

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ALL SAINTS LEAMINGTON PRIORS

England & Wales · Charity number 1132974

Details

Other names	THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ALL SAINTS LEAMINGTON PRIORS, ALL SAINTS LEAMINGTON PRIORS, LEAMINGTON ALL SAINTS PCC
Status	Registered
Legal form	Previously excepted
Registered	2009-11-25
Register	View on the Charity Commission register

Contact

Address	P. O. Box 163 Leamington Spa Warwickshire CV31 1GF
Phone	01926424016
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Website	www.allsaintschurchleamington.org.uk

Activities

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

Activities: THE PCC OF ALL SAINTS HAS THE RESPONSIBILITY FOR PROMOTING IN THE PARISH THE WHOLE MISSION OF THE CHURCH OF ENGLAND. IT ALSO HAS MAINTENANCE RESPONSIBILITIES FOR THE CHURCH BUILDING. IT PLAYS A FULL PART IN THE LIFE OF THE DEANERY AND THE DIOCESE, AND SUPPORTS ITS WORK THROUGH THE PARISH SHARE. THE DIOCESE SUPPORTS ALL SAINTS THROUGH THE PROVISION OF CLERGY AND THEIR HOUSING.

Classification

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

Geography

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

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£158,587	£230,504	-	-
2024-12-31	£131,917	£168,070	-	-
2023-12-31	£162,465	£157,313	-	-
2022-12-31	£112,205	£137,589	-	-
2021-12-31	£137,762	£153,889	-	-
2020-12-31	£158,941	£239,382	-	-

Trustees

Name	Role	Appointed
Rev Christopher Harry Wilson	Chair	
DEBORAH JANE BUSBY		2026-05-10
David James Stewart Worster		2026-05-10
Dr James Cooper Robinson		2026-05-10
Eleanor Jill Marshall		2025-05-11
Elizabeth Rose Robinson		2026-05-10
HANNAH CLAIRE WILSON		2017-04-30
Katherine Joanne Baxter		2022-06-09
Lorraine Barbara Hodgson		2026-05-10
Louise Elizabeth Gorsuch		2017-11-09
Phillipa Jane Glover		2025-05-11

Accounts



The Parish Church of All Saints, Leamington Spa

Annual Report and Financial Statements

for the year ending 31 December 2025

Registered as a charity:
The Parochial Church Council
of the Ecclesiastical Parish of All Saints Leamington Priors
Charity Registration No: 1132974

Administrative Information

Address Victoria Terrace, Leamington Spa, CV31 1AA

Diocese Diocese of Coventry

Website www.allsaintschurchleamington.org.uk

Facebook <https://www.facebook.com/allsaintschurchleamington/>

Charitable status Registered Charity no 1132974

Trustees The trustees are the members of the PCC as follows:

PCC Members ex officio

Vicar and Chair	The Reverend Christopher Wilson
Churchwardens	Vacant
Deanery Synod representative	Douglas Bates (<i>to May 2025</i>)
Diocesan Synod member	Hannah Wilson

PCC Members by election

Lay vice chair	Pippa Glover (<i>elected 2025</i>)
Hon Treasurer	Katherine Shore
Hon Secretary	Andrew Gorsuch (<i>to May 2025</i>)
	Elizabeth Gorsuch (<i>elected 2024</i>)
	Eleanor Marshall (<i>elected 2025</i>)

Independent Examiner Mark Spafford

LDP Luckmans
1110 Elliott Court
Coventry Business Park
Herald Avenue
Coventry CV5 6UB

Banks CAF Bank Ltd

25 Kings Hill Avenue
Kings Hill
West Malling ME19 4JQ

The Charity Bank

Fosse House
182 High Street
Tonbridge TN9 1BE

Solicitors Rotherham & Co

8 The Quadrant
Coventry CV4 8HX

Investments CCLA

Senator House
85 Queen Street
London EC4V 4ET

The Parish covers an area in the centre of Leamington Spa, bounded as follows:

- North to South: Warwick Street to the railway line.
- East: southwards along Clarendon Street, Newbold Street, Mill Bridge; Forfield Place and Camberwell Terrace, but running along the river eastwards from Mill Bridge, south along Willes Road and west along Leam Terrace.
- West: roughly south from the junction of Woodbine Street and Warwick Place, then west along the river as far as the railway bridge.

The Parish Church and Churchyard are bounded by Victoria Terrace, Priory Terrace, Church Street and Gloucester Street.

The Parish Church is the only licensed place of worship in the parish. There is no ancillary accommodation (such as a church hall).

The Churchyard was closed in 1851. There is another closed churchyard on New Street which was sold to the local authority many years ago but remains consecrated; and a more extensive churchyard, also closed, with a lodge house, adjacent to the town cemetery on Brunswick Street. Churchyards are maintained by Warwick District Council, which also holds the lodge house on a 999-year lease at a peppercorn rent.

The Parochial Church Council

Objectives

The PCC is called to work with the clergy to further the whole mission of the Church of England in the parish. In 2020 the PCC identified five core values underlying this work at All Saints': Integrity - Compassion - Commitment - Creativity - Wonder. It then defined as its Mission Statement "To be a place where hope is nurtured through compassion, wonder and faith".

Public benefit

As trustees, the PCC members confirm that they have complied with the Charities Act 2022, and have considered the Commission's guidance on public benefit and the advancement of religion.

Conflict of Interest Policy

The Conflict of Interest Policy is held by the Parish Administrator and may be seen on request. It is reviewed annually by the PCC. Members of the PCC are asked to declare possible conflicts of interest before each PCC meeting. If any such interest is declared, the PCC member may be asked to leave the meeting for the topic under discussion.

Members

There were 7 members of the PCC at the beginning of 2025 and 6 at the end of the year. All are named above, under Administrative Information.

Elected members

In accordance with the Church Representation Rules, those of the congregation who are on the Electoral Roll are eligible to elect members to the PCC from among their number. In 2025 the Annual Parochial Church Meeting determined that the number of elected members would be six. PCC members serve for three years and may then stand for re-election if still eligible.

Committees of the PCC

Finance Committee: Katherine Shore, Elizabeth Gorsuch, Pippa Glover.

Standing Committee: (authorised to transact urgent PCC business arising between PCC meetings, subject to financial constraints; would normally include churchwardens): as the PCC had few members a Standing Committee was deemed unnecessary.

Fabric Committee: Role performed by the Finance Committee.

The Friends of All Saints' Music was revived and reconstituted as All Saints' Music Foundation.

PCC meetings were normally held online on the second Thursday evening of every month except August. Online meetings have accommodated members who would otherwise be unable to attend.

Connected charity

PCC members are also Trustees of a separate Registered Charity, the Leamington Priors All Saints Ministry Fund, no. 509495.

Electoral Roll

During 2025, in accordance with the Church Representation Rules, the Electoral Roll was renewed. Reported membership at the APCM reduced from 64 to 33, of whom 7 were resident in the parish.

Further applications were received shortly after the Electoral Roll re-opened to new applications following the Annual Meeting, increasing the number to 38.

During the 2026 revision, one person who had died was removed from the roll. New applicants brought the number on roll to 42, of whom 7 are resident in the parish.

It is observed that a significant number of regular communicant members of the church have not applied to join the Electoral Roll.

Safeguarding

Safeguarding of children and vulnerable adults continued to be a priority area throughout the year, and the PCC has complied with the duty to have 'due regard' to the House of Bishops' Safeguarding Policy and Practice Guidance. Further progress was made attending to outstanding areas, with use made of the Parish Safeguarding Dashboard to determine and monitor relevant actions. Advice from the Diocesan Safeguarding Team was sought and followed whenever necessary.

During the year Eleanor Marshall became interim Parish Safeguarding Officer.

Proceedings of the PCC

The PCC had another busy year overseeing the life of All Saints, which despite the modest size of its congregation is a complex organisation with significant reach into the local community. Much of the work involves issues of safeguarding, GDPR, finance, and fabric, but above all, the oversight of the mission and worship of the church.

The sale of the maisonette at 18 Dugdale Court was completed. Half of this property plus sufficient cash to buy out the other devisee were left to All Saints by Stella Jones, a regular member of the congregation, who died in 2007. The rental income has supported All Saints for many years, and the sale proceeds continue to support out capital expenditure. We remain deeply grateful to Stella for her generosity.

Repairs to the building were carried out as detailed in the Fabric Report.

Worship, especially on major occasions, has continued to be reviewed by the PCC on a regular basis, with identified changes being implemented at the next opportunity. Highlights beyond the regular round of services included a weekday Choral Evensong in September to welcome the new Bishop of Coventry, +Sophie Jelley, as she visited the Deanery; and the Joint Emergency Services Carol Service in December, to which +Sophie came to preach.

Numerous events took place in the church and churchyard during the year. Notable among them were the Leamington Lights exhibition and the Christmas Tree Festival, both organised by Whittle Productions. These, plus the ongoing round of concerts, recitals, community group bookings, and Café Tisto brought many thousands of people into the building, continuing to secure its place at the heart of the cultural, social and religious life of the town.

Work on the Churchyard continued, led by the local CIC ARC and in partnership with Warwick District Council, which is responsible for maintenance. Some of the results are plain to see in the greatly improved care and presentation of the churchyard, and most notably in the Living Labyrinth, the construction and planting of which was the key achievement of the year. Less obvious but arguably more important are the excellent support work undertaken by ARC; and its engagement with schools, charities and businesses, which has supplemented the planting efforts. ARC received awards from the Royal Horticultural Society, Heart of England in Bloom, and the Leamington Society for its work here.

The musical life has flourished and remains central to our mission. We appointed a new Director of Music after Easter, and he has built upon the significant legacy of his predecessor both musically and in terms of the constructive working relations which are highly valued here. Achievements since his appointment include the re-forming of All Saints' Music Foundation to support and raise funds for the music; the 'Sponsor a Scholar' appeal; the launch of a major appeal to clean and restore the organ; and an increase in the number and variety of concerts. This is all in addition to the liturgical commitments, which continue to reach a high standard of excellence. Membership of the adult choir has grown, and the Scholarship programme continues to attract real talent and commitment from students at the University of Warwick. Seven Choral Scholars and one Organ Scholar were appointed for the academic year commencing September 2025. The junior section of the choir continues to thrive, rehearsing weekly and singing monthly; outreach projects to raise awareness and recruit additional children have included workshops in local schools and a Christmas Carol 'Come and Sing' event. Looking ahead, the first choir tour for over seven years is planned for the summer of 2026.

Children's training for altar serving has developed well, with junior servers growing in confidence and ability.

Sidesmen continued to provide a consistent and valued ministry of welcome and practical support at services. The team serves regularly across both Sunday services.

LGBTXians, our work amongst Christian people who identify as LGBTQ+, has had a stable year, maintaining monthly meetings with consistent attendance and a presence at Warwickshire Pride.

Nightlight has had a strong year, running most Fridays late in the evening outside the church building, staffed by a small and highly committed ecumenical team. The ministry continues to engage a wide range of people, offering hospitality, conversation and practical support where needed.

Bell ringers sustained sufficient ringers to ring almost every Sunday and for weddings, with the support of ringers from other nearby towers.

Café Tisto, a separate CIC run in the Urquhart Room at the back of church by two Ukrainian refugees, has developed in popularity and attracts an increasingly wide clientele. Opening hours have been increased and now include Sunday afternoons. This in turn keeps the church building open for visitors on a regular and predictable basis.

A data breach by the DBS checking company used by the Diocese of Coventry affected one person from All Saints. The Diocese has moved to a different DBS checking company.

A legacy from the late Rev Canon George Warner, the previous incumbent, was used to purchase liturgical books in his memory. The church now has a complete and up-to-date set. These were dedicated on All Saints' Sunday, and we were delighted that Mrs Sue Warner was able to attend.

There was an enthusiastic response to an appeal to members of the congregation and wider community to the questions 'What do I love about All Saints?' Some of the replies featured in the weekly notice sheet, and the replies in general will inform fundraising, publicity and the eventual search for a new incumbent.

Late in the year a fire safety inspection took place. The PCC has been working to implement recommendations and requirements in order to further develop our care for the users of the building.

Personnel changes have included the retirement of our long-standing and very diligent Administrator. Our Director of Music was appointed to an exciting new post at Regent's College Oxford at Easter; we are most grateful to him for his work here, and to our new Director of Music who has taken over with enthusiasm and ability. The Development Manager retired in May but continues his stalwart service with us on a voluntary basis, attending to events and the Christmas Tree Festival. Our Church Architect retired at year-end as noted in the Fabric Report. The PCC thanks all these and the many others who have contributed to the life and well-being of All Saints, in many cases giving very generously indeed of time, talents and money.

Report on the Fabric, Goods & Ornaments

Two major projects took place during 2025. The first was the rebuilding of the parapet pier on the NW corner of the North Transept. The second involved repairs to and delamination of the Clock Tower stonework, and installation of external netting to the very fragile lancet windows to prevent the fall of any glass quarries onto members of the public. Internally, the North Apse window was also netted.

Early in the year, the heating in the Lady Chapel/Clergy Vestry failed. Investigation determined that the gas boiler is obsolete and cannot be replaced like-for-like due to the Church of England's Carbon Net Zero undertakings. A more efficient form of heating is required as a long-term solution.

The Church Architect, Mark Evans, carried out his final Quinquennial Inspection. This is a thorough survey of the building which has to be carried out every five years. Whilst there is improvement since the previous survey, notably to the roof of the Organ Loft, the building overall remains in poor condition with a challenging list of repairs to undertake.

We place on record our sincere thanks and gratitude to Mark Evans for his excellent advice and work at All Saints over almost twenty years, including new roofs to the North Aisle, South Aisle and Organ Loft, and numerous smaller repairs. We wish him a long and happy retirement.

The PCC shortlisted and interviewed prospective new architects and appointed Stephen Oliver, of Oliver Architecture. The formal handover took place just outside the scope of this report.

A fire safety inspection was carried out late in the autumn. Five deficiencies were noted, all of which have been addressed. Note that further work is planned to install additional emergency lighting and a fire alarm system.

The ongoing schedule of maintenance and minor repairs continued, including plumbing and electrical repairs, and the maintenance of the clock, lightning conductors, heating and cooking appliances.

A full electrical condition test (ECR) is due in 2026.

Thanks to the PCC, the Finance Committee and other volunteers who have assisted in the care of the fabric in any way.

Financial Review

In 2025 the church finances saw some improvement compared with 2024. Although ending with an overall decline in net assets, income was generally higher, and the completion of the sale of an investment property gave a much needed cash injection to unrestricted funds.

Income from donations and regular giving increased, with more donors joining the Parish Giving Scheme, and some already enrolled increasing their monthly giving. The contactless donation point continued to attract donations from casual visitors, and contributed to the increase in gift aid reclaimed. On behalf of the PCC I would like to take this opportunity to thank our very generous congregation and other supporters for their donations throughout the year.

As in previous years, various organisations made use of the church as a venue for concerts, meetings, exhibitions, etc, and this income saw a dramatic increase, being almost twice that received in 2024. Notable highlights were the Lights of Leamington exhibition, and the Christmas Tree Festival, thanks to the hard work of our Development Manager and volunteers in partnership with Whittle Productions.

Income from grants was slightly higher than in 2024, including the second tranche of funding from Warwick District Council for the churchyard living labyrinth project. Other grants included VAT reclaimed under the Listed Places of Worship scheme, and income from the Ministry Fund, including £5,000 of shares sold to help fund our parish share payments.

Regular income from rental properties was lower, due to the sale of one property, which was completed in January 2025, bringing in sale proceeds (net of selling costs) of £153,726. The second property was let for the whole of 2025.

General running costs remained at around the same level as 2024, with utility costs and insurance the largest regular outgoings. Planned spending on repairs and maintenance significantly increased, as we were able to use some of the income from the rental property sale to carry out essential major repair projects during the year.

All of the church's investments decreased in value over 2025. £135,000 worth of shares are endowed and cannot be sold, but do produce an income via dividends. However, almost all of this income is restricted to use for specified purposes, and cannot be used for regular running costs and maintenance. Our only other source of income comes from the Ministry Fund, which is a separate charity (See note 13 of the accounts). In order to pay increasing amounts for our parish share (2025: £48,000; 2024: £44,000), we have continued to sell Ministry Fund shares (£5,000 worth in 2025). The total value of the fund has decreased, but the quarterly income has only gone down a little compared to 2024. Apart from this fund we were left with £88,000 in our cash unrestricted funds, of which £62,000 is in the general fund.

Kate Shore
Honorary Treasurer

Financial Policies

Purpose

The purpose of these policies is to enable the PCC to use its reserves prudently and effectively to support the work of the Church. The reserves may be used to help the PCC to set up new initiatives and projects to further the work of the church whilst ensuring that sufficient funds remain for any unforeseen expenditure.

Financial Regulations

The PCC maintains a set of detailed financial regulations governing policies and procedures which must be followed by all clergy, staff and volunteers when dealing with the financial affairs of the Parish Church and its subsidiaries. This is reviewed by the PCC annually after the Annual Parochial Church Meeting, and may be seen on request.

Reserves Policy

Reserves are that part of a Charity's unrestricted funds that is freely available to spend on any of the Charity's purposes, and normally excludes fixed assets. The PCC's Reserves Policy is to hold sufficient unrestricted funds to cover three months' running costs, which at 2025 levels of expenditure would be about £30,000. Money is also held in restricted funds to cover other liabilities, and there is a designated Property Repair fund (December 2025 balance approximately £9,200) for investment property upkeep.

Investment Policy

In accordance with C of E guidelines, cash deposits must be held in ethical accounts where the total amount held must be less than £120,000 (the FSCS compensation limit). All Saints' readily available cash deposits are held in the Charity Bank in an Ethical Easy Access account, and in a CBF (Central Board of Finance) Church of England deposit account which also provides an ethical and responsible investment.

Investments must be held in low-risk, ethical funds. Coventry Diocese holds three permanent endowment investments in trust for All Saints'. These cannot be sold. They are held with CCLA, the firm which manages funds for the Church of England, charities, faith organisations, and local authorities in the United Kingdom. All such investments mirror the ethical investment policy of the Church of England. A further investment of restricted funds is held by the Diocese with CCLA, and All Saints' owns one other set of shares with CCLA.

Movements of funds are approved by the Finance Committee and then by the PCC. Any change of funds must be signed by two of the signatories for the account. Investment performance is shown annually in the end of year accounts.

Risk Management Policy

The PCC keeps under regular review the risks to which the charity is exposed and seeks to limit their impact by adopting appropriate measures and controls and monitoring their implementation.

Conflict of Interest Policy

The Conflict of Interest Policy is held by the Parish Administrator and may be seen on request. It is reviewed annually by the PCC. Members of the PCC are asked to declare any possible conflicts of interest before each PCC meeting. If any such interest is declared, the PCC member may be asked to leave the meeting for the topic under discussion.

Policy Review

All the above policies are reviewed annually by the PCC.

Independent Examiner's Report

TO THE TRUSTEES OF ALL SAINTS CHURCH LEAMINGTON PRIORS

Independent Examiner's Report to the Trustees of All Saints Church, Leamington Priors

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st December 2025.

Responsibilities and basis of report

As the charity's trustees 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

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 charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



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

4 June 2026

Statement of Financial Activities (SoFA)

For the year ended 31 December 2025

	Notes	2025				2024
		Unrestricted	Restricted	Endowment	Total Funds	Total Funds
		Funds	Funds	Funds	Funds	Funds
		£	£	£	£	£
Incoming Resources	3					
Voluntary income		53,289	17,508	-	70,796	61,195
Grants received		16,165	14,003	-	30,167	28,196
Income from investments		19,381	4,349	-	23,730	24,876
Church activities and use of church		30,288	3,605	-	33,893	17,651
Other income		-	-	-	-	-
Total Incoming Resources		119,123	39,464	-	158,587	131,917
Resources Expended	4					
Church activities		196,971	30,644	-	227,615	164,005
Missionary and charitable giving		-	2,889	-	2,889	4,064
Total Resources Expended		196,971	33,533	-	230,504	168,069
Net Incoming Resources (before other recognised gains and losses)		(77,848)	5,931	-	(71,917)	(36,152)
Inter-fund adjustments		(11,274)	-	-	(11,274)	-
Revaluation of properties		-	-	-	-	35,000
Gains/(losses) on investment assets		-	(1,949)	(5,623)	(7,572)	4,238
Net Movement in Funds		(89,122)	3,982	(5,623)	(90,762)	3,086
Balances brought forward at 01 Jan 2025		500,632	155,962	140,658	797,253	794,167
Balances carried forward at 31 Dec 2025		411,511	159,944	135,035	706,491	797,253

The numbers in the 'Note' column refer to the numbers 'Notes to the Financial Statements' on the following pages, which form part of these accounts.

Negative figures are shown in parenthesis () throughout.

Balance Sheet

As at 31 December 2025

		2025			2024
Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds £	Total Funds £
Fixed Assets					
	325,000	-	-	325,000	490,300
6	Tangible fixed assets				
7	Investment assets	46,792	135,035	181,827	189,399
	Total Fixed Assets	46,792	135,035	506,827	679,699
Current Assets					
	9,662	121	-	9,784	7,347
	Debtors				
	84,310	117,369	-	201,680	130,460
	Cash at bank and in hand				
	Total Current Assets	117,491	-	211,463	137,807
Liabilities					
9	7,463	4,338	-	11,801	20,253
	Creditors falling due within one year				
	Net Current Assets/(Liabilities)	113,153	-	199,663	117,554
	Total Net Assets	159,944	135,035	706,490	797,253
Parish Funds					
10,11	411,510			411,510	500,632
	Unrestricted				
		159,944		159,944	155,962
	Restricted				
			135,035	135,035	140,658
	Endowment				
	Total Parish Funds	159,944	135,035	706,490	797,253

Approved by the PCC 31st May 2026.



The Reverend Christopher H Wilson (Vicar)
Chairman

Notes to the Financial Statements

1. Basis of Accounting

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with the Church Accounting Regulations 2006, together 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 January 2021, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2022 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going-concern basis under the historical cost convention, with the potential exception of debtors and creditors (see Note 2 below).

2. Accounting Policies

Funds

Permanent Endowment Funds are funds, the capital of which must be maintained permanently. Income arising from investment of the endowment may be used either as restricted or unrestricted funds depending upon the purpose for which the endowment was established.

Restricted Funds represent (a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and (b) 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. The PCC does not usually invest separately for each fund. Where there is no separate investment, interest is apportioned to individual funds on an average balance basis.

Unrestricted Funds are general funds which can be used for ordinary PCC purposes.

Incoming Resources

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resource to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when received. All other income is recognised when it is receivable. All incoming resources are accounted for gross.

Resources Expended

Grants and donations are accounted for when paid over, or when awarded if that award creates a binding or constructive obligation on the PCC. The diocesan parish share is accounted for when due. All other expenditure is generally recognised when it is incurred and is accounted for gross.

Fixed Assets

Consecrated property is not included, in accordance with the Charities Act 2022.

Moveable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the Church's Inventory which can be inspected during office hours.

Equipment is depreciated over 5 years at 20% per annum.

Investment Assets are shown at the December 2025 market value.

Property Assets

18 Dugdale Court is shown at the agreed sale price in October 2024 of £165,000

18 Imperial Place is shown at the December 2023 market value of £325,000

Debtors and creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Notes to the Financial Statements cont.

3. Incoming Resources

	2025				2024
	Unrestricted	Restricted	Endowment	Total Funds	Total Funds
	Funds £	Funds £	Funds £	£	£
Voluntary Income					
Open collections	4,629	902	-	5,531	5,622
Planned tax efficient donations	25,348	240	-	25,588	22,681
Unplanned tax efficient donations	3,051	7,129	-	10,180	14,715
Tax recovered	10,896	1,012	-	11,908	9,857
Other donations	8,855	8,124	-	16,979	7,320
Legacies	510	100	-	610	1,000
Total Voluntary Income	53,289	17,508	-	70,796	61,195
Grants Received	16,165	14,003	-	30,167	28,196
Income from Investments					
Interest	6,827	-	-	6,827	5,476
Dividends	914	4,349	-	5,263	5,140
Rental income	11,640	-	-	11,640	14,260
Total Income from Investments	19,381	4,349	-	23,730	24,876
Church Activities and Use of Church					
Use of church	24,506	130	-	24,636	13,726
Statutory fees	1,875	499	-	2,374	1,398
Events	3,908	2,976	-	6,883	2,527
Total Church Activities and Use of Church	30,288	3,605	-	33,893	17,651
Total Incoming Resources	119,123	39,464	-	158,587	131,917

Notes to the Financial Statements cont.

4. Resources Expended

	2025			2024
	Unrestricted	Restricted	Endowment	Total Funds
	Funds	Funds	Funds	Total Funds
	£	£	£	£
Ministry				
Diocesan parish share	48,000	-	-	48,000
Clergy expenses	991	-	-	991
Upkeep of services	486	-	-	486
Music	11,908	12,042	-	23,950
Outreach and mission	-	15,928	-	15,928
Total Ministry	61,385	27,970	-	89,355
Support Costs				
Church running expenses	31,810	2,110	-	32,479
Church repairs and maintenance	91,576	536	-	92,112
Upkeep of investment properties	3,073	-	-	3,073
Office	7,608	-	-	7,608
Depreciation	300	-	-	300
Reconciliation adjustments	-	-	-	-
Governance costs	996	-	-	996
Bank charges	222	29	-	250
Total Support Costs	135,585	2,674	-	136,819
Total Church Activities	196,971	30,644	-	227,615
Missionary and charitable giving	-	2,889	-	2,889
Total Resources Expended	196,971	33,533	-	230,504

*Music and Office include staff costs recorded in Note 5

Notes to the Financial Statements cont.

5. Staff Costs and Reimbursed Expenses

During the year there were no employment or housing costs other than those specified below. Employment and housing costs for the Vicar were paid by the Diocese.

The PCC employed 4 part-time people: a Parish Administrator (to mid Jan 2025), a Development Manager (to end May 2025) an Organist, and a Director of Music (from Dec 2025). For all employees the PCC reviews pay levels annually, taking into account the annual rate of inflation. All employees are paid at or above the Real Living Wage.

Disclosable transactions

Payments were made to Alex Silverman and Tim Muggeridge as Directors of Music.

PCC members were reimbursed £1,883 for expenses (2024: £853). Expenses relate only to the refund of disbursements that would otherwise have been paid for directly by the PCC. Clergy expenses are excluded here but are disclosed in Note 4.

Donations known to have been received from trustees (PCC members) without conditions totalled £5,189 (2024: £10,300).

Staff costs

	2025			Total Funds £	2024
	Unrestricted Funds	Restricted Funds	Endowment Funds		Total Funds
	£	£	£		£
Salaries and wages	11,357	65	-	11,422	18,656
National insurance	-	-	-	-	-
Severance costs	-	-	-	-	-
Total Staff Costs	11,357	65	-	11,422	18,656

Notes to the Financial Statements cont.

6. Tangible Fixed Assets

	Property	Other Fixtures, Fittings & Equipment	Total Assets
	£	£	£
Cost			
As <u>at</u> 01 January 2025	490,000	4,436	494,436
Additions	-	-	-
Written off	-	-	-
Disposals	(165,000)	-	(165,000)
Revaluation	-	-	-
As <u>at</u> 31 December 2025	325,000	4,436	329,436
Depreciation			
As <u>at</u> 01 January 2025	-	4,136	4,136
Charge for the year	-	300	300
As <u>at</u> 31 December 2025	-	4,436	4,436
Net Book Value			
As <u>at</u> 01 January 2025	490,000	300	490,300
As <u>at</u> 31 December 2025	325,000	-	325,000

7. Investment Assets

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£	£	£	£
Market value as <u>at</u> 01 January 2025	-	48,740	140,658	189,399
Reallocations	-	-	-	-
Additions/(disposals)	-	-	-	-
Net gain/(loss) on revaluation	-	(1,949)	(5,623)	(7,572)
Market value as <u>at</u> 31 December 2025	-	46,792	135,035	181,827

Notes to the Financial Statements cont.

8. Debtors

	2025				2024
	Unrestricted	Restricted	Endowment	Total Funds	Total Funds
	Funds	Funds	Funds	Funds	Funds
	£	£	£	£	£
Accounts receivable	4,733	-	-	4,733	3,188
Income tax recoverable	3,185	121	-	3,306	317
Accrued income	1,019	-	-	1,019	3,843
Prepaid expenses	726	-	-	726	-
Other debtors	-	-	-	-	-
Total Debtors	9,662	121	-	9,784	7,347

9. Creditors

	2025				2024
	Unrestricted	Restricted	Endowment	Total Funds	Total Funds
	Funds	Funds	Funds	Funds	Funds
	£	£	£	£	£
Accounts payable	5,659	3,012	-	8,671	6,541
Deferred income	100	-	-	100	2,000
Accrued expenses	1,317	1,319	-	2,636	11,300
PAYE & NI	382	7	-	389	413
Other creditors	5	-	-	5	-
Total Creditors	7,463	4,338	-	11,801	20,253

Notes to the Financial Statements cont.

