,358

Unrestricted funds

General Funds: It is intended that the General funds of £140,630 be used as £80,000 to cover day to day cash flow (this amounts to about 2 months worth of expenditure) and the balance of £60,630 be used for resourcing future ministry.

Fixed assets represents the non-cash assets of the church. ie buildings and equipment.

Investment Property - see Note 7.

Property Fund to maintain the properties using rental income.

Cameo represents funds held for replacement equipment.

Restricted funds

Lunch Clubs Legacy was bequeathed specifically to the Club for their use.

Hardship Fund represents monies to assist those in difficulty.

Specific funds represent donations and other monies received for specified purposes.

Transfers

From General Fund to Fixed assets designated fund representing the general fund movement relating to fixed assets.

From General Fund to Travel Fund represents an amount set aside to fund travel by Mission partners

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2020

12 ANALYSIS OF NET ASSETS BY FUND

	Unrestricted Funds £	Restricted Funds £	2020 Total £
Fixed assets and investments	574,949	-	574,949
Short term deposits and cash at bank	222,350	48,456	270,806
Other current assets	(27,397)	-	(27,397)
	769,902	48,456	818,358

13 MISSION AND CHARITY PAYMENTS
including Mission Appeal Fund

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Overseas mission			
T Wilson - Wycliffe Bible Translators	3,500	-	3,500
Open Doors	1,750	2,735	4,485
NOTDEC	2,500	787	3,287
C & M Wurfel - Nueva Vida Argentina	5,500	-	5,500
S & R Bayford - CMS	1,500	-	1,500
J & R Sandels - YWAM	600	-	600
J & H Williams - Reach Beyond	200	500	700
TOTAL Overseas mission	15,550	4,022	19,572
Church relief & development agencies			
Betel	1,850	1,500	3,350
Leamington & Warwick Foodbank	5,000	-	5,000
TOTAL Church relief & dev'mnt agencies	6,850	1,500	8,350
Home mission & church societies			
CPAS	1,750	1,000	2,750
Warwick University Christian Union	1,000	-	1,000
Well Christian Healing Centre	5,000	-	5,000
You Can Flourish	500	-	500
CrossTeach	500	-	500
Thrive	5,000	-	5,000
St Mary's Re CAP	6,000	-	6,000
RA & CS Weston	5,500	-	5,500
TOTAL Home mission & church societies	25,250	1,000	26,250
Support for individuals			
Individual support	3,150	13,222	16,372
TOTAL Support for individuals	3,150	13,222	16,372
	50,800	19,744	70,544

The number of individuals assisted during the year was 29 (2019 - 22).

PAROCHIAL CHURCH COUNCIL OF
ST PAUL LEAMINGTON PRIORS

ANNUAL REPORT

and

ACCOUNTS

For the year ended 31 December 2020

ST PAULS PCC LEAMINGTON PRIORS

2020 ANNUAL REPORT

Aims and Purposes

St Paul's Church Leamington Priors Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent, Rev Jonathan Jee in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical. The PCC is also specifically responsible for the maintenance of the church building, 40 Leicester Street and 14 Taylor Avenue.

Our purpose at St Paul's is to bring 'Glory to Christ, Growth to his church and Good news to the community' (this purpose statement was approved at the APCM in 2004).

St Paul's vision can be summarised as follows: "Our vision is to see Leamington changed, one life at a time."

Through the power of the Holy Spirit, we will try to fulfil this vision by helping each member of St Paul's to become a wholehearted disciple of Jesus, working towards St Paul's becoming a thriving centre for the Kingdom of God 7 days a week, working with other churches to continue the ministry of Jesus, proclaiming the good news of the Kingdom of God and demonstrating it in practical caring ways."

Objectives and Activities

The PCC is committed to providing a vibrant worshipping community which people in the parish and beyond can be welcomed into. Our services and events aim to help people put faith into practice through prayer, scripture, music and fellowship.

When planning our activities each year, we have considered the Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable people to live out their faith as part of our church community through:

- Worship and prayer; learning about the gospel; and developing knowledge of and trust in Jesus as Lord.
- Provision of pastoral care
- Mission and outreach

To facilitate this work, we ensure that the fabric of the Church and other buildings are well maintained.

Achievements and Performance

The last year has been particularly challenging but we responded quickly to the restrictions imposed by the Covid 19 response by taking much of our worship online.

We also responded to practical needs by linking people together in geographical groups for mutual support. Some more vulnerable or isolated people were contacted regularly to ensure they were not in need. Our small groups also played an important role in keeping people connected and supported throughout the year.

