

St Mary's Church
Leamington Spa

Report and Accounts

Year ended 31 December 2021
Registered Charity No.: 1132095

St Mary's Church, Leamington Spa
For the Year Ended 31 December 2021

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St Mary's Church, Leamington Spa

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CHARITY INFORMATION

Registered Charity name: The Parochial Church Council of the Ecclesiastical Parish of St Mary's Leamington Priors

Charity registration no: 1132095

Governing Document: Parochial Church Council Powers Measure (1956) as amended and Church Representation Rules

Registered office & address for correspondence: St Mary's Church
St Mary's Road
Leamington Spa
CV31 1JW

Contact details: Tel: 01926 778505
Email: accounts@stmarysleamington.com
Website: www.stmarysleamington.com

Members of Parochial Church Council (PCC)

Vicar	Rev Becky Jones	in post all year (Chairperson)
Wardens	Vanessa Cooper Peter Ralph	Re-elected 25/4/2021 (2nd year in office) Resigned 25/4/2021
PCC members	Mary Briggs Malcolm Coleman Elliott Hampson Peter Mattacola Steve Evans	Elected 7/4/2019 (Serving to APCM 2022 - 2nd term) Elected 25/4/2021 (Serving to APCM 2024 - 2nd term) Elected 18/10/2020 - Serving to APCM 2023) (Lay Chairperson - standing in for Rev Jones when required) Elected 18/10/2020; Resigned 4/5/2021 Elected 25/4/2021 (Serving to APCM 2024)

Independent Examiner

Lisa Darby ACA
Stewardship
1 Lamb's Passage
London EC1Y 8AB

Bankers

Yorkshire Bank
7 - 11 High Street
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CV1 5SB

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St Mary's Church, Leamington Spa

**REPORT OF THE TRUSTEES
For the Year Ended 31 December 2021**

The trustees present their report and the financial statements for the year ended 31 December 2021. The financial statements have been prepared in accordance with the Charity Commission's Statement of Recommended Practice and all applicable Accounting and Reporting standards.

STRUCTURE, GOVERNANCE AND MANAGEMENT

St Mary's church is governed by the parliamentary legislation pertaining to Church of England churches. This legislation sets out the charitable objectives and governance framework.

There are up to 12 elected lay trustees, 2 wardens, up to four deanery synod representatives and the Vicar (incumbent) who collectively form the Parochial Church Council (PCC) and work together to promote the mission of the church within the parish. During 2021 between 6 to 8 posts for lay trustees remained unfilled (wardens are ex-officio lay members).

Any eligible member of the church who is listed on the electoral roll can stand for election to the PCC. The aim is to have a mix of skills and experience and as far as possible, a representation of the different ages, service attendance and ministry groups from within the church community. Those wishing to stand as trustees do so voluntarily in their desire to serve the church and the wider community.

At the annual general meeting (called the Annual Parochial Church Meeting - APCM) the elected trustees are elected to serve a 3 year term, after which they are eligible for re-election for a second term. Wardens are elected annually at the APCM. All those on the Electoral Roll are entitled to vote at the APCM. The trustees are entitled to co-opt additional members during the year should additional skills be required on the PCC. These appointments are confirmed at the following APCM, normally held in April. This year, due to COVID19, the Church of England allowed churches to conduct their APCM online and ours was held on 25 April 2021 during a worship service online on Zoom, this was legal due to permissions from the Church of England, from the Bishop of Coventry. Minutes were taken which will be approved at the next APCM and all members could be seen and heard.

The vision and objectives of the charity are agreed by the PCC, as a result of discussion between PCC and staff (and at times, input from the church family). The trustees delegate the day to day management of the church (charity) to the staff team, which is under normal circumstances led by the Vicar.

TRUSTEE INDUCTION AND TRAINING

Most trustees are already familiar with the practical work of the church having been actively involved as volunteers in a variety of activities, some for many years. Trustees are briefed in other PCC related matters by the Vicar or Lay Chairperson and encouraged to familiarise themselves with the guidance offered by the Charity Commission on being a Trustee. Publications giving further guidance as to the duties and responsibilities of PCC members are also available from the church office. The Diocese has also started to run a series of training days to assist PCC members, treasurers and church wardens in their duties. The Church Pastoral Aid Society (CPAS) runs a course about PCCs called 'PCC Tonight' and on 2 March 2021 members of the PCC attended this training on Zoom.

SAFEGUARDING

The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 (which sets out the PCC's obligations to safeguard children and vulnerable adults). A fully trained Parish Safeguarding Officer is in post and a member of the PCC has special responsibilities for safeguarding children and vulnerable adults and for the Safer Recruitment of paid staff in line with the Safeguarding Policy laid down by the diocese. All volunteer staff are recruited under the Safer Recruitment policy laid down by the diocese and are trained in accordance with the diocesan requirements. The Safeguarding Policy is reviewed annually at

a PCC meeting and there is a standing item on the agenda for every meeting to highlight any safeguarding issues. Regular meetings are held with a member of the diocesan safeguarding team. During 2021 there were no significant safeguarding events which required reporting to the Charity Commissioners.