10. Movements in Funds

	2024	2025				2025 Net Movement in Funds £	
	Total Funds £	Incoming Resource £	Resources Expended £	Adjustment £	Revaluation £		Total Funds £
Endowment							
Belfry Capital	84,817	-	-	-	(3,391)	81,426	(3,391)
Smith (Clock) Capital	22,961	-	-	-	(918)	22,043	(918)
Urquhart Trust Capital	32,880	-	-	-	(1,315)	31,566	(1,315)
Total Endowment	140,658	-	-	-	(5,623)	135,035	(5,623)
Restricted							
Appeals	-	2,031	(2,031)	-	-	-	-
ASAF	1,068	-	-	-	-	1,068	-
Belfry Income	21,661	2,357	-	-	-	24,018	2,357
Bellringers	511	96	(25)	-	-	582	71
Choral	16,419	398	(1,680)	-	(573)	14,564	(1,855)
Church Artworks	33,004	-	-	-	-	33,004	-
Churchyard Project	(128)	14,669	(17,248)	-	-	(2,707)	(2,579)
DMF Grant	3,829	-	(2,151)	-	-	1,678	(2,151)
DOM Choral Scholarship Fund	-	3,245	(3)	-	-	3,242	3,242
Education	39,575	956	(52)	-	(1,375)	39,103	(471)
FASM	7,474	3,291	(5,998)	-	-	4,767	(2,708)
Jane Bowle Good (Lady Chapel)	1,010	-	-	-	-	1,010	-
LGBT	889	-	-	-	-	889	-
Myton Carol Concert	-	971	(971)	-	-	-	-
Nightlight	2,099	100	(275)	-	-	1,924	(175)
Organ Restoration	4,868	9,889	(1,957)	-	-	12,801	7,933
Organ Scholarship	450	720	(640)	-	-	530	80
Restoration	13,283	102	-	-	-	13,385	102
Roof Repair Fund	421	-	-	-	-	421	-
Silver	4,021	-	-	-	-	4,021	-
Smith (general) Income	5,375	638	(234)	-	-	5,779	404
Textile Conservation Project	55	-	-	-	-	55	-
WDC Support	78	-	(93)	-	-	(15)	(93)
Xmas Tree Festival	-	-	(174)	-	-	(174)	(174)
Total Restricted	155,962	39,464	(33,533)	-	(1,949)	159,944	3,982
Unrestricted							
General	485,460	269,559	(189,327)	(165,000)	-	400,692	(84,768)
Urquhart Trust Income	2,853	914	(2,080)	-	-	1,687	(1,166)
DM Salary - Designated	5,210	-	(5,304)	-	-	(94)	(5,304)
PA Salary - Designated	-	-	-	-	-	-	-
Property Repairs - Designated	7,109	2,376	(260)	-	-	9,225	2,116
Total Unrestricted	500,632	272,849	(196,971)	(165,000)	-	411,510	(89,122)
Total Funds	797,253	312,312	(230,504)	(165,000)	(7,572)	706,490	(90,763)

Notes to the Financial Statements cont.

11. Distribution of Net Assets

	Property £	Shares £	Bank £	Net Assets £	Total Funds £
Endowment					
Belfry Capital	-	81,426	-		81,426
Smith (Clock) Capital	-	22,043	-		22,043
Urquhart Trust Capital	-	31,566	-		31,566
Total Endowment	-	135,035	-		135,035
Restricted					
Appeals	-	-	1,198	(1,198)	-
ASAF	-	-	1,068		1,068
Belfry Income	-	-	24,018		24,018
Bellringers	-	-	582		582
Choral	-	13,763	801		14,564
Church Artworks	-	-	33,004		33,004
Churchyard Project	-	-	(252)	(2,455)	(2,707)
DMF Grant	-	-	1,685	(7)	1,678
DOM Choral Scholarship Fund	-	-	3,242		3,242
Dugdale Court Garage Deposit	-	-	-		-
Education	-	33,029	6,074		39,103
FASM	-	-	4,909	(142)	4,767
Jane Bowle Good (Lady Chapel)	-	-	1,010		1,010
LGBT	-	-	889		889
Myton Carol Concert	-	-	92	(92)	-
Nightlight	-	-	1,924		1,924
Organ Restoration	-	-	13,125	(324)	12,801
Organ Scholarship	-	-	530		530
Restoration	-	-	13,385		13,385
Roof Repair Fund	-	-	421		421
Silver	-	-	4,021		4,021
Smith (general) Income	-	-	5,779		5,779
Textile Conservation Project	-	-	55		55
WDC Support	-	-	(15)		(15)
Xmas Tree Festival	-	-	(174)		(174)
Total Restricted	-	46,792	117,369	(4,217)	159,944
Unrestricted					
General			398,492	2,200	400,692
Urquhart Trust Income			1,687		1,687
DM Salary - Designated			(94)		(94)
PA Salary - Designated			-		-
Property Repairs - Designated			9,225		9,225
Total Unrestricted	-	-	409,310	2,200	411,510
Total Funds	-	181,827	526,680	(2,017)	706,490

Notes to the Financial Statements cont.

12. Capital Commitments

As at 31st December 2025 the PCC had £nil outstanding approved expenditure (2024: nil).

13. Connected Charity

The PCC is the Managing Trustee of Leamington Priors All Saints Ministry Fund (Registered Charity 509495). The object of the charity is to “further the religious and other charitable work of the Church of England in the parish”. This fund consists of CBF income shares and the Coventry Diocesan Trustees are the Custodian Trustee. The PCC has resolved to make a grant to the general fund of the dividend income as it arises. With the permission of the Coventry Diocesan Trustees, the PCC sold 213.79 shares (value £5,000) in January 2025. The fund now comprises 6,325.42 CBF income shares. The value of the Fund was £140,414 at 31st December 2025 (£151,204 December 2024).

14. Pensions

All Saints Leamington Priors PCC participates in the Pension Builder Scheme section of the Church Workers Pension Fund (CWPF) for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers. The CWPF has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

This is a cash balance scheme paying a lump sum to members on retirement for their use in providing benefits. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no subdivision of assets between employers in each section of the Pension Builder Scheme. The scheme is a multi-employer scheme as described in Section 28 of FRS 102 as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers. This means 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 (2025: £0; 2024 £0).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31st December 2024. For the Pension Builder 2014 section, the estimated valuation at 31 December 2024 revealed a surplus of £18.7m based on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

During 2025 we had no member of staff contributing to The Pension Builder Scheme.

Accounts

The Parish Church of All Saints Leamington Priors



Annual Report and Accounts for the year ended 31st December 2024

Registered as a charity:
The Parochial Church Council of the Ecclesiastical Parish of All Saints Leamington Priors
Charity Registration No: 1132974



The National Lottery
Heritage Fund

Historic
England





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ADMINISTRATIVE INFORMATION

Address	Victoria Terrace, Leamington Spa CV31 1AA	
Diocese	Diocese of Coventry	
Website	www.allsaintschurchleamington.org.uk	
Facebook	https://www.facebook.com/allsaintschurchleamington/	
Charitable status	Registered Charity no 1132974	
Trustees	The trustees are the members of the PCC as follows: PCC Members <i>ex officio</i>	
	Vicar and Chair	The Reverend Christopher Wilson
	Churchwardens	(<i>vacant</i>)
	Deanery Synod representative	1 Margaret Middleton (<i>until Oct 2024</i>) 2 Douglas Bates (<i>from May 2024</i>)
	Diocesan Synod member	1 Julia Choe 2 Hannah Wilson
	PCC Members by election	
	Lay Vice Chair	Christopher Patrick (<i>until Sep 2024</i>)
	Hon Treasurer	Katherine Shore
	Hon Secretary	Andrew Gorsuch
		Catherine Johnson (<i>until April 2024</i>)
		Christopher Patrick (<i>until Sep 2024</i>)
Parish Safeguarding Officer		
Parish Administrator	Annabel Sharp	
Independent Examiner	Mark Spafford	LDP Luckmans 1110 Elliott Court Coventry Business Park, Herald Avenue Coventry CV5 6UB
Banks	CAF Bank Ltd	25 Kings Hill Avenue Kings Hill West Malling ME19 4JQ
	The Charity Bank	Fosse House 182 High Street Tonbridge TN9 1BE
Solicitors	Rotherham & Co	8 The Quadrant Coventry CV4 8HX
Investments	CCLA	Senator House 85 Queen Victoria Street London EC4V 4ET

REPORT OF THE PAROCHIAL CHURCH COUNCIL for the year ending 31st December 2024

The Parish of All Saints, Leamington Priors



The Parish covers an area in the centre of Leamington Spa, bounded as follows:

- North to South: Warwick Street to the railway line.
- East: southwards along Clarendon Street, Newbold Street, Mill Bridge; Forfield Place and Camberwell Terrace, but running along the river eastwards from Mill Bridge, south along Willes Road and west along Leam Terrace.
- West: roughly south from the junction of Woodbine Street and Warwick Place, then west along the river as far as the railway bridge.

The Parish Church and Churchyard are bounded by Victoria Terrace, Priory Terrace, Church Street and Gloucester Street.

The Parish Church is the only licensed place of worship in the parish. There is no ancillary accommodation (such as a church hall). The Churchyard was closed in 1851. There is another closed churchyard on New Street which was sold to the local authority many years ago, and a more extensive churchyard, also closed, adjacent to the town cemetery on Brunswick Street. Churchyards are maintained by Warwick District Council.



The Parochial Church Council

Objectives

The PCC is called to work with the clergy to further the whole mission of the Church of England in the parish. In 2020 the PCC identified five core values underlying this work at All Saints': Integrity – Compassion – Commitment – Creativity – Wonder. It then defined as its Mission Statement "To be a place where hope is nurtured through compassion, wonder and faith".

Public benefit

As trustees, the PCC members confirm that they have complied with the Charities Act 2022, and have considered the Commission's guidance on public benefit and the advancement of religion.

Conflict of Interest Policy

The Conflict of Interest Policy is held by the Parish Administrator and may be seen on request. It is reviewed annually by the PCC. Members of the PCC are asked to declare possible conflicts of interest before each PCC meeting. If any such interest is declared, the PCC member may be asked to leave the meeting for the topic under discussion.

Members

There were 10 members of the PCC at the beginning of 2024 and 7 at the end of the year. All are named above, under Administrative Information.

Ex-officio members

Vicar	The Reverend Christopher Wilson
Churchwardens	(2 places vacant)
Deanery Synod Representatives	
By election	Margaret Middleton (resigned Oct 2024) Douglas Bates (from May 2024)
<i>Ex officio</i> (on Diocesan Synod)	Julia Choe, Hannah Wilson (both from Oct 2022)

Elected members

In accordance with the Church Representation Rules, those of the congregation who are on the Electoral Roll are eligible to elect members to the PCC from among their number. In 2009 the Annual Parochial Church Meeting determined that the number of elected members would be nine. PCC members serve for three years and may then stand for re-election if still eligible.

During 2024 there were four elected members, of whom one resigned in September and another was approaching three years since re-election in April 2022.

Committees of the PCC

Finance Committee: Rev. Christopher Wilson, Katherine Shore, Elizabeth Gorsuch

Standing Committee (authorised to transact urgent PCC business arising between PCC meetings, subject to financial constraints; would normally include churchwardens): as the PCC had few members a Standing Committee was deemed unnecessary.

Fabric Committee: not currently active; role performed by Finance Committee.

The Friends of All Saints' Music organisation was no longer active.

PCC meetings are normally held on the second Thursday evening of every month except August, alternating between online-only and in church. Additional meetings may be added according to need.

Charity registration

The Parochial Church Council of the Ecclesiastical Parish of All Saints, Leamington Priors is a Registered Charity, no. 1132974.

Connected charity

PCC members are also Trustees of a separate Registered Charity, the Leamington Priors All Saints Ministry Fund, no. 509495.



Safeguarding

Safeguarding of children and vulnerable adults continued to be a priority area throughout the year, and the PCC has complied with the duty to have 'due regard' to the House of Bishops' Safeguarding Policy and Practice Guidance. Progress was made attending to outstanding areas, with use made of the Parish Safeguarding Dashboard to determine and monitor relevant actions. Advice from the Diocesan Safeguarding Team was sought and followed whenever necessary.

Thanks are due to Dr Chris Patrick, honorary Parish Safeguarding Officer (PSO) since 2019. Because of other commitments he resigned in September 2024 and efforts were made through the remainder of the year to recruit a PSO, without success. Every parish is required to have a PSO, who must be independent of the incumbent and their household, so the resultant vacancy has not been satisfactory. However, given the lack of a suitable volunteer to take on the role, the PCC determined that it would become part of the Parish Administrator's role when that post is filled.

A key area to address, along with the appointment of a PSO, is the appointment of Churchwardens. When these posts are filled, and with ongoing efforts to keep policy and practice up-to-date, we can become fully compliant with Safeguarding requirements.

*The Reverend Christopher Wilson
Vicar*

Proceedings of the PCC and Summary of Parish Activities in 2024

The PCC supports the pastoral and liturgical work of the church. In 2024 it continued routine management and monitoring of financial, fabric and staffing matters, within the constraints imposed by funding and personnel.

There were 11 regular monthly PCC meetings (none in August), of which six were held online by video-conferencing and five were in church with remote participation available. Overall participation by PCC members in these 11 meetings was 80%. The Development Manager, invited to observe any meeting, did so on two occasions.

Agendas for regular meetings included safeguarding (see report on page 6), conflicts of interest, data protection and financial reports. Urgent matters arising between meetings were dealt with by e-mail. Minutes of all meetings were approved by the PCC, signed and retained long-term both as hard copy and as electronic documents. For environmental reasons, most supporting documents were not printed out but were stored electronically.

As in previous years, because of limited and decreasing availability of staff and volunteers (see below and Administrative Information on page 3) the Vicar took on much of the organisation and day-to-day work needed to run the church and keep people safe, for which the PCC is extremely grateful.

Worship, mission and outreach

Regular Sunday services continued, with Holy Communion at 8.00 am and Parish Communion at 10.30 am on Sundays. The 10:30 service was usually choral, and Choral Evensong took place eight times. On weekdays Holy Communion was celebrated on Wednesdays and some feast days, and lunchtime prayers were held on Fridays.

Ash Wednesday, Palm Sunday, Holy Week and Easter services took place in church. Later came the Town Mayor's Civic Service in October, followed by a successful Advent carol service, two Christmas carol services, two Christingle services (one being private), 'Midnight' Mass on Christmas Eve, and two services on Christmas Day. Twelve baptisms, one wedding, two Blessings of Marriage and one funeral were held in church.

Certain services continued to be available online via social media: the 8 am Sunday and 11 am Wednesday Holy Communion services in church, online-only Morning Worship on Mondays, Tuesdays, Thursdays and Fridays, and Compline during Lent and Holy Week.

Continued overleaf



Proceedings of the PCC and Parish Activities - continued

Most services were conducted by the Vicar, but some were led by lay members and on two Sundays in August the Reverend Canon David Hodgson and the Reverend Anne Morris celebrated Holy Communion. The PCC is grateful to all.

Details of forthcoming services were publicised by posters as well as on the C of E's 'A Church Near You' website and on social media.

Recorded attendances at services in church throughout 2024 totalled 5412, averaging 104 per week - an increase of 6% over the 2023 figures. Attendance at services in October - required for C of E 'Statistics for Mission' reporting - averaged 88 per week in 2024, compared with 80, 68, 57, 58 and 60 in 2023-2019 respectively. In 2024 there were 163 Easter attendances, and 145 at Christmas excluding Christingle and carol services. These figures do not include online participants.

Having joined the 'Inclusive Church Network' in 2023 the PCC continued to support All Saints' longstanding policy of welcoming all comers, including hosting of joint local church venture 'Nightlight' for anyone out in the town on Friday nights. Prayers of Love and Faith blessings were offered, and monthly meetings of 'LGBTXians' continued to welcome people identifying as LGBTQ+.

Children's work

This was organised and led by Dr Hannah Wilson with support from members of the congregation. Monthly 'Godly Play' sessions during the main Sunday service continued, later alternating with monthly craft activities following establishment of the Children's Choir (see below).

In July two young children began training as altar servers.

Music

Thanks to the commitment and energy of Director of Music (DoM) Alex Silverman, music at All Saints' continued to thrive. The choir contributed to many choral services in church, as well as to the town Remembrance Service in Euston Place, our annual carol concert in aid of Myton Hospices, and three carol services. In addition a series of organ and other recitals helped support church funds.

Grants received in 2023 from the Ouseley Trust and the Cathedral Music Trust enabled us once again to award 8 choral and one organ scholarships. We are also grateful to the Coventry Diocese Mission Fund for a new grant to support (re)-establishment of a children's section of the choir. Weekly training started in January, and later the children's choir began to sing alongside the adult choir once a month.

The PCC thanks all involved for providing the high-quality music which is so important in the life of this church.

Outward giving

During 2024 funds totalling £4,064.21 raised by our church-based activities helped support the work of other charities, including World Vision, Warwick District Foodbank, Juvenile Diabetes Research, and Myton Hospices. The Myton Hospices campaign was particularly well-supported and we were able to double our donation to them compared with 2023.

Bellringing

The number of active ringers fluctuated during 2024, but ringing continued for regular services.

Coffee Shop

Two young adult refugees continued to operate the Ukrainian 'Tisto Café', generally on five days per week. Usage increased after improvements to décor and ambience, but as before it provided no income to the church. However its importance to the life of the church continued and it enabling the building to be open to visitors during café hours.

Continued overleaf

Proceedings of the PCC and Parish Activities - continued

Strategy and Staffing

The Vicar and PCC worked towards fulfilling many of the tasks outlined in the continuously updated Mission Plan. Meanwhile the part-time Development Manager continued to put in a great deal of work and networking to improve the presentation, promotion and operation of the church both for its primary function and as a venue for community activities. His support was crucial to progress of the Old Churchyard project, as well as to the successful Christmas Tree Festival and many other events.

During 2024 our greatly valued Parish Administrator, Annabel Sharp, gave notice that she would retire early in 2025 after some 15 years in post. In addition several important voluntary roles remained or became vacant (see Page 3 above). The PCC agreed that an appointment should be made to a post combining Parish Administrator and Parish Safeguarding Officer roles, though this process was held up by the need to follow 'Safer Recruitment' procedures.

The PCC was grateful for grants received, as detailed in the Treasurer's Report below.

Rental properties owned by the church

Two residential rental properties have for many years been owned by the church and managed by a nearby agency. Early in 2024, to help prevent financial reserves falling below the level required by the Charity Commission, the PCC resolved to sell one property which was about to become vacant. At the end of the year the sale was eventually nearing completion after many unexpected delays. See Finance below.

Meanwhile the tenant of the other property continued paying rent throughout 2024.

Community use of the church premises

During 2024 there were some 40 events on the church premises other than those forming part of our worship, outreach or administration. These included 7 concerts arranged by our music staff, 15 other concerts, a Local Heritage Day exhibition organised by Leamington History Group (see photo showing part of this exhibition), 4 other exhibitions by external organisations, two Art in the Garden workshops, a 9-day Christmas Tree Festival, and 10 other events such as dances and parties. In addition, eight local groups held regular meetings here.



Most external events attracted a hire fee, the exceptions being charitable organisations. See also Treasurer's Report below.

The PCC is extremely grateful to Charles Craft (Development Manager), Annabel Sharp (Parish Administrator) and the many volunteers who helped with these activities.

Eco Church

All Saints' holds a bronze award as a member of Eco Church, a Christian environmental awards scheme run by A Rocha UK. During 2024 various activities helped to maintain awareness of environmental issues.

Proceedings of the PCC and Parish Activities - continued

The Arts

The PCC is most grateful to sculptor Peter Barnes for bringing his intriguing and thought-provoking sculpture '**The Last Supper**' to All Saints' on its 'pilgrimage' around cathedrals and large churches. Our photo shows it arriving in the church in April with the High Altar Reredos behind, both being based on Leonardo da Vinci's famous mural in Milan. Surfaced with a mosaic made of computer keyboard keys, the sculpture attracted a lot of interest during its six-month stay in the North Aisle.



Old Churchyard

ARC-CIC ('Achieving Results in Communities', a local Community Interest Company), continued to work with the PCC's support on the Old Churchyard Community Garden project, funded by a Section 106 (environmental levy) grant from Warwick District Council (WDC). Under ARC-CIC's enthusiastic leadership, teams of local volunteers planted two areas of pollinator-friendly perennial plants and replaced some hedging.



Previously-planted trees and wildlife-friendly plants began to thrive, but there were setbacks: several weeks of unauthorised residence of a Romany caravan and two horses caused some damage, as did repeated mowing of wildflower areas by WDC's contractor despite clear instructions to the contrary. The volunteers worked hard to repair the damage, helped by a compensatory payment from WDC to cover replanting.

The volunteers also created a much appreciated **Easter Garden** in an area visible to the many passers-by but protected from vandalism.

The Churchyard Committee agreed with a proposal to enhance biodiversity by planting a temporary floral 'living labyrinth' in the central area, while working towards a permanent labyrinth. Good progress was made with preparations for this.

The PCC thanks the Churchyard Committee, WDC and ARC-CIC for their continuing support and commitment.



The PCC extends its thanks and appreciation to everyone contributing to the life of the church, including staff, volunteers, assisting clergy, and members of other organisations.

Andrew Gorsuch, PCC Secretary



Report on the Fabric, Goods, and Ornaments of the Church in 2024

The PCC keeps a maintenance plan and follows it so far as possible given the scale of the building and very limited resources.

The Church of England's Senior Cathedral and Major Churches Officer visited in February with members of the Diocesan Advisory Committee, showing great interest in and understanding of the special problems of 'All Saints'.

Our Architect undertook a Quinquennial Survey in October 2024. His report documented many problems; most were little changed since previous surveys in 2019 and before, but some were identified as needing urgent attention to prevent significant risk of harm to the building, church users or passers-by.

Works done in 2024 included the following:

Roofs and high-level structures

Rainwater again entered the building several times. A roofing contractor cleaned the lower-level roofs four times and made minor repairs. Roped access specialists WallWalkers attended to higher-level structures twice.

In June a small quantity of plaster fell into the North Transept from high above the North Crossing arch. Architect Mark Evans assessed urgently, then in August used a hoist to examine this and other areas and to remove loose fragments. The areas inspected appeared generally stable with little change since 2020, though the need for extensive repairs and restoration remained and some minor interim actions were suggested.

In October damage to slates on the N Porch roof was attributed to stone fallen from the NW corner of the N-transept parapet high above the street, where further investigation revealed an area of old repairs with poor fixation of replacement stone facing. The risk of further falls was a public safety issue, and the PCC agreed to proceed urgently towards definitive repair using funds from the sale of a rental property (page 8) when available.

Roof alarm

Arrangements for responding to daytime alarms were improved.

Lightning conductors

These were tested in April 2024 and found to be satisfactory.

Electrical installations

Various improvements were made, including to the lighting in the Lady Chapel (funded from a legacy), the Bell Tower and other areas.

Heating, plumbing and ventilation

Inspections, adjustment, maintenance and repairs of heating systems and plumbing were done on several occasions during the year.

The Café kitchen extraction vent ducting was cleaned by a specialist firm in January. The coffee machine was serviced in July.

Organ

A suitably-qualified friend of a choir member kindly replaced faulty organ switchgear in August. The organ and pianos were tuned at least twice.

Tower clock

The clock was serviced in July 2024.

Fire Safety

Fire extinguishers were serviced in October. Various minor changes were effected during 2024 as recommended following the inspection in November 2023.

Andrew Gorsuch, Hon PCC Secretary



FINANCIAL REVIEW for the year ending 31st December 2024

TREASURER'S REPORT

2024 was a more difficult year financially than 2023; our overall income was lower, and our expenditure higher.

Income from donations and regular giving increased, with more donors joining the Parish Giving Scheme. We were fortunate to be included in the contactless giving initiative run by the diocese, who have provided free of charge a "donation station" for contactless donations; this has increased the potential for receiving donations when the church is open during the week, and makes it simple for givers to Gift Aid their donations. I would like to take this opportunity to thank all our donors for their very generous support over the year.

Various organisations made use of the church as a venue for concerts, meetings, exhibitions etc, with this income remaining at about the same level as 2023. Our Christmas Tree Festival, now in its third year, continued to be a financial success. All this was largely down to the hard work of our development manager, and volunteers from the community and within the congregation.

Although income from grants was lower than in 2023, we were very grateful for grants received from Warwick District Council to replace planting in the churchyard, and from Coventry Diocese Mission Fund to support our rapidly developing children's choir. Other grant income included VAT reclaimed under the Listed Places of Worship scheme, and income from the Ministry Fund, including £15,000 of shares sold to help fund our parish share payments.

Income from our rental properties dropped during 2024. The tenants of one property ended their tenancy and the PCC took the decision to sell the property so that we have funds available for repairs to the church building. The sale was agreed in September 2024 (but did not complete until January 2025) at a price considerably higher than the most recent valuation in 2023.

Energy costs continue to be a large part of our expenditure, although gas costs dropped considerably in 2024, being only two thirds of the total spent in 2023. Electricity costs were also slightly lower in 2024.

Repair and maintenance costs were lower overall in 2024 compared to 2023, but include ongoing costs (mainly for inspections and architects' reports) relating to roof and clock tower repair projects now scheduled for 2025.

All the church's investments increased in value over 2024. £140,000 worth of shares are endowed and cannot be sold, but do produce an income via dividends. However, almost all of this income is restricted to use for specified purposes, and does not help to mend the roof or pay the bills. Our only other source of income comes from the Ministry Fund, which is a separate charity (see note 13 of the accounts). In order to pay increasing amounts for our Parish Share (which in 2024 cost us £3,700 per month, rising to £4,000 per month in 2025) we have continued to sell Ministry Fund shares (£15,000-worth in 2024). The total value of the fund decreased in 2024 but the quarterly income has only gone down a little compared to 2023. Apart from this fund we were left with £19,000 in our unrestricted funds, with a negative balance in the general fund (unrestricted funds not otherwise designated). This negative balance was corrected in January 2025, first by a further sale of Ministry Fund shares, and then when we received the sale proceeds from our rental property sale.

Kate Shore
Honorary Treasurer



Financial Policies

Purpose

The purpose of these policies is to enable the PCC to use its reserves prudently and effectively to support the work of the Church. The reserves must be used to help the PCC to set up new initiatives and projects to further the work of the church whilst ensuring that sufficient funds remain for any unforeseen expenditure.

Financial Regulations

The PCC maintains a set of detailed financial regulations governing policies and procedures which must be followed by all clergy, staff and volunteers when dealing with the financial affairs of the Parish Church and its subsidiaries. This is reviewed by the PCC annually after the Annual Parochial Church Meeting, and may be seen on request.

Reserves Policy

Reserves are that part of a Charity's unrestricted funds that is freely available to spend on any of the Charity's purposes, and normally excludes fixed assets. The PCC's Reserves Policy is to hold sufficient unrestricted funds to cover three months' running costs, which at 2024 levels of expenditure would be about £35,000. Money is also held in restricted funds to cover other liabilities, and there is a designated Property Repair fund (December 2024 balance approximately £7,100) for the investment properties' upkeep.

Investment Policy

In accordance with C of E guidelines, cash deposits must be held in ethical accounts where the total amount held must be less than £85,000 (the FSCS compensation limit). All Saints' readily available cash deposits are held in the Charity Bank in an Ethical Easy Access account, and in a CBF (Central Board of Finance) Church of England deposit account which also provides an ethical and responsible investment.

Investments must be held in low-risk, ethical funds. Coventry Diocese holds three permanent endowment investments in trust for All Saints'. These cannot be sold. They are held with CCLA, the firm which manages funds for the Church of England, charities, faith organisations, and local authorities in the United Kingdom. All such investments mirror the ethical investment policy of the Church of England. A further investment of restricted funds is held by the Diocese with CCLA, and All Saints' owns one other set of shares with CCLA.

Movements of funds are approved by the Finance Committee and then by the PCC. Any change of funds must be signed by two of the signatories for the account. Investment performance is shown annually in the end of year accounts.

Risk Management Policy

The PCC keeps under regular review the risks to which the charity is exposed and seeks to limit their impact by adopting appropriate measures and controls and monitoring their implementation.

Conflict of Interest Policy

The Conflict of Interest Policy is held by the Parish Administrator and may be seen on request. It is reviewed annually by the PCC. Members of the PCC are asked to declare any possible conflicts of interest before each PCC meeting. If any such interest is declared, the PCC member may be asked to leave the meeting for the topic under discussion.

Policy Review

All the above policies are reviewed annually by the PCC.

Independent Examiner's report

Independent Examiner's Report to the Trustees of All Saints Church, Leamington Priors

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st December 2024.

Responsibilities and basis of report

As the charity's trustees 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

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 charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



M D Spafford FCCA FCA
LDP Luckmans
1110 Elliott Court
Herald Avenue
Coventry Business Park
Coventry
CV5 6UB
23rd April 2025



Statement of Financial Activities (SOFA) for the year ended 31st December 2024

	Note	2024			2023	
		Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
INCOMING RESOURCES	3					
Voluntary income		56,802	4,393	-	61,195	66,160
Grants received		22,525	5,671	-	28,196	47,255
Income from investments		20,708	4,168	-	24,876	28,335
Church activities and use of church		15,513	2,138	-	17,651	20,715
Insurance proceeds received		-	-	-	-	-
TOTAL INCOMING RESOURCES		115,548	16,370	-	131,917	162,465
RESOURCES EXPENDED	4					
Church activities		139,399	24,607	-	164,005	154,256
Missionary and charitable giving		-	4,064	-	4,064	3,056
TOTAL RESOURCES EXPENDED		139,399	28,671	-	168,070	157,313
Net Incoming Resources before other recognised gains and losses		(23,851)	(12,301)	-	(36,152)	5,152
Inter-fund adjustments		-	-	-	-	-
Revaluation of properties		35,000	-	-	35,000	25,000
Gains/(losses) on investment assets		-	1,073	3,097	4,170	16,117
NET MOVEMENT IN FUNDS		11,149	(11,228)	3,097	3,018	46,270
Balances brought fwd at 1 st Jan 2024		489,479	167,185	137,561	794,225	747,955
Balances carried fwd at 31st Dec 2024		500,628	155,957	140,658	797,243	794,225

The numbers in the 'Note' column refer to the numbered 'Notes to the Financial Statements' on the following pages which form part of these accounts.