When we were able to open, the PCC were diligent in making sure robust risk assessments were in place and that we were abiding by all the relevant rules regarding Covid 19 safety.

Our online offering has also supported people in other local churches and beyond, where their own churches were not able to offer online services. As soon as the first lockdown began, we moved our services online, offering a weekly all-age service which later developed into separate Sunday morning

services for children and adults. Our small groups have also been managing to meet online. We began by recording our services, but later moved to livestreaming, sometimes with recorded elements.

Despite few opportunities to meet in person, over 30 adults joined our church community over the course of the year as well as several children.

At our APCM (postponed until October), there were 416 people on the electoral roll. Before the first lockdown, there were 700-800 people attending at least monthly, including at least 230 children and young people, around 50 students and around 500 adults.

More information about our activities during the year is available on our website www.stpl.org.uk. This includes reports on :-

- An Introduction from our Vicar, Jonathan Jee
- Services
- Teaching
- Our Car Park Church event in the Summer
- Tech and Worship
- Children (including our links with St Paul's CE Primary School)
- Youth
- Students
- Our Groups
- Small groups
- Prayer
- Alpha
- Our links with the local Community
- Events
- Local Ministries
- Our GO Team and Mission Partners
- Staff
- Our links with the diocese
- Financial Overview (summary below)
- Useful links to our website and social media pages

Fabric

Regular maintenance and health and safety checks were carried out according to the usual schedule throughout the year. Our housekeeping team worked hard to make sure the church was properly cleaned between events and services when we were able to open.

Our technical team worked hard to put in additional technical equipment so that our services could be live-streamed.

The housekeeping and office team took the opportunity of less going on in the building to re-organise the storage space in the balconies and completely reorganise the storage in the Resources room. In 2021, work will be done to renovate and expand the Quench Youth café to accommodate larger numbers anticipated when we re-open.

Financial Overview

When we completed the Redevelopment of our church worship space in 2015, we used up most of our reserves of cash but, since then, we have made a modest surplus in most years and have slowly rebuilt our reserves.

Our reserves currently stand at £201K. In 2017, the PCC decided to split our reserves into 3 pots:

Some is reserved for cash flow and general reserves. It was agreed that the general reserves policy should be 8 weeks of regular expenditure (around £88K).

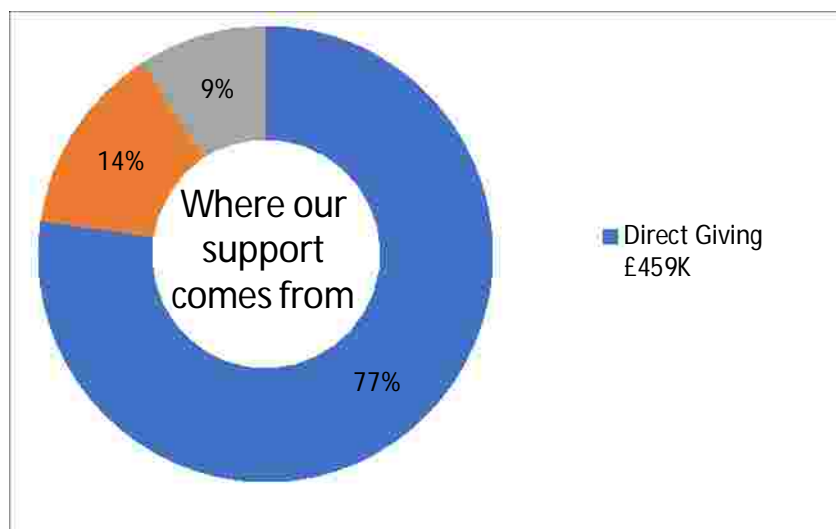
Around £60K is in a Properties fund. The PCC owns 40 Leicester Street rented out for part of during 2020 and so brought in some income but, from Summer 2020, the PCC has used the house for interns and the downstairs rooms for some of our children's groups. The PCC also owns a local house which was bought in 2017 and was rented to a Syrian refugee family, working with the local council to do this. The rent is not a commercial rate but gives enough income to cover the running costs of the property. Income from both properties goes into the Properties fund and is used to pay for maintenance and repairs.

The remainder of the reserves is used for a 'Resourcing Ministry' fund which resources new initiatives/staffing posts for mission and ministry.

The vast majority of our regular income comes from direct giving from our church members together with the associated Gift Aid tax reclaimed on this giving and we are extremely grateful to all those who give so generously.