BUILDINGS

The last Quinquennial inspection and report was in June 2017 and there were no large works noted.

In 2021, the lower hall was redecorated and this included laying a new floor and fitting acoustic panels that have removed the echo making it a far better space. It has been praised by all who use it. The vision of St Mary's is rooted in the Bible passage Isaiah 61 and this is expressed in quotes on the walls of the hall and there is an image of a tree - the 'oaks of righteousness'. The upper hall and hub were also redecorated.

AIMS

Our Governing Documents, being the "Church of England Measures" states that our object is "Promoting in the parish the whole mission of the church" and the Church Representation Rules. **Additionally, St Mary's Church Mission Statement is 'Encountering God; Rooted In Christ; Transforming Lives.'** Promoting the Christian faith and making a difference in people's lives are part of what we do. Our aims are also aligned with the Coventry Diocesan Mission Purpose— 'Worshipping God, Making disciples, Transforming Communities'.

OBJECTIVES AND ACTIVITIES

- Regular public worship and provision of sacred space for personal prayer and contemplation
- Deliver teaching of Christianity through services, small groups and courses.
- Promote Christianity through the staging of events both inside and outside the church buildings, meetings and distribution of literature.
- Pastoral care including visiting the sick and bereaved
- Providing a youth club with a Christian ethos and Childrens and Families Ministry
- Supporting charities
- Promoting the mission of the church by providing practical support to those in need, especially the disadvantaged and socially excluded

The trustees have paid due regard to the Charity Commission for England and Wales' guidance on public benefit in deciding which activities the church should undertake and activities are regularly reviewed. The trustees consider the church's objectives, the activities undertaken to meet those objectives, and the ongoing strategy set for the church fully complies with the public benefit guidance set out by the Charity Commission for England and Wales.

ACHIEVEMENT AND PERFORMANCE

The COVID 19 pandemic had a significant impact on everyone continuing to create anxiety and stress, with frequent changes to government guidelines. The third lockdown began in January and a gradual roadmap out of lockdown unfolded over the spring until the summer. Many risk assessments were continually produced for all activities and new ways of working were adapted to. We produced a roadmap for recovery for the church taking into consideration government plans and feedback from the church congregations. We covered the three aims of **Recover, Reconnect and Rebuild**. Between April to July (**Recover**) we provided opportunities to think and work on recovery (for church and community). From the 18th April evening services started in-person while morning services continued online. We met outdoors in the carpark whenever weather allowed or indoors and adapted the evening worship for recovery using lectio divina reflections. From July to September (**Reconnect**) there were summer fun events & we focussed on reconnecting relationships. Community-building events included picnics and a Big Clean up and BBQ event on the estate in the parish Fallow Hill. In August we met for Picnic Church each week in the grounds of the SYDNI Centre. Some mid-week small groups returned to meeting in person over the summer. Morning Services started to meet in-person in the church building from the 5th September because families did not want to come to church while it was not

possible to organise childrens groups under the COVID restrictions. From September (**Rebuild**) children and youth groups could meet indoors. Midweek groups started back.

Pathway Ministries and CAP continued throughout offering support to those who were vulnerable, as did Foodbank. Within Pathway Ministries the mentoring continued to be on pause but the support group met weekly. In November and December, the Pathway Manager was off work sick and it was necessary to pause Celebrate Recovery due to resourcing issues and the importance of properly safeguarding the ministry. We continued to make connections with other agencies such as the council, councillors, community centres and those working to combat poverty in our region.

Having Anne Richardson, our curate on secondment until April was really positive for her and us.

We changed our website so it looks and works so much better and we improved our broadband provision. We were also exploring new possibilities for projects in the future with other organisations.

We were delighted to appoint a Childrens and Families Leader, Lizzy Coleman, from July. In the summer we hosted a New Wine online summer conference and this included in person childrens work. This appointment has made the rebuilding of childrens and families work possible during the pandemic and the development of more outreach.

Pastoral care and practical support for those most struggling continued. There were some significant pastoral challenges and like many other churches and organisations we experienced reduced volunteering. The challenges were many, for example: homeschooling children while working, loss of jobs, exhaustion and mental health issues, grief from not being able to worship alongside one another, fears about COVID, loss of loved ones, health challenges and reduced support structures in society and families. Having said that, it is a joy to look back and see all that was possible and how creatively we lived out our mission.

We continued to offer online resources and hybrid gatherings. We provided for those unable to access technology producing printed materials. Zoom coffee time chats each Sunday enabled conversations across congregations. Video updates with transcribed copies have helped with communication and we changed our Q news to a weekly newsletter through Mailchimp as activities gradually rebuilt.

TLC+ and Outlook groups returned with renewed vision. Centre bookings were closed during the lockdown but over the Autumn started again. It has been difficult to be community without being able to gather and meet in person in usual ways. We are grateful that good levels of stewardship giving have continued over this period.

Encouragements have included seeing visitors who watched worship online come in person and to see more visitors regularly since the morning and evening services have been in person rather than online.

