



2020
ANNUAL
REPORT

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."

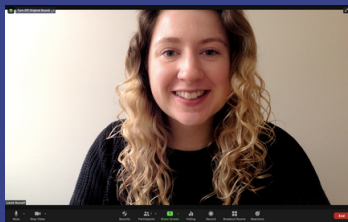
Ellen

"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.

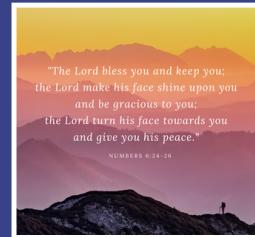
Our whole church prayer meetings moved online and worked very well in this way, attracting good numbers and allowing people to pray in breakout rooms.

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

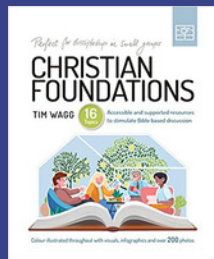
Alpha

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"

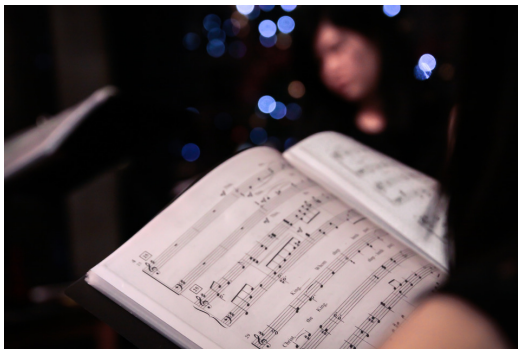
Katy Poole-Taylor

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



"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

Staff



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.



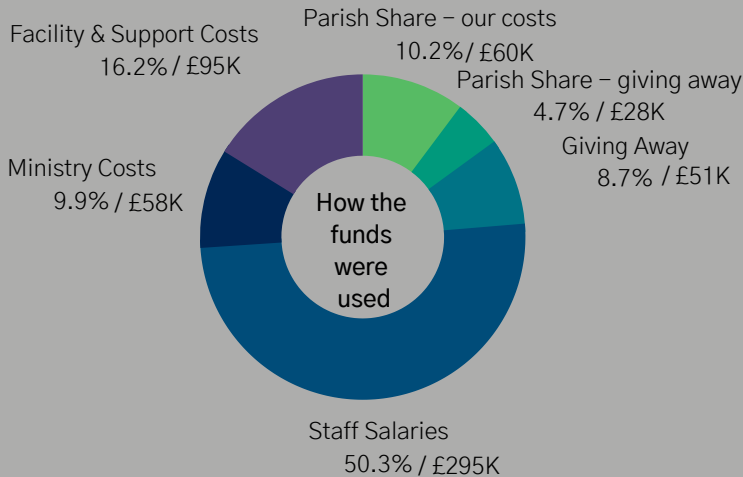
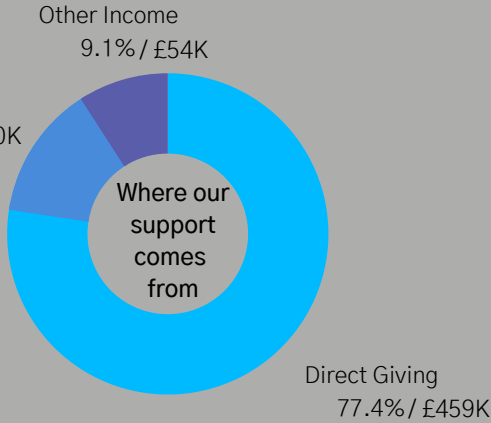
Longer term vision and governance is provided by the PCC (Parochial Church Council), elected annually at our Annual meeting. They regularly receive reports and make decisions about staffing, finance and fabric. They also prayerfully plan ahead, looking to where God may be leading the church in the next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



@stpaulsleam



Useful Links



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

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



office@stpl.org.uk

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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. Out 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).