Negative figures are shown in parenthesis () throughout.



Balance Sheet as at 31st December 2024

		2024			2023	
Note	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £	
FIXED ASSETS						
Tangible Fixed Assets	6	490,300	-	-	490,300	455,600
Investment Assets	7	-	48,740	140,658	189,399	185,229
Total Fixed Assets		490,300	48,740	140,658	679,699	640,829
CURRENT ASSETS						
Debtors	8	6,045	1,302	-	7,347	10,049
Cash at bank and in hand		19,043	111,418	-	130,460	153,463
Total Current Assets		25,088	112,720	-	137,807	163,512
LIABILITIES						
Creditors falling due within one year	9	14,760	5,503	-	20,263	10,116
NET CURRENT ASSETS/ (LIABILITIES)						
		10,328	107,216	-	117,544	153,396
TOTAL NET ASSETS						
		500,628	155,957	140,658	797,243	794,225
PARISH FUNDS						
Unrestricted	10,11	500,628			500,628	489,479
Restricted			155,957		155,957	167,185
Endowment				140,658	140,658	137,561
Total Parish Funds		500,628	155,957	140,658	797,243	794,225

Approved by the Parochial Church Council on the 11th day of April 2025 and signed on its behalf:

The Reverend Christopher H Wilson (Vicar)
 Chairman



Notes to the Financial Statements for the year ended 31st December 2024

1. Basis of Accounting

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with the Church Accounting Regulations 2006, together 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 January 2021, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2022 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 January 2021 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 are prepared on a going-concern basis under the historical cost convention, with the potential exception of debtors and creditors (see Note 2 below).

2. Accounting Policies

Funds

Permanent Endowment funds are funds, the capital of which must be maintained permanently. Income arising from investment of the endowment may be used either as restricted or unrestricted funds depending upon the purpose for which the endowment was established.

Restricted funds represent (a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and (b) 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. The PCC does not usually invest separately for each fund. Where there is no separate investment, interest is apportioned to individual funds on an average balance basis.

Unrestricted funds are general funds which can be used for ordinary PCC purposes.

Incoming Resources

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resource to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when received. All other income is recognised when it is receivable. All incoming resources are accounted for gross.

Tax reclaims on donations and gifts

Incoming resources from tax reclaims are included in the statement of financial activities at the same time as the gift to which they relate.

Resources expended

Grants and donations are accounted for when paid over, or when awarded if that award creates a binding or constructive obligation on the PCC. The diocesan parish share is accounted for when due. Amounts received specifically for mission are dealt with as restricted funds. All other expenditure is generally recognised when it is incurred and is accounted for gross.

Fixed assets

Consecrated property is not included, in accordance with the Charities Act 2022.

Movable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the Church's Inventory which can be inspected during office hours.

Equipment is depreciated over 5 years at 20% per annum.

Investment Assets are shown at the December 2024 market value.

Property assets

18 Dugdale Court is shown at the agreed sale price in October 2024 of £165,000.

18 Imperial Place is shown at the December 2023 market value of £325,000.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.



Notes to the Financial Statements for the year ended 31st December 2024 - continued

3. INCOMING RESOURCES

	2024			2023	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
VOLUNTARY INCOME					
Open collections	4,864	758		5,622	7,115
Planned Tax efficient donations	22,681			22,681	22,702
Unplanned Tax efficient donations	12,417	2,298		14,715	7,203
Tax recovered	9,779	78		9,857	6,440
Other donations	6,061	1,260		7,320	12,700
Legacies	1,000	-		1,000	10,000
Total Voluntary income	56,802	4,393	-	61,195	66,160
GRANTS RECEIVED	22,525	5,671	-	28,196	47,255
INCOME FROM INVESTMENTS					
Interest	5,476			5,476	3,009
Dividends	892	4,248	-	5,140	5,051
Rental Income	14,340	(80)		14,260	20,275
Total Income from investments	20,708	4,168	-	24,876	28,335
CHURCH ACTIVITIES AND USE OF THE CHURCH					
Use of church	13,726	-		13,726	13,391
Statutory Fees	1,382	16		1,398	1,718
Events	405	2,122		2,527	5,606
Café Within				-	-
Total Church Activities & use of church	15,513	2,138	-	17,651	20,715
OTHER INCOME					
Insurance proceeds received	-	-	-	-	-
Total Other Income	-	-	-	-	-
TOTAL INCOMING RESOURCES	115,548	16,370	-	131,917	162,465



Notes to the Financial Statements for the year ended 31st December 2024 - continued

4. RESOURCES EXPENDED

	2024			2023	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
Ministry					
Diocesan parish share	44,000			44,000	40,000
Clergy expenses	1,135			1,135	1,238
Upkeep of services	492	-		492	387
Music *	13,203	7,960		21,163	17,533
Outreach and mission	-	12,071		12,071	349
Total Ministry	58,830	20,031	-	78,861	59,508
Support costs					
Church running expenses	29,528	2,488		32,016	35,592
Church repairs and maintenance	27,677	2,084	-	29,761	36,739
Upkeep of investment properties	7,179			7,179	5,041
Café Within	-			-	307
Office *	14,672	-		14,672	15,600
Depreciation	300			300	300
Reconciliation Adjustments				-	-
Governance Costs	1,008			1,008	978
Bank charges	205	3		208	192
Total Support Costs	80,569	4,576	-	85,144	94,748
TOTAL CHURCH ACTIVITIES	139,399	24,607	-	164,005	154,256
Missionary and charitable giving	-	4,064	-	4,064	3,056
TOTAL RESOURCES EXPENDED	139,399	28,671	-	168,070	157,313

* Music and Office include staff costs recorded in Note 5



Notes to the Financial Statements for the year ended 31st December 2024 - continued

5. STAFF COSTS AND REIMBURSED EXPENSES

(included in Note 4 above)

During the year there were no employment or housing costs other than those specified below. Employment and housing costs for the Vicar were paid by the Diocese.

The PCC employed 3 part-time people: a Parish Administrator, a Development Manager and an Organist. For all employees the PCC reviews pay levels annually, taking into account the annual rate of inflation. All employees are paid at or above the Real Living Wage.

Disclosable transactions

- Payments were made to Mr Alex Silverman for services as Director of Music.
- PCC members were reimbursed £853 for expenses (2023: £1,136). Expenses relate only to the refund of disbursements that would otherwise have been paid for directly by the PCC. Clergy expenses, are excluded here, but are disclosed at Note 4 (Resources expended).
- Donations known to have been received from trustees (PCC members) without conditions totalled £10,300, (2023: £12,000).

	2024			2023	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
STAFF COSTS					
Salaries and wages	18,656	-	-	18,656	19,700
National Insurance	-	-	-	-	-
Severance costs	-	-	-	-	-
Total staff costs	18,656	-	-	18,656	19,700



Notes to the Financial Statements for the year ended 31st December 2024 - continued

6. TANGIBLE FIXED ASSETS

	Property	Other fixtures, fittings and equipment	Total Assets
	£	£	£
COST			
As at 1st January 2024	455,000	4,436	459,436
Additions	-	-	-
Written off	-	-	-
Revaluation	35,000	-	35,000
As at 31st December 2024	490,000	4,436	494,436
DEPRECIATION			
As at 1st January 2024	-	3,836	3,836
Charged for the year	-	300	300
As at 31st December 2024	-	4,136	4,136
NET BOOK VALUE			
As at 1st January 2024	455,000	4,436	455,600
As at 31st December 2024	490,000	300	490,300

All tangible fixed assets are unrestricted

7. INVESTMENT ASSETS

	Unrestricted funds	Restricted funds	Endowment	Total funds
	£	£	£	£
Market Value as at 1st January 2024	-	47,667	137,561	185,229
Re-allocations	-	-	-	-
Additions/(disposals)	-	-	-	-
Net gain / (loss) on revaluation	-	1,073	3,097	4,170
Market Value as at 31st December 2024	-	48,740	140,658	189,399



Notes to the Financial Statements for the year ended 31st December 2024 - continued

8. DEBTORS

	2024				2023
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
Income tax recoverable	317	-	-	317	104
Accrued income	3,843	-	-	3,843	817
Accounts receivable	1,886	1,302	-	3,188	9,128
Total Debtors	6,045	1,302	-	7,347	10,049

9. CREDITORS

	2024				2023
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
Accounts payable	6,469	72	-	6,541	1,808
Deferred income	2,000	-	-	2,000	-
Accruals	5,878	5,431	-	11,310	7,906
PAYE & NI	413	-	-	413	402
Other creditors	-	-	-	-	-
Total Creditors	14,760	5,503	-	20,263	10,116



Notes to the Financial Statements for the year ended 31st December 2024 - continued

10. MOVEMENTS IN FUNDS

FUND	2023	2024					2024
	Total funds £	Incoming resource £	Resources expended £	Adjust-ment £	Revalu-ation £	Total funds £	Net mov't in funds £
Endowment							
Belfry capital	82,950	-	-		1,867	84,817	1,867
Smith (Clock) capital	22,455	-			506	22,961	506
Urquhart Trust capital	32,157	-	-		724	32,880	724
Total Endowment	137,561	-	-	-	3,097	140,658	3,097
Restricted							
Jane Bowie Good (Lady Chapel)	1,010	-	-		-	1,010	-
Belfry income	19,859	2,302	(525)		-	21,636	1,776
Smith (clock) income	4,982	623	(234)		-	5,371	389
All Saints' Arts Festival	1,639	(571)	-	-	-	1,068	(571)
Bellringers	866	110	(440)		-	536	(330)
Choral	17,302	389	(1,590)		316	16,417	(885)
Church Artworks	33,004	-	-		-	33,004	-
Churchyard Project	10,949	1,465	(12,542)		-	(128)	(11,077)
Diocesan Mission Fund Grant	-	4,369	(540)			3,829	3,829
DOM Choral Scholarship Fund	4,613	-	(4,613)		-	-	(4,613)
Dugdale Court Garage Deposit	80	(80)	-		-	-	(80)
Education	38,263	934	(380)		757	39,575	1,311
FASM	6,245	1,998	(768)		-	7,474	1,230
Appeals	-	3,134	(3,134)		-	-	-
LGBT	889	-	-		-	889	-
Myton Carol Concert	-	1,258	(1,258)		-	-	-
Nightlight	2,066	100	(66)		-	2,099	34
Organ Restoration Project	4,675	193	-		-	4,868	193
Organ Scholarship	750	-	(300)		-	450	(300)
Restoration	14,038	145	(900)		-	13,283	(755)
Roof Repair Fund	421	-	-		-	421	-
Silver	4,021	-	-		-	4,021	-
Textile Conservation Project	55	-	-		-	55	-
Warwick District Council Support	1,457	-	(1,379)		-	78	(1,379)
Xmas Tree Festival	0	-	-		-	0	-
Total Restricted	167,185	16,370	(28,671)	-	1,073	155,957	(11,228)
Unrestricted							
General	474,803	108,405	(132,748)	-	35,000	485,460	10,657
Urquhart Trust income	4,979	892	(3,023)		-	2,849	(2,130)
Property Repairs - Designated	9,697	-	(2,588)		-	7,109	(2,588)
DOM Salary - Designated	-	6,250	(1,040)			5,210	5,210
Total Unrestricted	489,479	115,548	(139,399)	-	35,000	500,628	11,149
Total Funds	794,225	131,917	(168,070)	-	39,170	797,243	3,018



Notes to the Financial Statements for the year ended 31st December 2024 - continued

11. DISTRIBUTION OF NET ASSETS

FUNDS ARE REPRESENTED BY:

Endowment

	Property £	Shares £	Bank £	Net assets £	Total £
Belfry		84,817	-		84,817
Smith (General)		22,961	-		22,961
Urquhart Mission Hall		32,880	-		32,880
Total Endowment	-	140,658	-	-	140,658

Restricted

Jane Bowie Good (Lady Chapel)			1,010		1,010
Belfry income			21,636		21,636
Smith (clock) income			5,371		5,371
All Saints' Arts Festival			1,068		1,068
Bellringers			536		536
Choral		14,336	2,081		16,417
Church Artworks			33,004		33,004
Churchyard Project			(669)	541	(128)
Diocesan Mission Fund Grant			3,829		3,829
DoM Choral Scholarship fund			540	(540)	-
18 Dugdale Court garage deposit			-		-
Education		34,404	5,170		39,575
FASM			7,474		7,474
Appeals			3,134	(3,134)	-
LGBT			889		889
Myton Carol Concert			930	(930)	-
Nightlight			2,166	(66)	2,099
Organ Restoration			4,868		4,868
Organ Scholarship			450		450
Restoration			13,283		13,283
Roof Repair Fund			421		421
Silver			4,021		4,021
Textile Conservation Project			55		55
Warwick District Council Support			150	(72)	78
Christmas Tree Festival			0		0
Total Restricted	-	48,740	111,418	(4,201)	155,957

Unrestricted

General	490,300	-	(4,416)	(423)	485,460
Urquhart Trust income			2,849		2,849
DOM Salary - Designated			5,210		5,210
Property Repairs - Designated			7,109		7,109
Total Unrestricted	490,300	-	19,043	(8,715)	500,628

Total Funds

	490,300	189,399	130,460	(12,916)	797,243
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Notes to the Financial Statements for the year ended 31st December 2023 - continued

12. Capital commitments

As at 31st December 2024 the PCC had £nil outstanding approved expenditure (2023: nil).

13. Connected Charity

The PCC is the Managing Trustee of **Leamington Priors All Saints Ministry Fund** (Registered Charity 509495). The object of the charity is to "further the religious and other charitable work of the Church of England in the parish". This fund consists of CBF income shares and the Coventry Diocesan Trustees are the Custodian Trustee. The PCC has resolved to make a grant to the general fund of the dividend income as it arises. With the permission of the Coventry Diocesan Trustees, the PCC sold 649.82 shares (value £15,000) in June 2024. The fund now comprises 6,539.22 CBF income shares. The value of the Fund was £151,204 at 31st December 2024 (£162,638 December 2023).

14. Pensions

All Saints Leamington Priors PCC participates in the Pension Builder Scheme section of the Church Workers Pension Fund (CWPF) for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The CWPF has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

During 2024 we had no member of staff contributing to The Pension Builder Scheme. This is a cash balance scheme paying a lump sum to members on retirement for their use in providing benefits. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no subdivision of assets between employers in each section of the Pension Builder Scheme.

The scheme is a multi-employer scheme as described in Section 28 of FRS 102 as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers. This means 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 (2023: £0; 2022: £0)

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 December 2021. For the Pension Builder 2014 section, the estimated valuation at 31 December 2023 revealed a surplus of £6.3m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

Accounts

The Parish Church of All Saints Leamington Priors



All Saints' Sunday 2023

Annual Report and Accounts for the year ended 31st December 2023

Registered as a charity:
The Parochial Church Council of the Ecclesiastical Parish of All Saints Leamington Priors
Charity Registration No: 1132974



The National Lottery
Heritage Fund

Historic
England

Department for
Digital, Culture,
Media & Sport

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CATHEDRAL
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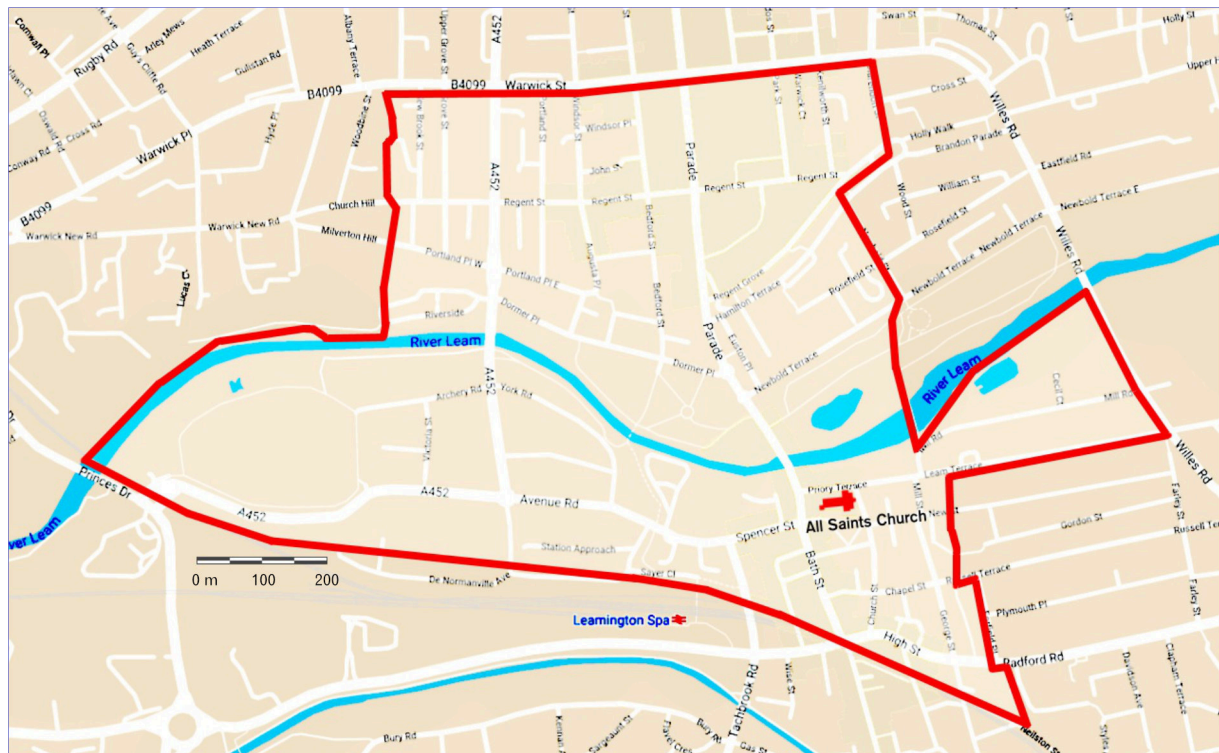


ADMINISTRATIVE INFORMATION

Address	Victoria Terrace, Leamington Spa CV31 1AA	
Diocese	Diocese of Coventry	
Website	www.allsaintschurchleamington.org.uk	
Facebook	https://www.facebook.com/allsaintschurchleamington/	
Charitable status	Registered Charity no 1132974	
Trustees	The trustees are the members of the PCC who are as follows: PCC Members <i>ex officio</i>	
	Vicar and Chair	The Reverend Christopher Wilson
	Churchwardens	(<i>vacant</i>)
	Deanery Synod representative	1 Margaret Middleton 2 (<i>vacant</i>)
	Diocesan Synod member	1 Julia Choe 2 Hannah Wilson
	PCC Members by election	
	Lay Vice Chair	Christopher Patrick
	Hon Treasurer to Apr 2023	Elizabeth Gorsuch
	Hon Treasurer from Apr 2023	Katherine Shore
	Hon Secretary	Andrew Gorsuch
		Douglas Bates
		Catherine Johnson
		Christopher Patrick
Parish Safeguarding Officer		
Parish Administrator		Annabel Sharp
Independent Examiner	Mark Spafford	LDP Luckmans 1110 Elliott Court Coventry Business Park, Herald Avenue Coventry CV5 6UB
Banks	(HSBC)	(Accounts closed Nov 2023)
	CAF Bank Ltd	25 Kings Hill Avenue Kings Hill West Malling ME19 4JQ
	The Charity Bank	Fosse House 182 High Street Tonbridge TN9 1BE
Solicitors	Rotherham & Co	8 The Quadrant Coventry CV4 8HX
Investments	CCLA	Senator House 85 Queen Victoria Street London EC4V 4ET

REPORT OF THE PAROCHIAL CHURCH COUNCIL for the year ending 31st December 2023

The Parish of All Saints, Leamington Priors



The Parish covers an area in the centre of Leamington Spa, bounded as follows:

- North to South: Warwick Street to the railway line.
- East: southwards along Clarendon Street, Newbold Street, Mill Bridge; Forfield Place and Camberwell Terrace, but running along the river eastwards from Mill Bridge, south along Willes Road and west along Leam Terrace.
- West: roughly south from the junction of Woodbine Street and Warwick Place, then west along the river as far as the railway bridge.

The Parish Church and Churchyard are bounded by Victoria Terrace, Priory Terrace, Church Street and Gloucester Street.

The Parish Church is the only licensed place of worship in the parish. There is no ancillary accommodation (such as a church hall). The Churchyard was closed in 1851. There is another closed churchyard on New Street which was sold to the local authority many years ago, and a more extensive churchyard, also closed, adjacent to the town cemetery on Brunswick Street. Churchyards are maintained by Warwick District Council.



The Parochial Church Council

Objectives

The PCC is called to work with the clergy to further the whole mission of the Church of England in the parish. In 2020 the PCC identified five core values underlying this work at All Saints': Integrity – Compassion – Commitment – Creativity – Wonder. It then defined as its Mission Statement "To be a place where hope is nurtured through compassion, wonder and faith".

Public benefit

As trustees, the PCC members confirm that they have complied with the Charities Act 2022, and have considered the Commission's guidance on public benefit and the advancement of religion.

Conflict of Interest Policy

The Conflict of Interest Policy is held by the Parish Administrator and may be seen on request. It is reviewed annually by the PCC. Members of the PCC are asked to declare any possible conflicts of interest before each PCC meeting. If any such interest is declared, the PCC member may be asked to leave the meeting for the topic under discussion.

Members

Members of the PCC during 2023 are named above, under Administrative Information.

Ex-officio members

Vicar	The Reverend Christopher Wilson
Churchwardens	(2 places vacant)
Deanery Synod Representatives	
By election	Margaret Middleton)
<i>Ex officio</i> (on Diocesan Synod)	Julia Choe, Hannah Wilson (both from Oct 2022)

Elected members

In accordance with the Church Representation Rules, those of the congregation who are on the Electoral Roll are eligible to elect members to the PCC from among their number. In 2009 the Annual Parochial Church Meeting determined that the number of elected members would be nine. PCC members serve for three years and may then stand for re-election if still eligible.

In 2023 there were six elected members, one being co-opted until election in May.

Committees of the PCC

Finance Committee: Rev. Christopher Wilson, Katherine Shore, Elizabeth Gorsuch

Standing Committee (authorised to transact urgent PCC business arising between PCC meetings, subject to financial constraints; would normally include churchwardens): as the PCC had few members a Standing Committee was deemed unnecessary.

Fabric Committee: not currently active; role performed by Finance Committee.

The Friends of All Saints' Music organisation reports to the PCC.

PCC meetings are normally held on the second Thursday evening of every month except August, alternating between online-only and in church. Additional meetings may be added according to need.

Charity registration

The Parochial Church Council of the Ecclesiastical Parish of All Saints, Leamington Priors is a Registered Charity, no. 1132974.

Connected charity

PCC members are also Trustees of a separate Registered Charity, the Leamington Priors All Saints Ministry Fund, no. 509495.



Safeguarding

Safeguarding is at the heart of our Christian faith. It means the action the Church takes to promote a safer culture in all our churches. We will promote the welfare of children, young people and adults. We will work to prevent abuse from occurring. We will seek to protect those who are at risk of being abused and respond well to those who have been abused. We will take care to identify where a person may present a risk to others, and offer support to them whilst taking steps to mitigate such risks.' (Most Rev'd & Rt. Hon. Justin Welby, Archbishop of Canterbury)

About the Parish Safeguarding Officer

Every parish in the Church of England has a safeguarding officer (PSO). The PSO is intended to provide the link between the parish and the Diocese's safeguarding team, providing advice to the parish on safeguarding matters and ensuring any issues or concerns are referred through the appropriate channels. The PSO can be contacted through the church office or through the email address set up for this purpose: aslsafeguarding@gmail.com

New Activities at All Saints'

2023 has seen the introduction of both Children's Church and also the Children's Choir. These activities require special consideration with regard to safeguarding, and the organisers have been working with the PSO in order to put in place measures to ensure that they are being carried out safely. This includes the recruitment and training of volunteers, and carrying out risk assessments.

The Parish Dashboard and Safeguarding Hub

The Parish Dashboard is an online tool which allows us as a church to check that we are complying with our safeguarding policies (which are reviewed and renewed annually), as well as meeting regional and national safeguarding requirements. The extent that we are meeting targets is measured by the "Level" achieved on the dashboard. In the last year we progressed from Level 2 to Level 3, which was the target set by the Diocese.

A welcome development is the imminent introduction of another online tool, the "Safeguarding Hub". This administrative tool is designed to help the PCC and PSO with the administrative tasks which accompany safeguarding, e.g. in ensuring individuals' training and DBS clearance are up to date. This tool has been trialled in a number of parishes in the Diocese with positive reviews.

Learning and Development/Training

The Church of England provides free online courses on safeguarding which can be accessed through their portal, <https://safeguardingtraining.cofeportal.org/>. There are certain roles in the church which require such training to be completed, but everyone is always encouraged to gain an awareness of basic safeguarding in a church context by completing the "Foundations" online course. For advice on setting up an account and accessing the course, please contact the PSO.

The Diocese continues to hold regular forums to disseminate information to PSOs on various matters. These are usually online, but last year saw an in-person event held (very conveniently) at St Paul's Leamington.

Referrals and Disclosure and Barring Service (DBS) Checks

There have been no referrals during the year. Two DBS checks were carried out.

*Christopher Patrick
Parish Safeguarding Officer*



Proceedings of the PCC and summary of parish activities in 2023

The PCC supports the pastoral and liturgical work of the church. In 2023 it continued routine management and monitoring of financial, fabric and staffing matters, within the constraints imposed by funding and personnel. There were 11 regular monthly PCC meetings (none in August), of which five were online-only by video-conferencing and six were in church with remote participation available. Three additional meetings were held in July and August to deal with specific urgent matters. Overall, average participation by PCC members in these 14 meetings was 75%. The development manager, invited to observe any meeting, did so on three occasions. Agendas for regular meetings included safeguarding (see separate report), conflicts of interest, data protection and financial reports. Urgent matters arising between meetings were dealt with by e-mail.

Worship, mission and outreach

Regular services continued on Sundays, with Holy Communion 8.00 am and choral Parish Communion 10.30 am, and on weekdays (Holy Communion on Wednesdays and some feast days, Friday lunchtime prayers). While most services were conducted by the Vicar, during his summer holiday the Reverend Canon Andrew Gorham kindly celebrated Parish Communion on 2 July, and the following week we were particularly pleased to welcome the Right Reverend John Stroyan, Bishop of Warwick, and to wish him well in his imminent retirement. Choral evensong took place seven times. A few non-eucharistic services were led by lay members. The PCC is grateful to all.

Some services continued to be available online via social media: the 8 am Sunday and 11 am Wednesday Holy Communion services in church, online-only Morning Worship on Mondays, Tuesdays, Thursdays and Fridays, and Compline during Lent.

Ash Wednesday, Palm Sunday, Holy Week and Easter services took place in church. Later came the Town Mayor's Civic Service in October, followed by a successful Advent carol service, two Christmas carol services, two Christingle services (one being private), 'Midnight' Mass on Christmas Eve, and two services on Christmas Day. Five baptisms, one wedding, one Service of the Word and seven funerals or memorial services were held in church.

Details of forthcoming services were publicised by posters as well as on the C of E's 'A Church Near You' website and on social media.

Weekly attendance figures for October 2023 averaged 80, compared with 68 in October 2022, 57 in October 2021, 58 in October 2020 and 60 in 2019. In 2023 there were 153 Easter attendances and 140 at Christmas, excluding Christingle and carol services. Recorded attendances at services in church throughout the year totalled 5093 averaging 98 per week in 2023, an increase of 28% over the 2022 figures (3977 and 76 respectively). These figures do not include online participants.

As in previous years, because of very limited availability of staff and volunteers the Vicar took on much of the organisation and day-to-day work needed to run the church and keep people safe, for which the PCC is extremely grateful.

All Saints' continued to host the joint local church venture 'Nightlight' which welcomes anyone out in the town on Friday nights. Outreach to those identifying as LGBTQ+ included monthly meetings of 'LGBTXians'; the PCC continued to support an inclusive welcome to all comers, and joined the 'Inclusive Church Network' in 2023. In October one of the monthly diocesan Inclusive Services took place here and was well received. On 24th February, the first anniversary of the Russian invasion of Ukraine, All Saints' hosted a successful social event and service for Ukrainian refugees and their sponsors.

Children's work

The Saturday-morning Baby and Toddler Group thrived until the summer, but was then discontinued as the children grew older. It was replaced by craft sessions and Children's Church held during Parish Communion, as well as monthly 'Godly Play' sessions, all organised and led by Hannah Wilson with support from members of the congregation. Co-ordination with the planned children's section of the Choir (see below) was considered..

Continued overleaf



Proceedings of the PCC and Activities of the Church - continued

Music

Stimulated by the Director of Music (DoM) Alex Silverman's commitment and energy, choir activity and membership continued to increase. We are grateful to the Ouseley Trust and the Cathedral Music Trust for grants funding additional scholarships, so that in the autumn term there were 9 choral scholars among a total of 20 or more singers, and one organ scholar. With organist Chris Beaumont they contributed to worship in the weekly Parish Communion service, Choral Evensong approximately monthly and other services on special occasions, as well as to the town Remembrance Service in Euston Place, our usual carol concert in aid of Myton Hospices, and three carol services. In addition a series of organ and other recitals helped support church funds.