There is also a small amount of income from lettings, weddings and funeral fees etc.

INCOME 2020



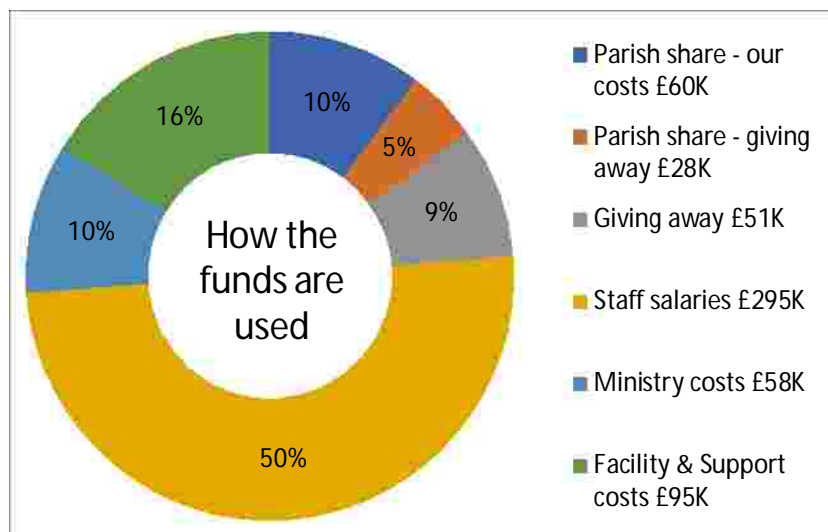
EXPENDITURE 2020

Staff salaries include the staff wages, National Insurance, pension contributions and recruitment costs. Jonathan and Adam's salaries are provided by the diocese via the parish share.

The ministry costs include all the costs of our children's and youth work, adult discipleship, outreach, community work, leadership development and training. Facility and Governance costs include the costs of keeping our building and equipment in good repair, cleaning, office running costs, heating, lighting and insurance.

Each year we budget to give away at least 10% of the previous year's unrestricted income to our mission partners and ministries in the town beyond our own church. The PCC policy is for approximately half of this to go to local mission initiatives in the area, and half to go further afield.

The Parish Share is our share of the costs of ministry in the diocese including training, housing, stipend and associated costs. In addition to the 10% we give away locally and further afield, we also give around 5% of our income to the wider Church of England through making an additional Parish Share contribution on top of our actual costs. So, in all, we give away around 15% of our regular income, in addition to occasional Gift Days for specific purposes. Even though our income was not as high as expected this year, the reserves we have been able to build up were able to compensate for this. We are very grateful to the Lord for His faithfulness in meeting our needs this year and over many previous years. Full details of the independently examined accounts are in the appendix to this report.



Structure, governance and management

The method of appointment of PCC members is set out in the Church Representation Rules. At St Paul's, the PCC consists of the incumbent (our Vicar), churchwardens and members elected by those members of the congregation who are on the electoral roll of the church. All those who are members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC. Our Operations Manager and Senior Lay Minister are also in attendance at PCC meetings.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish, including deciding how the funds of the PCC are to be spent.

Between meetings, a Standing Committee consisting of the Vicar, Churchwarden, Treasurer, Operations Manager and Senior Lay Minister meet to enact the business of the PCC. This group also acts as a senior team who advise and are consulted by the Vicar.

The Senior Staff team which consists of the Vicar, Operations Manager and Senior Lay Minister meet regularly and are responsible for the day-to-day decision making in the church.

Safeguarding

We make Safeguarding a high priority here at St Paul's. Jan Pringle is our Safeguarding Officer and, until October, Jess Tams was our Deputy Safeguarding Officer. We hope to appoint a new Deputy Safeguarding Officer in the near future. Any concerns should go to the leader of the group or ministry in the first instance but can be referred to Jan or Jess if the concern involves the leader. The leaders will pass concerns on as needed. We want to ensure that we keep our children, young people and any vulnerable adults as safe as possible.

We work closely with Coventry diocese and have adopted the Church of England's Safeguarding Policy 'Promoting a Safer Church' recommended by the diocese. The PCC has complied with the duty to "have due regard" to the House of Bishops' guidance in relation to safeguarding.

We have a Safer Recruitment policy and any new staff and volunteers who are working with children or vulnerable adults are safely recruited as well as being DBS checked.