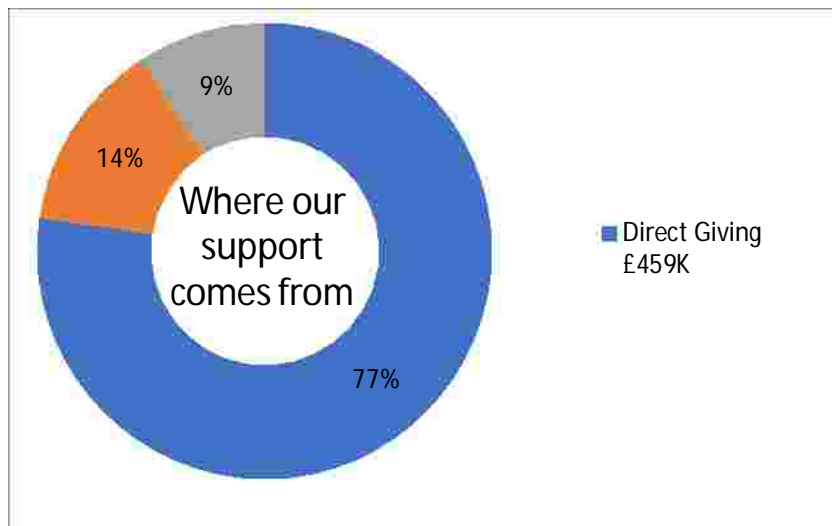
Around £60K is in a Properties fund. The PCC owns 40 Leicester Street rented out for part of during 2020 and so brought in some income but, from Summer 2020, the PCC has used the house for interns and the downstairs rooms for some of our children's groups. The PCC also owns a local house which was bought 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

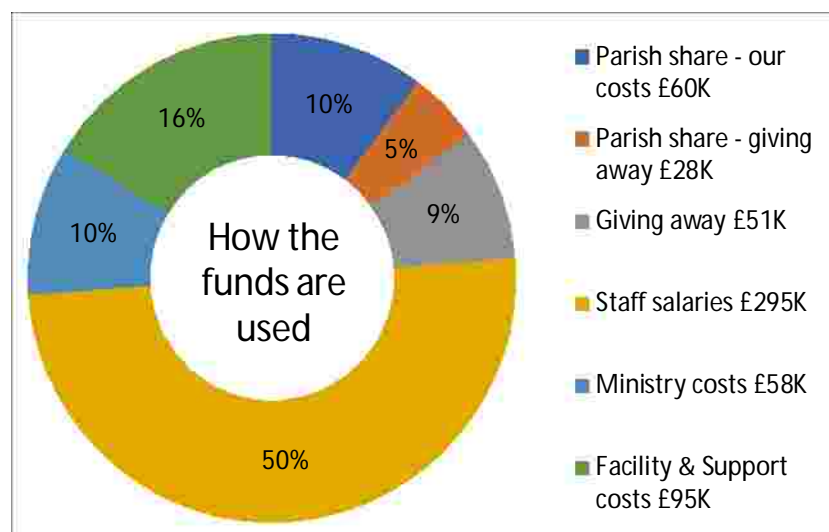


EXPENDITURE 2020

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		5,835	32,936	38,771	(32,877)	2,692	(30,185)
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
	282,152	267,575

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	-	-	-	-	-
At 31 December 2020	78,000	336,766	25,546	50,711	491,023
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)
At 31 December 2020	-	(135,713)	(25,546)	(48,486)	(209,745)
Net book value					
At 31 December 2019	78,000	207,789	-	5,112	290,901
At 31 December 2020	78,000	201,053	-	2,225	281,278

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
	Market value at 31 December	283,980	283,980

8	OTHER INVESTMENT ASSETS	2020	2019
		£	£
	Market value at 1 January	10,321	8,576
	Net unrealised investment gain	(630)	1,745
	Market value at 31 December	9,691	10,321

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
		18,524	25,592

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
		45,921	48,967

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. Out 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).

