



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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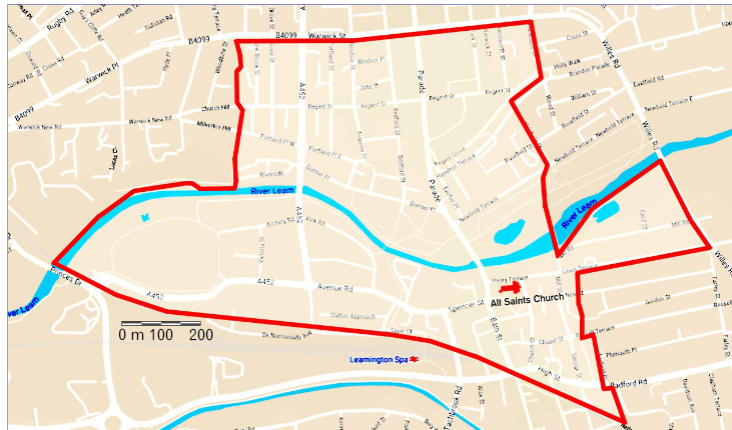


ADMINISTRATIVE INFORMATION

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

		2021				2020
	Note	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.

STAFF COSTS

Salaries and wages

National Insurance

Severance costs

Total staff costs

2021				2020
Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
18,082	0	0	18,082	13,918
73	0	0	73	9
0	0	0	0	0
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 £	Adjustment £	Revaluation £	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.