We have a Parish Safeguarding Advisory Group who meet approximately every 6 weeks to review safeguarding in the church generally and also to review the handling of more significant pastoral cases. The diocese have introduced a three part action plan to ensure churches comply with the 'Promoting a Safer Church' policy and we are working with this and have completed most of the key actions on it, although we have to regularly review this as some sections need re-doing periodically e.g. reviewing policies and providing training for volunteers.

The Safeguarding Officer reports to the PCC at every meeting to ensure members are fully informed about progress in this area.

Administrative Information

St Pauls' Church is located on Leicester Street, Leamington Spa and is part of the Diocese of Coventry within the Church of England. The correspondence address is St Paul's Church, Leicester Street, Leamington Spa CV32 4TE. The PCC is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2006) and a charity.

PCC members who served from 1 January 2020 until the date this report was approved are:

Jonathan Jee (Vicar and Chair) DS and Dioc S

Adam Tams (Curate) DS (until 4.10.20)

Ruth Smith (Curate) DS (until 30.6.20)

Graeme Pringle (Associate Minister) DS and Dioc S

Carolyn Davey (Churchwarden)

Roger Penney (Churchwarden)

Andrew Rolls (Treasurer) DS

Simon Brown DS

Katrina Bush (until 4.10.20)

Charles Crow DS

Jennie Davis

Zak Dunstone (from 13.5.20)

James Gaade (from 4.10.20)

Gethin Jones (until 4.10.20)

Andrea Kane

Judith Linnell (from 4.10.20) DS

Jonathan Morgan DS and Dioc S

Adam Nelson

Terry Salter

Alicia Sampson (from 4.10.20) DS

Rob Sciacaluga (until 4.10.20)

Joe Shepherd

Pam Snape

Lewis Stephenson (until 4.10.20)

Tim Traynar (until 4.10.20)

Peter Wallis (until 4.10.20)

Simon Wallis (until 4.10.20)
Becky Whales (from 4.10.20)

Key:

DS – member of Deanery Synod

Dioc S – member of Diocesan Synod

For an overview of our church life, see our supplementary and fuller report.

Charity name:

The Parochial Church Council of the Ecclesiastical Parish of St Paul, Leamington Priors Registered

Charity number:

1130329

Charity's principal address:

St Paul's Church, Leicester Street, Leamington Spa, Warks, CV32 4TE

Bank:

CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent. ME19 4JQ

Independent Examiner:

M D Spafford of LDP Luckmans, 1110 Elliot Court, Herald Avenue, Coventry Business Park, Coventry. CV5 6UB

Structure, governance and management

Type of governing document:

Parochial Church Council Powers Measure (1956) as amended and church representation rules How the charity is constituted: A corporate body established by the Church of England.

Trustee selection and induction methods:

The method of appointment of PCC members is set out in the church representation rules. The PCC is also a registered charity. All church attendees are encouraged to register on the electoral roll and are eligible to stand for election to the PCC. PCC members are briefed on current PCC issues at the first meeting of the new PCC. The PCC operates through a number of committees, which meet between full meetings of the PCC: the Standing Committee, the HR Group, and the GO (Global Outreach) team.

Risk

The PCC has continued to review the risks facing the church, including types of risk, potential impact on the church and means of mitigating these risks. Systems and procedures have been put in place to mitigate identifiable risks. The PCC will continue to review risks on an on-going basis. The PCC is required to prepare financial statements for each financial year which give a true and fair view of the affairs of the church as at the balance sheet date and of its incoming resources and application of resources for the financial year. In preparing these financial statements the PCC will select suitable accounting policies and apply them consistently and will make judgements and estimates that are reasonable and prudent. The PCC is responsible for maintaining proper accounting records and for safeguarding the assets of the church.

Pay Policy

Clergy are paid by the diocese. The pay of employed staff is reviewed annually by the HR Team and Standing Committee and increases are agreed by the Trustees being mindful of the Church's charitable objectives and increases in average earnings. In 2019, the PCC agreed a new system for setting staff salaries, devised by our HR team, which ensures all staff are paid fairly and in line with national averages.

Public Benefit

As a registered charity, we have considered the Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. To fulfil our purpose and take steps towards achieving our vision the activities described above have taken place.

This report was approved by the PCC on 15 March 2021 and signed on their behalf by Rev Jonathan Jee (PCC Chair)

**PAROCHIAL CHURCH COUNCIL OF
ST PAUL LEAMINGTON PRIORS**

**STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2020**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ST PAUL'S CHURCH LEAMINGTON PRIORS**

Independent examiner's report to the trustees of St Paul's Church Leamington Priors

I report to the charity trustees on my examination of the accounts of St Paul's Church Leamington Priors (the Trust) for the year ended 31st December 2020.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, and the Association of Chartered Certified Accountants, which are listed bodies.