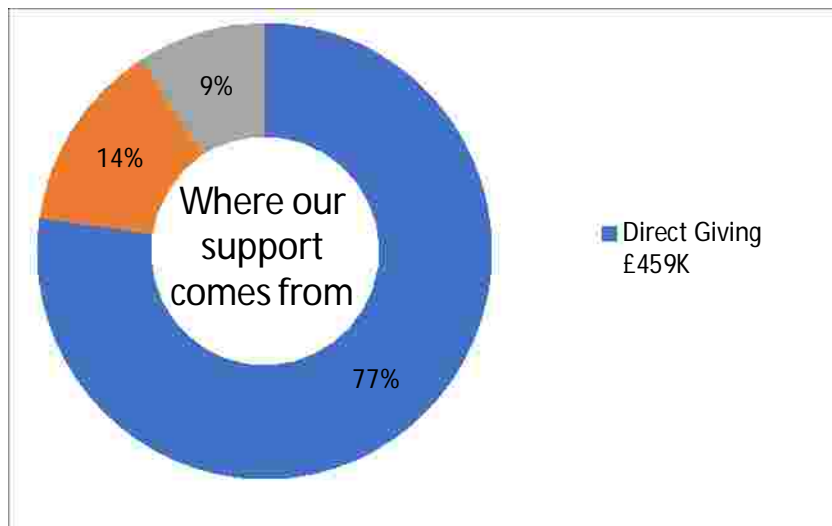
Around £60K is in a Properties fund. The PCC owns 40 Leicester Street rented out for part of during 2020 and so brought in some income but, from Summer 2020, the PCC has used the house for interns and the downstairs rooms for some of our children's groups. The PCC also owns a local house which was bought 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

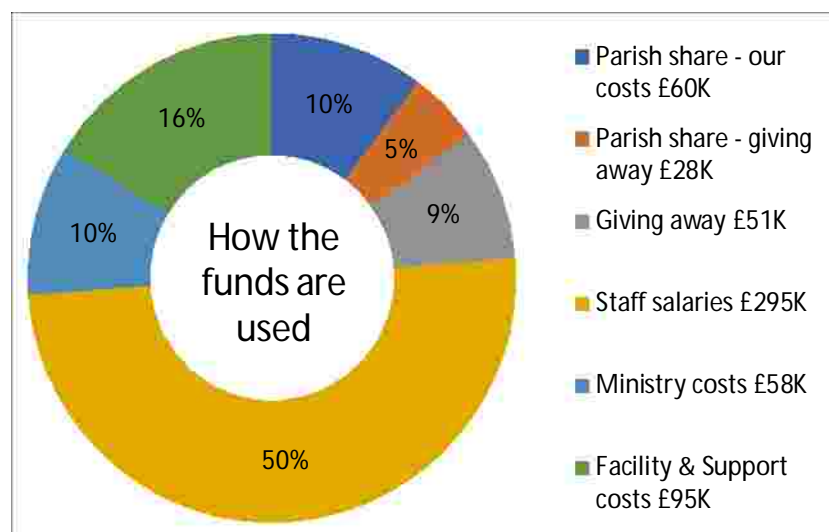


EXPENDITURE 2020

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		5,835	32,936	38,771	(32,877)	2,692	(30,185)
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

	Notes	2020 £	2019 £
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
		<u>574,949</u>	<u>585,202</u>
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
		<u>289,330</u>	<u>243,352</u>
CURRENT LIABILITIES			
Creditors - falling due within one year	10	(45,921)	(48,967)
		<u>243,409</u>	<u>194,385</u>
NET CURRENT ASSETS			
		<u>818,358</u>	<u>779,587</u>
TOTAL NET ASSETS			
FUNDS			
Unrestricted	11	769,902	764,067
Restricted	11	48,456	15,520
		<u>818,358</u>	<u>779,587</u>
TOTAL FUNDS			

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
	282,152	267,575

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	-	-	-	-	-
At 31 December 2020	78,000	336,766	25,546	50,711	491,023
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)
At 31 December 2020	-	(135,713)	(25,546)	(48,486)	(209,745)
Net book value					
At 31 December 2019	78,000	207,789	-	5,112	290,901
At 31 December 2020	78,000	201,053	-	2,225	281,278

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
	Market value at 31 December	283,980	283,980
8	OTHER INVESTMENT ASSETS	2020	2019
		£	£
	Market value at 1 January	10,321	8,576
	Net unrealised investment gain	(630)	1,745
	Market value at 31 December	9,691	10,321
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
		18,524	25,592
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
		45,921	48,967

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).