The PCC approved plans drawn up by DoM and the Vicar to fund and reinstate a children's section of the choir, with a view to starting early in 2024.

A change of hymn books was kindly funded by donations from members of the congregation, from 'Common Praise' to the more comprehensive and up-to-date current edition of 'Ancient and Modern: hymns and songs for refreshing worship'.

The PCC thanks all involved in the musical life of the church.

Outward giving

During 2023 funds totalling £2,954 raised by our church-based activities helped support the work of other charities, including Embrace the Middle East (earthquake and Gaza appeals), the Red Cross (earthquake appeal), Myton Hospices, the local Helping Hands Community Project, and the Children's Society.

Bellringing

The number of active ringers increased during 2023. For a brief period ringing at All Saints' had to stop while unstable stonework on the Bell Tower was investigated and repaired, but otherwise it continued for regular services, as well as on special occasions such as the Coronation of King Charles III when 20 ringers contributed.

Coffee Shop

The Ukrainian 'Tisto Café' operated by young adult refugees continued to function, generally on five days per week. It was not financially profitable but allowed the building to be open to visitors and enhanced the life of the church.

Community use of the church building

During 2023 over 50 non-worship events took place in the building. These included 15 concerts arranged by our music staff, 16 concerts and 6 exhibitions by external organisations, a dramatic production 'The Road to the Cross' during passiontide, a Black History Month exhibition 'Saluting our Sisters', a 9-day Christmas Tree Festival, and 11 other events such as dances and parties. Most external events attracted a hire fee, the exceptions being charitable organisations. See also Treasurer's Report below.

Several local groups also held regular meetings here.

The PCC is extremely grateful to Charles Craft (Development Manager), Annabel Sharp (Parish Administrator) and the many volunteers who helped with these activities.

Rental properties owned by the church

Two residential properties are owned by the church and managed by a nearby agency. Some expenditure was needed to keep them in good order. Both tenants continued paying rent throughout the year.

The separately managed lock-up garage of one of these properties was re-let in October after several months without a tenant.

Strategy

The Vicar and PCC worked towards fulfilling many of the tasks outlined in the continuously updated Mission Plan, including developing plans for a future major restoration project. Meanwhile the part-time Development Manager continued to seek grant aid and to improve the presentation, promotion and operation of the church both for its primary function and as a venue for community activities. His support was crucial

Proceedings of the PCC and Activities of the Church - continued

to progress of the Old Churchyard project, as well as to many events including the successful Christmas Tree Festival.

The PCC was grateful for grants received, as detailed in the Treasurer's Report below.

Eco Church

All Saints' is a member of Eco Church, a Christian environmental awards scheme run by A Rocha UK. In February 2023 we were awarded a bronze award based on our responses to questions about environmental aspects of our work.

Old Churchyard

The PCC engaged ARC-CIC ('Achieving Results in Communities', a local Community Interest Company), to help achieve Phase 2 of the Old Churchyard Community Garden project, funded by a Section 106 (environmental levy) grant promised some years ago by Warwick District Council (WDC).

ARC-CIC staff led an enthusiastic team of local volunteers who made great progress in sowing native wildflower seed and planting wildlife-friendly hedging, trees and shrubs in the main area of churchyard to the south of the building. The central area was left free for future construction of a labyrinth (Phase 3), subject to successful fundraising. There was much local support for this at the nearby 'Art in the Park' event in August.

Intrusive unauthorised parking by drivers unconnected with the church was an increasing problem for which no straightforward solution could so far be found.

The PCC thanks the Churchyard Committee, WDC and ARC-CIC for their continuing support and commitment.



Volunteers preparing to sow wildflower seed, October 2023

The PCC extends its thanks and appreciation to everyone who has contributed to the life of the church, including staff, volunteers, assisting clergy, and members of other organisations.

Andrew Gorsuch, PCC Secretary



Report on the Fabric, Goods, and Ornaments of the Church in 2023

The PCC keeps and updates a maintenance plan, and follows it so far as possible given the scale of the building and very limited resources. Works done in 2023 included:

Roofs and high-level structures

Rainwater again entered the building several times. A roofing contractor cleaned the lower-level roofs three times, and roped access specialists WallWalkers attended to higher level structures in May. Several minor repairs were effected at the same time.

In 2020 WallWalkers had removed the leaning upper part of a pinnacle near the top of the Bell Tower and applied safety wiring to six of the other seven. In May 2023 a review gave cause for concern. After professional cleaning of Peregrine Falcon prey remains, WallWalkers installed stainless-steel rods to tie all pinnacles to the masonry behind.

In January 2023 a piece of masonry fell into the S Transept from high on the S Crossing arch. Architect Mark Evans assessed urgently, then in April used a high-level hoist to examine this and other areas and remove loose fragments. The arch and other structures inside the building and outside the S porch appeared generally stable with little change since 2020, though the need for extensive repairs and restoration remained.

Roof alarm

The roof alarm was serviced in October 2023. In November the monitoring station reported a 9 am 'tamper' alarm for which no explanation was found when a security operative attended nearly two hours later. The PCC agreed to change to a more effective and less expensive response arrangement if possible.

Lightning conductors

These were tested in March 2023 and found to be satisfactory.

Routine external maintenance

Low-level vegetation growing on or near the building was treated and removed. Smartwater was applied to accessible ironwork.

Electrical installations

Lighting was improved in the Urquhart Room and outside the main entrance.

Heating, plumbing and ventilation

Inspections, adjustment, maintenance and repairs of kitchen gas equipment, heating systems and plumbing were done on several occasions during the year.

Accessibility

The possibility of wheelchair access to the Choir Stalls was investigated and found to require significant funding, probably as part of a major future project.

Organ

Organ firm Cousans tuned the instrument twice during 2023. In May the blower mechanism failed and was repaired by an engineer member of the congregation.

Tower clock

The clock was serviced in March 2023 after a volunteer had removed pigeon mess from the access route.

Fire Safety

Fire extinguishers were inspected in October. An inspection by the insurer's representative in November was generally reassuring but identified a number of issues needing attention. Instructions to event organisers and stewards were updated.

Andrew Gorsuch, Hon PCC Secretary



FINANCIAL REVIEW

for the year ending 31st December 2023

TREASURER'S REPORT

During 2023 church life continued to build on the recovery from the difficulties and lockdowns of Covid begun in 2022. Donations increased overall from 2022, and the continued presence of Café Tisto has enabled the church to remain open during the week, benefitting visitors whether they come as tourists or for private prayer, and increasing opportunities for donations to church funds.

Local organisations - and some from further afield - made use of the church as a venue for concerts, meetings art exhibitions and festivals. We also hosted our second Christmas Tree Festival, which proved even more successful than the first. These and other events raised over £16,000. We were able to give away over £2,500 to various charities during the year, including over £1,400 from our ever-popular carol service in aid of Myton Hospice.

As in previous years, we were very grateful for grants received from various organisations. Warwick District Council released the first tranche of funding - £13,600 - for the churchyard project, which will fund project outreach and materials. The diocese awarded us £5,000 towards the tower repairs, and the choral scholarship funds were helped by grants totalling £4,500 from the Cathedral Music Trust and the Ouseley Trust.

Energy costs have continued to spiral upwards, with the annual gas bill reaching a total of £12,448, and the electricity £5,734; both a massive increase from 2022. Despite receiving a grant of £1,400 from the Diocese to help with these costs, this has still been a large drain on unrestricted resources.

The musical life of the church was boosted by the above-mentioned grants to help fund the choral and organ scholarship scheme, allowing us to increase the number of scholarships awarded for the year 2023-2024. We were also able to update our hymn books, which was almost entirely funded by generous donations from the congregation.

Repair and maintenance costs were higher overall than 2022. We spent a little less on routine repairs and maintenance (temporary repairs and regular high-level roof maintenance) than 2022, but this is partly because some works were delayed until after year-end for cash-flow purposes. The emergency repairs to stabilise the pinnacles on the bell tower, undertaken in the autumn, added £17,500 to maintenance costs for the year. We were very grateful for the Diocesan grant of £5,000 awarded to help with this, and also for the very generous donations towards these costs from members of the congregation, which totalled £6,600.

All the church's investments increased in value over 2023. £137,000 worth of shares are endowed and cannot be sold, but do produce an income via dividends. However, almost all of this income is restricted to use for specified purposes, and does not help to mend the roof or pay the gas bills. Our only other source of income comes from the Ministry Fund, which is a separate charity (see note 13 of the accounts). In order to pay increasing amounts for our Parish Share (which in 2024 now costs us £3,700 per month) we have had to start selling Ministry Fund shares (£10,000 worth in 2023); however as the fund increased in value overall despite the sale of shares, the dividend income has only decreased a little. Apart from this fund we were left with £33,000 in our unrestricted funds, which may last for another 12 months.

Kate Shore
Honorary Treasurer



Financial Policies

Purpose

The purpose of these policies is to enable the PCC to use its reserves prudently and effectively to support the work of the Church. The reserves must be used to help the PCC to set up new initiatives and projects to further the work of the church whilst ensuring that sufficient funds remain for any unforeseen expenditure.

Financial Regulations

The PCC maintains a set of detailed financial regulations governing policies and procedures which must be followed by all clergy, staff and volunteers when dealing with the financial affairs of the Parish Church and its subsidiaries. This is reviewed by the PCC annually after the Annual Parochial Church Meeting, and may be seen on request.

Reserves Policy

Reserves are that part of a Charity's unrestricted funds that is freely available to spend on any of the Charity's purposes, and normally excludes fixed assets. The PCC's Reserves Policy is to hold sufficient unrestricted funds to cover three months' running costs, which at 2023 levels of expenditure would be about £39,300. Money is also held in restricted funds to cover other liabilities, and there is a designated Property Repair fund (December 2023 balance approximately £9,700) for the investment properties' upkeep.

Investment Policy

In accordance with C of E guidelines, cash deposits must be held in ethical accounts where the total amount held must be less than £85,000 (the FSCS compensation limit). All Saints' readily available cash deposits are held in the Charity Bank in an Ethical Easy Access account, and in a CBF (Central Board of Finance) Church of England deposit account which also provides an ethical and responsible investment. Transfer of current accounts from HSBC to the more ethical CAF Bank was completed in 2023.

Investments must be held in low-risk, ethical funds. Coventry Diocese holds three permanent endowment investments in trust for All Saints'. These cannot be sold. They are held with CCLA, the firm which manages funds for the Church of England, charities, faith organisations, and local authorities in the United Kingdom. All such investments mirror the ethical investment policy of the Church of England. A further investment of restricted funds is held by the Diocese with CCLA, and All Saints' owns one other set of shares with CCLA.

Movements of funds are approved by the Finance Committee and then by the PCC. Any change of funds must be signed by two of the signatories for the account. Investment performance is shown annually in the end of year accounts.

Risk Management Policy

The PCC keeps under regular review the risks to which the charity is exposed and seeks to limit their impact by adopting appropriate measures and controls and monitoring their implementation.

Conflict of Interest Policy

The Conflict of Interest Policy is held by the Parish Administrator and may be seen on request. It is reviewed annually by the PCC. Members of the PCC are asked to declare any possible conflicts of interest before each PCC meeting. If any such interest is declared, the PCC member may be asked to leave the meeting for the topic under discussion.

Policy Review

All the above policies are reviewed annually by the PCC.



Independent Examiner's report

Independent Examiner's Report to the Trustees of All Saints Church, Leamington Priors

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st December 2023.

Responsibilities and basis of report

As the charity's trustees 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

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 charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

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

8th May 2024



Statement of Financial Activities (SOFA) for the year ended 31st December 2023

	Note	2023			2022	
		Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
INCOMING RESOURCES	3					
Voluntary income		57,271	8,890	-	66,160	47,898
Grants received		29,155	18,100	-	47,255	23,661
Income from investments		24,078	4,257	-	28,335	26,139
Church activities and use of church		18,630	2,084	-	20,715	14,507
Insurance proceeds received		-	-	-	-	-
TOTAL INCOMING RESOURCES		129,134	33,331	-	162,465	112,205
RESOURCES EXPENDED	4					
Church activities		140,024	14,232	-	154,256	135,107
Missionary and charitable giving		38	3,019	-	3,056	2,482
TOTAL RESOURCES EXPENDED		140,062	17,251	-	157,313	137,589
Net Incoming Resources before other recognised gains and losses		(10,928)	16,080	-	5,152	(25,383)
Inter-fund adjustments		-	-	-	-	-
Revaluation of properties		25,000	-	-	25,000	-
Gains/(losses) on investment assets		-	4,148	11,970	16,117	(22,450)
NET MOVEMENT IN FUNDS		14,072	20,228	11,970	46,270	(47,833)
Balances brought fwd at 1 st Jan 2023		475,407	146,957	125,592	747,955	795,789
Balances carried fwd at 31st Dec 2023		489,479	167,185	137,561	794,225	747,955

The numbers in the 'Note' column refer to the numbered 'Notes to the Financial Statements' on the following pages which form part of these accounts.

Negative figures are shown in parenthesis () throughout.



Balance Sheet as at 31st December 2023

Note	2023			2022		
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £	
FIXED ASSETS						
Tangible Fixed Assets	6	455,600	-	-	455,600	430,900
Investment Assets	7	-	47,667	137,561	185,229	169,111
Total Fixed Assets		455,600	47,667	137,561	640,829	600,011
CURRENT ASSETS						
Debtors	8	9,802	246	-	10,049	3,942
Cash at bank and in hand		33,349	120,115	-	153,463	153,518
Total Current Assets		43,151	120,361	-	163,512	157,460
LIABILITIES						
Creditors falling due within one year	9	9,272	844	-	10,116	9,516
NET CURRENT ASSETS/ (LIABILITIES)		33,879	119,517	-	153,396	147,944
TOTAL NET ASSETS						
PARISH FUNDS	10,11	489,479	167,185	137,561	794,225	747,955
Unrestricted		489,479			489,479	475,407
Restricted			167,185		167,185	146,957
Endowment				137,561	137,561	125,592
Total Parish Funds		489,479	167,185	137,561	794,225	747,955

Approved by the Parochial Church Council on the 14th day of March 2024 and signed on its behalf:

The Reverend Christopher H Wilson (Vicar)
 Chairman



Notes to the Financial Statements for the year ended 31st December 2023

1. Basis of Accounting

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with the Church Accounting Regulations 2006, together 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 January 2021, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2022 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 January 2021 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 are prepared on a going-concern basis under the historical cost convention, with the potential exception of debtors and creditors (see Note 2 below).

2. Accounting Policies

Funds

Permanent Endowment funds are funds, the capital of which must be maintained permanently. Income arising from investment of the endowment may be used either as restricted or unrestricted funds depending upon the purpose for which the endowment was established.

Restricted funds represent (a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and (b) 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. The PCC does not usually invest separately for each fund. Where there is no separate investment, interest is apportioned to individual funds on an average balance basis.

Unrestricted funds are general funds which can be used for ordinary PCC purposes.

Incoming Resources

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resource to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when received. All other income is recognised when it is receivable. All incoming resources are accounted for gross.

Tax reclaims on donations and gifts

Incoming resources from tax reclaims are included in the statement of financial activities at the same time as the gift to which they relate.

Resources expended

Grants and donations are accounted for when paid over, or when awarded if that award creates a binding or constructive obligation on the PCC. The diocesan parish share is accounted for when due. Amounts received specifically for mission are dealt with as restricted funds. All other expenditure is generally recognised when it is incurred and is accounted for gross.

Fixed assets

Consecrated property is not included, in accordance with the Charities Act 2022.

Movable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the Church's Inventory which can be inspected during office hours.

Equipment is depreciated over 5 years at 20% per annum.

Investment Assets are shown at the December 2023 market value.

Property assets

18 Dugdale Court is shown at the December 2023 market value of £130,000.

18 Imperial Place is shown at the December 2023 market value of £325,000.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.



Notes to the Financial Statements for the year ended 31st December 2023 - continued

3. INCOMING RESOURCES

	2023			2022
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £
VOLUNTARY INCOME				
Open collections	5,324	1,791		7,115
Planned Tax efficient donations	22,702			22,702
Unplanned Tax efficient donations	6,368	835		7,203
Tax recovered	6,440			6,440
Other donations	11,436	1,264		12,700
Legacies	5,000	5,000		10,000
Total Voluntary income	57,271	8,890	-	66,160
GRANTS RECEIVED	29,155	18,100	-	47,255
INCOME FROM INVESTMENTS				
Interest	3,009			3,009
Dividends	874	4,177		5,051
Rental Income	20,195	80		20,275
Total Income from investments	24,078	4,257	-	28,335
CHURCH ACTIVITIES AND USE OF THE CHURCH				
Use of church	13,291	100		13,391
Statutory Fees	1,718			1,718
Events	3,622	1,984		5,606
Café Within				-
Total Church Activities & use of church	18,630	2,084	-	20,715
OTHER INCOME				
Insurance proceeds received	-	-	-	-
Total Other Income	-	-	-	-
TOTAL INCOMING RESOURCES	129,134	33,331	-	162,465



Notes to the Financial Statements for the year ended 31st December 2023 - continued

4. RESOURCES EXPENDED

	2023				2022
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
Ministry					
Diocesan parish share	40,000			40,000	31,000
Clergy expenses	1,238			1,238	650
Upkeep of services	278	109		387	262
Music *	14,063	3,470		17,533	15,135
Outreach and mission	195	154		349	345
Total Ministry	55,775	3,733	-	59,508	47,393
Support costs					
Church running expenses	33,344	2,248		35,592	32,680
Church repairs and maintenance	33,001	3,738		36,739	27,160
Upkeep of investment properties	5,041			5,041	8,749
Café Within	307			307	486
Office *	11,100	4,500		15,600	16,559
Depreciation	300			300	900
Reconciliation Adjustments				-	-
Governance Costs	978			978	936
Bank charges	178	14		192	245
Total Support Costs	84,249	10,500	-	94,748	87,715
TOTAL CHURCH ACTIVITIES	140,024	14,232	-	154,256	135,107
Missionary and charitable giving	38	3,019	-	3,056	2,482
TOTAL RESOURCES EXPENDED	140,062	17,251	-	157,313	137,589

* Music and Office include staff costs recorded in Note 5



Notes to the Financial Statements for the year ended 31st December 2023 - continued

5. STAFF COSTS AND REIMBURSED EXPENSES (included in Note 4 above)

During the year there were no employment or housing costs other than those specified below. Employment and housing costs for the Vicar were paid by the Diocese.

The PCC employed 3 part-time people: a Parish Administrator, a Development Manager and an Organist. For all employees the PCC reviews pay levels annually, taking into account the annual rate of inflation. All employees are paid at or above the Real Living Wage.

Disclosable transactions

- Payments were made to Mr Alex Silverman for services as Director of Music.
- PCC members were reimbursed £1,136 for expenses (2022: £1,975). Expenses relate only to the refund of disbursements that would otherwise have been paid for directly by the PCC. Clergy expenses, are excluded here, but are disclosed at Note 4 (Resources expended).
- Donations known to have been received from trustees (PCC members) without conditions totalled £12,000, compared with £7,603 in 2022.

	2023			2022	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
STAFF COSTS					
Salaries and wages	15,200	4,500	-	19,700	20,861
National Insurance	-	-	-	-	-
Severance costs	-	-	-	-	-
Total staff costs	15,200	4,500	-	19,700	20,861



Notes to the Financial Statements for the year ended 31st December 2023 - continued

6. TANGIBLE FIXED ASSETS

	Property	Other fixtures, fittings and equipment	Total Assets
	£	£	£
COST			
As at 1st January 2023	430,000	4,436	434,436
Additions	-	-	-
Written off	-	-	-
Revaluation	25,000	-	25,000
As at 31st December 2023	455,000	4,436	459,436
DEPRECIATION			
As at 1st January 2023	-	3,536	3,536
Charged for the year	-	300	300
As at 31st December 2023	-	3,836	3,836
NET BOOK VALUE			
As at 1st January 2023	430,000	4,436	430,900
As at 31st December 2023	455,000	600	455,600

All tangible fixed assets are unrestricted

7. INVESTMENT ASSETS

	Unrestricted funds	Restricted funds	Endowment	Total funds
	£	£	£	£
Market Value as at 1st January 2023	-	43,519	125,592	169,111
Re-allocations	-	-	-	-
Additions/(disposals)	-	-	-	-
Net gain / (loss) on revaluation	-	4,148	11,970	16,117
Market Value as at 31st December 2023	-	47,667	137,561	185,229



Notes to the Financial Statements for the year ended 31st December 2023 - continued

8. DEBTORS

	2023			2022	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
Income tax recoverable	104	-	-	104	882
Prepayments	817	-	-	817	-
Other debtors	8,882	246	-	9,128	3,061
Total Debtors	9,802	246	-	10,049	3,942

9. CREDITORS

	2023			2022	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
Accounts payable	1,708	100	-	1,808	-
Deferred income	-	-	-	-	-
Accruals	7,162	744	-	7,906	9,316
PAYE & NI	402	-	-	402	200
Other creditors	-	-	-	-	-
Total Creditors	9,272	844	-	10,116	9,516



Notes to the Financial Statements for the year ended 31st December 2023 - continued

10. MOVEMENTS IN FUNDS

FUND	2022	2023					2023
	Total funds £	Incoming resource £	Resources expended £	Adjust-ment £	Revalu-ation £	Total funds £	Net mov't in funds £
Endowment							
Belfry capital	75,732	-	-		7,218	82,950	7,218
Smith (Clock) capital	20,501	-	-		1,954	22,455	1,954
Urquhart Trust capital	29,358	-	-		2,798	32,157	2,798
Total Endowment	125,592	-	-	-	11,970	137,561	11,970
Restricted							
Jane Bowie Good (Lady Chapel)	1,010	-	-		-	1,010	-
Belfry income	17,618	2,267	(25)		-	19,859	2,242
Smith (clock) income	4,570	610	(198)		-	4,982	412
ASAF	1,639	-	-		-	1,639	-
Bellringers	1,040	-	(174)		-	866	(174)
Choral	15,701	381	-		1,220	17,302	1,601
Church Artworks	33,004	-	-		-	33,004	-
Churchyard Project	618	13,726	(3,394)		-	10,949	10,332
DOM Choral Scholarship Fund	-	4,613	-		-	4,613	4,613
Dugdale Court Garage Deposit	-	80	-		-	80	80
Education	34,604	994	(263)		2,928	38,263	3,659
FASM	8,524	1,340	(3,618)		-	6,245	(2,279)
Appeals	27	1,591	(1,617)		-	-	(27)
LGBT	1,048	-	(159)		-	889	(159)
Myton Carol Service	-	1,461	(1,461)		-	-	-
Nightlight	1,966	100	-		-	2,066	100
Organ Restoration Project	3,884	793	(1)		-	4,675	791
Organ Scholarship	750	-	-		-	750	-
Restoration	8,941	5,097	-		-	14,038	5,097
Roof Repair Fund	241	180	-		-	421	180
Silver	4,021	-	-		-	4,021	-
Textile Conservation Project	55	-	-		-	55	-
WDC Support	7,697	100	(6,340)		-	1,457	(6,240)
Xmas Tree Festival	0	-	-		-	0	-
Total Restricted	146,957	33,331	(17,251)	-	4,148	167,185	20,228
Unrestricted							
General	465,269	123,959	(139,425)		25,000	474,803	9,534
Urquhart Trust income	4,105	874	-		-	4,979	874
Property Repairs - Designated	6,033	4,301	(637)		-	9,697	3,664
Total Unrestricted	475,407	129,134	(140,062)	-	25,000	489,479	14,072
Total Funds	747,955	162,465	(157,313)	-	41,117	794,225	46,270



Notes to the Financial Statements for the year ended 31st December 2023 - continued

11. DISTRIBUTION OF NET ASSETS

FUNDS ARE REPRESENTED BY:	Property £	Shares £	Bank £	Net assets £	Total £
Endowment					
Belfry		82,950	-		82,950
Smith (General)		22,455	-		22,455
Urquhart Mission Hall		32,157	-		32,157
Total Endowment	-	137,561	-	-	137,561
Restricted					
Jane Bowie Good (Lady Chapel)			1,010		1,010
Belfry income			19,859		19,859
Smith (clock) income			4,831	152	4,982
All Saints' Arts Festival			1,639		1,639
Bellringers			866		866
Choral		14,020	3,187	95	17,302
Church Artworks			33,004		33,004
Churchyard Project			10,949		10,949
DoM Choral Scholarship fund			4,613		4,613
18 Dugdale Court garage deposit			80		80
Education		33,647	4,616		38,263
FASM			6,245		6,245
Appeals			744	(744)	-
LGBT			889		889
Nightlight			2,066		2,066
Organ Restoration			4,675		4,675
Organ Scholarship			750		750
Restoration			14,038		14,038
Roof Repair Fund			421		421
Silver			4,021		4,021
Textile Conservation Project			55		55
Warwick District Council Support			1,557	(100)	1,457
Christmas Tree Festival			0		0
Total Restricted	-	47,667	120,115	(597)	167,185
Unrestricted					
General	455,600		18,673	(67)	474,206
Urquhart Trust income			4,979		4,979
Property Repairs - Designated			9,697		9,697
Total Unrestricted	455,600	-	33,349	530	489,479
Total Funds	455,600	185,229	153,463	(67)	794,225



Notes to the Financial Statements for the year ended 31st December 2023 - continued

12. Capital commitments

As at 31st December 2023 the PCC had £nil outstanding approved expenditure (2022: nil).

13. Connected Charity

The PCC is the Managing Trustee of **Leamington Priors All Saints Ministry Fund** (Registered Charity 509495). The object of the charity is to "further the religious and other charitable work of the Church of England in the parish". This fund consists of CBF income shares and the Coventry Diocesan Trustees are the Custodian Trustee. The PCC has resolved to make a grant to the general fund of the dividend income as it arises. With the permission of the Coventry Diocesan Trustees, the PCC sold 477.65 shares (value £10,000) in July 2023. The fund now comprises 7,183.62 CBF income shares. The value of the Fund was £162,638 at 31st December 2023 (£158,174 December 2022).

14. Pensions

All Saints Leamington Priors PCC participates in the Pension Builder Scheme section of the Church Workers Pension Fund (CWPF) for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The CWPF has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

During 2023 we had no member of staff contributing to The Pension Builder Scheme. This is a cash balance scheme paying a lump sum to members on retirement for their use in providing benefits. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no subdivision of assets between employers in each section of the Pension Builder Scheme.

The scheme is a multi-employer scheme as described in Section 28 of FRS 102 as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers. This means 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 (2023: £0; 2022: £0)

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 December 2021. For the Pension Builder 2014 section, the valuation revealed a surplus of £5.6m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

Accounts



The Parish Church of All Saints Leamington Priors

Annual Report and Accounts for the year ended 31st December 2022

Registered as a charity:

The Parochial Church Council of the Ecclesiastical Parish of All Saints Leamington Priors
Charity Registration No: 1132974



The
National Lottery
Heritage Fund

Historic
England



Department for
Digital, Culture,
Media & Sport



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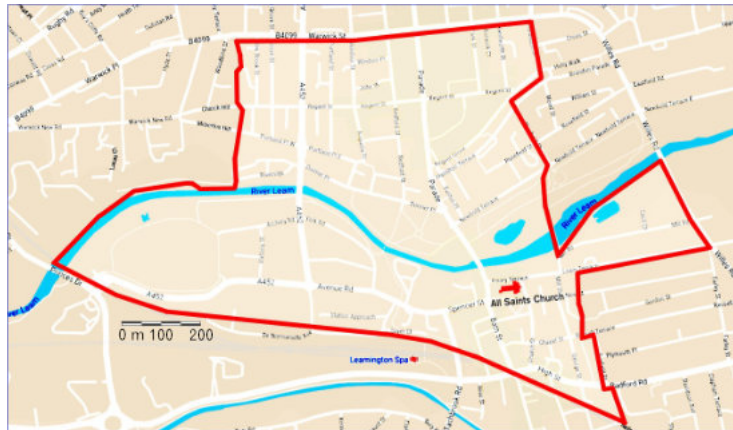


ADMINISTRATIVE INFORMATION

Address	Victoria Terrace, Leamington Spa CV31 1AA	
Diocese	Diocese of Coventry	
Website	www.allsaintschurchleamington.org.uk	
Facebook	https://www.facebook.com/allsaintschurchleamington/	
Charitable status	Registered Charity no 1132974	
Trustees	The trustees are the members of the PCC who are as follows:	
	PCC Members <i>ex officio</i>	
	Vicar and Chair	The Reverend Christopher Wilson
	Churchwardens	(<i>vacant</i>)
	Deanery Synod reps	1 Margaret Middleton 2 (<i>vacant</i>)
	Diocesan Synod members	1 Julia Choe (from Oct 2022) 2 Hannah Wilson (from Oct 2022)
	PCC Members by election	
	Lay Vice Chair	Christopher Patrick
	Hon Treasurer	Elizabeth Gorsuch
	Hon Secretary	Andrew Gorsuch Douglas Bates Samuel Johnson (from May 2022) Catherine Samuel (from May 2022) Fiona Williams (to May 2022) Hannah Wilson (to Oct 2022)
	PCC Member co-opted	Katherine Shore (from June 2022)
Safeguarding Officer	Margaret Middleton (to May 2022); Christopher Patrick (from May 2022)	
Parish Administrator	Annabel Sharp	
Independent Examiner	Mark Spafford	LDP Luckmans 1110 Elliott Court Coventry Business Park, Herald Avenue Coventry CV5 6UB
Banks	HSBC	126 Parade Leamington Spa CV32 4AJ
	The Charity Bank	Fosse House, 182 High Street Tonbridge TN9 1BE
Solicitors	Rotherham & Co	8 The Quadrant Coventry CV4 8HX
Investments	CCLA	Senator House 85 Queen Victoria Street London EC4V 4ET

REPORT OF THE PAROCHIAL CHURCH COUNCIL for the year ending 31st December 2022

The Parish of All Saints, Leamington Priors



The Parish covers an area in the centre of Leamington Spa, bounded as follows:

- North to South: Warwick Street to the railway line.
- East: southwards along Clarendon Street, Newbold Street, Mill Bridge; Forfield Place and Camberwell Terrace, but running along the river eastwards from Mill Bridge, south along Willes Road and west along Leam Terrace.
- West: roughly south from the junction of Woodbine Street and Warwick Place, then west along the river as far as the railway bridge.