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

*M D Spafford FCCA ACA
L D P Luckmans
1110 Elliott Court
Herald Avenue
Coventry Business Park
Coventry
CV5 6UB*

March 2021

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 December 2020

	Notes	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2020 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2019 £
INCOMING RESOURCES							
Voluntary income	2(a)	579,748	52,680	632,428	516,240	13,839	530,079
Activities for generating funds	2(b)	72	-	72	2,864	-	2,864
Income from investments	2(c)	10,081	-	10,081	19,949	-	19,949
Church activities	2(d)	3,486	-	3,486	19,092	-	19,092
TOTAL INCOMING RESOURCES		593,387	52,680	646,067	558,145	13,839	571,984
RESOURCES EXPENDED							
Church activities - Grants	3(a)	50,800	19,744	70,544	46,908	10,073	56,981
Church activities - Ministry	3(b)	531,802	-	531,802	543,149	1,074	544,223
Governance costs	3(c)	4,320	-	4,320	2,710	-	2,710
TOTAL RESOURCES EXPENDED		586,922	19,744	606,666	592,767	11,147	603,914
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS							
		6,465	32,936	39,401	(34,622)	2,692	(31,930)
Transfers between funds		-	-	-	-	-	-
NET INCOMING/(OUTGOING) RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES							
		6,465	32,936	39,401	(34,622)	2,692	(31,930)
Gains on investment assets on revaluation	8	(630)		(630)	1,745	-	1,745
NET MOVEMENT IN FUNDS							
Balances brought forward 1 January		764,067	15,520	779,587	796,944	12,828	809,772
Balances carried forward 31 December		769,902	48,456	818,358	764,067	15,520	779,587

The notes on pages A6 to A13 form part of this financial statement.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

BALANCE SHEET as at 31 December 2020

		2020	2019
	Notes	£	£
FIXED ASSETS			
Tangible fixed assets	6	281,278	290,901
Investment property	7	283,980	283,980
Other investment assets	8	9,691	10,321
		574,949	585,202
CURRENT ASSETS			
Debtors	9	18,524	25,592
Short term deposits		54,063	53,834
Cash at bank and in hand		216,743	163,926
		289,330	243,352
CURRENT LIABILITIES			
Creditors - falling due within one year	10	(45,921)	(48,967)
NET CURRENT ASSETS		243,409	194,385
TOTAL NET ASSETS		818,358	779,587
FUNDS			
Unrestricted	11	769,902	764,067
Restricted	11	48,456	15,520
TOTAL FUNDS		818,358	779,587

Approved by the Parochial Church Council and authorised for issue on 15 March 2021
and signed on its behalf by:

Rev Jonathan Jee (Chair of PCC)

Andrew Rolls (Treasurer)

The notes on pages A6 to A13 form part of this financial statement.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

CASH FLOW STATEMENT

For the year ended 31 December 2020

	2020		2019	
	£	£	£	£
Net cash provided by/(used in) operating activities		42,965		(37,572)
Cash flows from investing activities				
Dividends and interest from investments	436		603	
Rent from investments	9,645		19,346	
Purchase of:				
Tangible fixed assets for the use of the PCC	-		(5,969)	
Net cash provided by/(used in) investing activities		10,081		13,980
Change in cash and cash equivalents in the reporting periods		53,046		(23,592)
Cash and cash equivalents at 1 January		217,760		241,352
Cash and cash equivalents at 31 December		<u>270,806</u>		<u>217,760</u>
Reconciliation of net income/(expenditure) before investment gains				
Net income before investment gains 31 December		39,401		(31,930)
Adjustments for:				
Depreciation charges		9,623		9,623
Dividends and interest from investments		(436)		(603)
Rent from investments		(9,645)		(19,346)
Decrease/(increase) in debtors		7,068		(4,956)
(Decrease)/increase in creditors		(3,046)		9,640
Net cash provided by/(used in) operating activities		<u>42,965</u>		<u>(37,572)</u>
Analysis of cash and cash equivalents				
Cash in hand and at bank		216,743		163,926
Notice deposits (less than 3 months)		54,063		53,834
		<u>270,806</u>		<u>217,760</u>

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2020

1 ACCOUNTING POLICIES

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared on a going concern basis under the historical cost convention except for the valuation of investment assets, which are shown at market value. Land and property assets are included at a deemed cost being their 1997 valuation. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body nor those that are informal gatherings of church members.

