

The Parish Church of All Saints Leamington Priors



All Saints' Sunday 2023

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

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



The
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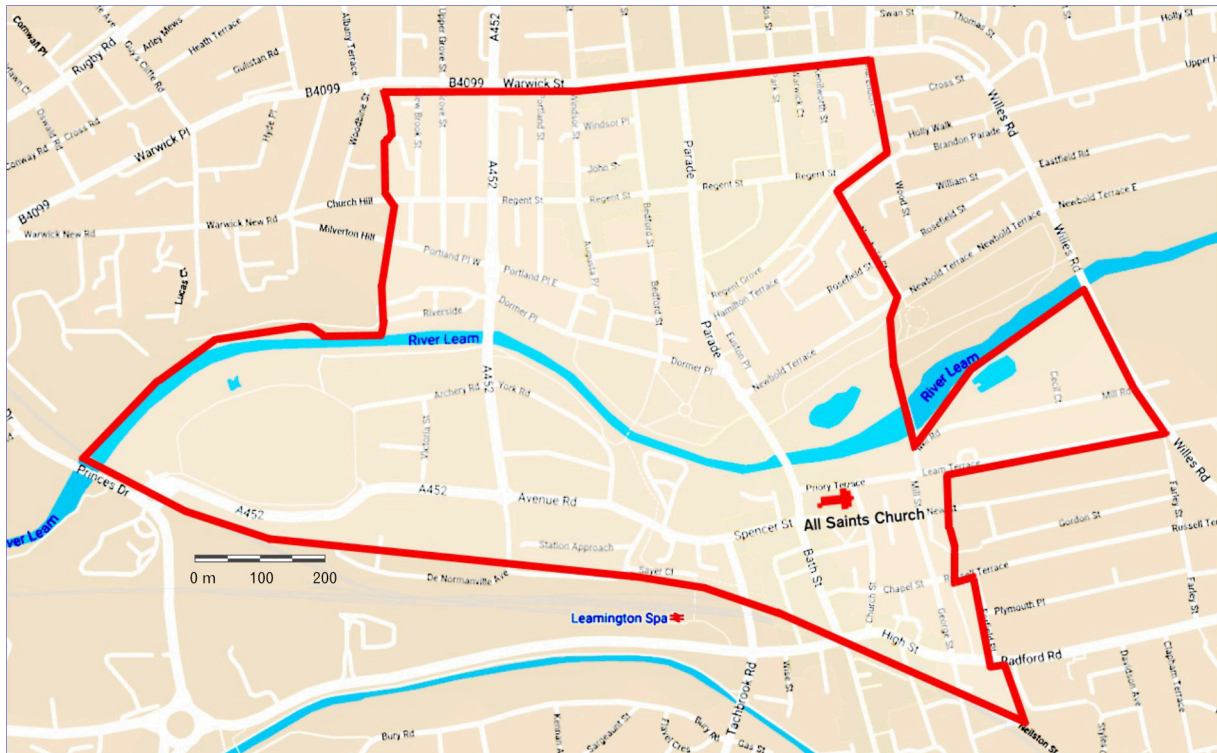
ADMINISTRATIVE INFORMATION

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



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

The Parish of All Saints, Leamington Priors



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

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

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

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



The Parochial Church Council

Objectives

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

Public benefit

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

Conflict of Interest Policy

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

Members

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

Ex-officio members

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

Elected members

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

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

Committees of the PCC

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

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

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

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

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

Charity registration

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

Connected charity

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



Safeguarding

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

About the Parish Safeguarding Officer

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

New Activities at All Saints'

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

The Parish Dashboard and Safeguarding Hub

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

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

Learning and Development/Training

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

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

Referrals and Disclosure and Barring Service (DBS) Checks

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

Christopher Patrick
Parish Safeguarding Officer



Proceedings of the PCC and summary of parish activities in 2023

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

Worship, mission and outreach

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

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

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

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

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

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

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

Children's work

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

Continued overleaf



Proceedings of the PCC and Activities of the Church - continued

Music

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

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

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

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

Outward giving

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

Bellringing

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

Coffee Shop

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

Community use of the church building

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

Several local groups also held regular meetings here.