The Parish Church and Churchyard are bounded by Victoria Terrace, Priory Terrace, Church Street and Gloucester Street.

The Parish Church is the only licensed place of worship in the parish. There is no ancillary accommodation (such as a church hall). The Churchyard was closed in 1851. There is another closed churchyard on New Street which was sold to the local authority many years ago, and a more extensive churchyard, also closed, adjacent to the town cemetery on Brunswick Street. Churchyards are maintained by Warwick District Council.

The Parochial Church Council

Objectives

The PCC is called to work with the clergy to further the whole mission of the Church of England in the parish. In 2020 the PCC identified five core values underlying this work at All Saints': Integrity – Compassion – Commitment – Creativity – Wonder. It then defined as its Mission Statement "To be a place where hope is nurtured through compassion, wonder and faith".

Public benefit

As trustees, the PCC members confirm that they have complied with the Charities Act 2011, and have considered the Commission's guidance on public benefit and the advancement of religion.



The Parochial Church Council - continued

Conflict of Interest Policy

The Conflict of Interest Policy is held by the Parish Administrator and may be seen on request. It is reviewed annually by the PCC. Members of the PCC are asked to declare any possible conflicts of interest before each PCC meeting. If any such interest is declared, the PCC member may be asked to leave the meeting for the topic under discussion.

Members

Members of the PCC during 2022 are named above, under Administrative Information.

Ex-officio members

Vicar	The Reverend Christopher Wilson
Churchwardens	(2 places vacant)
Deanery Synod Representatives	
By election	Margaret Middleton (1 place vacant)
<i>Ex officio</i> (on Diocesan Synod)	Julia Choe, Hannah Wilson (both from October)

Elected members

In accordance with the Church Representation Rules, those of the congregation who are on the Electoral Roll are eligible to elect members to the PCC from among their number. In 2009 the Annual Parochial Church Meeting determined that the number of elected members would be nine. PCC members serve for three years and may then stand for re-election if still eligible.

In 2022 there were six elected members until May, then seven until October and six thereafter.

Co-opted member

Members co-opted onto the PCC serve for that year only and may then stand for election if eligible. One new member was co-opted in June 2022.

Committees of the PCC

Finance Committee: Rev. Christopher Wilson, Elizabeth Gorsuch; Hannah Wilson (until May 2022); Samuel Johnson (from June 2022); Christopher Patrick, Katherine Shore (from September 2022)

Standing Committee (authorised to transact urgent PCC business arising between PCC meetings, subject to financial constraints; would normally include churchwardens): as the PCC had few members a Standing Committee was deemed unnecessary.

Fabric Committee: not currently active; role performed by Finance Committee.

The Friends of All Saints' Music organisation reports to the PCC.

PCC meetings are normally held on the second Thursday evening of every month except August.

Charity registration

The Parochial Church Council of the Ecclesiastical Parish of All Saints, Leamington Priors is a Registered Charity, no. 1132974.

Connected charity

PCC members are also Trustees of a separate Registered Charity, the Leamington Priors All Saints Ministry Fund, no. 509495.



Safeguarding

'Safeguarding is at the heart of our Christian faith. It means the action the Church takes to promote a safer culture in all our churches. We will promote the welfare of children, young people and adults. We will work to prevent abuse from occurring. We will seek to protect those who are at risk of being abused and respond well to those who have been abused. We will take care to identify where a person may present a risk to others, and offer support to them whilst taking steps to mitigate such risks.' (Most Rev'd & Rt. Hon. Justin Welby, Archbishop of Canterbury)

Change of Parish Safeguarding Officer

Every parish in the Church of England has a safeguarding officer (PSO). After a number of years of hard work, Margaret Middleton (MM) stepped down from this role at All Saints' in 2022 and Chris Patrick took it on, with the assistance of Kate Samuel. The PSO is intended to provide the link between the parish and the Diocese's safeguarding team, providing advice to the parish on safeguarding matters and ensuring any issues or concerns are referred through the appropriate channels. The PSO can be contacted through the church office or through the email address set up for this purpose: aslsafeguarding@gmail.com

Assessing Compliance with the Parish Dashboard

The PCC recently reviewed and renewed its mandatory policies on safeguarding. As has been reported in previous years, parishes within the Diocese of Coventry all have their own "Parish Dashboard", an online tool which allows us to check that we are complying with regional and national safeguarding requirements, as set out in the documents 'Safeguarding and Clergy Discipline Measure, 2016' and 'Safeguarding, Learning and Development Framework' issued by the House of Bishops. Thanks to MM's diligence previously, All Saints' had a good level of compliance, and we are currently at "Level 2". The Diocese has expressed a wish that parishes attain "Level 3", which will require progress on some areas of the dashboard, particularly "Learning and Development".

Learning and Development/Training

The requirements on the level of safeguarding training that should be completed for different roles in the church have recently changed. Notably, fewer people are required to complete the highest level of training (Leadership). The PSO will contact directly those whose roles require that training is to be completed. However, everyone is always encouraged to gain an awareness of basic safeguarding in a church context by completing an online course at <https://safeguardingtraining.cofeportal.org/>; for advice on setting up an account and accessing the course, please contact the PSO.

The Diocese holds online sessions (forums) to disseminate information to PSOs on various matters. For instance, the most recent forum (8th November) had a presentation by representatives from Christians Against Poverty, as well as an update on the second past cases review (see below) and a summary of work done by the Diocesan team.

Past Cases Review

The 5th October 2022 saw the publication of the Church of England's second "Past Cases Review". The Diocesan website provides information about this report from a local and wider perspective: <https://www.coventry.anglican.org/pcr2.php>

Referrals and Disclosure and Barring Service (DBS) Checks

There have been no referrals during the year. One DBS check was carried out.

Christopher Patrick
Parish Safeguarding Officer



Proceedings of the PCC and summary of parish activities in 2022

The PCC supports the pastoral and liturgical work of the church. In 2022 it continued routine management and monitoring of financial, fabric and staffing matters, within the constraints imposed by funding and personnel. There were 11 monthly PCC meetings (none in August). Of these, six were online-only by video-conferencing, and four were in the Lady Chapel with remote participation available. Average participation by PCC members in these 10 meetings was 89%. The remaining meeting in December was a joint meeting held at our sister church, Holy Trinity, attended in person by three and remotely by an unknown number of our PCC members. The development manager, invited to observe any meeting, did so on three occasions. Agendas for regular meetings included safeguarding (see separate report), conflicts of interest, data protection and financial reports. Urgent matters arising between meetings were dealt with by e-mail.

Worship, mission and outreach

Measures to minimise Covid-19 infection risk were gradually reduced during 2022 in accordance with Government and Church of England regulations and recommendations

Regular Sunday services of Holy Communion at 8 am and choral Parish Communion at 10.30 am continued, as did Friday lunchtime prayers. Bishop Christopher of Coventry celebrated and preached at 10.30 am on 13th March. The Reverend Canon Andrew Gorham, the Reverend Anne Morris and others kindly took a number of services when the Vicar could not. The Bishop renewed licences for lay chalice assistants to help administer Communion. Midweek Holy Communion on Wednesday mornings resumed in September. Choral evensong took place on several occasions. Special events featured in services included the 70th anniversary of the Accession of HM Queen Elizabeth II (6th February), the 29th Division World War I Gallipoli Campaign (27th February), and the Commemoration of Her Late Majesty Queen Elizabeth II (11th September).

Some services continued to be accessible online via social media: the 8 am Sunday Holy Communion service in church, and online-only Morning Worship every weekday. However, broadcasting the choral 10.30 Sunday Parish Communion ceased because of copyright issues around the increasing range of music included.

Ash Wednesday, Palm Sunday, Holy Week and Easter services took place in church. Later came a successful Advent carol service, two Christmas carol services, two Christingle services (one being private), 'Midnight' Mass on Christmas Eve, and two services on Christmas Day. Six baptisms, one wedding, one blessing of rings and three funerals or memorial services were held in church.

Weekly attendance figures for October 2022 averaged 68, compared with 57 in October 2021, 58 in October 2020 and 60 in 2019. In 2022 there were 142 Easter attendances and 160 at Christmas (excluding Christingle and carol services). Overall throughout 2022 there were 3977 attendances recorded at the church, an average of 76 per week. These figures do not include online participants.

As in previous years, because of very limited availability of staff and volunteers the Vicar took on much of the organisation and day-to-day work needed to run the church and keep people safe, for which the PCC is extremely grateful.

Details of forthcoming services were kept up to date on the C of E's 'A Church Near You' website, and many were announced on the church's Facebook page. A sustained effort was made by the PCC and others to maintain contact with members of the congregation who were unable to attend church. Following the national launch of the 'Explore Project' in April 2022 its attractive prayer cards were put on display for anyone to use.

The PCC continued to support an inclusive welcome to all comers, and in 2022 applied to join the 'Inclusive Church Network'. The 'Baby and Toddler Group' met weekly when possible, and a local children's nursery enjoyed very successful Harvest and Christingle services. All Saints' continued to host the joint local church venture 'Nightlight' which welcomes anyone out in the town on Friday nights. Outreach to those identifying as LGBTQ+ included monthly meetings of 'LGBTXians'.

Refugees from the Russian invasion of Ukraine began to arrive in March, some finding their way to All Saints' where they were welcomed. See also Coffee Shop below.

Continued overleaf

Proceedings of the Parochial Church Council - continued

Music

The post of Director of Music was held jointly until Easter, when Suzie Green withdrew because of other commitments. The PCC expressed huge appreciation for her enormous contribution to the church over several years. Alex Silverman then took on the full role. Choir activity and membership continued to increase as Covid restrictions relaxed, and were boosted further in September when five (eventually six) choral scholarships and one organ scholarship were awarded. The choir led singing in our weekly Sunday 10.30 am Parish Communion service, Choral Evensong approximately monthly, other special services, as well as at the town Remembrance Service in Euston Place, our usual carol concert in aid of Myton Hospices, and three carol services. On several occasions when our choir was on holiday an informal group from Warwick University Chamber Choir kindly sang in their place. In addition a series of organ and other recitals helped support church funds.

Bellringing

Monday ringing practice continued and the team began to increase in strength. Ringing for services, and on special occasions (such as the Platinum Jubilee and later the death of HM the Queen), took place when possible.

Coffee Shop

The PCC entered into a partnership with a local project giving employment, training, and language development to young adult refugees from Ukraine, enabling the coffee shop to re-open as 'Tisto Café'. Although not financially profitable during 2022 this increased the building's opening hours and greatly enhanced the life of the church.

Community use of the church building

During 2022 some 48 events (other than services and related church activities) took place in the building. These included 18 concerts arranged by our music staff, 13 concerts by external organisations, two exhibitions by Leamington Spa Photographic Society, a World Labyrinth Day exhibition, a new 2-day Leamington Art Fest, a new 9-day Christmas Tree Festival Exhibition, and 11 other events such as dances and parties. Most external events attracted a hire fee, the exceptions being charitable organisations.

Several local groups also held regular meetings in the church.

The PCC is extremely grateful to Charles Craft (Development Manager), Annabel Sharp (Parish Administrator) and the many volunteers who helped organise these activities.



Leamington Art Fest 2022 - opening ceremony and private viewing



Proceedings of the Parochial Church Council - continued

Rental properties owned by the church

Two residential properties are owned by the church and managed by a nearby agency. Some expenditure was needed to keep them in good order. One tenant left but was replaced after only a short interval. Otherwise both tenants continued paying rent throughout the year.

The lock-up garage also owned by the church was refurbished with a new roof and other repairs. It was then successfully re-let in August 2022.

Strategy

After a great deal of work, and in consultation with the Archdeacon Missioner, the Vicar drafted a 'Vision and Strategy 2022-2027' plan for All Saints' taking account of changes under way in our sister parish of Holy Trinity. With the full support and gratitude of the PCC and more advice from the Diocese, he developed it further, produced a detailed, task-based and continuously updated Mission Plan, and worked towards fulfilling many of these tasks including drawing up a major grant application to enable repairs.

Meanwhile the part-time Development Manager continued to seek grant aid and worked to improve the presentation, promotion and operation of the church both for its primary function and as a venue for community activities. His support was crucial to the establishment and monitoring of Café Tisto (see above) and to progress of the Old Churchyard project, as well as to many events including the successful Christmas Tree Festival and Leamington Art Fest.

The PCC was grateful for grants received. One from Warwick District Council helped fund continuation of the part-time Development Manager post, hiring the services of a Media & Communications Partner and other items. Another from Royal Leamington Spa Town Council supported the Christmas Tree Festival, and a third from Art Friends Warwick enabled us to purchase display boards for use by exhibitors at Art Fest in December and any future events.

Old Churchyard

Warwick District Council repaired stonework of the gate pillars facing Gloucester Street, though without replacing the corroded ironwork that had caused the problem.

The Churchyard Committee continued to work towards establishing an Old Churchyard Community Garden. The original plans involved initial hard landscaping such as moving paths, improving paved areas and incorporating a large stone labyrinth, followed by planting.

However, fundraising to cover the whole project in one go was unsuccessful. A three-phase approach was therefore adopted, in which hard landscaping of the large open area was scaled down and the layout of paths would not be changed. This was planned in consultation with the District Council staff responsible for maintenance of this closed churchyard, and was publicised both during World Labyrinth Weekend on site in early May and at the 'Art in the Park' event nearby in August.

Phase 1, the establishment of wild areas in the 'East Garden' part enclosed by railings, was completed in autumn 2022 when volunteers naturalised more bulbs and sowed wildflower seed after appropriate preparation. Phase 2 would involve planting and seeding wildlife-friendly trees, shrubs and flowering plants in the larger open space, following the original planting schedule with minor modifications. This was due for completion in 2023, and would encourage additional fundraising for future hard landscaping and installation of a labyrinth in Phase 3.

The PCC extends its thanks and appreciation to everyone who has contributed to the life of the church, including staff, volunteers, assisting clergy, and members of other organisations which make use of the building.

Andrew Gorsuch, PCC Secretary



Report on the Fabric, Goods, and Ornaments of the Church

The PCC keeps and updates a maintenance plan, and follows it so far as is possible given the scale of the building and limited resources. Works are noted in the logbook as they are done, and are summarised below.

Roofs and external masonry

Cleaning of the roof and rainwater goods was undertaken twice at lower levels by a roofing contractor, and three times at high level by roped access specialists, WallWalkers.

In November WallWalkers performed a patch repair of a hole high on the S Nave roof.

In August a low-level rainwater hopper outside the clergy vestry was noted to be missing. A quotation for replacement of this and its downpipe was requested, and arrangements were made for Smartwater protection of accessible iron components.

Roof alarm

The roof alarm was triggered in August but nothing amiss was found at high level. The annual service took place in November.

Lightning conductors

These were tested in January 2022 and found to be satisfactory.

Lady Chapel

In March 2022 a new curtain was installed over the arch between the Lady Chapel and the Chancel, replacing that damaged by rainwater penetration the previous year.

Heating, plumbing and ventilation

In January a scheme administered by Warwickshire County Council kindly provided four air-purification units incorporating HEPA (high efficiency particulate-absorbing) filters to reduce the risk of transmission of Covid-19 and other respiratory infections. They were installed in the Urquhart Room and the Lady Chapel.

Adjustment, maintenance and minor repairs of heating systems and plumbing were done on several occasions during the year.

Organ

Organ firm Cousans tuned the instrument four times during during 2022 and repaired a leaking windpipe in June.

Tower clock

Clock maintenance was deferred because pigeon guano had contaminated the access route. A volunteer began to clear this.

Electrical systems

The contractor who had provided an Electrical Condition Report in September 2021 returned in February 2022 to effect changes needed for compliance with current regulations and to undertake several other minor modifications.

Fire Safety

Installation of a fire-alarm system and other fire-safety measures agreed in 2019 remained in abeyance because of lack of funds, effects of the pandemic and the still-unmet need for approval by the Diocese. Fire extinguishers were inspected and some replaced in February.

Andrew Gorsuch, Hon PCC Secretary



FINANCIAL REVIEW **for the year ending 31st December 2022**

TREASURER'S REPORT

Although Covid continued to have a worrying presence, with many of the congregation suffering from the virus at some time, life in Leamington and All Saints' Church began to return to normal during 2022. Donations to the church increased from 2021, helped by the opening of Tisto Café in the summer. This has enabled us to keep the church open during the week, benefiting visitors and those who come for private prayer, some of whom give welcome donations for church funds.

Local organisations also returned to the church as a venue for meetings, concerts, dances and festivals. These included a very successful series of organ recitals including two during the Leamington Music Festival in May, Art Fest (an exhibition of work by local artists), and our very first Christmas Tree Festival. These and other events raised over £14,500, with half of the profits from the Xmas Tree Festival going to the local Down syndrome charity 'Ups of Downs'. We were able to give away over £2,500 to various charities during the year – a great improvement on recent years.

We were very grateful for grants from local bodies. Warwick District Council gave £12,500 for help with recovery after Covid. These funds were used to pay the Development Manager who has worked tirelessly to increase our profile in the local community; for media and advertising to make our presence more visible; and for improvements in the church to benefit local groups hiring the space. A Royal Leamington Spa Town Council grant helped with initial expenses of the Xmas Tree Festival, and Arts Friends Warwick contributed to equipment needed for Art Fest.

However, all of these helpful injections of funds could not counteract the spiralling cost of energy. We belong to the Church of England Parish Buying Scheme which guarantees a low price for gas and electricity, but we were not eligible for any help from the government in the autumn although some help from the diocese did arrive in January 2023. Our gas bill for December alone was over £3,000. I noticed on reading my report for the 2019 accounts that gas cost £5,000 for the whole year. There is no way we can generate income to cover such large increases in expenditure.

More money was also spent in 2022 on the musical life which helps make this church special, with an enlarging choir including a number of Warwick University students. Choral and organ scholarships are awarded where appropriate. Several other choirs and orchestras also hold their concerts in the church, enjoying the excellent acoustics. We have looked for grants to improve facilities for these visitors.

Repair and maintenance costs for the church were lower than in 2021, but every time a leak develops in the high-level roofs we have to call out a specialised team of roped workers to put it right. Such temporary repairs, together with routine high-level roof maintenance, cost £9,000 in 2022. Complete replacement of the Victorian roof covering is urgently needed but would be way beyond our budget.

All investments decreased in value over the year. £125,000 worth of shares are endowed and cannot be sold but do produce an income through dividends. However, almost all this income is restricted to use for specified purposes and does not help to mend the roof or pay the gas bills. Our only other source of income comes from the Ministry Fund, which is a separate charity (see note 13 of the accounts). In order to pay increasing amounts for our Parish Share we will soon have to start selling Ministry Fund shares, thereby decreasing the dividend income they provide. Apart from this fund, we are left with £44,507 in our unrestricted funds. This may last only another 18 months.

Elizabeth Gorsuch Hon Treasurer.



Financial Policies

Purpose

The purpose of these policies is to enable the PCC to use its reserves prudently and effectively to support the work of the Church. The reserves must be used to help the PCC to set up new initiatives and projects to further the work of the church whilst ensuring that sufficient funds remain for any unforeseen expenditure.

Financial Regulations

The PCC maintains a set of detailed financial regulations governing policies and procedures which must be followed by all clergy, staff and volunteers when dealing with the financial affairs of the Parish Church and its subsidiaries. This is reviewed by the PCC annually after the Annual Parochial Church Meeting, and may be seen on request.

Reserves Policy

Reserves are that part of a Charity's unrestricted funds that is freely available to spend on any of the Charity's purposes, and normally excludes fixed assets. The PCC's Reserves Policy is to hold sufficient unrestricted funds to cover three months' running costs, which at 2022 levels of expenditure would be about £34,400. Money is also held in restricted funds to cover other liabilities, and there is a designated Property Repair fund (December 2022 balance approximately £6,000) for the investment properties' upkeep.

Investment Policy

In accordance with C of E guidelines, cash deposits must be held in ethical accounts where the total amount held must be less than £85,000 (the FSCS compensation limit). All Saints' readily available cash deposits are held in the Charity Bank in an Ethical Easy Access account, and in a CBF (Central Board of Finance) Church of England deposit account which also provides an ethical and responsible investment. Transfer of current accounts from HSBC to the more ethical CAF Bank was under way.

Investments must be held in low-risk, ethical funds. Coventry Diocese holds three permanent endowment investments in trust for All Saints'. These cannot be sold. They are held with CCLA, the firm which manages funds for the Church of England, charities, faith organisations, and local authorities in the United Kingdom. All such investments mirror the ethical investment policy of the Church of England. A further investment of restricted funds is held by the Diocese with CCLA, and All Saints' owns one other set of shares with CCLA.

Movements of funds are approved by the Finance Committee and then by the PCC. Any change of funds must be signed by two of the signatories for the account. Investment performance is shown annually in the end of year accounts.

Risk Management Policy

The PCC keeps under regular review the risks to which the charity is exposed and seeks to limit their impact by adopting appropriate measures and controls and monitoring their implementation.

Conflict of Interest Policy

The Conflict of Interest Policy is held by the Parish Administrator and may be seen on request. It is reviewed annually by the PCC. Members of the PCC are asked to declare any possible conflicts of interest before each PCC meeting. If any such interest is declared, the PCC member may be asked to leave the meeting for the topic under discussion.

Policy Review

All the above policies are reviewed annually by the PCC.



Independent Examiner's report

Independent Examiner's Report to the Trustees of All Saints Church, Leamington Priors

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st December 2022.

Responsibilities and basis of report

As the charity's trustees 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

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 charity 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
LDP Luckmans
1110 Elliott Court
Herald Avenue
Coventry Business Park
Coventry
CV5 6UB
4th April 2023



Statement of Financial Activities (SOFA) for the year ended 31st December 2022

	Note	2022			2021	
		Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
INCOMING RESOURCES	3					
Voluntary income		40,455	7,443	0	47,898	44,701
Grants received		8,157	15,505	0	23,661	51,741
Income from investments		21,980	4,160	0	26,139	27,505
Church activities and use of church		9,581	4,925	0	14,507	9,045
Insurance proceeds received		0	0	0	0	4,770
TOTAL INCOMING RESOURCES		80,173	32,033	0	112,205	137,762
RESOURCES EXPENDED	4					
Church activities		117,461	17,646	0	135,107	153,025
Missionary and charitable giving		0	2,482	0	2,482	864
TOTAL RESOURCES EXPENDED		117,461	20,127	0	137,589	153,889
Net Incoming Resources before other recognised gains and losses		(37,289)	11,905	0	(25,383)	(16,126)
Inter-fund adjustments		2,080	(2,080)	0	0	0
Revaluation of properties		0	0	0	0	0
Gains/(losses) on investment assets		0	(5,777)	(16,673)	(22,450)	24,082
NET MOVEMENT IN FUNDS		(35,208)	4,047	(16,673)	(47,833)	7,955
Balances brought fwd 1st Jan 2022		510,615	142,910	142,264	795,789	787,833
Balances carried fwd 31st Dec 2022		475,407	146,957	125,592	747,955	795,789

The numbers in the 'Note' column refer to the numbered 'Notes to the Financial Statements' on the following pages which form part of these accounts.

Negative figures are shown in parenthesis () throughout.



Balance Sheet as at 31st December 2022

Note	2022			2021		
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £	
FIXED ASSETS						
Tangible Fixed Assets	6	430,900	0	0	430,900	431,800
Investment Assets	7	0	43,519	125,592	169,111	191,561
Total Fixed Assets		430,900	43,519	125,592	600,011	623,361
CURRENT ASSETS						
Debtors	8	3,907	35	0	3,942	4,816
Cash at bank and in hand		48,571	104,947	0	153,518	174,228
Total Current Assets		52,478	104,982	0	157,460	179,044
LIABILITIES						
Creditors falling due within one year	9	7,971	1,545	0	9,516	6,616
NET CURRENT ASSETS/ (LIABILITIES)		44,507	103,438	0	147,944	172,428
TOTAL NET ASSETS						
		475,407	146,957	125,592	747,955	795,789
PARISH FUNDS						
Unrestricted	10,11	475,407			475,407	510,615
Restricted			146,957		146,957	142,910
Endowment				125,592	125,592	142,264
Total Parish Funds		475,407	146,957	125,592	747,955	795,789

Approved by the Parochial Church Council on the 9th day of March 2023 and signed on its behalf:

The Reverend Christopher H Wilson (Vicar)
 Chairman



Notes to the Financial Statements for the year ended 31st December 2022

1. Basis of Accounting

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with the Church Accounting Regulations 2006, together 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 January 2021, 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 January 2021 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 are prepared on a going-concern basis under the historical cost convention, with the potential exception of debtors and creditors (see Note 2 below).

2. Accounting Policies

Funds

Permanent Endowment funds are funds, the capital of which must be maintained permanently. Income arising from investment of the endowment may be used either as restricted or unrestricted funds depending upon the purpose for which the endowment was established.

Restricted funds represent (a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and (b) 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. The PCC does not usually invest separately for each fund. Where there is no separate investment, interest is apportioned to individual funds on an average balance basis.

Unrestricted funds are general funds which can be used for ordinary PCC purposes.

Incoming Resources

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resource to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when received. All other income is recognised when it is receivable. All incoming resources are accounted for gross.

Tax reclaims on donations and gifts

Incoming resources from tax reclaims are included in the statement of financial activities at the same time as the gift to which they relate.

Resources expended

Grants and donations are accounted for when paid over, or when awarded if that award creates a binding or constructive obligation on the PCC. The diocesan parish share is accounted for when due. Amounts received specifically for mission are dealt with as restricted funds. All other expenditure is generally recognised when it is incurred and is accounted for gross.

Fixed assets

Consecrated property is not included, in accordance with the Charities Act 2011.

Movable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the Church's Inventory which can be inspected during office hours.

Equipment is depreciated over 5 years at 20% per annum.

Investment Assets are shown at the December 2022 market value.

Property assets

18 Dugdale Court is shown at the November 2019 market value of £145,000.

18 Imperial Place is shown at the purchase price of £285,000 on 30 August 2019.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.



Notes to the Financial Statements for the year ended 31st December 2022 - continued

3. INCOMING RESOURCES

	2022			2021	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
VOLUNTARY INCOME					
Open collections	3,350	1,228	0	4,578	2,762
Planned Tax efficient donations	23,812	0	0	23,812	19,780
Unplanned Tax efficient donations	1,950	1,618	0	3,569	4,225
Tax recovered	7,148	127	0	7,275	5,212
Other donations	4,195	4,470	0	8,665	12,722
Legacies	0	0	0	0	0
Total Voluntary income	40,455	7,443	0	47,898	44,701
GRANTS RECEIVED	8,157	15,505	0	23,661	51,741
INCOME FROM INVESTMENTS					
Interest	1,361	0	0	1,361	298
Dividends	874	4,160	0	5,033	4,868
Rental Income	19,745	0	0	19,745	22,339
Total Income from investments	21,980	4,160	0	26,139	27,505
CHURCH ACTIVITIES AND USE OF THE CHURCH					
Use of church	8,639	48	0	8,687	7,347
Statutory Fees	624	0	0	624	1,411
Events	318	4,877	0	5,195	259
Café Within	0	0	0	0	29
Total Church Activities & use of church	9,581	4,925	0	14,507	9,045
OTHER INCOME					
Insurance proceeds received	0	0	0	0	4,770
Total Other Income	0	0	0	0	4,770
TOTAL INCOMING RESOURCES	80,173	32,033	0	112,205	137,762



Notes to the Financial Statements for the year ended 31st December 2022 - continued

4. RESOURCES EXPENDED

	2022				2021
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
Ministry					
Diocesan parish share	31,000	0	0	31,000	31,000
Clergy expenses	650	0	0	650	646
Upkeep of services	143	119	0	262	844
Music *	12,956	2,179	0	15,135	12,372
Outreach and mission	137	208	0	345	872
Total Ministry	44,887	2,506	0	47,393	45,734
Support costs					
Church running expenses	24,434	8,245	0	32,680	19,526
Church repairs and maintenance	23,793	3,367	0	27,160	67,906
Upkeep of investment properties	8,749	0	0	8,749	4,849
Café Within	486	0	0	486	680
Office *	13,059	3,500	0	16,559	12,524
Depreciation	900	0	0	900	842
Reconciliation Adjustments	0	0	0	0	0
Governance Costs	936	0	0	936	900
Bank charges	217	27	0	245	65
Total Support Costs	72,575	15,140	0	87,715	107,291
TOTAL CHURCH ACTIVITIES	117,461	17,646	0	135,107	153,025
Missionary and charitable giving	0	2,482	0	2,482	864
TOTAL RESOURCES EXPENDED	117,461	20,127	0	137,589	153,889

* Music and Office include staff costs recorded in Note 5



Notes to the Financial Statements for the year ended 31st December 2022 - continued

5. STAFF COSTS AND REIMBURSED EXPENSES **(included in Note 4 above)**

During the year there were no employment or housing costs other than those specified below. Employment and housing costs for the Vicar were paid by the Diocese.