Funds

Restricted Funds represent donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. These funds are itemised in Note 11.

Incoming Resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy.

Voluntary income and capital sources

Collections are recognised when received by or on behalf of the PCC.

Planned giving receivable under Gift Aid is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when the income is recognised.

Grants and legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the PCC is reasonably certain.

Miscellaneous sales income is accounted for gross.

Other income

Rental income from the letting of church premises is accounted for when earned.

Parochial fees due to the PCC for weddings, funerals etc. are accounted for on an event by event basis.

Income from investments

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue. Tax recoverable on such income is recognised in the same accounting year.

Investment gains and losses

Realised gains or losses are recognised when investments are sold. Unrealised gains or losses are accounted for on revaluation of investments at 31 December.

Resources Expended

All resources expended are recognised once there is a legal or constructive obligation to make a payment to a third party.

Grants

Grants and donations are accounted for when paid over or when awarded.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2020

1 ACCOUNTING POLICIES (continued)

Activities directly relating to the work of the Church

The diocesan parish share is accounted for when paid. Any parish share unpaid at 31 December is provided for in these accounts as an operational (although not legal) liability and is shown as a creditor in the Balance Sheet.

Retirement benefits

The PCC operates a defined contribution scheme. The amount charged to the Statement of Financial Activities in respect of pension costs and other post retirement benefits is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

Fixed Assets

Consecrated property and moveable church furnishings

Consecrated and beneficed property is excluded from the accounts by provision 10(2) of the Charities Act 2011.

Moveable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the Church's Inventory which can be inspected at any reasonable time.

For inalienable property acquired prior to 2001 there is insufficient cost information available and therefore such assets are not valued in the accounts. Items acquired since 1 January 2001 have been capitalised and depreciated in the accounts over their currently anticipated useful economic life (initially over six years) on a straight line basis.

All expenditure incurred during the year on consecrated or beneficed buildings, individual items under £1,000 or on the repair of moveable church furnishings acquired before 1 January 2001 is written off.

Other land and buildings

Other land and buildings held by the PCC are included in the accounts at the 1997 valuation plus subsequent additions and improvements at cost in accordance with the transitional rules regarding the revaluation of assets. The valuation has not been updated. Buildings, including improvements to them are depreciated over 50 years from the valuation date or over their estimated useful life if that is shorter. Land is not depreciated. Expenditure on routine maintenance and repair is written off as incurred.

Other fixtures, fittings and office equipment

Equipment owned by the PCC is depreciated on a straight line basis over their estimated useful lives (between 3 and 10 years).

Individual items of equipment with a purchase price of £1,500 or less are written off in the period in which the asset is acquired.

Investments

Investments are valued at market value at 31 December.

Current assets

Amounts owing to the PCC at 31 December are shown as debtors, less provision for amounts that may prove non-collectable.

Short term deposits include cash held on deposit either with the CBF Church of England Funds or at the bank.

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2020

2 INCOMING RESOURCES

	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2020 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2019 £
2(a) Voluntary income						
Planned giving						
Gift Aid donations	321,176		321,176	306,782	1,000	307,782
Tax recoverable	80,303	4,545	84,848	76,097	250	76,347
Other planned giving	135,218		135,218	110,677	-	110,677
Other donations	2,391		2,391	21,024	1,310	22,334
Other appeals	-	48,115	48,115	1,660	10,205	11,865
Government Grants	36,234		36,234	-	-	-
Sundry	4,426	20	4,446	-	1,074	1,074
	579,748	52,680	632,428	516,240	13,839	530,079
2(b) Activities for generating funds						
Hall lets	72	-	72	2,864	-	2,864
2(c) Income from investments						
Dividends & Interest	436	-	436	603	-	603
Rent receivable	9,645	-	9,645	19,346	-	19,346
	10,081	-	10,081	19,949	-	19,949
2(d) Church activities						
Fees	1,112	-	1,112	3,828	-	3,828
Events	-	-	-	4,434	-	4,434
Sales	699	-	699	246	-	246
Discipleship	80	-	80	6,091	-	6,091
Outreach	135	-	135	1,865	-	1,865
Youth and students	1,460	-	1,460	2,628	-	2,628
	3,486	-	3,486	19,092	-	19,092
TOTAL INCOMING RESOURCES	593,387	52,680	646,067	558,145	13,839	571,984