Our Services and Christian teaching

Over the year our worship adapted according to need and what was possible. For example, we varied the style to enable more reflective evening services when we focussed on *Recover*. Outdoor services attracted local visitors and people from further away who were seeking in person worship. We have been in a process of rebuilding and trying things for improvement, for example the evening service start time was moved to 6:30pm with refreshments from 6pm to enable a wider demographic to attend and more younger people came. We were able to offer visuals support to this service increasing our flexibility for song choices and improving our visuals during sermons. The 8am service did not return as the challenge of rebuilding the other services was significant and we needed to assess the need. The varied style of our services provides an opportunity for people to attend the one they prefer. For most of our services, we had our own band/musicians. Our services are supported by staff and congregation members in a variety of other roles, making these times a real team effort. During 2021, various themes of topics were used during each term. On a weekly basis, the same themes were used in all three Sunday services, which ensured that all attending congregations received teaching on the same themes. Small groups often followed the preaching series too.

Over Easter we created a Community Easter Trail. The Maundy Thursday service was online and on Good Friday there were private prayer stations in church. On Easter Day we had an online celebration. The

Advent/Christmas season was closer to 'normal' as we could meet in person. Throughout we continued to ensure we risk assessed our activities to be COVID responsible and over Advent we were under 'Plan B' restrictions. We had a Christingle service, a Nursery Rhyme Nativity, four Campion school carol services, school visits, Carols by Candlelight and the Christmas Day All-age with communion. Special services over Advent enabled us to reach many people with the gospel including, new this year – the nursery children from Clapham Terrace school.

Our services are as follows:

The 10.30am service is a lively service with a worship band and attended by families, youth and adults.

The first Sunday of the month is all age worship. On other weeks, there are groups arranged for the children and youth, with activities tailored to suit their age groups. On the 4th Sunday of each month there is a Holy Communion service. On 5th Sundays the youth shape and take the lead during the service.

The 6.30pm service (with refreshments from 6pm) is informal and a quieter service than the 10.30am service, a music team leads the sung worship. The first Sunday of the month is Cafe Church and the 2nd Sunday Holy Communion.

Youth and Children

In July, Lizzy, our new Children and Families Leader (CFL) started her role and this appointment has been fruitful in the rebuilding of church life through this season of the pandemic. The timing was something to celebrate as it became possible to gradually reintroduce Sunday childrens groups once she started (coinciding well with the change in COVID restrictions). In the summer holiday she organised our first 5 day event with face-to-face content for families using New Wine's "United Breaks Out" online conference material. We are grateful for the energy and creativity she has brought to the role and she introduced social events that have helped with building community amongst the children. We are very grateful to the faithful volunteers, particularly to Hannah, Luke and Vicky who nurtured the Rockets through socials and online meetings mid-week. Another important ministry re-opened in the summer, TLC+ (our parent and toddler group). Rebecca Mitchell took the initiative that kick started the re-start of TLC+ and our CFL has done a great job in shaping the ministry. It is great to see the leadership team and the creative opportunities Lizzy has built alongside this ministry like the Nursery Rhyme Nativity. Several Christmas activities were a joy. We were able to do more for schools this year than previously in the pandemic as restrictions lifted (including Harvest assembly in church). All-age worship has been a key feature through the pandemic and the preaching team have been growing in these skills with support from Hannah and Lizzy. There have been good conversations about the benefits of having both our Sunday childrens groups and intergenerational faith, fellowship and worship opportunities.

The youth have continued to lead us in our services at 10:30am on 5th Sundays and we celebrate the work of our youth leader Darren and his team that the youth are so comfortable with one another, building their strength of relationships and openness. There has been great adaptability to their needs, including providing quieter sessions for some. The youth met mid-week and on Sundays and gathered for socials (like a BBQ and meeting in gardens and Jephson gardens). Their contribution to our online worship has been a blessing to all and it is a joy to see them exercising their gifts e.g. in preaching, leading worship, on tech etc. Darrens work with CrossTeach and Campion school re-started when the lunch club could meet again in September. Another highlight was hearing Darren's testimony at the Campion carol services. We deeply value good helpers and leaders in this ministry area. The redecoration of the upper hall with good colourful sofas and pictures has been helpful for both youth and others using the room. We are grateful to our work with Rachel Tomita over the years at CrossTeach; she moved on from her role in December. Darrens work with Thrive ministries has been key, including the Phoenix project which helped him in the development of our youthwork. Darren met with the volunteers regularly in the pandemic to invest in their gifts.

Adult "small groups"

Many of our church family enjoy the support and encouragement found through mid-week attendance at "small groups". Most are usually held in someone's home, and provide an opportunity to worship, pray and discuss Bible passages together. These groups provide many with a support network and opportunity to share

their personal journey that isn't as possible in a wider church setting. Small groups often have social events too, to which friends outside church can be invited. Small groups are a key part of the church's community structure and a key pastoral support.

Other areas of activity/ministry

At St Mary's, we provide various opportunities for people to learn about and grow in the Christian faith.

