

ST.NEOTS EVANGELICAL CHURCH

England & Wales · Charity number 1150478

Details

Other names	SNEC
Status	Registered
Legal form	Other
Registered	2013-01-14
Register	View on the Charity Commission register

Contact

Address	St. Neots Evangelical Church Cambridge Street St. Neots PE19 1PL
Phone	01480 405839
Email	admin@sneec.org.uk
Website	www.sneec.org.uk

Activities

Objects: THE PURPOSES OF THE CHURCH SHALL BE:-(1)THE ADVANCEMENT OF THE CHRISTIAN FAITH IN ACCORDANCE WITH THE BASIS OF FAITH PRIMARILY BUT NOT EXCLUSIVELY WITHIN ST NEOTS, CAMBRIDGESHIRE AND THE SURROUNDING AREA; AND SUCH OTHER CHARITABLE PURPOSES AS SHALL, IN THE OPINION OF THE MANAGING TRUSTEES IN CONSULTATION WITH THE MEMBERS OF THE CHURCH FURTHER THE WORK OF THE CHURCH.

Activities: We seek to freely share the good news of the Christian faith with all people in St. Neots and the surrounding area, with a desire to see people become disciples of Jesus Christ and grow in their faith in him. Regular activities include: sunday services, homegroups, ladies Bible studies, parent & toddler's, children & youth groups, elderly ministry, prison ministry, evangelistic events & courses

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Services
- **What:** Religious Activities
- **Who:** Children/young People, Elderly/old People, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** ST NEOTS, CAMBRIDGESHIRE AND THE SURROUNDING AREA
- Cambridgeshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£271,489	£258,030	-	-
2024-03-31	£258,932	£258,146	-	-
2023-03-31	£247,626	£254,690	-	-
2022-03-31	£249,616	£220,470	-	-
2021-03-31	£215,506	£194,984	-	-

Trustees

Name	Role	Appointed
GEOFF SELLEY	Chair	2012-12-05
MIKE KENDALL		2012-12-05
Paul Jonathan Mark Slater		2018-05-22
Peter Jonathan Andrew Bennett		2023-09-01
RICHARD ERIC GODFREY VENNELLE		2012-12-05

ST.NEOTS EVANGELICAL CHURCH

England & Wales - Charity number 1150478

Accounts

**Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 March 2025
for
St Neots Evangelical Church**

George Hay Partnership LLP
Chartered Accountants
St George's House
George Street
Huntingdon
Cambridgeshire
PE29 3GH

**Contents of the Financial Statements
for the Year Ended 31 March 2025**

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St Neots Evangelical Church

Report of the Trustees for the Year Ended 31 March 2025

The Trustees present their report with the financial statements of the charity for the year ended 31 March 2025. The Trustees have adopted the provisions of 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 (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The objects of the Church are: -

1. The advancement of the Christian faith in accordance with the Basis of Faith primarily but not exclusively within St Neots, Cambridgeshire and the surrounding area; and
2. Such other charitable purposes as shall, in the opinion of the Managing Trustees, in consultation with the members of the Church, further the work of the Church.

The Church is affiliated to the Fellowship of Independent Evangelical Churches.

As a Church we exist to glorify God by:

- Reaching out with the good news of Jesus Christ
- Building up one another to live for Jesus Christ
- Training one another to serve Jesus Christ
- Sending out workers for Jesus Christ.

When planning the activities of the Church for the year, the Trustees have considered the Charity Commission's guidance on public benefit and particularly the specific guidance on charities for the advancement of religion.

We have continued to seek to freely share the good news of the Christian faith with all people in St. Neots and the surrounding area, with a desire to see people become disciples of Jesus Christ and grow in their faith in him. We are committed to teaching the Bible and prayer and desire to help Christians to grow in their faith and to live lives of love, which seek to do good to all.

The church organised many activities during the year in support of its objectives and for the public benefit. These included Sunday services for all ages, midweek homegroups, ladies Bible study groups, parent and toddler groups, regular weekly meetings for children and youth, a weekly café for older people in the community, language classes and Bible studies for internationals, evangelistic events and introduction to Christianity courses. We also had a desire to see the Christian faith grow in other areas and countries and to this end we supported Christian work and activities in the UK and abroad through our mission partnership team.

**Report of the Trustees
for the Year Ended 31 March 2025**

ACHIEVEMENTS AND PERFORMANCE

Services

During the year the numbers of adults and children attending our family services typically ranged from 150 to 180, over the course of the year. These services continued to be streamed on YouTube.

Communion took place in the family services once a month in the morning and once a month in our regular evening services. An early morning communion service was held on the other Sundays.

There were 5 baptisms during the year.

In addition to these, the church also held three weddings and two funerals.

Youth and Children's Work

During the first half of the year, Dominic Vennelle continued to oversee the midweek groups for primary and secondary age children on an ad interim basis, for which we are very grateful. Pete Bennett oversaw the children's Sunday Groups.

After an extended period of advertising, the church appointed Glen McLellan to the role of Youth and Children's Worker at the end of July '24. Glen began the role at the start of November, after serving three months' notice. Glen had previously been the Children's and Youth Pastor at Bradfield and Rougham Baptist Church.