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2020

3 RESOURCES EXPENDED

	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2020 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2019 £
3(a) Church activities - Grants (note 13)						
Overseas Mission	13,850	4,022	17,872	12,823	1,411	14,234
Church relief & development agencies	5,350	1,500	6,850	6,715	85	6,800
Home mission & church societies	26,750	1,000	27,750	22,350	-	22,350
Individuals	4,850	13,222	18,072	5,020	8,577	13,597
	50,800	19,744	70,544	46,908	10,073	56,981
3(b) Church activities - Ministry						
Parish share	88,000	-	88,000	87,998	-	87,998
Staff costs	294,785	-	294,785	282,573	-	282,573
Ministry	14,190	-	14,190	26,974	-	26,974
Discipleship	14,591	-	14,591	6,516	-	6,516
Outreach	1,857	-	1,857	5,877	-	5,877
Children and families	5,347	-	5,347	9,047	-	9,047
Youth and students	10,038	-	10,038	17,592	1,074	18,666
Events and short term projects	-	-	-	4,391	-	4,391
Support costs	30,990	-	30,990	26,630	-	26,630
Church & hall running costs	42,973	-	42,973	52,524	-	52,524
Maintenance - Church	3,468	-	3,468	9,116	-	9,116
Maintenance - Other properties	12,706	-	12,706	1,453	-	1,453
Depreciation	9,623	-	9,623	9,623	-	9,623
Fee payments	3,234	-	3,234	2,835	-	2,835
	531,802	-	531,802	543,149	1,074	544,223
3(c) Governance costs						
Independent examiner's fee	4,160	-	4,160	2,580	-	2,580
Legal and other costs	160	-	160	130	-	130
	4,320	-	4,320	2,710	-	2,710
TOTAL RESOURCES EXPENDED	586,922	19,744	606,666	592,767	11,147	603,914

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2020

4 STAFF COSTS	2020	2019
	£	£
Salaries	254,331	242,090
National insurance	15,717	14,248
Pension contributions	12,104	11,237
	<u>282,152</u>	<u>267,575</u>

The average number of staff employed was 14 (2019 - 14)

During the year the PCC employed the equivalent of 9.0 full time staff (2019 - 8.8), none of whom earned £60,000 pa or more.

During the year a settlement of £6,000 was made to an ex-employee.

5 TRUSTEES AND RELATED PARTIES TRANSACTIONS

The PCC had 5 (2019 - 5) members who each had a close family member who was also an employee of the PCC. The aggregate remuneration paid to these employees in the year amounted to £68,906 (2019 - £63,371) One ex officio member of the PCC was also an employee of the PCC - salary for 2020 £13,306 (2019 - £17,792).

The total amount of donations received without conditions from the trustees and related parties was £79,882 (2019 - £76,270)

There were no other related party transactions made in 2020.

No expenses were claimed by Trustees/PCC members.

6 TANGIBLE FIXED ASSETS

	Freehold land £	Freehold buildings £	Youth equipment £	Other equipment £	Total £
Gross book value					
At 1 January 2020	78,000	336,766	25,546	50,711	491,023
Additions in year	-	-	-	-	-
	<hr/>				
At 31 December 2020	78,000	336,766	25,546	50,711	491,023
	<hr/>				
Depreciation					
At 1 January 2020	-	(128,977)	(25,546)	(45,599)	(200,122)
Depreciation on Disposals in year	-	-	-	-	-
Charge for year	-	(6,736)	-	(2,887)	(9,623)
	<hr/>				
At 31 December 2020	-	(135,713)	(25,546)	(48,486)	(209,745)
	<hr/>				
Net book value					
At 31 December 2019	78,000	207,789	-	5,112	290,901
	<hr/>				
At 31 December 2020	78,000	201,053	-	2,225	281,278
	<hr/>				

The freehold land and buildings comprises of the church hall and rooms and 40 Leicester Street, Leamington

