

The Parish Church of All Saints Leamington Priors



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

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



The
National Lottery
Heritage Fund

Historic
England





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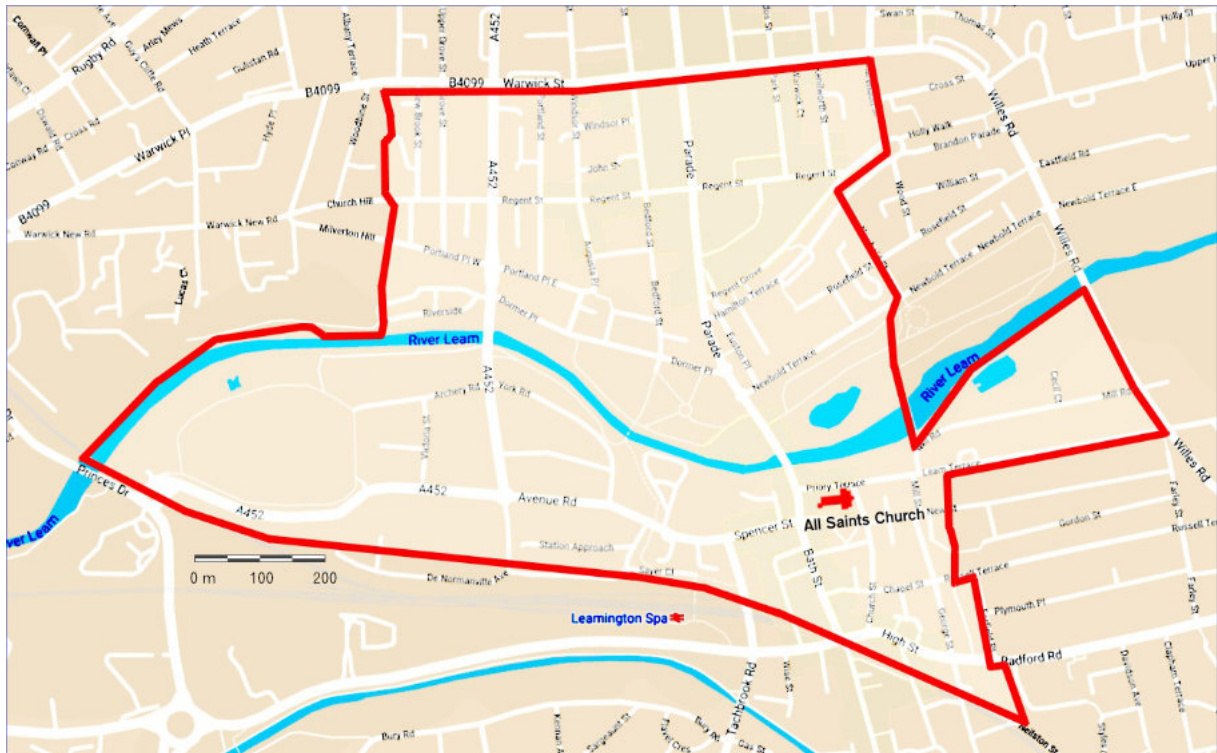


ADMINISTRATIVE INFORMATION

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

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

The Parish of All Saints, Leamington Priors



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

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

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

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



The Parochial Church Council

Objectives

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

Public benefit

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

Conflict of Interest Policy

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

Members

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

Ex-officio members

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

Elected members

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

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

Committees of the PCC

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

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

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

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

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

Charity registration

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

Connected charity

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



Safeguarding

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

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

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

The Reverend Christopher Wilson
Vicar

Proceedings of the PCC and Summary of Parish Activities in 2024

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

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

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

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

Worship, mission and outreach

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

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

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

Continued overleaf



Proceedings of the PCC and Parish Activities - continued

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

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

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

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

Children's work

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

In July two young children began training as altar servers.

Music

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

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

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

Outward giving

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

Bellringing

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

Coffee Shop

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

Continued overleaf

Proceedings of the PCC and Parish Activities - continued

Strategy and Staffing

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

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

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

Rental properties owned by the church

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

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

Community use of the church premises

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



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

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

Eco Church

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

Proceedings of the PCC and Parish Activities - continued

The Arts

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



Old Churchyard

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



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

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

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

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



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

Andrew Gorsuch, PCC Secretary



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

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

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

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

Works done in 2024 included the following:

Roofs and high-level structures

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

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

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

Roof alarm

Arrangements for responding to daytime alarms were improved.

Lightning conductors

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

Electrical installations

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

Heating, plumbing and ventilation

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

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

Organ

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

Tower clock

The clock was serviced in July 2024.

Fire Safety

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

Andrew Gorsuch, Hon PCC Secretary



FINANCIAL REVIEW

for the year ending 31st December 2024

TREASURER'S REPORT

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

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

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

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

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

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

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

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

Kate Shore
Honorary Treasurer



Financial Policies

Purpose

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

Financial Regulations

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

Reserves Policy

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

Investment Policy

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

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

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

Risk Management Policy

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

Conflict of Interest Policy

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

Policy Review

All the above policies are reviewed annually by the PCC.

Independent Examiner's report

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

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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



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



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

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

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

Negative figures are shown in parenthesis () throughout.



Balance Sheet as at 31st December 2024

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

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

The Reverend Christopher H Wilson (Vicar)
Chairman



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

1. Basis of Accounting

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

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

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

2. Accounting Policies

Funds

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

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

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

Incoming Resources

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

Tax reclaims on donations and gifts

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

Resources expended

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

Fixed assets

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

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

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

Investment Assets are shown at the December 2024 market value.

Property assets

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

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

Debtors and creditors receivable / payable within one year

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



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

3. INCOMING RESOURCES

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



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

4. RESOURCES EXPENDED

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

* Music and Office include staff costs recorded in Note 5



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

5. STAFF COSTS AND REIMBURSED EXPENSES

(included in Note 4 above)

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

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

Disclosable transactions

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

STAFF COSTS

Salaries and wages
 National Insurance
 Severance costs
Total staff costs

2024				2023
Unrestricted funds £	Restricted funds £	Endowment £	Total funds £	Total funds £
18,656	-	-	18,656	19,700
-	-	-	-	-
-	-	-	-	-
18,656	-	-	18,656	19,700



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

6. TANGIBLE FIXED ASSETS

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

All tangible fixed assets are unrestricted

7. INVESTMENT ASSETS

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



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

8. DEBTORS

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

9. CREDITORS

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



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

10. MOVEMENTS IN FUNDS

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



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

11. DISTRIBUTION OF NET ASSETS

FUNDS ARE REPRESENTED BY:

Endowment

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

Restricted

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

Unrestricted

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

Total Funds

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

12. Capital commitments

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

13. Connected Charity

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

14. Pensions

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

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

Pension Builder Scheme

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

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

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

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

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