We have various projects aimed at reaching different groups in our local community (primarily but not exclusively from within our parish boundaries). These include:

- Pathway - Mentoring programme designed to help those, with drug/alcohol/offending behaviour or other instabilities in their lives, to become more stable.
- Celebrate Recovery - a Bible based recovery programme designed to help people address a variety of hurts, habits, and hang-ups.
- Financial Freedom - CAP (Christians Against Poverty) debt advice service, hosted and led by St Mary's who are working in partnership with 4 other local churches.
- TLC+ → a group for toddlers and their parents/carers held on Wednesday mornings, giving the opportunity for fun and friendship.
- Outlook - an adult group meeting weekly, getting to know each other better and enjoying creative & fun times. Activities include talks, quizzes, sing songs, and various games.

Other Outreach Activities

In addition to the areas of ministry mentioned we have also arranged other community activities to build community and bless others in our parish including:

- CAP client Christmas support
- A weekly support group called Thriving Together, addressing issues of poor mental health and later in the year a support group for all involved in Pathway Ministries.
- The Big Clean Up and free community BBQ on Fallow Hill in August

More details about our various projects and activities can be obtained on application to our Church office.

FINANCIAL REVIEW

As a church, we rely mainly upon our church family to financially support the work we do. We believe that the Biblical principle of tithing (giving away 10% of our personal income) is a good practice and we encourage our church family to adopt this within their personal finances so that the church receives a regular income, to fund the various church activities and outreach.

Out of our income, the church sets aside 10% to give away to other charitable causes, aligned to our own objectives of promoting the Christian faith and transforming people and communities.

We also set aside some income (as required) for our "community fund", in keeping with our passion to bless others, to enable us to make smaller one off gifts to individuals and organisations to help in times of need.

SUMMARY

Our total income was £320,415 vs 2020 income of £319,757, an increase of £658.

Our expenditure was £244,753 vs 2020 expenditure of £250,519, a decrease of 5,766.

Our surplus/net improvement in funds for the year was £75,662, and the charity's net assets increased by the same amount, to £674,010.

At the year end, there were Net Current Assets of £352,194 by comparison to £270,079 in 2020 – an increase on the previous year of £82,115.

INCOME AND EXPENDITURE

Other key points of note are:

INCOME FROM DONATIONS AND LEGACIES (See Note 3)

DONATIONS - During 2021, we have again been supported by the ongoing generosity of the church members. The income from donations in 2021 however is down by £35,182 vs 2020 income levels.

Our regular giving has reduced by £13,398 during the year as a number of regular givers who have been part of the church for some years have left St Marys as a result of changes in life circumstances (e.g. moving area etc). One off gifts in 2021 are also much lower than in 2020, but this may be the result of the COVID impact on donor's finances.

The PCC wishes to thank everyone in the church family for their contributions financially (and in volunteer time).

LEGACY – Further monies have been received in the year from the legacy which was first advised to us in 2019. The church is very blessed by these funds and the PCC has chosen to invest the majority of the legacy funds with CCLA Investment Management Ltd.

INCOME FROM CHARITABLE ACTIVITIES (See Note 4)

The income from charitable activities in 2021 was slightly down on 2020's value - £36,092 vs £39,122. Whilst centre income showed an increase, grant funds received were lower.

INCOME - OTHER TRADING ACTIVITIES (See Note 5)

Rental income from the church house was £13,800 vs £11,790 in 2020, due to a full year's rental income being received in 2021 vs 2020 when the rental charge was reduced for a period to help support the tenant in the first COVID lockdown.

EXPENDITURE ON CHARITABLE ACTIVITIES (See note 7)

In total, the costs on charitable activities were £241,793 vs £245,204 in 2020.

Included in Building and Maintenance costs were £11,704 spent on the refurbishment of the church halls.

Full details of the income and expenditure and funds position can be found in following accounts and related notes.

POST BALANCE SHEET DATE EVENTS

There are no post balance sheet events to note.

RESERVES

Within the charity's accounts, we have funds that are "designated" purely for the purposes of monitoring income and expenditure in areas of activity. Many of these funds do not have their own income streams. Any deficits at the year-end are met by transfers from general funds.

As a matter of good practice, the trustees aim to have a General & Designated Fund ("Unrestricted Funds") net current asset balance sufficient to cover 3 months general and designated fund cash outgoings, so that the charity could continue to operate should income and/or expenditure vary adversely.

The Unrestricted Funds net current asset balance at the year end is £323,272 and 3 months of the budgeted expenditure for the next year is £68k. So, the charity is complying with its reserves policy.

Prior to 2020, the church was facing a problem in accommodating our young people on Sunday mornings and the PCC were examining the possibility of undertaking a major extension project. This would aim to not only meet the need for accommodation on Sundays but will also allow us to provide more space for community

activities during the week. During 2020 and 2021, no further works have been done in this regard and it will be picked up when time and resources allow.

INVESTMENT POLICY

The Trustees have considered the most appropriate policy for investing funds and have decided that at least three months' worth of expenditure should be kept in directly accessible cash. Additionally, surplus funds are to be lodged for investment with CCLA Investment Management Ltd. Invested funds can be converted back to cash, as required, within one week's notice.