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2020

7	INVESTMENT PROPERTY	2020	2019
		£	£
	Market value at 1 January	283,980	283,980
		<hr/>	<hr/>
	Market value at 31 December	283,980	283,980
		<hr/> <hr/>	<hr/> <hr/>
8	OTHER INVESTMENT ASSETS	2020	2019
		£	£
	Market value at 1 January	10,321	8,576
	Net unrealised investment gain	(630)	1,745
		<hr/>	<hr/>
	Market value at 31 December	9,691	10,321
		<hr/> <hr/>	<hr/> <hr/>
	Investments is comprised of 531 shares in Central Board of Finance of the Church of England Investment Fund valued at mid market value (2019 - 531 shares).		
9	DEBTORS	2020	2019
		£	£
	Tax recoverable	17,842	18,533
	Other debtors and prepayments	682	7,059
		<hr/>	<hr/>
		18,524	25,592
		<hr/> <hr/>	<hr/> <hr/>
10	LIABILITIES	2020	2019
	Amounts falling due within one year	£	£
	Payroll tax and NIC	7,204	6,498
	Other creditors	13,017	16,769
	Donations committed	25,700	25,700
		<hr/>	<hr/>
		45,921	48,967
		<hr/> <hr/>	<hr/> <hr/>

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2020

11 SUMMARY OF ACTIVITIES AND DETAILS OF RESTRICTED FUNDS

	Opening balance £	Income £	Expend- iture £	Investment revaluation (loss) £	Transfers £	Total move- ment in Year £	Closing balance £
Unrestricted funds							
Church activities							
General Fund	123,454	583,742	(573,859)	(630)	7,923	17,176	140,630
Designated funds							
Fixed assets	290,901	-	-	-	(9,623)	(9,623)	281,278
Investment Property	283,980				-	-	283,980
Property Fund	63,460	9,645	(13,063)	-	-	(3,418)	60,042
Travel Fund	1,700	-	-	-	1,700	1,700	3,400
Cameo	572	-	-	-	-	-	572
	764,067	593,387	(586,922)	(630)	-	5,835	769,902
Restricted funds							
Cameo/Lunch Clubs	2,003	-	-	-	-	-	2,003
Hardship Fund	11,648	42,062	(8,497)	-	-	33,565	45,213
Specific funds	1,869	10,618	(11,247)	-	-	(629)	1,240
	15,520	52,680	(19,744)	-	-	32,936	48,456
Total funds	779,587	646,067	(606,666)	(630)	-	38,771	818,358

Unrestricted funds

General Funds: It is intended that the General funds of £140,630 be used as £80,000 to cover day to day cash flow (this amounts to about 2 months worth of expenditure) and the balance of £60,630 be used for resourcing future ministry.

Fixed assets represents the non-cash assets of the church. ie buildings and equipment.

Investment Property - see Note 7.

Property Fund to maintain the properties using rental income.

Cameo represents funds held for replacement equipment.

Restricted funds

Lunch Clubs Legacy was bequeathed specifically to the Club for their use.

Hardship Fund represents monies to assist those in difficulty.

Specific funds represent donations and other monies received for specified purposes.

Transfers

From General Fund to Fixed assets designated fund representing the general fund movement relating to fixed assets.

From General Fund to Travel Fund represents an amount set aside to fund travel by Mission partners

PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2020

12 ANALYSIS OF NET ASSETS BY FUND

	Unrestricted Funds £	Restricted Funds £	2020 Total £
Fixed assets and investments	574,949	-	574,949
Short term deposits and cash at bank	222,350	48,456	270,806
Other current assets	(27,397)	-	(27,397)
	769,902	48,456	818,358

13 MISSION AND CHARITY PAYMENTS
including Mission Appeal Fund

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Overseas mission			
T Wilson - Wycliffe Bible Translators	3,500	-	3,500
Open Doors	1,750	2,735	4,485
NOTDEC	2,500	787	3,287
C & M Wurfel - Nueva Vida Argentina	5,500	-	5,500
S & R Bayford - CMS	1,500	-	1,500
J & R Sandels - YWAM	600	-	600
J & H Williams - Reach Beyond	200	500	700
TOTAL Overseas mission	15,550	4,022	19,572
Church relief & development agencies			
Betel	1,850	1,500	3,350
Leamington & Warwick Foodbank	5,000	-	5,000
TOTAL Church relief & dev'mnt agencies	6,850	1,500	8,350
Home mission & church societies			
CPAS	1,750	1,000	2,750
Warwick University Christian Union	1,000	-	1,000
Well Christian Healing Centre	5,000	-	5,000
You Can Flourish	500	-	500
CrossTeach	500	-	500
Thrive	5,000	-	5,000
St Mary's Re CAP	6,000	-	6,000
RA & CS Weston	5,500	-	5,500
TOTAL Home mission & church societies	25,250	1,000	26,250
Support for individuals			
Individual support	3,150	13,222	16,372
TOTAL Support for individuals	3,150	13,222	16,372
	50,800	19,744	70,544

The number of individuals assisted during the year was 29 (2019 - 22).