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

Rental properties owned by the church

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

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

Strategy

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

Proceedings of the PCC and Activities of the Church - continued

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

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

Eco Church

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

Old Churchyard

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

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

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

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



Volunteers preparing to sow wildflower seed, October 2023

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

Andrew Gorsuch, PCC Secretary



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

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

Roofs and high-level structures

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

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

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

Roof alarm

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

Lightning conductors

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

Routine external maintenance

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

Electrical installations

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

Heating, plumbing and ventilation

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

Accessibility

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

Organ

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

Tower clock

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

Fire Safety

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

Andrew Gorsuch, Hon PCC Secretary



FINANCIAL REVIEW

for the year ending 31st December 2023

TREASURER'S REPORT

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

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

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

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

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

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

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

Kate Shore
Honorary Treasurer



Financial Policies

Purpose

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

Financial Regulations

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

Reserves Policy

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

Investment Policy

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

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

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

Risk Management Policy

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

Conflict of Interest Policy

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

Policy Review

All the above policies are reviewed annually by the PCC.

Independent Examiner's report

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

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

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

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

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



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

8th May 2024



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

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

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

Negative figures are shown in parenthesis () throughout.



Balance Sheet as at 31st December 2023

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

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

The Reverend Christopher H Wilson (Vicar)
Chairman



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

1. Basis of Accounting

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

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in January 2021 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

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

2. Accounting Policies

Funds

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

Restricted funds represent (a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and (b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. The PCC does not usually invest separately for each fund. Where there is no separate investment, interest is apportioned to individual funds on an average balance basis.

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

Incoming Resources

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

Tax reclaims on donations and gifts

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

Resources expended

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

Fixed assets

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

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

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

Investment Assets are shown at the December 2023 market value.

Property assets

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

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

Debtors and creditors receivable / payable within one year

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



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

3. INCOMING RESOURCES

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



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

4. RESOURCES EXPENDED

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

* Music and Office include staff costs recorded in Note 5



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

5. STAFF COSTS AND REIMBURSED EXPENSES

(included in Note 4 above)

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

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

Disclosable transactions

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

STAFF COSTS

Salaries and wages
 National Insurance
 Severance costs
Total staff costs

2023				2022
Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
15,200	4,500	-	19,700	20,861
-	-	-	-	-
-	-	-	-	-
15,200	4,500	-	19,700	20,861



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

6. TANGIBLE FIXED ASSETS

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

All tangible fixed assets are unrestricted

7. INVESTMENT ASSETS

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



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

8. DEBTORS

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

9. CREDITORS

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



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

10. MOVEMENTS IN FUNDS

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



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

11. DISTRIBUTION OF NET ASSETS

FUNDS ARE REPRESENTED BY:

Endowment

Belfry
 Smith (General)
 Urquhart Mission Hall

Total Endowment

Restricted

Jane Bowie Good (Lady Chapel)
 Belfry income
 Smith (clock) income
 All Saints' Arts Festival
 Bellringers
 Choral
 Church Artworks
 Churchyard Project
 DoM Choral Scholarship fund
 18 Dugdale Court garage deposit
 Education
 FASM
 Appeals
 LGBT
 Nightlight
 Organ Restoration
 Organ Scholarship
 Restoration
 Roof Repair Fund
 Silver
 Textile Conservation Project
 Warwick District Council Support
 Christmas Tree Festival

Total Restricted

Unrestricted

General
 Urquhart Trust income
 Property Repairs - Designated

Total Unrestricted

Total Funds

Property £	Shares £	Bank £	Net assets £	Total £
	82,950	-		82,950
	22,455	-		22,455
	32,157	-		32,157
-	137,561	-	-	137,561
		1,010		1,010
		19,859		19,859
		4,831	152	4,982
		1,639		1,639
		866		866
	14,020	3,187	95	17,302
		33,004		33,004
		10,949		10,949
		4,613		4,613
		80		80
	33,647	4,616		38,263
		6,245		6,245
		744	(744)	-
		889		889
		2,066		2,066
		4,675		4,675
		750		750
		14,038		14,038
		421		421
		4,021		4,021
		55		55
		1,557	(100)	1,457
		0		0
-	47,667	120,115	(597)	167,185
455,600		18,673	(67)	474,206
		4,979		4,979
		9,697		9,697
455,600	-	33,349	530	489,479
455,600	185,229	153,463	(67)	794,225



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

12. Capital commitments

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

13. Connected Charity

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

14. Pensions

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

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

Pension Builder Scheme

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

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

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

The scheme is a multi-employer scheme as described in Section 28 of FRS 102 as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers. This means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable (2023: £0; 2022: £0)

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