TRUSTEES RESPONSIBILITIES

Charity law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to operate.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time, the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act. They are also responsible for safeguarding the assets of the charity and, hence, for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the PCC on and signed on its behalf on 10th April 2022 by:

Reverend Becky Jones

St Mary's Church, Leamington Spa
For the Year Ended 31 December 2021

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**Independent Examiner's Report to the
Parochial Church Council of St Mary's Church, Leamington ("the charity")**

I report to the members of the PCC (who are also the charity's trustees) on my examination of the accounts of the Charity for the year ended 31 December 2021 on pages 10 to 21 following, which have been prepared on the basis of the accounting policies set out on page 12-14.

Responsibilities and basis of report

As members of the PCC 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 Charity'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 the charity's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the 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.

Lisa Darby ACA

20th April 2022

Institute of Chartered Accountants in England and Wales

For and on behalf of:
Stewardship
1 Lamb's Passage
London
EC1Y 8AB

St Mary's Church, Leamington Spa
Statement of Financial Activities
For the Year Ended 31 December 2021

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	Note	All Unrestricted Funds 2021 £	All Restricted Funds 2021 £	Total All Funds 2021 £	Total All Funds 2020 £
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3	258,806	11,658	270,463	268,743
Charitable activities	4	13,482	22,580	36,062	39,122
Other trading activities	5	13,800	0	13,800	11,790
Investment Income	6	90	0	90	102
Total Income and endowments		286,178	34,237	320,415	319,757
EXPENDITURE ON:					
Charitable activities	7	184,563	57,230	241,793	245,204
Raising funds	8	0	0	0	3,759
Other	9	2,960	0	2,960	1,556
Total Resources Expended		187,523	57,230	244,753	250,519
Net income/(Expenditure)		98,655	(22,993)	75,662	69,238
Transfers between funds	16	(22,110)	22,110	0	0
Net Movement in Funds		76,545	(883)	75,662	69,238
Reconciliation of funds:					
Total funds brought forward		417,490	180,858	598,348	529,110
Total funds carried forward	16	494,034	179,976	674,010	598,348

Note: Due to rounding, differences of £1 may appear.

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

All income and expenditure derive from continuing operations.

The notes on pages 12-21 form part of these accounts

St Mary's Church, Leamington Spa

Balance Sheet

For the Year Ended 31 December 2021

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	Note	All Unrestricted Funds 2021 £	All Restricted Funds 2021 £	Total All Funds 2021 £	Total All Funds 2020 £
FIXED ASSETS					
Tangible assets	11	170,762	151,054	321,816	328,269
		170,762	151,054	321,816	328,269
CURRENT ASSETS					
Debtors	12	9,335	899	10,234	10,790
Investments	13	230,000	0	230,000	0
Cash at bank and in hand	14	94,319	29,334	123,653	269,806
		333,654	30,233	363,887	280,596
CREDITORS: Amounts falling due within one year	15	10,382	1,311	11,693	10,517
NET CURRENT ASSETS/LIABILITIES		323,272	28,922	352,194	270,079
Total assets less current liabilities		494,034	179,976	674,010	598,348
TOTAL NET ASSETS		494,034	179,976	674,010	598,348
FUND BALANCES	17				
Unrestricted funds					
General funds		291,174	0	291,174	216,821
Designated funds		202,860	0	202,860	200,669
		494,034	0	494,034	417,490
Restricted Funds		0	179,976	179,976	180,858
		494,034	179,976	674,010	598,348

The financial statements were approved by the members of the PCC on 10th April 2022
and were signed on its behalf by:

Reverend Becky Jones
Chairperson of PCC

Charity number: 1132095

The notes on pages 12-21 form part of these accounts

St Mary's Church, Leamington Spa

Notes to the Accounts

For the Year Ended 31 December 2021

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7 Expenditure on Charitable Activities continued

Included In Building and Maintenance Costs are costs related to: 1) the refurbishment of the lower hall, including redecoration, new flooring and acoustic sound boards; 2) redecoration of the upper hall and church hub and 3) pollarding of the trees bordering the car park (which has not been done since 2015). These account for £14,300 of the extra cost incurred and are a one off, as opposed to regular cost. No further costs have been incurred during 2021 re the development of the church buildings to accommodate growth (2020:£1,190).

Included In governance costs is an accrual for fees relating to Stewardship's Independent examination of the accounts. The fee actually paid will be offset against the accrual. £1,680 has been accrued for 2021's examination fee (the 2020 fee was £1,560). In addition, £150 was paid to Stewardship for consultancy helpline services.

Included In Other Project costs is £9,000 (2019: £9,000) as the church's contribution towards the CAP centre costs.

