



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



ALLCHURCHES TRUST LIMITED®
OWNERS OF ECCLESIASTICAL INSURANCE GROUP

ECO CHURCH
AN A Rocha UK PROJECT



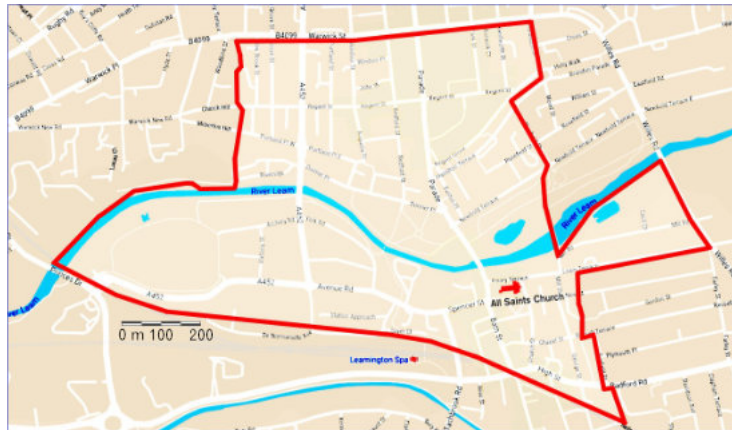
CONTENTS

ADMINISTRATIVE INFORMATION	3
REPORT OF THE PAROCHIAL CHURCH COUNCIL for 2022	4
The Parish of All Saints, Leamington Priors	4
The Parochial Church Council	4
Safeguarding	6
Proceedings of the PCC and summary of parish activities	7
Report on the Fabric, Goods, and Ornaments	10
FINANCIAL REVIEW	11
Treasurer's Report	11
Financial Policies	12
Independent Examiner's report to the PCC	13
Statement of Financial Activities (SOFA)	14
Balance Sheet	15
Notes to the Financial Statements	16
1. Basis of Accounting	16
2. Accounting Policies	16
3. Incoming Resources	17
4. Resources Expended	18
5. Staff Costs and Reimbursed Expenses	19
6. Tangible Fixed Assets	20
7. Investment Assets	20
8. Debtors	21
9. Creditors	21
10. Movements in Funds	22
11. Distribution of Net Assets	23
12. Capital commitments	24
13. Connected Charity	24
14. Pensions	24

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

		2022				2021
	Note	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.

STAFF COSTS

Salaries and wages

National Insurance

Severance costs

Total staff costs

2022				2021
Unrestricted funds	Restricted funds	Endowment	Total funds	Total funds
£	£	£	£	£
17,361	3,500	0	20,861	18,082
0	0	0	0	73
0	0	0	0	0
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 £	Adjustment £	Revaluation £	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
----------------	----------------	----------------	----------------	----------------



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.