The PCC employed 4 part-time people: a Parish Administrator, a Development Manager, an Organist and a joint Director of Music. For all employees the PCC reviews pay levels annually, taking into account the annual rate of inflation. All employees are paid at or above the Real Living Wage.

Disclosable transactions

- Payments were made to Mr Alex Silverman, a joint Director of Music.
- PCC members were reimbursed £1,975 for expenses (2021: £915). Expenses relate only to the refund of disbursements that would otherwise have been paid for directly by the PCC. Clergy expenses, which are shared with Holy Trinity Church, are excluded here but the amounts paid by All Saints' are disclosed at Note 4 (Resources expended).
- Donations known to have been received from trustees (PCC members) without conditions totalled £7,603, compared with £6,577 in 2021.

	2022			2021	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
STAFF COSTS					
Salaries and wages	17,361	3,500	0	20,861	18,082
National Insurance	0	0	0	0	73
Severance costs	0	0	0	0	0
Total staff costs	17,361	3,500	0	20,861	18,155



Notes to the Financial Statements for the year ended 31st December 2022 - continued

6. TANGIBLE FIXED ASSETS

	Property	Other fixtures, fittings and equipment	Total Assets
	£	£	£
COST			
As at 1st January 2022	430,000	1,800	431,800
Additions	0	0	0
Written off	0	0	0
Revaluation	0	0	0
As at 31st December 2022	430,000	1,800	431,800
DEPRECIATION			
As at 1st January 2022	0	0	0
Charged for the year	0	900	900
As at 31st December 2022	0	900	900
NET BOOK VALUE			
As at 1st January 2022	430,000	1,800	431,800
As at 31st December 2022	430,000	900	430,900

All tangible fixed assets are unrestricted

7. INVESTMENT ASSETS

	Unrestricted funds	Restricted funds	Endowment	Total funds
	£	£	£	£
Market Value as at 1st January 2022	0	49,297	142,264	191,561
Re-allocations	0	0	0	0
Additions/(disposals)	0	0	0	0
Net gain / (loss) on revaluation	0	(5,777)	(16,673)	(22,450)
Market Value as at 31st December 2022	0	43,519	125,592	169,111



Notes to the Financial Statements for the year ended 31st December 2022 - continued

8. DEBTORS

	2022			2021	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
Income tax recoverable	847	35	0	882	940
Prepayments	0	0	0	0	0
Other debtors	3,061	0	0	3,061	3,876
Total Debtors	3,907	35	0	3,942	4,816

9. CREDITORS

	2022			2021	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
Accounts payable	0	0	0	0	0
Deferred income	0	0	0	0	650
Accruals	7,771	1,545	0	9,316	5,196
PAYE & NI	200	0	0	200	770
Other creditors	0	0	0	0	0
Total Creditors	7,971	1,545	0	9,516	6,616



Notes to the Financial Statements for the year ended 31st December 2022 - continued

10. MOVEMENTS IN FUNDS

FUND	2021	2022					2022
	Total funds £	Incoming resource £	Resources expended £	Adjust-ment £	Revalu-ation £	Total funds £	Net movement in funds £
Endowment							
Belfry capital	85,785	0	0		(10,054)	75,732	(10,054)
Smith (Clock) capital	23,223	0	0		(2,722)	20,501	(2,722)
Urquhart Trust capital	33,256	0	0		(3,897)	29,358	(3,897)
Total Endowment	142,264	0	0	0	(16,673)	125,592	(16,673)
Restricted							
Jane Bowie Good (Lady Chapel)	1,445	0	(435)		0	1,010	(435)
Belfry income	15,389	2,254	(25)		0	17,618	2,229
Smith (clock) income	3,960	610	0		0	4,570	610
All Saints' Arts Festival	1,639	3,621	(2,693)	(928)	0	1,639	0
Bellringers	1,004	36	0		0	1,040	36
Choral	17,020	381	0		(1,699)	15,701	(1,318)
Church Artworks	33,361	0	(357)		0	33,004	(357)
Churchyard Project	504	470	(356)		0	618	114
Education	37,887	914	(119)		(4,078)	34,604	(3,283)
FASM (Friends of All Sts Music)	9,840	1,475	(2,876)	85	0	8,524	(1,316)
Appeals	27	818	(818)		0	27	0
LGBT	1,138	0	(89)		0	1,048	(89)
Myton Carol Service	0	776	(776)		0	0	0
Nightlight	1,885	200	(119)		0	1,966	81
Organ Restoration Project	2,672	1,763	(551)		0	3,884	1,211
Organ Scholarship	750	0	0		0	750	0
Restoration	8,870	71	0		0	8,941	71
Roof Repair Fund	1,444	241	(1,444)		0	241	(1,204)
Silver	4,021	0	0		0	4,021	0
Textile Conservation Project	55	0	0		0	55	0
Warwick District Council Support	0	13,749	(5,702)	(350)	0	7,697	7,697
Christmas Tree Festival	0	4,654	(3,766)	(888)	0	0	0
Total Restricted	142,910	32,033	(20,127)	(2,080)	(5,777)	146,957	4,047
Unrestricted							
General	500,486	75,088	(112,386)	2,080	0	465,269	(35,217)
Urquhart Trust income	3,231	874	0		0	4,105	874
Property Repairs - Designated	6,897	4,211	(5,076)		0	6,033	(865)
Total Unrestricted	510,615	80,173	(117,461)	2,080	0	475,407	(35,208)
Total Funds	795,789	112,205	(137,589)	0	(22,450)	747,955	(47,833)



Notes to the Financial Statements for the year ended 31st December 2022 - continued

11. DISTRIBUTION OF NET ASSETS

FUNDS ARE REPRESENTED BY:

Endowment

	Property £	Shares £	Bank £	Net assets £	Total £
Belfry		75,732	0		75,732
Smith (General)		20,501	0		20,501
Urquhart Mission Hall		29,358	0		29,358
Total Endowment	0	125,592	0	0	125,592

Restricted

Jane Bowie Good (Lady Chapel)			1,010		1,010
Belfry income			17,618		17,618
Smith (clock) income			4,570		4,570
All Saints' Arts Festival			1,639		1,639
Bellringers			1,040		1,040
Choral		12,800	2,901		15,701
Church Artworks			33,004		33,004
Churchyard Project			618		618
Education		30,719	3,885		34,604
FASM			8,524		8,524
Appeals			27		27
LGBT			1,048		1,048
Nightlight			2,055	(89)	1,966
Organ Restoration			3,884		3,884
Organ Scholarship			750		750
Restoration			8,941		8,941
Roof Repair Fund			241		241
Silver			4,021		4,021
Textile Conservation Project			55		55
Warwick District Council Support			7,727	(30)	7,697
Christmas Tree Festival			1,391	(1,391)	0
Total Restricted	0	43,519	104,947	(1,510)	146,957

Unrestricted

General	430,900	0	38,433	(4,064)	465,269
Urquhart Trust income			4,105		4,105
Property Repairs - Designated			6,033		6,033
Total Unrestricted	430,900	0	48,571	(4,064)	475,407

Total Funds

430,900	169,111	153,518	(5,574)	747,955
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Notes to the Financial Statements for the year ended 31st December 2022 - continued

12. Capital commitments

As at 31st December 2022 the PCC had £nil outstanding approved expenditure (2021: nil).

13. Connected Charity

The PCC is the Managing Trustee of **Leamington Priors All Saints Ministry Fund** (Registered Charity 509495). The object of the charity is to "further the religious and other charitable work of the Church of England in the parish". This fund consists of CBF income shares and the Coventry Diocesan Trustees are the Custodian Trustee. The PCC has resolved to make a grant to the general fund of the dividend income as it arises. The fund comprises 7661.27 CBF income shares. The value of the Fund was £158,174 at 31st December 2022 (£179,172 December 2021).

14. Pensions

All Saints Leamington Priors PCC participates in the Pension Builder Scheme section of the Church Workers Pension Fund (CWPF) for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The CWPF has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

During 2022 we had no member of staff contributing to The Pension Builder Scheme. This is a cash balance scheme paying a lump sum to members on retirement for their use in providing benefits. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no subdivision of assets between employers in each section of the Pension Builder Scheme.

The scheme is a multi-employer scheme as described in Section 28 of FRS 102 as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers. This means 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 (2022: £0; 2021: £0)

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 December 2021. For the Pension Builder 2014 section, the valuation revealed a surplus of £5.6m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

Accounts



The Parish Church of All Saints Leamington Priors

Annual Report and Accounts for the year ended 31st December 2021

Registered as a charity:

The Parochial Church Council of the Ecclesiastical Parish of All Saints Leamington Priors
Charity Registration No: 1132974



The
National Lottery
Heritage Fund

Historic
England



Department for
Digital, Culture,
Media & Sport



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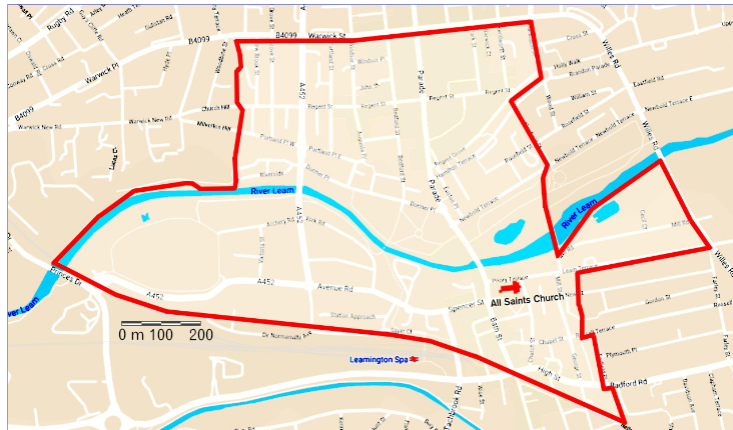


ADMINISTRATIVE INFORMATION

Address	Victoria Terrace, Leamington Spa CV31 1AA	
Diocese	Diocese of Coventry	
Website	www.allsaintschurchleamington.org.uk	
Facebook	https://www.facebook.com/allsaintschurchleamington/	
Charitable status	Registered Charity no 1132974	
Trustees	The trustees are the members of the PCC who are as follows:	
	PCC Members <i>ex officio</i>	
	Vicar and Chair	The Reverend Christopher Wilson
	Churchwardens	(<i>vacant</i>)
	Deanery Synod Reps	1 Margaret Middleton 2 (<i>vacant from Jan 2021</i>)
	PCC Members by election	
	Lay Vice Chair	Suzanne Green (to April 2021) Christopher Patrick (from April 2021)
	Hon Treasurer	Elizabeth Gorsuch
	Hon Secretary	Andrew Gorsuch Douglas Bates Fiona Williams Hannah Wilson
Safeguarding Officer	Margaret Middleton	
Parish Administrator	Annabel Sharp	
Independent Examiner	Mark Spafford	LDP Luckmans 1110 Elliott Court Coventry Business Park Herald Avenue Coventry CV5 6UB
Banks	HSBC	126 Parade Leamington Spa CV32 4AJ
	The Charity Bank	Fosse House 182 High Street Tonbridge TN9 1BE
Solicitors	Rotherham & Co	8 The Quadrant Coventry CV4 8HX
Investments	CCLA	Senator House 85 Queen Victoria Street London EC4V 4ET

REPORT OF THE PAROCHIAL CHURCH COUNCIL for the year ending 31st December 2021

The Parish of All Saints, Leamington Priors



The Parish covers an area in the centre of Leamington Spa, bounded as follows:

- North to South: Warwick Street to the railway line.
- East: southwards along Clarendon Street, Newbold Street, Mill Bridge; Forfield Place and Camberwell Terrace, but running along the river eastwards from Mill Bridge, south along Willes Road and west along Leam Terrace.
- West: roughly south from the junction of Woodbine Street and Warwick Place, then west along the river as far as the railway bridge.

The Parish Church and Churchyard are bounded by Victoria Terrace, Priory Terrace, Church Street and Gloucester Street.

The Parish Church is the only licensed place of worship in the parish. There is no ancillary accommodation (such as a church hall). The Churchyard was closed in 1851. There is another closed churchyard on New Street which was sold to the local authority many years ago, and a more extensive churchyard, also closed, adjacent to the town cemetery on Brunswick Street. Churchyards are maintained by Warwick District Council.

The Parochial Church Council

Objectives

The PCC is called to work with the clergy to further the whole mission of the Church of England in the parish. The key tasks of the Church are to worship God, to make disciples, and to transform communities.

Public benefit

As trustees, the PCC members confirm that they have complied with the Charities Act 2011 and have considered the Commission's guidance on public benefit and the advancement of religion.



The Parochial Church Council - continued

Conflict of Interest Policy

The Conflict of Interest Policy is held by the Parish Administrator and may be seen on request. It is reviewed annually by the PCC. Members of the PCC are asked to declare any possible conflicts of interest before each PCC meeting. If any such interest is declared, the PCC member may be asked to leave the meeting for the topic under discussion.

Members

Members of the PCC during 2021 are named above, under Administrative Information.

Ex-officio members

Vicar	The Reverend Christopher Wilson
Churchwardens	Vacant (2 places)
Deanery Synod Representatives	Margaret Middleton (1 place vacant)

Elected members

In accordance with the Church Representation Rules, those of the congregation who are on the Electoral Roll are eligible to elect members to the PCC from among their number. In 2009 the Annual Parochial Church Meeting determined that the number of elected members would be nine. PCC members serve for three years and may then stand for re-election if still eligible.

A former 6-year limit on continuous PCC membership was waived at the Special Parochial Church Meeting of 1 May 2016, and a requirement that no more than one member of any household should serve concurrently was waived at the Annual Parochial Church Meeting in 2017.

Members co-opted onto the PCC serve for that year only and may then stand for election if eligible.

In 2021 there were seven elected members until April, and six thereafter.

Committees of the PCC

Finance Committee: Rev. Christopher Wilson, Elizabeth Gorsuch, Hannah Johnson; Christopher Patrick (from March 2021)

Standing Committee (authorised to transact urgent PCC business arising between PCC meetings, subject to financial constraints; would normally include churchwardens): as the PCC had only 8 members a Standing Committee was deemed unnecessary.

Fabric Committee: not currently active; role performed by Finance Committee.

The Friends of All Saints' Music organisation reports to the PCC.

PCC meetings are normally held on the second Thursday evening of every month except August.

Charity registration

The Parochial Church Council of the Ecclesiastical Parish of All Saints, Leamington Priors is a Registered Charity, no. 1132974.

Connected charity

PCC members are also Trustees of a separate Registered Charity, the Leamington Priors All Saints Ministry Fund, no. 509495.



Safeguarding

'Safeguarding is at the heart of our Christian faith. It means the action the Church takes to promote a safer culture in all our churches. We will promote the welfare of children, young people and adults. We will work to prevent abuse from occurring. We will seek to protect those who are at risk of being abused and respond well to those who have been abused. We will take care to identify where a person may present a risk to others, and offer support to them whilst taking steps to mitigate such risks.' (Most Rev'd & Rt. Hon. Justin Welby, Archbishop of Canterbury)

Compliance

The PCC of All Saints' has complied with the safeguarding guidance and requirements issued by the House of Bishops in the documents 'Safeguarding and Clergy Discipline Measure, 2016' and 'Safeguarding, Learning and Development Framework'.

Covid-19

Naturally enough, the year has yet again been dominated by the pandemic. We are very aware of the impact that it has had (and will continue to have) on the most vulnerable in our society and the heightened risk to those already experiencing abuse, neglect and exploitation during lockdown. The Diocesan Office has produced a wealth of guidance on organisations which can offer specialised help in these areas. Details of national and local organisations are displayed on the church notice-board and on the website.

Safeguarding training

The National Safeguarding Team has created a new range of modular safeguarding learning pathways - Basic Awareness, Foundation, Leadership and Senior Leadership. Additionally, there are now Issue-based Pathways including Domestic Abuse and Managing Risk at local level; Toolkit Pathways – Safer Recruitment and People Management; and Role Specific Pathways focussing on Parish Safeguarding Officer induction, those with Permission to officiate, and Support staff. As previously, training is updated every three years with the most advanced level of training being the one that is retaken.

From the beginning of 2022, many people who belong to church groups – choir, bell-ringers, sidesmen, PCC, Baby and Toddler Group, LGBTXian, servers, Nightlight – will be due refresher courses. One notable change will be that in future PCC members will be required to complete the first two Safeguarding levels – Basic Awareness and Foundation – where previously the requirement had been only the first module.

Disclosure and Barring Service (DBS) checks

In future, these checks will take place every 3 years (not 5 years as previously). Two people were successfully checked during the year.

Church Safeguarding policies and Diocesan-disseminated information

In addition to the annual ratification of mandatory policies – 'Parish Safeguarding Statement', 'Recruitment of ex-Offenders', and 'Responding to Concerns and Allegations' – the PCC was also provided with additional, internally-generated documents on Abuse and Neglect of Children and Abuse and Neglect of Adults.

The Diocese provided information on Positive Parenting, Support for Young Carers, and Gangsters and Labour Abuse (covering worker exploitation and human trafficking).

Safeguarding referrals

There have been no referrals during the year.

Margaret Middleton
Parish Safeguarding Officer



Proceedings of the PCC and summary of parish activities in 2021

The PCC supports the pastoral and liturgical work of the church. In 2021 it continued routine management and monitoring of financial, fabric, and staffing matters, within the constraints imposed by measures to control the Covid-19 pandemic and limitations in funding and personnel. There were 11 monthly PCC meetings (none in August), and two additional meetings for specific purposes. The September meeting was held in church with an attempt to provide remote participation as well, with limited success; all others were online-only by video-conferencing. Average participation by members was 90%. In May it was agreed that the newly-appointed development manager should in future be invited monthly as an observer; he was able to take part on one occasion. Agendas for regular meetings included safeguarding (see separate report), conflicts of interest, data protection and financial reports. Urgent matters arising between meetings were dealt with by e-mail.

Worship, mission and outreach

Robust measures to minimise Covid-19 infection risk continued. In compliance with regulations and recommendations from Government and the Church of England while taking account of local circumstances, the church remained closed to the public during January and February and reopened in early March 2021 with resumption of up to three regular public services per week, including at the Sunday 10.30 service a choir initially limited to six individuals but later of more normal size.

Modified Holy Week and Easter services took place in church and online. Monthly Choral Evensong resumed in July. Later came a successful Advent carol service, and over Christmas two carol services, a Christingle service, 'Midnight' Mass and two services on Christmas Day. Several funerals and weddings were held in church from May onwards.

Weekly attendance figures for October 2021 (with 5 Sundays) averaged 57, compared with 58 in October 2020, 60 in 2019, and 72-142 for 2011-2018. In 2021 there were 46 Easter attendances and 72 at Christmas (excluding carol services). These figures do not include those accessing services online.

As in 2020, because of very limited availability of staff and volunteers the Vicar took on much of the organisation and day-to-day work needed to keep people safe, for which the PCC is extremely grateful.

Throughout the year Sunday services were broadcast online, live and as recordings, via social media. Regular online-only weekday services also continued: Morning Worship daily, and Compline on at least one evening per week until May. Despite technical limitations these livestreams and recordings were appreciated by many from our own congregation and elsewhere.

During Lent, Julie Boden - a poet closely associated with All Saints' - created and hosted a successful and much-appreciated daily online group activity, 'Lent 2021 Reflections on our Journey'. Julie's untimely and unexpected death in early October saddened many, and her well attended funeral was a moving experience.

The church's page on the C of E's 'A Church Near You' website was kept up to date with details of all services and downloadable service-sheets. A sustained effort was made by the PCC and others to maintain contact with members of the congregation who were unable to attend church.

As before, the PCC supported an inclusive welcome to all comers. The 'All Saints' Baby & Toddler Group', involving some 20 families, met weekly when circumstances permitted. Outreach to those identifying as LGBTQ+ continued when possible. Community Breakfasts resumed in June. The joint local church venture 'Nightlight' resumed at the beginning of October, offering hot drinks and a listening ear on Friday nights to night workers, revellers, homeless, lonely and vulnerable people.

During 2021 it was not possible to re-open the Coffee Shop. Other uses of the Urquhart Room remained limited by the pandemic, but an elderly support group did take place here during part of the year.

Outward charitable giving was limited by the pandemic, but included a Harvest appeal for locally-based Practical Action (which helps communities around the world meet the challenges of climate change, environmental degradation and the ongoing pandemic), Christingle donations to the Children's Society, and proceeds of the concert for Myton Hospices hosted at All Saints'.

Continued overleaf



Proceedings of the Parochial Church Council - continued

Music

While the church was closed in January and February the Joint Directors of Music Alex Silverman and Suzie Green continued online choir rehearsals. With reopening in March, the choir and organist Chris Beaumont resumed their support of services; this activity increased during the year and was greatly appreciated. In addition a series of organ recitals, a performance of Pergolesi's Stabat Mater by two of our choir members with the organist, and a Victorian Christmas concert by visiting soprano Martha Hayward, helped to support church funds. The choir led singing not only during regular church services but also at the town Remembrance Service in Euston Place, at our usual carol concert in aid of Myton Hospices, in informal carol-singing outside, and at carol services. Choral and organ scholars continued to be supported.

The PCC agreed that the Minutes of its meetings should in future be sent to the Directors of Music for information, less any information deemed especially confidential.

Bellringing

Monday ringing practice resumed in May. Service ringing took place on a maximum of five bells when possible.

Events

The Da Capo Chamber Choir, which was regularly rehearsing in the church, gave an Advent concert in aid of church funds.

During the latter half of 2021 external organisations hired the church with the support of the PCC for events including performances by the Choir of Clare College Cambridge, the Warwickshire Symphony Orchestra, Leamington Sinfonia, the Leamington Chamber Orchestra, the National Youth Folklore Troupe of England, the Royal Leamington Spa Bach Choir, and Leamington-born singer-songwriter Joe Dolman.

Exhibitions were mounted by Leamington Photographic Society.

Rental properties owned by the church

No major problem was reported by the agent managing the two residential properties owned by the church. One tenant left but was replaced after only a short interval. Otherwise both tenants continued paying rent throughout the year.

The long-term tenant of a lock-up garage owned by the church left in August, revealing a considerable degree of dilapidation needing attention before it could be re-let.

Strategy

Despite delays due to the pandemic, the PCC made further progress towards a strategy aiming to ensure the future of All Saints' as a living church. In April, after much work by the Vicar on grant applications, a Cultural Recovery Fund for Heritage grant was awarded to support various specific activities which had suffered from the pandemic.

In May a part-time Development Manager was appointed (for one year in the first instance) and worked closely with the Vicar and PCC on grant applications among other issues. In July a parish survey was undertaken to raise local awareness of the welcome available at All Saints' Church and to assess how the church might help contribute to local needs. Work was also done on branding and further development of a church logo.

Old Churchyard

The Churchyard Committee continued to work towards landscaping the old churchyard. Its revised planning application incorporating a modified labyrinth design was successful, and its 'A Labyrinth for Leamington' stall at the 'Art in the Park' event in Jephson Gardens raised awareness of the project as a prelude to fundraising. Meanwhile, volunteers trimmed overgrown shrubs, tidied up some areas, and liaised with District Council staff over mowing and repair & maintenance of physical structures.

Contested heritage

During 2021 the PCC started to address the probability that, among the memorials and tombs in and around the church, some almost certainly commemorated people who had profited from practices no longer considered acceptable, including slavery.

The PCC extends its thanks and appreciation to everyone who has contributed to the life of the church, including staff, volunteers, assisting clergy, and members of other organisations which make use of the building.

Andrew Gorsuch, PCC Secretary



Report on the Fabric, Goods, and Ornaments of the Church

The PCC keeps and updates a maintenance plan, and follows it so far as is possible given the scale of the building and limited resources. Works are noted in the logbook as they are done, and are summarised below.

Roofs and external masonry

Cleaning of the roof and rainwater goods was undertaken five times during 2021: three times at lower levels by a roofing contractor, and twice at high level by roped access specialists WallWalkers.

In January WallWalkers accomplished patch repairs to roofs over the South Transept, the south-eastern chapels, the Chancel (south side), the central tower and the North Transept. They also revised an unsatisfactory rainwater drainage route between the Chancel and the Memorial Chapel. This work was partly grant-aided, as detailed in the 2020 Annual Report. In June WallWalkers re-fixed slipped slates above the Nave, noting that the south side of this roof was especially fragile.

Beginning in January and finishing at the end of April 2021, Midland Conservation Ltd stripped and re-clad the roof over the organ and Lady Chapel, repaired associated stonework found to be unstable, and effected some repairs to the low-level roof over the Lady Chapel sanctuary. This work was funded partly by the Organ Roof Appeal but mainly from reserves. While it was under way temporary waterproof sheeting was in place, but during Storm Christoph on 20th January extensive water penetration caused damage in the Lady Chapel (see below). Minor rainwater leaks also occurred elsewhere at this and other times.

Roof alarm

In January a specialist firm (E-bound) fitted a new roof alarm system (see Financial Report). The roof alarm's annual service took place in November.

Internal structure

In February an engineer assessed the minor stress fractures recently noted in the SW Crossing pillar. He advised the architect (who was on site) that it should be reviewed after six months, and thereafter less frequently if there was no cause for concern.

Lady Chapel

Substantial rainwater ingress on 20 January (see Roofs above) fell through the organ chamber to the Lady Chapel below, damaging some ceiling panels, a curtain, the carpet, the lectern Bible and other items. This was referred to the insurers.

After thorough drying-out the ceiling damage was repaired and the whole ceiling redecorated in September, funded partly by insurance and partly by a 'Sponsor a Panel' appeal. The carpet was replaced in October.

War Memorial Board from the former Church of the Good Shepherd

Having been stored in the North Porch for many years, this was mounted permanently on the south wall of the All Souls Chapel in April.

Heating system

In January and February adjustments were made to the Urquhart Room heating system so that it would work properly with its new boiler, which had been installed in December 2020 thanks to a generous grant from the local Round Table organisation. All gas appliances were serviced towards the end of 2021.

Catering equipment

The obsolete and faulty professional-standard dishwasher in the Urquhart Room kitchen was replaced in February, thanks to a Leamington Town Council Community Grant. The gas cooker was serviced in April, with later attention to prevent the gas rings cutting out frequently.

Report on the Fabric, Goods and Ornaments of the church - continued

Organ

Organ firm Cousans had covered the organ mechanism with temporary sheeting prior to the organ roof works, and later confirmed that this had effectively protected the instrument from damage by penetrating rainwater on 20 January. Later in the year Cousans did some urgently needed repairs in June and tuned the organ in August.

Tower clock

The clock was serviced in April.

Electrical systems

The contractor who had examined the electrical installation in August 2020 had never provided an Electrical Condition Report. A different contractor repeated the process in September 2021 and identified a number of changes needed for compliance with current regulations. He was asked to quote for these and for several other minor modifications.

Fire Safety

Installation of a fire-alarm system and other fire-safety measures agreed in 2019 remained in abeyance because of lack of funds, effects of the pandemic and the still-unmet need for approval by the Diocese.

Faculties

For each of these works a Faculty or List B authorisation was obtained where necessary.

Dr Andrew Gorsuch, Hon PCC Secretary



The Lady Chapel ceiling



FINANCIAL REVIEW for the year ending 31st December 2021

TREASURER'S REPORT

For the second year, life at All Saints' Church was severely affected by Covid. After a hopeful start with services on the first Sunday of January, the church once again closed until just before the end of March. Support groups started to return after Easter; visiting choirs and orchestras came back in June; and Parish Breakfasts also recommenced that month.

Unfortunately we have not been able to reopen the Café. Before Covid it had operated at a loss, but with it open most mornings the church had also been open to visitors, many of whom had left a donation, either as cash or using the QR code displayed. In 2021, however, this income was only one third of 2019 figures.

The disruption to normal routine during the pandemic has affected the way worshippers attending services give to the church. Very few now give using the weekly envelope scheme, and fewer than before use Gift Aid envelopes. Because of Covid restrictions, retiring collections have replaced the plate being passed round the congregation during a service. Despite the possibility of using a card rather than cash, Sunday collections are generally small. The good news is that many people do give online: some by standing order or a one-off payment, but – even better – increasing numbers are using the Parish Giving Scheme (PGS) for monthly donations. Through the PGS in 2021, 17 people contributed a total of £13,600 including Gift Aid. Once again I recommend this excellent scheme as a simple and efficient way of giving which makes the life of the treasurer so much easier!

This church provides an excellent venue for instrumental and choral performances. As 2021 progressed the number of concerts continued to increase, providing our highest ever annual income for hire of the church. We hope to build further on this in 2022.

As detailed in the Fabric report, during storm Christoph in January 2021 the very attractive ceiling in the Lady Chapel was damaged by water coming through during re-roofing. A successful online appeal was launched through GiveALittle, whereby donors could pay £25 for the redecoration of one ceiling panel, raising funds to pay for the work on all 64 panels.

The two residential rental properties continue to provide a reliable and important monthly income. However the rent from the telecommunications transmitter formerly sited in the bell-tower finally ended in March. Income from this since 2011 had amounted to £50,000, and its removal now leaves us with a hole of £4,500 in our annual income.