Charitable giving - grants paid

	Institutions	Individuals	2021
Grants for UK and overseas mission	17,205	0	17,205
Grants for the relief of poverty	3,065	250	3,315
Grants for education, including ministry training	192	0	192
	<u>20,462</u>	<u>250</u>	<u>20,712</u>

The comparatives for the previous year are as follows:

	Institutions	Individuals	2020
Grants for UK and overseas mission	28,653	0	28,653
Grants for the relief of poverty	3,625	1,452	5,077
Grants for education, including ministry training	192	0	192
	<u>32,470</u>	<u>1,452</u>	<u>33,922</u>

The charity's principal grants to Institutions (only) comprised:

	2021	2020
The Well Christian Healing Centre	2,220	2,900
You can Flourish	2,220	2,900
SYDNI	2,220	2,900
Warwick District Food Bank	2,470	2,900
Crossteach	2,220	2,900
Thrive Youth Ministries	1,110	1,450
Education Saves Lives	1,110	1,450
CORD	2,220	2,900
Ignite Penrith (re funds de-restricted from IOOI fund)	0	10,528
House of Bread	2,220	0
Barnabus Fund	1,110	0
Grants to Institutions for less than £1K each	1,110	1,642
Total	<u>20,230</u>	<u>32,470</u>

8 Expenditure on raising funds

	Unrestricted Funds	Restricted Funds	Total 2021	Unrestricted Funds	Restricted Funds	Total 2020
	£	£	£	£	£	£
Professional fees	0	0	0	0	3,759	3,759

The church no longer engages a fundraising business to help with its fundraising efforts. Previously, Acorn Fundraising and Consultancy Ltd were contracted but this agreement ended in 2020 (fees paid totalled £3,759).

9 Expenditure on other trading activities

St Mary's Church, Leamington Spa

Notes to the Accounts

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10 Staff & Trustees - analysis of staff costs and trustee remuneration and expenses

Many volunteers support the ministry activities. Since lockdown restriction were relaxed in May 2021, activities have recommenced gradually and volunteer support is increasing.

No staff received salaries at a rate of more than £60,000 per annum.

The church's key management comprise the members of the PCC and the key staff would be the Vicar, as named on the Charity Information page. The Church does not remunerate any member of the PCC for their service to the PCC. Rev Becky Jones, who is a clergy member of the PCC, receives a stipend from the Diocese and so is not an employee of this church. Some of the Parish Share paid to the Diocese is used to help meet the cost of clergy stipends.

The Vicar's expenses, including travel and acquiring materials for church activities, totalled £2,039 in the year and contain no profit element. These costs are included in either "Core church costs" or "Staffing/volunteer costs" in Note 7 above.

11 Tangible Fixed Assets

	Church Centre	*Church House	Equipment	Total 2021
Cost	£	£	£	£
At 31/12/2020	294,420	170,212	11,455	476,087
Disposals	0	0	0	0
Additions	0	0	0	0
At 31/12/2021	294,420	170,212	11,455	476,087
Accumulated Depreciation				
At 31/12/2020	137,477	0	10,341	147,818
Charge for the year	5,888	0	565	6,453
At 31/12/2021	143,365	0	10,906	154,271
At 31/12/2021	151,054	170,212	549	321,815
At 31/12/2020	156,942	170,212	1,115	328,269

*The church house is a residential property (owned by the church, not the Diocese) and originally purchased to provide a house for a curate. If sold, it is anticipated that it would realise a greater value than that paid for it. As such, no depreciation is provided against the asset in the accounts.

12 Debtors

	Unrestricted Funds	Restricted Funds	Total 2021	Unrestricted Funds	Restricted Funds	Total 2020
	£	£	£	£	£	£
Falling due within one year:						
Tax recoverable	3,971	213	4,185	5,202	880	6,082
Other Debtors	1,910	685	2,597	1,778	407	2,187
Prepayments	3,453	0	3,453	2,523	0	2,523
	9,333	898	10,233	9,502	1,287	10,790

13 Current Asset Investments

Cash equivalent deposits	230,000	0	230,000	0	0	0
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14 Cash at Bank and In Hand

	£	£	£	£	£	£
Cash at bank with immediate access	39,036	1,078	40,112	65,310	16,904	82,213
Notice deposits (with a term of three months or less)	55,024	28,257	83,282	180,432	6,845	187,278
Petty cash	259	0	259	315	0	315
	94,319	29,335	123,653	246,057	23,749	269,806

15 Creditors: liabilities falling due within one year

	£	£	£	£	£	£
Trade Creditors	2,323	241	2,563	2,346	30	2,376
Pension	4,112	209	4,321	4,090	355	4,446
Taxation and Social security	535	264	799	385	735	1,120
Other creditors	1,018	597	1,615	15	0	15
Accruals	2,394	0	2,394	2,560	0	2,560
	10,382	1,311	11,693	9,397	1,120	10,517

16 Pension Commitments**Church Workers Pension Fund (CWPF)**

St Mary's (Leamington Spa) PCC (the Employer) participates in the Pension Builder Scheme section of CWPF for lay staff. CWPF is administered by the Church of England Pensions Board, which holds the CWPF assets separately from those of the Employer and the other participating employers.

CWPF has two sections:

- 1) the Defined Benefits Scheme
- 2) The Pension Builder Scheme, which has two sub sections
 - a. a deferred annuity section known as Pension Builder Classic, and,
 - b. and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme:

Both sections of the Pension Builder Scheme are classed as defined benefit schemes.

Pension Builder Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Discretionary increases may also be added, depending on investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable (2020:£3,692 2019:£3,567)

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 December 2019. The next valuation is due as at 31 December 2022.