Income from grants totalled nearly £52,000. Nearly half of this was from the Listed Places of Worship Scheme reimbursing VAT paid on fabric expenditure, a much larger amount than previously because of all the work done on the roof. The second largest grant of £14,600 was from the Cultural Recovery Fund for Heritage, for losses incurred because of the pandemic. Royal Leamington Spa Town Council provided a grant with which we bought a new dishwasher. Many thanks to the vicar for obtaining these last two grants! Some members of staff were on full- or part-time furlough until September, with HMRC reimbursing 80% of pay. The All Churches Trust gave a grant of just over £2,000 for the installation of a roof alarm which cost £8,600 but reduced the church's insurance by £3,000 p.a. or 24%. These facts mean that the roof alarm will pay for itself in just over two years.

Our new Development Manager started employment for one year in May and is working hard on raising the profile of the church in the Town and providing new sources of income.

Mrs Elizabeth Gorsuch (Hon. Treasurer)



Financial Policies

Purpose

The purpose of these policies is to enable the PCC to use its reserves prudently and effectively to support the work of the Church. The reserves must be used to help the PCC to set up new initiatives and projects to further the work of the church whilst ensuring that sufficient funds remain for any unforeseen expenditure.

Financial Regulations

The PCC maintains a set of detailed financial regulations governing policies and procedures which must be followed by all clergy, staff and volunteers when dealing with the financial affairs of the Parish Church and its subsidiaries. This is reviewed by the PCC annually after the Annual Parochial Church Meeting, and may be seen on request.

Reserves Policy

Reserves are that part of a Charity's unrestricted funds that is freely available to spend on any of the Charity's purposes, and normally excludes fixed assets. The PCC's Reserves Policy is to hold sufficient unrestricted funds to cover three months' running costs, which at 2021 levels of expenditure would be about £30,300. Money is also held in restricted funds to cover other liabilities and there is a designated Property Repair fund for the investment properties' upkeep.

Investment Policy

Investments must be held in low-risk, ethical funds in accordance with Church of England guidelines.

Equities should be held by the CCLA. Those held by All Saints' provide quarterly dividends which may be used for the appropriate restricted funds only.

Cash deposits must be held in ethical accounts where the total amount held must be less than £85,000 (the FSCS compensation limit). All Saints' readily available cash is held in the Charity Bank in an Ethical Easy Access account, and in a CBF (Central Board of Finance) Church of England deposit account which also provides an ethical and responsible investment.

Coventry Diocese holds three permanent endowment investments in trust for All Saints'. These cannot be sold. They are held with CCLA, the firm which manages funds for the Church of England, charities, faith organisations, and local authorities in the United Kingdom. All such investments mirror the ethical investment policy of the Church of England. A further investment of restricted funds is held by the Diocese with CCLA, and All Saints' owns one other set of shares with CCLA.

Movements of funds are approved by the Finance Committee and then by the PCC. Any change of funds must be signed by two of the signatories for the account. Investment performance is shown annually in the end of year accounts.

Risk Management Policy

The PCC keeps under regular review the risks to which the charity is exposed and seeks to limit their impact by adopting appropriate measures and controls and monitoring their implementation.

Conflict of Interest Policy

The Conflict of Interest Policy is held by the Parish Administrator and may be seen on request. It is reviewed annually by the PCC. Members of the PCC are asked to declare any possible conflicts of interest before each PCC meeting. If any such interest is declared, the PCC member may be asked to leave the meeting for the topic under discussion.

Policy Review

All the above policies are reviewed annually by the PCC.



Independent Examiner's report

Independent Examiner's Report to the Trustees of All Saints Church, Leamington Priors

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st December 2021.

Responsibilities and basis of report

As the charity's trustees 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

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 charity 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

LDP Luckmans
1110 Elliott Court
Herald Avenue
Coventry Business Park
Coventry
CV5 6UB

29th April 2022



Statement of Financial Activities (SOFA) for the year ended 31st December 2021

	Note	2021			2020	
		Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
INCOMING RESOURCES	3					
Voluntary income		35,247	9,455	0	44,701	55,427
Grants received		34,982	16,760	0	51,741	31,839
Income from investments		23,482	4,023	0	27,505	31,555
Church activities and use of church		8,908	137	0	9,045	3,917
Proceeds from sale of painting		0	0	0	0	36,204
Insurance proceeds received		0	4,770	0	4,770	0
TOTAL INCOMING RESOURCES		102,618	35,145	0	137,762	158,941
RESOURCES EXPENDED	4					
Church activities		121,058	31,966	0	153,025	238,664
Missionary and charitable giving		252	612	0	864	718
TOTAL RESOURCES EXPENDED		121,310	32,579	0	153,889	239,382
Net Incoming Resources before other recognised gains and losses		(18,692)	2,566	0	(16,126)	(80,441)
Inter-fund adjustments		1,442	(1,442)	0	0	0
Revaluation of properties		0	0	0	0	0
Gains/(losses) on investment assets		0	6,197	17,884	24,082	10,818
NET MOVEMENT IN FUNDS		(17,250)	7,321	17,884	7,955	(69,623)
Balances brought fwd 1st Jan 2021		527,865	135,588	124,380	787,833	857,457
Balances carried fwd 31st Dec 2021		510,615	142,910	142,264	795,789	787,833

The numbers in the 'Note' column refer to the numbered 'Notes to the Financial Statements' on the following pages which form part of these accounts.

Negative figures are shown in parenthesis () throughout.



Balance Sheet as at 31st December 2021

Note	2021			2020		
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £	
FIXED ASSETS						
Tangible Fixed Assets	6	431,800	0	0	431,800	431,200
Investment Assets	7	0	49,297	142,264	191,561	167,480
Total Fixed Assets		431,800	49,297	142,264	623,361	598,680
CURRENT ASSETS						
Debtors	8	3,296	1,520	0	4,816	43,020
Cash at bank and in hand		82,135	92,093	0	174,228	254,981
Total Current Assets		85,431	93,613	0	179,044	298,001
LIABILITIES						
Creditors falling due within one year	9	6,616	0	0	6,616	108,847
NET CURRENT ASSETS/ (LIABILITIES)		78,815	93,613	0	172,428	189,154
TOTAL NET ASSETS						
		510,615	142,910	142,264	795,789	787,833
PARISH FUNDS						
Unrestricted	10,11	510,615			510,615	527,865
Restricted			142,910		142,910	135,588
Endowment				142,264	142,264	124,380
Total Parish Funds		510,615	142,910	142,264	795,789	787,833

Approved by the Parochial Church Council on the 7th day of April 2022 and signed on its behalf:

The Reverend Christopher H Wilson (Vicar)
 Chairman



Notes to the Financial Statements for the year ended 31st December 2021

1. Basis of Accounting

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with the Church Accounting Regulations 2006, together 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 January 2021, 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 January 2021 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 are prepared on a going-concern basis under the historical cost convention, with the potential exception of debtors and creditors (see Note 2 below).

2. Accounting Policies

Funds

Permanent Endowment funds are funds, the capital of which must be maintained permanently. Income arising from investment of the endowment may be used either as restricted or unrestricted funds depending upon the purpose for which the endowment was established.

Restricted funds represent (a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and (b) 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. The PCC does not usually invest separately for each fund. Where there is no separate investment, interest is apportioned to individual funds on an average balance basis.

Unrestricted funds are general funds which can be used for ordinary PCC purposes.

Incoming Resources

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resource to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when received. All other income is recognised when it is receivable. All incoming resources are accounted for gross.

Tax reclaims on donations and gifts

Incoming resources from tax reclaims are included in the statement of financial activities at the same time as the gift to which they relate.

Resources expended

Grants and donations are accounted for when paid over, or when awarded if that award creates a binding or constructive obligation on the PCC. The diocesan parish share is accounted for when due. Amounts received specifically for mission are dealt with as restricted funds. All other expenditure is generally recognised when it is incurred and is accounted for gross.

Fixed assets

Consecrated property is not included in accordance with the Charities Act 2011.

Movable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the Church's Inventory which can be inspected during office hours.

Equipment is depreciated over 5 years at 20% per annum.

Investment Assets are shown at the December 2021 market value.

Property assets

18 Dugdale Court is shown at the November 2019 market value of £145,000.

18 Imperial Place is shown at the purchase price of £285,000 on 30 August 2019.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.



Notes to the Financial Statements for the year ended 31st December 2021 - continued

3. INCOMING RESOURCES

	2021			2020	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
VOLUNTARY INCOME					
Open collections	2,675	87	0	2,762	2,067
Planned Tax efficient donations	19,780	0	0	19,780	15,741
Unplanned Tax efficient donations	1,419	2,806	0	4,225	9,068
Tax recovered	5,212	0	0	5,212	7,952
Other donations	6,162	6,561	0	12,722	20,099
Legacies	0	0	0	0	500
Total Voluntary income	35,247	9,455	0	44,701	55,427
GRANTS RECEIVED	34,982	16,760	0	51,741	31,839
INCOME FROM INVESTMENTS					
Interest	297	0	0	298	1,100
Dividends	845	4,023	0	4,868	4,701
Rental Income	22,339	0	0	22,339	25,755
Total Income from investments	23,482	4,023	0	27,505	31,555
CHURCH ACTIVITIES AND USE OF THE CHURCH					
Use of church	7,210	137	0	7,347	2,100
Statutory Fees	1,411	0	0	1,411	304
Events	259	0	0	259	49
Café Within	29	0	0	29	1,464
Total Church Activities & use of church	8,908	137	0	9,045	3,917
OTHER INCOME					
Insurance proceeds received	0	4,770	0	4,770	0
Proceeds from sale of painting	0	0	0	0	36,204
Total Other Income	0	4,770	0	4,770	36,204
TOTAL INCOMING RESOURCES	102,618	35,145	0	137,762	158,941



Notes to the Financial Statements for the year ended 31st December 2021 - continued

4. RESOURCES EXPENDED

	2021			2020	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
Ministry					
Diocesan parish share	31,000	0	0	31,000	31,000
Clergy expenses	646	0	0	646	1,304
Upkeep of services	844	0	0	844	361
Music	8,712	3,660	0	12,372	12,804
Outreach and mission	224	648	0	872	630
Total Ministry	41,426	4,308	0	45,734	46,100
Support costs					
Church running expenses	15,921	3,605	0	19,526	23,314
Church repairs and maintenance	44,500	23,406	0	67,906	154,745
Upkeep of investment properties	4,849	0	0	4,849	4,234
Café Within	40	640	0	680	2,459
Office	12,524	0	0	12,524	6,298
Depreciation	842	0	0	842	600
Reconciliation Adjustments	0	0	0	0	0
Governance Costs	900	0	0	900	900
Bank charges	57	8	0	65	13
Total Support Costs	79,632	27,659	0	107,291	192,564
TOTAL CHURCH ACTIVITIES	121,058	31,966	0	153,025	238,664
Missionary and charitable giving	252	612	0	864	718
TOTAL RESOURCES EXPENDED	121,310	32,579	0	153,889	239,382



Notes to the Financial Statements for the year ended 31st December 2021 - continued

5. STAFF COSTS AND REIMBURSED EXPENSES (included in Note 4. above)

During the year there were no employment or housing costs other than those specified below. Employment and housing costs for the Vicar were paid by the Diocese.

The PCC employed 4 part-time people: a Parish Administrator, a Development Manager from May 2021, an Organist and a joint Director of Music. For all employees, the PCC reviews pay levels annually, taking into account the annual rate of inflation. All employees are paid at or above the Real Living Wage.

Disclosable transactions

- Payments were made to Mr Alex Silverman, a joint Director of Music.
- PCC members were reimbursed £915 (2020: £2,208). Expenses relate only to the refund of disbursements that would otherwise have been paid for directly by the PCC. Clergy expenses are excluded, but are disclosed at note 4.
- Donations without conditions known to have been received from trustees (PCC members) totalled £6,577, compared with £6,730 in 2020.

	2021			2020	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
STAFF COSTS					
Salaries and wages	18,082	0	0	18,082	13,918
National Insurance	73	0	0	73	9
Severance costs	0	0	0	0	0
Total staff costs	18,155	0	0	18,155	13,927



Notes to the Financial Statements for the year ended 31st December 2021 - continued

6. TANGIBLE FIXED ASSETS

	Property	Other fixtures, fittings and equipment	Total Assets
	£	£	£
COST			
As at 1st January 2021	430,000	1,200	431,200
Additions	0	1,442	1,442
Written off	0	0	0
Revaluation	0	0	0
As at 31st December 2021	430,000	2,642	432,642
DEPRECIATION			
As at 1st January 2021	0	0	0
Charged for the year	0	842	842
As at 31st December 2021	0	842	842
NET BOOK VALUE			
As at 1st January 2021	430,000	1,800	431,200
As at 31st December 2021	430,000	1,800	431,800

All tangible fixed assets are unrestricted

7. INVESTMENT ASSETS

	Unrestricted funds	Restricted funds	Endowment	Total funds
	£	£	£	£
Market Value as at 1st January 2021	0	43,100	124,380	167,480
Re-allocations	0	0	0	0
Additions/(disposals)	0	0	0	0
Net gain / (loss) on revaluation	0	6,197	17,884	24,082
Market Value as at 31st December 2021	0	49,297	142,264	191,561



Notes to the Financial Statements for the year ended 31st December 2021 - continued

8. DEBTORS

	2021			2020	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
Income tax recoverable	940	0	0	940	687
Prepayments	0	0	0	0	0
Other debtors	2,356	1,520	0	3,876	42,334
Total Debtors	3,296	1,520	0	4,816	43,020

9. CREDITORS

	2021			2020	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
Accounts payable	0	0	0	0	0
Deferred income	650	0	0	650	300
Accruals	5,196	0	0	5,196	108,547
PAYE & NI	770	0	0	770	0
Other creditors	0	0	0	0	0
Total Creditors	6,616	0	0	6,616	108,847



Notes to the Financial Statements for the year ended 31st December 2021 - continued

10. MOVEMENTS IN FUNDS

FUND	2020	2021					2021
	Total funds £	Incoming resource £	Resources expended £	Adjust-ment £	Revalu-ation £	Total funds £	Net movement in funds £
Endowment							
Belfry capital	75,001	0	0		10,784	85,785	10,784
Smith (Clock) capital	20,304	0	0		2,919	23,223	2,919
Urquhart Trust capital	29,075	0	0		4,181	33,256	4,181
Total Endowment	124,380	0	0	0	17,884	142,264	17,884
Restricted							
Jane Bowie Good (Lady Chapel)	2,399	6,180	(7,134)		0	1,445	-954
Belfry income	13,162	2,252	(25)		0	15,389	2,227
Smith (clock) income	3,535	623	(198)		0	3,960	425
All Saints' Arts Festival	1,639	0	0		0	1,639	0
Bellringers	976	28	0		0	1,004	28
Choral	14,428	768	0		1,823	17,020	2,591
Church Artworks	35,504	0	(2,143)		0	33,361	(2,143)
Churchyard Project	334	501	(331)		0	504	170
Cultural Recovery Fund	0	14,600	(14,600)		0	0	0
Education	32,628	884	0		4,374	37,887	5,259
FASM (Friends of All Sts Music)	10,153	499	(813)		0	9,840	(314)
Appeals	27	612	(612)		0	27	0
LGBT	1,138	0	0		0	1,138	0
Nightlight	1,685	200	0		0	1,885	200
Organ Restoration Project	4,245	1,428	(3,000)		0	2,672	(1,573)
Organ Scholarship	750	0	0		0	750	0
Restoration	8,880	1,648	(216)	(1,442)	0	8,870	(10)
Roof Repair Fund	30	4,921	(3,507)		0	1,444	1,414
Silver	4,021	0	0		0	4,021	0
Textile Conservation Project	55	0	0		0	55	0
Total Restricted	135,588	35,145	(32,579)	(1,442)	6,197	142,910	7,321
Unrestricted							
General	522,120	97,417	(120,493)	1,442	0	500,486	(21,634)
Urquhart Trust income	2,386	845	0		0	3,231	845
Property Repairs - Designated	3,359	4,356	(817)		0	6,897	3,539
Total Unrestricted	527,865	102,618	(121,310)	1,442	0	510,615	(17,250)
Total Funds	787,833	137,762	(153,889)	0	24,082	795,789	7,955



Notes to the Financial Statements for the year ended 31st December 2021 - continued

11. DISTRIBUTION OF NET ASSETS

FUNDS ARE REPRESENTED BY:

Endowment

	Property £	Shares £	Bank £	Net assets £	Total £
Belfry		85,785	0		85,785
Smith (General)		23,223	0		23,223
Urquhart Mission Hall		33,256	0		33,256
Total Endowment	0	142,264	0	0	142,264

Restricted

Jane Bowie Good (Lady Chapel)			1,445		1,445
Belfry income			15,389		15,389
Smith (general) income			3,960		3,960
ASAF			1,639		1,639
Bellringers			1,004		1,004
Choral		14,500	2,520		17,020
Church Artworks			33,361		33,361
Churchyard Project			454	50	504
Cultural Recovery Fund			(1,460)	1,460	0
Education		34,797	3,090		37,887
FASM			9,840		9,840
Appeals			27		27
LGBT			1,138		1,138
Nightlight			1,885		1,885
Organ Restoration			2,662	10	2,672
Organ Scholarship			750		750
Restoration			8,870		8,870
Roof Repair Fund			1,444		1,444
Silver			4,021		4,021
Textile Conservation Project			55		55
Total Restricted	0	49,297	92,093	1,520	142,910

Unrestricted

General	431,800	0	71,932	(3,246)	500,486
Urquhart Trust income			3,231		3,231
Property Repairs - Designated			6,972	(75)	6,897
Total Unrestricted	431,800	0	82,135	(3,321)	510,615

Total Funds

	431,800	191,561	174,228	(1,801)	795,789
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Notes to the Financial Statements for the year ended 31st December 2021 - continued

12. Capital commitments

As at 31st December 2021 the PCC had no outstanding approved expenditure.

13. Connected Charity

The PCC is the Managing Trustee of Leamington Priors All Saints Ministry Fund (Registered Charity 509495). The object of the charity is to “further the religious and other charitable work of the Church of England in the parish”. This fund consists of CBF income shares and the Coventry Diocesan Trustees are the Custodian Trustee. The PCC has resolved to make a grant to the general fund of the dividend income as it arises. The fund comprises 7661.27 CBF income shares. The value of the Fund was £179,172 at 31st December 2021 (£156,648 December 2020).

14. Pensions

All Saints Leamington Priors PCC participates in the Pension Builder Scheme section of the Church Workers Pension Fund (CWPF) for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The CWPF has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

During 2021 we had no member of staff contributing to The Pension Builder Scheme. This is a cash balance scheme paying a lump sum to members on retirement for their use in providing benefits. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no subdivision of assets between employers in each section of the Pension Builder Scheme.

The scheme is a multi-employer scheme as described in Section 28 of FRS 102 as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers. This means 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: £56.15; 2019: £336.96)

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. 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.

Accounts



The Parish Church of All Saints Leamington Priors

Annual Report and Accounts for the year ended 31st December 2020

Registered as a charity:

The Parochial Church Council of the Ecclesiastical Parish of All Saints Leamington Priors
Charity Registration No: 1132974





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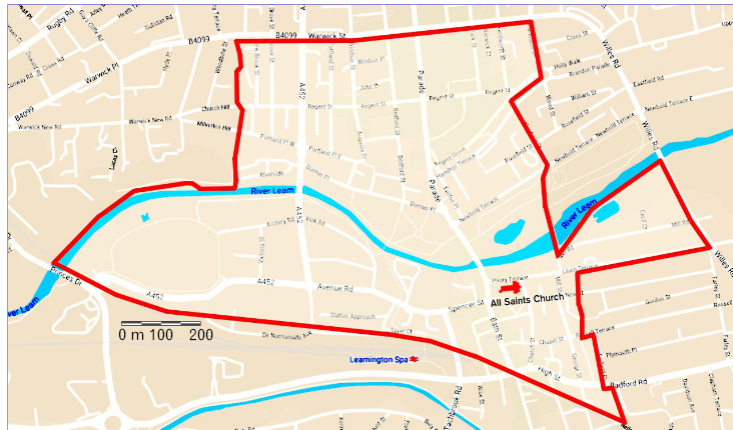
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ADMINISTRATIVE INFORMATION

Address	Victoria Terrace, Leamington Spa CV31 1GF	
Diocese	Diocese of Coventry	
Website	www.allsaintschurchleamington.org.uk	
Facebook	https://www.facebook.com/allsaintschurchleamington/	
Charitable status	Registered Charity no 1132974	
Trustees	The trustees are the members of the PCC who are as follows:	
	PCC Members <i>ex officio</i>	
	Vicar and Chair	The Reverend Christopher Wilson
	Churchwardens	(<i>vacant</i>)
	Deanery Synod Reps	Hannah Wilson (to October 2020)
		Catherine Clark (to October 2020)
		Margaret Middleton (from Oct 2020)
		Thomas Raynor (from October 2020)
	PCC Members by election	
	Lay Vice Chair	Suzanne Green
	Hon Treasurer	Elizabeth Gorsuch
	Hon Secretary	Andrew Gorsuch
		Douglas Bates
		Margaret Middleton (to Oct 2020)
		Christopher Patrick
		Thomas Raynor (to October 2020)
		Fiona Williams
		Hannah Wilson (from October 2020)
Safeguarding Officer	Margaret Middleton	
Parish Administrator	Annabel Sharp	
Independent Examiner	Mark Spafford	LDP Luckmans 1110 Elliott Court Coventry Business Park Herald Avenue Coventry CV5 6UB
Banks	HSBC	126 Parade Leamington Spa CV32 4AJ
	The Charity Bank	Fosse House 182 High Street Tonbridge TN9 1BE
Solicitors	Rotherham & Co	8 The Quadrant Coventry CV4 8HX
Investments	CCLA	Senator House 85 Queen Victoria Street London EC4V 4ET

REPORT OF THE PAROCHIAL CHURCH COUNCIL for the year ending 31st December 2020

The Parish of All Saints, Leamington Priors



The Parish covers an area in the centre of Leamington Spa, bounded as follows:

- North to South: Warwick Street to the railway line.
- East: southwards along Clarendon Street, Newbold Street, Mill Bridge; Forfield Place and Camberwell Terrace, but running along the river eastwards from Mill Bridge, south along Willes Road and west along Leam Terrace.
- West: roughly south from the junction of Woodbine Street and Warwick Place, then west along the river as far as the railway bridge.

The Parish Church and Churchyard are bounded by Victoria Terrace, Priory Terrace, Church Street and Gloucester Street.

The Parish Church is the only licensed place of worship in the parish. There is no ancillary accommodation (such as a church hall). The Churchyard was closed in 1851. There is another closed churchyard on New Street which was sold to the local authority many years ago, and a more extensive churchyard, also closed, adjacent to the town cemetery on Brunswick Street. Churchyards are maintained by Warwick District Council.

The Parochial Church Council

Objectives

The PCC is called to work with the clergy to further the whole mission of the Church of England in the parish. The key tasks of the Church are to worship God, to make disciples, and to transform communities.

Public benefit

As trustees, the PCC members confirm that they have complied with the Charities Act 2011 and have considered the Commission's guidance on public benefit and the advancement of religion.

The Parochial Church Council - continued

Conflict of Interest Policy

The Conflict of Interest Policy is held by the Parish Administrator and may be seen on request. It is reviewed annually by the PCC. Members of the PCC are asked to declare any possible conflicts of interest before each PCC meeting. If any such interest is declared, the PCC member may be asked to leave the meeting for the topic under discussion.

Members

Members of the PCC during 2020 are named above, under Administrative Information.

Ex-officio members

Vicar	The Reverend Christopher Wilson
Churchwardens	Vacant (2 places)
Deanery Synod Representatives	(to October 2020) Catherine Clark; Hannah Johnson (from Oct 2020) Margaret Middleton, Thomas Raynor

Elected members

In accordance with the Church Representation Rules, those of the congregation who are on the Electoral Roll are eligible to elect members to the PCC from among their number. In 2009 the Annual Parochial Church Meeting determined that the number of elected members would be nine. PCC members serve for three years and may then stand for re-election if still eligible.

A former 6-year limit on continuous PCC membership was waived at the Special Parochial Church Meeting of 1 May 2016, and a requirement that no more than one member of any household should serve concurrently was waived at the Annual Parochial Church Meeting in 2017.

Members co-opted onto the PCC serve for that year only and may then stand for election if eligible.

In 2020 there were eight elected members until October, and seven thereafter.

Committees of the PCC

Finance Committee: Rev. Christopher Wilson, Elizabeth Gorsuch, Hannah Johnson, Thomas Raynor.

Standing Committee (authorised to transact urgent PCC business arising between PCC meetings, subject to financial constraints; would normally include churchwardens): Rev. Christopher Wilson, Suzanne Green, Andrew Gorsuch, Elizabeth Gorsuch, Hannah Johnson, Thomas Raynor.

Fabric Committee: not currently active; role performed by Finance Committee.

The Friends of All Saints' Music organisation reports to the PCC.

PCC meetings are normally held monthly (except in August) on the second Thursday evening.

Charity registration

The Parochial Church Council of the Ecclesiastical Parish of All Saints, Leamington Priors is a Registered Charity, no. 1132974.

Connected charity

PCC members are also Trustees of a separate Registered Charity, the Leamington Priors All Saints Ministry Fund, no. 509495.



Safeguarding

'Safeguarding is at the heart of our Christian faith. It means the action the Church takes to promote a safer culture in all our churches. We will promote the welfare of children, young people and adults. We will work to prevent abuse from occurring. We will seek to protect those who are at risk of being abused and respond well to those who have been abused. We will take care to identify where a person may present a risk to others, and offer support to them whilst taking steps to mitigate such risks.' (Most Rev'd & Rt. Hon. Justin Welby, Archbishop of Canterbury)

To this end, the clergy and PCC of All Saints' can report on the following initiatives:

Covid-19

Naturally enough, the year has been dominated by the pandemic. We are very aware of the impact that it has had (and will continue to have) on the most vulnerable in our society and the heightened risk to those already experiencing abuse, neglect and exploitation during lockdown. The Diocesan Office has produced a wealth of guidance on organisations who can offer specialised help in these areas. Details of national and local organisations are displayed on the church notice-board and on the web-site.

Government guidance re. setting up new voluntary services to assist local communities was gradually put in place, but the PCC decided to accept the recommendation of the Diocesan Safeguarding Team which encouraged people to feed into existing projects (several run by the local council), which had the right safeguarding policy and practice already in place.

Safeguarding training and DBS checks

The terminology relating to training levels has now changed: C0 now becomes Basic Safeguarding Module; C1 – Foundation Safeguarding Module and C2 – Leadership Training Module. Training is updated every three years.

All face-to-face training, organised by the Diocesan Safeguarding team, has been suspended, but both C0 and C1 continue to be available on-line. This matter will be reviewed in line with government guidance. The expectation is that Basic training will continue to be done on-line and to remain in date.

By the middle of the year, participants in all of our church groups had finally completed the necessary training.

DBS: given the increase nationally in the need for enhanced DBS checks (created in part by the setting up of local help-groups), checking ID documents on-line via Zoom, or What's App became permissible. One DBS renewal was made during the year.

Church Safeguarding policies

In addition to the annual ratification of mandatory policies – 'Parish Safeguarding Statement', 'Recruitment of ex-Offenders', and 'Responding to Concerns and Allegations' – the PCC also approved policies relating to Domestic Abuse - what signs we might look for, and how we should respond to them – and also to Organisational or Institutional Abuse.

The PCC of All Saints' has complied with the safeguarding guidance and requirements issued by the House of Bishops in the document 'Safeguarding and Clergy Discipline Measure and Amending Canon 34'.

Safeguarding referrals

Two matters have been reported during the year, neither of which involved people from our own church community. One involved a (possibly) chance meeting on church premises between a vulnerable adult and another individual who sought to extort money from him. The other involved a case of serious harassment: the complainant was a member of clergy from another diocese against a lady who had recently moved into our parish. Both matters were thoroughly investigated, documented according to Diocesan procedure and reported to the police and the Diocesan Safeguarding Adviser.

Margaret Middleton
Parish Safeguarding Officer

Proceedings of the PCC and summary of parish activities

The PCC supports the pastoral and liturgical work of the church. In 2020 it continued routine management and monitoring of financial, fabric, and staffing matters, within the constraints imposed by measures to control the Covid-19 pandemic and limitations in funding and personnel. There were 12 monthly PCC meetings and four additional meetings for specific purposes. From April onward all were held remotely by 'Zoom' video-conferencing. Average participation was 90%. Agendas for regular meetings included safeguarding (see separate report), conflicts of interest, data protection and financial reports. Urgent matters arising between meetings were dealt with by e-mail.

Worship, mission and outreach in the time of Covid-19

Until late March 2020 the usual pattern of services in church continued: Holy Communion twice on Sundays and once on Wednesdays, along with Lunchtime Prayers on Fridays, Festal Evensong at Candlemas and choral Holy Communion with Imposition of Ashes on Ash Wednesday.

The first three of a series of excellent Lenten addresses by visiting preachers took place: the Rt Rev'd John Stroyan, Bishop of Warwick speaking on "The Image of Christ through Icons", then the Rev'd Doctor Paul Edmundson of the Shakespeare Birthplace Trust on "The Image of Christ through Poetry", and The Very Rev'd John Witcombe, Dean of Coventry on "The Image of Christ through Art and Sculpture". Unfortunately, however, the Covid-19 pandemic then caused the church to be closed to the public, from late March for three months and again during most of November. At other times some support activities and up to three weekly services resumed.

When the church was in use, robust measures were taken to minimise infection risk. Because of very limited on-site availability of staff and volunteers the Vicar took on much of this day-to-day work to keep people safe, for which the PCC is extremely grateful. These changes in practice were drawn up by the Vicar and others and implemented with PCC support, in compliance with varying regulations and recommendations from Government and the Church of England while taking account of local circumstances.

Throughout the year from March onwards, Sunday services were recorded and published live via social media. Regular online-only weekday services were introduced: Morning Worship daily and Compline on at least two evenings per week. Despite technical limitations these livestreams and recordings were appreciated by many from our own congregation and elsewhere. The Vicar also recorded a weekly telephone service for those without Internet access, but uptake was low so this was later discontinued. A remote 'Zoom' chat replaced the normal coffee-and-cakes session after the 10.30 am Sunday service.

Because of the pandemic, weekly attendance figures for 2020 were recorded only for October when they averaged 58, compared with 60 in 2019 and 72-142 for 2011-2018. Attendances over Christmas were greatly reduced at 116; no Easter attendances were recorded. These figures do not include those accessing services online.

In October a Civic Service was greatly appreciated by an invited congregation from local government. Later an online-only Advent Carol Service was broadcast, including music performed by a small choir. Two modified Christmas Carol services took place in church on Christmas Eve, though congregational singing was not permitted. Funerals and weddings were not permitted in church March-June but could resume from July with a maximum attendance of 30.

The church's page on the C of E's 'A Church Near You' website was kept up to date with details of all services and downloadable service-sheets. A sustained effort was made by the PCC and others to maintain contact with members of the congregation who were unable to attend church.

An application was made to the Bishop for renewal of licences for 11 lay members of the church to administer the Chalice during Holy Communion.

As before, the PCC supported an inclusive welcome to all comers. Easter and Christmas cards, incorporating information about services, were produced and distributed to parishioners and others. A Mother-and-Baby Group met weekly when circumstances permitted. Outreach to those identifying as LGBT+ continued when possible. The joint local church venture 'Nightlight' continued to operate here during the early months of

Continued overleaf



Proceedings of the Parochial Church Council - continued

2020, offering hot drinks and a listening ear on Friday nights to night workers, revellers, homeless, lonely and vulnerable people. It was then paused because most of the volunteers concerned were too vulnerable to Covid infection.

To help the homeless and disadvantaged a card was designed giving details of local support services, but production was postponed because frequent, unpredictable changes in the services available during the Covid-19 pandemic would very soon render the card's information obsolete.

In October, breakfast was offered to families on certain days while children were not at school; this scheme had only just started when the church closed again in November, but the PCC intends to support its resumption in 2021.

'Grace Café Ministries' continued until, in March, the Coffee Shop in the Urquhart Room closed temporarily when its manager moved on after five much-appreciated years. Redecoration and upgrading of the room proceeded as already planned, but for the rest of the year the pandemic prevented re-opening in support of students and the local community. However an elderly support group did take place here for a while.

Outgoing charitable giving included a Lent and Easter Appeal for USPG's support for people of Madagascar and elsewhere affected by changing climate, a collection for the Mayor's charities (Warwickshire Wildlife Trust and the local dance company Motionhouse), and an appeal to support provision of breakfasts as mentioned above.

Music

Joint Directors of Music Alex Silverman and Suzie Green, along with organist Chris Beaumont and the choir, continued to support worship in the early months of the year. Unfortunately choral singing was banned from March to July, but remote 'Zoom' rehearsals and virtual recordings continued. A small group was able to sing in church from September until the November closure. In December the socially-distanced choir led informal carol-singing outside, as well as two carol services in church on Christmas Eve. Choral and organ scholars continued to be supported.

In June the PCC approved a proposal to restructure the music department and to replace Friends of All Saints' Music with a new charitable trust which, it was hoped, could become self-funding in future. These changes await another year.

Bellringing

Ringling took place as usual until March, when practices ceased. Service ringling then took place on a maximum of five bells while services were held in the church. Monday practices have been replaced by Zoom meetings and ringling in a 'virtual belfry'.

Events

Events taking place at the church with the support of the PCC included a concert in February by Warwick University Orchestra and Chamber Choir (Beethoven's 7th Symphony and Mozart's Requiem), and two organ recitals in September in aid of the Organ Loft Roof Appeal. Unfortunately other planned events had to be cancelled because of the pandemic.

Rental properties owned by the church

No major problem was reported by the agent managing the two properties owned by the church. Both tenants continued paying rent throughout a year when, sadly, many people lost income.

Long-term strategy

Notwithstanding delays due to the pandemic, the PCC made further progress towards a strategy aiming to ensure the future of All Saints' as a living church. A fundraising consultant was engaged, made a careful interactive assessment and presented a report emphasising the need for a clear vision as a basis for detailed objectives and plans. On her recommendation a creative and business adviser then led workshops and other interactions, during which the PCC adopted a vision for All Saints as 'A place where hope is nurtured through compassion, wonder and faith', with five prime values: integrity, commitment, compassion, creativity and wonder.

The PCC then drew up (and continues to develop) a comprehensive plan to help achieve

Proceedings of the Parochial Church Council - continued

this vision. One action agreed upon was to advertise for a part-time Development Manager, for one year in the first instance; interviews were planned for early 2021.

Old Churchyard Redevelopment Project

The Churchyard Committee continued to work towards enhancing the (closed) churchyard, but was hampered by difficult communications during the pandemic. However a revised planning application incorporating a modified labyrinth design was resubmitted. Two PCC members again produced crab-apple jelly for sale to support incidental expenses.

Care of Church Treasures

The PCC was grateful to a member who coordinated professional reassessment and sale of 'The Supper at Emmaus', a painting which had hung in the South Transept for nearly a century. Experts attributed it to Giovanni-Battista Beinaschi (1636-1688) and documented its very poor condition, such that conservation and subsequent care would cost far more than the church could afford. A Faculty was eventually granted for its sale, which took place in December and released some £36,000 into a restricted Artworks Fund. A good copy to hang in its place was in preparation at the end of the year.

Thanks to generous donations, the fine but dilapidated crib figures used for many years at All Saints' underwent professional restoration in November, with spectacular results much appreciated by all.

The PCC extends its thanks and appreciation to everyone who has contributed to the life of the church, including staff, volunteers, assisting clergy, and members of other organisations which make use of the building.

Report on the Fabric, Goods, and Ornaments of the Church

The PCC keeps and updates a maintenance plan, and follows it so far as is possible given the scale of the building and limited resources. Works are noted in the logbook as they are done, and are summarised below.

Roof and external masonry

Cleaning of the roof and rainwater goods was undertaken five times during 2020: twice at lower levels by a roofing contractor, and three times at high level by roped access specialists.

In January, temporary plastic sheeting and mastic were applied to sites of leaks at high level, but significant ingress of rainwater recurred during storms.

An Organ Roof Appeal was launched and raised a modest sum leaving a substantial amount to be funded from reserves. Work on urgently-needed repairs to this roof was due to take place in September, but after severe delays due to scaffolding problems and bad weather it was eventually rescheduled for January 2021.



The roof over the organ; on its far side, out of sight from the ground, is a hole.

Report on the Fabric, Goods and Ornaments of the church - continued

Quotations were obtained for emergency patch repairs by roped climbers at high level. In November, after much work by the Vicar and architect, Historic England awarded a 'Covid-19 Emergency Heritage at Risk Response Fund' grant of £18,080 towards the £30,000 needed for the most urgent repairs in south-eastern areas of the structure. The contractor was engaged to start these works in January 2021.

In March the upper part of a pinnacle on the Bell Tower was seen to be leaning over and at risk of falling. During visits by roped climbers it was removed and the lower parts of this and other nearby pinnacles were stabilised.

Roof alarm

Following a national increase in lead thefts, in the absence of a roof-alarm system our insurance premiums were due to increase considerably in 2021 even though the church roof includes relatively little lead for such a large building. In December 2020 the PCC examined three quotations and resolved to install such a system, which would cost little more than one year's saving on insurance premiums.

Lightning conductors

Tests of the conductors on both towers were satisfactory, and a minor modification was made to that on the bell tower to reduce risk of corrosion.

Internal structure

In June a self-propelled 'spider' hoist was brought in to allow the architect to make an inspection at high level, often more than 20m above ground-level. Consequent upon this, in October the hoist was hired again and loose masonry fragments were cleared from some areas, the Clerestory windows were examined and cleared of debris, and wood-preserved was (re-)applied to timbers in damper areas.

In December the architect measured and recorded minor stress fractures in the SW Crossing pillar. An engineer's opinion was requested.

Heating system

All gas appliances were serviced and safety modifications were made to the main south-side warm-air heater. In the Urquhart Room a new boiler was installed and the heating system flushed, kindly funded by a grant from the local Round Table organisation.

Organ

In January an organ consultant visited to assess and report on the state of the instrument, which will need substantial restoration when funds are available. For protection during the planned organ-loft roof repair the pipes and mechanisms were covered by plastic sheeting, but the instrument could still be used. In November an old temporary patch on an air reservoir failed and was repaired properly, using leather.

Tower clock

The clock stopped while the power supply to that area was shut down during the first lockdown, and did not restart automatically afterwards. It was serviced and restarted in August.

Electrical systems

Lighting in the Urquhart Room and Nave was upgraded. Redundant and visually intrusive heaters on Nave pillars were removed. In August an electrical safety inspection was performed for an Electrical Condition Report, which however was still awaited at the end of the year.

Fire Safety

Installation of a fire-alarm system and other fire-safety measures had been agreed in 2019, but were delayed beyond the end of 2020 because of the pandemic and the still-unmet need for approval by the Diocese.

Meanwhile, fire extinguishers underwent their annual service and were housed in purpose-made display caddies to improve visibility.

Faculties

For each of these works a Faculty or List B authorisation was obtained where necessary.

FINANCIAL REVIEW for the year ending 31st December 2020

TREASURER'S REPORT

In common with so many other churches and charities, All Saints' Church had a difficult year financially in 2020. Lockdowns during the Coronavirus crisis meant that the church had to take the difficult decision of closing its doors periodically to prevent further spread of the virus. This took away many of our main sources of income – collections and regular envelope giving at Sunday services, donations from visitors to the building, and fees for the hire of the church by visiting choirs and other organisations. From March onwards one of our Directors of Music and the Organist were on furlough, with HMRC reimbursing 80% of their salaries (either full-time or part-time depending on church opening).

Fortunately, the Parish Giving Scheme, a Direct Debit scheme used by churches in most of the Anglican dioceses in England, has continued to grow and now provides a regular monthly income of over £1,000. This has been a great help, not only in the income provided (which includes added Gift Aid), but in the work it saves the treasurer over other methods of giving. Regular standing orders also continued, as did many generous donations from members of the congregation and others, and we are very grateful to all of these donors.

Our two rental properties continued to be occupied throughout 2020. Annual income from these, and from the final full year of rent from a telecommunications mast, totalled £25,755.

We also received £36,204 from the sale of a painting entitled 'The Supper at Emmaus' by Beinaschi. As a legal condition of the sale, the PCC agreed to hold the proceeds (received in 2021) in a restricted fund "to be used solely for the purchase, maintenance and preservation of artworks for display at All Saints".

Despite the financial uncertainty, our investments continued to accrue. However, some are permanent endowment equities and may not be sold, while others are restricted. Only the income may be used for everyday restricted use. These investments together with the properties amount to nearly £600,000 of our assets.

Sadly, the café was closed for most of 2020. In 2019 it had provided a welcoming space and had enabled the church to be open for visitors, although it did run at a loss.

Our largest expenses came at the end of the year, work not being finished until 2021. These were repairs to two sections of the roof. For the essential patch repairs to the south-east area of the roof at a net cost of £30,000, we received a grant from the Historic England Covid-19 Emergency Heritage at Risk Response Fund of just over £18,000. More extensive roof repairs over the organ loft and the Lady Chapel had to be attended to urgently as water was entering the organ itself, giving us no time to apply for grants. This work appears as a creditor of £78,000 and has to be paid from reserves (apart from £6,500 from fundraising).

The result of this expenditure was to reduce total current assets by some £70,000 (unrestricted assets lost £114,00 but sale of the painting increased restricted funds by £36,000).

Despite all this, we have great plans for the future. We are employing a Development Manager to help with marketing, management and grant applications, jobs which at the moment are undertaken largely by the vicar. We hope to be able to host events such as concerts and exhibitions, and to welcome back our support groups. Having offered breakfasts to local families over the autumn half-term, we will expand this ministry. The proposed labyrinth in the churchyard is awaiting planning permission.

L. E. Gorsuch

Mrs Elizabeth Gorsuch (Hon. Treasurer)

Financial Policies

Purpose

The purpose of these policies is to enable the PCC to use its reserves prudently and effectively to support the work of the Church. The reserves must be used to help the PCC to set up new initiatives and projects to further the work of the church whilst ensuring that sufficient funds remain for any unforeseen expenditure.

Financial Regulations

The PCC maintains a set of detailed financial regulations governing policies and procedures which must be followed by all clergy, staff and volunteers when dealing with the financial affairs of the Parish Church and its subsidiaries. This is reviewed by the PCC annually (usually in May) and may be seen on request.

Reserves Policy

The PCC's Reserves Policy is to hold sufficient unrestricted funds to cover three months' running costs. Money is also held in restricted funds to cover other liabilities and there is a designated Property Repair fund for the investment properties' upkeep.

Investment Policy

Investments must be held in low-risk, ethical funds in accordance with Church of England guidelines. Equities should be held by the CCLA. Cash deposits must be held in ethical accounts where the total amount held must be less than £85,000 (the FSCS compensation limit).

Risk Management Policy

The PCC keeps under regular review the risks to which the charity is exposed and seeks to limit their impact by adopting appropriate measures and controls and monitoring their implementation.

Conflict of Interest Policy

The Conflict of Interest Policy is held by the Parish Administrator and may be seen on request. It is reviewed annually by the PCC. Members of the PCC are asked to declare any possible conflicts of interest before each PCC meeting. If any such interest is declared, the PCC member may be asked to leave the meeting for the topic under discussion.

Policy Review

All the above policies are reviewed annually by the PCC.

Independent Examiner's report

Independent Examiner's Report to the Trustees of All Saints' Church, Leamington Priors

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st December 2020

Responsibilities and basis of report

As the charity's trustees 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

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 charity 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

LDP Luckmans
1110 Elliott Court
Herald Avenue
Coventry Business Park
Coventry
CV5 6UB

7th April 2021

Statement of Financial Activities (SOFA) for the year ended 31st December 2020

	Note	2020				2019
		Unrestricted funds	Restricted funds	Endowment	Total funds	Total funds
		£	£	£	£	£
INCOMING RESOURCES	3					
Voluntary income		48,053	7,374	0	55,427	63,353
Grants received		13,142	18,696	0	31,839	10,972
Income from investments		27,670	3,886	0	31,555	22,751
Church activities and use of church		3,907	10	0	3,917	14,726
Proceeds from sale of property		0	0	0	0	134,120
Proceeds from sale of painting		0	36,204	0	36,204	0
TOTAL INCOMING RESOURCES		92,771	66,170	0	158,941	245,922
RESOURCES EXPENDED	4,5					
Church activities		206,301	32,363	0	238,664	134,904
Missionary and charitable giving		266	452	0	718	666
Fees on purchase of property		0	0	0	0	2,995
TOTAL RESOURCES EXPENDED		206,567	32,815	0	239,382	138,565
Net Incoming Resources before other recognised gains and losses		(113,796)	33,355	0	(80,441)	107,357
Inter-fund adjustments		0	0	0	0	0
Revaluation of properties		0	0	0	0	45,000
Gains/(losses) on investment assets		0	2,784	8,034	10,818	24,707
NET MOVEMENT IN FUNDS		(113,796)	36,139	8,034	(69,623)	177,065
Balances brought fwd at 1st January 2019		641,661	99,450	116,346	857,457	680,392
Balances carried forward at 31st Dec 2020		527,865	135,588	124,380	787,833	857,457

The numbers in the 'Note' column refer to the numbered 'Notes to the Financial Statements' on the following pages which form part of these accounts.

Negative figures are shown in parenthesis () throughout.

Balance Sheet as at 31st December 2020

		2020			2019		
Note	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £		
FIXED ASSETS							
	Tangible Fixed Assets	6	431,200	0	0	431,200	431,800
	Investment Assets	7	0	43,100	124,380	167,480	156,662
	Total Fixed Assets		431,200	43,100	124,380	598,680	588,462
CURRENT ASSETS							
	Debtors	8	2,013	41,007	0	43,020	3,341
	Cash at bank and in hand		178,919	76,062	0	254,981	272,470
	Total Current Assets		180,932	117,069	0	298,001	275,811
LIABILITIES							
	Creditors falling due within one year	9	84,267	24,580	0	108,847	6,816
	NET CURRENT ASSETS/ (LIABILITIES)		96,665	92,489	0	189,154	268,995
	TOTAL NET ASSETS		527,865	135,588	124,380	787,833	857,457
PARISH FUNDS							
	Unrestricted	10,11	527,865			527,865	641,661
	Restricted			135,588		135,588	99,450
	Endowment				124,380	124,380	116,346
	Total Parish Funds		527,865	135,588	124,380	787,833	857,457

Approved by the Parochial Church Council on the 24th day of February 2021 and signed on its behalf:



The Reverend Christopher H Wilson (Vicar)
 Chairman

Notes to the Financial Statements for the year ended 31st December 2020

1. Basis of Accounting

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with the Church Accounting Regulations 2006, together 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 are prepared on a going-concern basis under the historical cost convention except...

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

2. Accounting Policies

Funds

Permanent Endowment funds are funds, the capital of which must be maintained permanently. Income arising from investment of the endowment may be used either as restricted or unrestricted funds depending upon the purpose for which the endowment was established.

Restricted funds represent (a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and (b) 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. The PCC does not usually invest separately for each fund. Where there is no separate investment, interest is apportioned to individual funds on an average balance basis.

Unrestricted funds are general funds which can be used for ordinary PCC purposes.

Incoming Resources

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resource to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when received. All other income is recognised when it is receivable. All incoming resources are accounted for gross.

Tax reclaims on donations and gifts

Incoming resources from tax reclaims are included in the statement of financial activities at the same time as the gift to which they relate.

Resources expended

Grants and donations are accounted for when paid over, or when awarded if that award creates a binding or constructive obligation on the PCC. The diocesan parish share is accounted for when due. Amounts received specifically for mission are dealt with as restricted funds. All other expenditure is generally recognised when it is incurred and is accounted for gross.

Fixed assets

Consecrated property is not included in accordance with the Charities Act 2011.

Movable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the Church's Inventory which can be inspected during office hours.

Equipment is depreciated over 5 years at 20% per annum.

Investment Assets are shown at the December 2020 market value.

Property assets: 18 Dugdale Court is shown at the November 2019 market value of £145,00. 18 Imperial Place is shown at the purchase price of £285,000 on 30 August 2019.

Notes to the Financial Statements for the year ended 31st December 2020 - continued

3. INCOMING RESOURCES

	2020			2019	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
VOLUNTARY INCOME					
Open collections	1,800	267	0	2,067	6,831
Planned Tax efficient donations	15,741	0	0	15,741	18,444
Unplanned Tax efficient donations	6,279	2,789	0	9,068	2,039
Tax recovered	6,751	1,201	0	7,952	6,137
Other donations	16,982	3,117	0	20,099	29,902
Legacies	500	0	0	500	0
Total Voluntary income	48,053	7,374	0	55,427	63,353
GRANTS RECEIVED	13,142	18,696	0	31,839	10,972
INCOME FROM INVESTMENTS					
Interest	1,099	1	0	1,100	2,097
Dividends	816	3,885	0	4,701	4,564
Rental Income	25,755	0	0	25,755	16,090
Total Income from investments	27,670	3,886	0	31,555	22,751
CHURCH ACTIVITIES AND USE OF THE CHURCH					
Use of church	2,090	10	0	2,100	4,954
Statutory Fees	304	0	0	304	893
Events	49	0	0	49	323
Café Within	1,464	0	0	1,464	8,556
Total Church Activities & use of church	3,907	10	0	3,917	14,726
OTHER INCOME					
Surplus on disposal of freehold property	0	0	0		134,120
Proceeds from sale of painting	0	36,204	0	36,204	0
Total Other Income	0	36,204	0	36,204	134,120
TOTAL INCOMING RESOURCES	92,771	66,170	0	158,941	245,922

Notes to the Financial Statements for the year ended 31st December 2020 - continued

4. RESOURCES EXPENDED

	2020				2019
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
Ministry					
Diocesan parish share	31,000	0	0	31,000	30,000
Clergy expenses	1,304	0	0	1,304	749
Upkeep of services	361	0	0	361	585
Music	10,492	2,312	0	12,804	11,968
Outreach and mission	0	630	0	630	353
Total Ministry	43,158	2,942	0	46,100	43,656
Support costs					
Church running expenses	21,974	1,341	0	23,314	20,950
Church repairs and maintenance	126,665	28,080	0	154,745	46,173
Upkeep of investment properties	4,234	0	0	4,234	6,210
Café Within	2,459	0	0	2,459	10,990
Office	6,298	0	0	6,298	5,375
Depreciation	600	0	0	600	600
Reconciliation Adjustments	0	0	0	0	0
Governance Costs	900	0	0	900	900
Bank charges	13	0	0	13	50
Total Support Costs	163,143	29,421	0	192,564	91,248
TOTAL CHURCH ACTIVITIES	206,301	32,363	0	238,664	134,904
Missionary and charitable giving	266	452	0	718	666
Fees on purchase of property	0	0	0	0	2,995
TOTAL RESOURCES EXPENDED	206,567	32,815	0	239,382	138,565

Notes to the Financial Statements for the year ended 31st December 2020 - continued

5. STAFF COSTS AND REIMBURSED EXPENSES (included in Note 4. above)

During the year there were no employment or housing costs other than those specified below. Employment and housing costs for the Vicar were paid by the Diocese.

The PCC employed 4 part-time people: a Parish Administrator, a Café Manager, an Organist and a joint Director of Music. For all employees, the PCC reviews pay levels annually, taking into account the annual rate of inflation. All employees are paid at or above the Real Living Wage.

Disclosable transactions

- Payments were made to Mr Alex Silverman, a joint Director of Music.
- PCC members were reimbursed £2,208 for expenses (2019: £2,469). Expenses relate only to the refund of disbursements that would otherwise have been paid for directly by the PCC. Clergy expenses are excluded, but are disclosed at note 4.
- Donations without conditions known to have been received from trustees (PCC members) totalled £6,730, compared with £6,878 in 2019.

	2020			2019	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
STAFF COSTS					
Salaries and wages	13,918	0	0	13,918	17,067
National Insurance	9	0	0	9	0
Severance costs	0	0	0	0	0
Total staff costs	13,927	0	0	13,927	17,067

Notes to the Financial Statements for the year ended 31st December 2020 - continued

6. TANGIBLE FIXED ASSETS

	Property £	Other fixtures, fittings and equipment £	Total Assets £
COST			
As at 1st January 2020	430,000	1,800	431,800
Additions	0	0	0
Written off	0	0	0
Revaluation	0	0	0
As at 31st December 2020	430,000	1,800	431,800
DEPRECIATION			
As at 1st January 2020	0	0	0
Charged for the year	0	600	600
As at 31st December 2020	0	600	600
NET BOOK VALUE			
As at 1st January 2020	430,000	1,800	431,800
As at 31st December 2020	430,000	1,200	431,200

All tangible fixed assets are unrestricted

7. INVESTMENT ASSETS

	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £
Market Value as at 1st January 2020	0	40,316	116,346	156,662
Re-allocations	0	0	0	0
Additions/(disposals)	0	0	0	0
Net gain / (loss) on revaluation	0	2,784	8,034	10,818
Market Value as at 31st December 2020	0	43,100	124,380	167,480

Notes to the Financial Statements for the year ended 31st December 2020 - continued

8. DEBTORS

	2020			2019	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
Income tax recoverable	597	90	0	687	639
Prepayments	0	0	0	0	0
Other debtors	1,417	40,917	0	42,334	2,702
Total Debtors	2,013	41,007	0	43,020	3,341

9. CREDITORS

	2020			2019	
	Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
Accounts payable	0	0	0	0	0
Deferred income	300	0	0	300	0
Accruals	83,967	24,580	0	108,547	0
PAYE & NI	0	0	0	0	143
Other creditors	0	0	0	0	6,673
Total Creditors	84,267	24,580	0	108,847	6,816

Notes to the Financial Statements for the year ended 31st December 2020 - continued

10. MOVEMENTS IN FUNDS

FUND	2019	2020					2020
	Total funds £	Incoming resource £	Resources expended £	Adjustment £	Revaluation £	Total funds £	Net movement in funds £
Endowment							
Belfry capital	70,157	0	0		4,845	75,001	4,845
Smith (Clock) capital	18,992	0	0		1,311	20,304	1,311
Urquhart Trust capital	27,197	0	0		1,878	29,075	1,878
Total Endowment	116,346	0	0	0	8,034	124,380	8,034
Restricted							
Jane Bowie Good (Lady Chapel)	2,399	0	0		0	2,399	0
Belfry income	11,082	2,105	(25)		0	13,162	2,080
Smith (clock) income	2,932	603	0		0	3,535	603
All Saints' Arts Festival	1,639	0	0		0	1,639	0
Bellringers	975	1	0		0	976	1
Choral	13,254	356	0		819	14,428	1,175
Church Artworks	0	36,204	(700)		0	35,504	35,504
Churchyard Project	769	450	(885)		0	334	(435)
Education	32,726	1,437	(3,500)		1,965	32,628	(98)
FASM (Friends of All Sts Music)	12,158	533	(2,538)		0	10,153	(2,005)
Appeals	1	552	(526)		0	27	26
LGBT	1,138	0	0		0	1,138	0
Nightlight	1,741	0	(56)		0	1,685	(56)
Organ Restoration Project	4,175	70	0		0	4,245	70
Organ Scholarship	750	0	0		0	750	0
Restoration	8,861	18,099	(18,080)		0	8,880	19
Roof Repair Fund	776	5,760	(6,505)		0	30	(745)
Silver	4,021	0	0		0	4,021	0
Textile Conservation Project	55	0	0		0	55	0
Total Restricted	99,450	66,170	(32,815)	0	2,784	135,588	36,139
Unrestricted							
General	640,838	87,599	(206,317)	0	0	522,120	(118,718)
Urquhart Trust income	1,570	816	0		0	2,386	816
Property Repairs - Designated	-747	4,356	(250)		0	3,359	4,106
Total Unrestricted	641,661	92,771	(206,567)	0	0	527,865	(113,796)
Total Funds	857,457	158,941	(239,382)	0	10,818	787,833	(69,623)

Notes to the Financial Statements for the year ended 31st December 2020 - continued

11. DISTRIBUTION OF NET ASSETS

FUNDS ARE REPRESENTED BY:	Property £	Shares £	Bank £	Net assets £	Total £
Endowment					
Belfry		75,001	0		75,001
Smith (General)		20,304	0		20,304
Urquhart Mission Hall		29,075	0		29,075
Total Endowment	0	124,380	0	0	124,380
Restricted					
Jane Bowie Good (Lady Chapel)		0	2,399		2,399
Belfry income			13,162		13,162
Smith (general) income			3,535		3,535
ASAF			1,639		1,639
Bellringers			976		976
Choral		12,677	1,752		14,428
Church Artworks			(700)	36,204	35,504
Churchyard Project			334		334
Education		30,423	2,206		32,628
FASM			10,153		10,153
Appeals			(33)	60	27
LGBT			1,138		1,138
Nightlight			1,685		1,685
Organ Restoration			4,245		4,245
Organ Scholarship			750		750
Restoration			22,440	(13,560)	8,880
Roof Repair Fund			6,308	(6,277)	30
Silver			4,021		4,021
Textile Conservation Project			55		55
Total Restricted	0	43,100	76,062	16,427	135,588
Unrestricted					
General	431,200	0	173,174	(82,254)	522,120
Urquhart Trust income			2,386	0	2,386
Property Repairs - Designated			3,359		3,359
Total Unrestricted	431,200	0	178,919	(82,254)	527,865
Total Funds	431,200	167,480	254,981	(65,827)	787,833

Notes to the Financial Statements for the year ended 31st December 2019 - continued

12. Capital commitments

As at 31st December 2020 the PCC had no outstanding approved expenditure (2019: nil)

13. Connected Charity

The PCC is the Managing Trustee of Leamington Priors All Saints Ministry Fund (Registered Charity 509495). The object of the charity is to "further the religious and other charitable work of the Church of England in the parish". This fund consists of CBF income shares and the Coventry Diocesan Trustees are the Custodian Trustee. The PCC has resolved to make a grant to the general fund of the dividend income as it arises. The fund comprises 7661.27 CBF income shares. The value of the Fund was £156,648 at 31st December 2020 (£146,529 December 2019).

14. Pensions

All Saints Leamington Priors PCC participates in the Pension Builder Scheme section of the Church Workers Pension Fund (CWPF) for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The CWPF has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

We had one member of staff contributing to the Pension Builder 2014 which 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. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no subdivision of assets between employers in each section of the Pension Builder Scheme.

The scheme is a multi-employer scheme as described in Section 28 of FRS 102 as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers. This means 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: £56.15; 2019: £336.96)

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. 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.