For the Pension Builder Classic section, the valuation revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review, the Board chose to grant a discretionary bonus of 3% following improvements in the funding position over 2021. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, St Mary's PCC could become responsible for paying a share of that employer's pension liabilities.

Summary of pension contributions were as follows:

	2021	2020
The charity's pension contributions were as follows	£	£
Church Workers Pension Fund (see above)		
Contributions payable for the year	3,431	3,692

Summary of pension liabilities at the year end

The charity's pension liabilities at the end of the year were as follows:

Church Workers Pension Fund	429	554
* Accrual for pension not yet set up	3,892	3,892
	<u>4,321</u>	<u>4,446</u>

- * Active communication with the Church of England Pension Board should see this pension plan established within 2022.

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17 Funds

2021		2021 Opening balance £	2021 Incoming resources £	2021 Outgoing resources £	2021 Transfers in the year £	2021 Closing balance £
Unrestricted						
General Fund		216,821	285,636	148,220	(63,063)	291,174
Designated						
Youth	a	0	0	10,058	10,058	0
Children & Families	a	0	165	8,495	8,330	0
Outlook		1,293	324	368	0	1,249
TLC Plus		501	53	103	0	450
Church House		170,211	0	0	0	170,212
Tithe Fund	d	28,529	0	19,980	22,065	30,614
Community Fund	a	135	0	300	500	335
Total		200,669	542	39,304	40,953	202,860
Restricted						
Building Fund		156,942	0	5,888	0	151,054
Building Grant		3,120	300	0	0	3,420
Pathway	a	0	2,871	21,331	18,459	0
Issiah 61		1,047	0	(31)	0	1,077
CAP/Financial Freedom	b and c	19,749	30,818	29,791	3,650	24,425
External Donations		0	250	250	0	0
Total		180,858	34,238	57,230	22,110	179,976
Aggregate of funds		598,348	320,416	244,754	0	674,010

The transfers referred to above (and below for 2020) were made for the following reasons:

- Transfer from general fund to designated or restricted funds to cover net deficit (where costs exceed income) associated with each ministry area.
- Transfer from ministry area funds to General Fund to contribute towards general office resources/building costs used.
- Allocation of tithe funds to CAP ministry area to reflect St Mary's contribution as a partner church.
- Transfer of general funds to tithe fund, as part of Church giving to other charitable causes.
- Correction of previous year Income, which should be posted to Building Grant.
- Transfer from Building Fund (as g) above and release back to General Fund of previous GF allocation of funds for "PA" music purchases no longer
- De-restriction of fund balance and transfer to General Fund for making of grant to another charity
- General fund support of overseas child sponsorship commitment, to be repaid from children and youth fund-raising in 2020

Analysis of net assets by fund

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

	General Fund £	Designated Funds £	Restricted Funds £	Total 2021 £
Tangible fixed assets	550	170,212	151,054	321,816
Debtors	9,155	180	899	10,234
Current Asset Investments	230,000	0	0	230,000
Cash at bank and in hand	61,241	33,078	29,334	123,653
Creditors falling due in one year	(9,772)	(610)	(1,311)	(11,693)
	291,174	202,860	179,976	674,010

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For the Year Ended 31 December 2021

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17 Funds continued

In the previous year, the movements in the charity's funds were as follows:

		2020 Opening balance £	2020 Incoming resources £	2020 Outgoing resources £	2020 Transfers In the year £	2020 Closing balance £
2020						
Unrestricted						
General Fund		138,384	272,895	143,819	(50,639)	216,821
Designated						
Youth	a	0	287	9,916	9,629	0
Children & Families	a	0	0	4,719	4,719	0
Outlook	b	1,166	170	13	(30)	1,293
TLC Plus	b	571	85	125	(30)	500
New Building Projects	a	0	0	1,291	1,291	0
Church House		170,211	0	0	0	170,212
Tithe Fund	d	31,329	0	21,750	18,950	28,529
Community Fund	a	454	0	820	500	135
Total		203,730	542	38,632	35,028	200,669
Restricted						
Building Fund	e	162,875	0	5,888	(45)	156,942
Building Grant	f	5,318	300	0	(2,498)	3,120
Pathway	a	0	8,428	30,868	22,440	0
Isalah 61		188	1,208	348	0	1,047
CAP/Financial Freedom	b and c	7,768	35,740	29,809	6,050	19,749
Inside Out Housing Project	g	10,847	12	330	(10,528)	0
External Donations	h	0	633	825	192	0
Total		186,996	46,320	68,069	15,611	180,858
Aggregate of funds		529,110	319,757	250,520	0	598,348

Analysis of net assets by fund

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

	General Fund £	Designated Funds £	Restricted Funds £	Total 2020 £
Tangible fixed assets	1,115	170,212	156,942	328,269
Debtors	9,476	27	1,288	10,791
Cash at bank and in hand	215,395	30,662	23,749	269,806
Creditors falling due in one year	(9,166)	(232)	(1,120)	(10,518)
	216,821	200,669	180,858	598,348

Description of Designated funds

Youth	Supporting youth work in the church and local community.
Children & Families	Ministry activities supporting Sunday and mid-week children's groups and coordinating with families.
Outlook	Social activities for over 50s.
TLC Plus	Social activities for parents/carers and toddlers
New Building Projects	Funds set aside for costs related to plans for development of church buildings to cater for growth.
Church House	House originally purchased to house curate and currently let commercially.
* Tithe Fund	10% of general giving set aside for grant giving, based on church members proposals and PCC decision.
Community Fund	Funds set aside to support those in significant need and available for unplanned "in need" purchases.
* Annually the members of the PCC set aside 10% of the charity's general fund for grant giving to institutions and individuals who undertake activities that further the charity's own objects. It is anticipated that all of the funds designated for this purpose will be distributed in the new financial year.	

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Description of Restricted funds

Building Fund	Includes the asset values of the church centre and youth office and income for maintenance of fabric of the church and church centre.
Building Grant	Previously used for building grants, it no longer holds any grant income but reflects income from donors for building purposes.
Pathway	A mentoring programme designed to help those with drug/alcohol/offending behaviour or other instabilities in their lives to become more stable. Two mentors are engaged for each person on the programme.
Isalah 61 "Community Support Projects"	Several other ministry projects that help people in our community fit under this banner.
CAP/Financial Freedom	A project helping those in serious financial difficulties. St Mary's hosts a "Christians Against Poverty" centre supported by 4 partner churches - St Mark's Church, Myton Church, St Paul's Church (all in Leamington) and Castle Hill Baptist (in Warwick), who make grants to the centre annually.
External Donations	Donations received for forwarding onto other charitable causes.
Inside Out Housing Project	To help those who are difficult to house to find accommodation by supporting them in private rented accommodation. (This fund ceased to exist in 2020.)

18 Operating Lease Commitments

The charity has an operating lease for photocopier. The minimum amount payable in respect of this lease is as follows:

	2021	2020
Payments falling due:	£	£
Within one year	1,663	936
Between one and five years	6,198	0
After five years	0	0
	<u>7,861</u>	<u>936</u>

During the year the charity was charged £1,339 (2020: £498) for its operating lease.

19 Transactions with related parties

During the year, the charity;

- a) received donations totalling £18,761 (2020: £29,307) from related parties (which includes members of the PCC, any others members of key management and anyone else closely connected with them).
- b) paid expenses of £130 (2020: £520) to a non-clergy member of the PCC (and who is also a Church Warden), to reimburse them for purchasing items needed by the church.

During the year the charity also made the following payments to, or for, related parties:

- a) Lizzie Coleman, who is the wife of Malcolm Coleman (a member of the PCC) received employment benefits totalling £7,203 (2020: £0) in her role as Childrens and Families Worker since July 2021.

20 Guarantor Undertaking

There is no longer any "Guarantor Undertaking" as the church no longer runs the housing project. This fund was closed last year.

21 Capital Commitments

As stated in 2019 accounts, the church was considering opportunities to expand the church centre to provide more space for the activities its currently undertakes and to accommodate growth in the church. However, over 2020 and 2021 no further work has been done in this regard due to the COVID pandemic. No capital commitments exist at the year end or at the date of this report.

22 Connected Charities

There are no connected charities.

23 Events since the year end

There are no significant events since the year end.

Detailed Statement of Financial Activities with Comparatives

For the Year Ended 31 December 2021

	Note	2021				2020			
		Unrestricted funds General 2021	Designated 2021	Restricted 2021	Total 2021	Unrestricted funds General 2020	Designated 2020	Restricted 2020	Total 2020
		£	£	£	£	£	£	£	£
INCOME AND ENDOWMENTS FROM:									
Donations and legacies	3	258,806	0	11,657	270,463	251,583	0	17,161	268,744
Charitable activities	4	12,940	542	22,580	36,062	9,433	542	29,146	39,121
Other trading activities	5	13,800	0	0	13,800	11,790	0	0	11,790
Investments	6	90	0	0	90	90	0	12	102
Total income and endowments		285,636	542	34,237	320,415	272,895	542	46,320	319,757
EXPENDITURE ON:									
Charitable activities:	7	145,260	39,303	57,230	241,792	142,264	38,632	64,309	245,204
Raising funds	8	0	0	0	0	0	0	3,759	3,759
Other	9	2,960	0	0	2,960	1,556	0	0	1,556
Total Expenditure		148,220	39,303	57,230	244,753	143,820	38,632	68,068	250,519
Net gains/(losses) on investments		0	0	0	0	0	0	0	0
Net income/(expenditure)		137,415	(38,761)	(22,993)	75,662	129,076	(38,090)	(21,748)	69,238
Transfers between funds	16	(63,063)	40,953	22,110	0	(50,639)	35,028	15,611	0
Net movement in funds		74,353	2,192	(883)	75,662	78,437	(3,062)	(6,137)	69,238
Reconciliation of funds:									
Total funds brought forward		216,821	200,669	180,858	598,348	138,384	203,730	186,996	529,110
Total funds carried forward	16	291,174	202,860	179,976	674,010	216,820	200,669	180,858	598,348