Glen was appointed with a remit to review the existing provision of youth and children's activities.

In October the young people enjoyed a Youth Weekend away at the Frontier Centre. Approximately 20-25 children attended for Bible teaching, prayer, praise, games and various other activities.

During the year the church ran a number of activities specifically for children and teenagers:

Little Fishes: A parent and toddler's group was held on two mornings a week during term time, typically with 40 children (plus parents/carers) from across the town attending each session.

Explorers: A group for children in reception to year 3 ran on Fridays during the summer term, however due to a lack of leaders the group was unable to continue in the autumn and spring terms. The group typically had around 6-12 children attending and involved age-appropriate Bible teaching, games and activities.

Gap: A group for school years 3 to 6 ran on Friday evenings in term time. Approximately 15-20 children from both church and non-church families attended regularly. The group discussed passages from the Bible together and enjoyed a mix of group games and free time with friends.

Attic: A group for secondary school aged children ran on Friday evenings. This was typically attended by 15-20 young people from a mix of church and non-church families. The evenings included Bible talks and various group games and activities.

Ten24: Two midweek groups ran for secondary school aged children, one for girls and one for boys. Both groups gave opportunities for the young people to explore the Bible together in more depth, as well as having fun together. The two groups typically had around 10-15 young people attending.

Sunday groups: Three groups for children aged 3-5, 5-8 and 8-12 provided age-appropriate Bible teaching during the Sunday morning services, with approximately 25 to 35 children each week. The older two groups continued to use The Biggest Story Curriculum (published by Crossway).

A number of church members met for regular one-to-one discipleship with teenagers over the year.

St Neots Evangelical Church

Report of the Trustees for the Year Ended 31 March 2025

Reaching Out with the Good News of Jesus Christ

The church continued to share the good news of Jesus Christ with the people of the town and surrounding area.

Children: the church ran a holiday club (with the theme of 'The Adventures of Hamelot') in the summer holidays, with around 60 children attending of primary school age. This included children from a mix of church and non-church families.

Internationals: weekly conversation classes and Bible studies were held in the church building for international people in the local community.

Good Company Café: a weekly café style meeting for older people in the community was held in the church building on Friday mornings.

Hope into Action house: A home set up in partnership with a group of investors and the charity, Hope into Action, to care for vulnerable women and their children, received its first tenants. A number of church members served as befrienders to the tenants.

Christmas outreach: The phrase 'All I want for Christmas is...' was created in lights on the front of the Church building to encourage people to think about the true meaning of Christmas. A flyer advertising our carol services picked up on this theme as did our carol services. Members of the church went Carol Singing at a local Care Home, Henbrook House, and also posted Christmas Cards in nearby streets. Christmas Cards were handed out in the Market Square one Saturday morning. There were encouraging numbers of visitors at both our traditional and family carol services. A local special needs school, Samuel Pepys, used the church building for their Christmas Concerts, at which Glen McLellan gave a short talk about Christmas.

The church held an evangelistic quiz night in February, at which Glen McLellan shared the story of how he had become a Christian.

In the Spring term, the church ran a Christianity Explored Course. In April, a small group from the church went into the Market Square one Saturday morning, and used the 'Soularium' tool as a way of striking up conversations with people.

St. Neots Youth Worker: in a joint venture with Cambridge Youth for Christ, Open Door Church and River Church, the church continued to fund a Christian youth worker to work with unchurched youth in the town. A regular after school café was held for secondary school age children on Tuesdays during term time.

Through the involvement of its members the church also actively supported a number of other Christian based organisations including ACTIOS (Assisting Christian teaching in our Schools), the local Foodbank, Good News for Everyone (formerly known as Gideons) and MAST (Money Advice St Neots).

Building up One Another to Live for Jesus Christ

The church continued its commitment to expository Bible teaching in the main Sunday services, with series on Numbers, the Psalms, Obadiah, Nahum, Matthew's gospel, Luke's gospel, 2 Corinthians, 2 Thessalonians, and James. There were also short series on 'Marks of the Church' (from Acts 2:42) and 'What is a Christian anyway?' (on the Christian's union with Christ). In addition the church provided one-off teaching sessions on the following topics: 'How should I vote?' (to help church members prepare for the upcoming election) and Assisted Suicide.

In response to the series on Acts 2:42, the church began a new 'Breaking of Bread' service once a month on a Sunday evening.

In January 2025 the church adopted a new Bible verse for the year ("*Satisfy us in the morning with your unfailing love, that we may sing for joy and be glad all our days.*" Psalm 90:14).

St Neots Evangelical Church

Report of the Trustees for the Year Ended 31 March 2025

A Church Bible Reading Plan was introduced at the start of 2025 with daily readings that worked through the book of Psalms. Alongside this, a new Church Prayer Diary was introduced, to encourage members to pray for one another.

Church prayer meetings were held once a month on Sunday evenings, and as part of the regular home group programme.

Nine homegroups groups met regularly, to provide opportunities for church members to learn from the Bible, pray and care for one another. In addition to these, weekly daytime ladies Bible study groups, 'Wednesday Women', 'Thursday Women' and 'Ladies Explore Group' took place through the year.

The CARE team met each month to help the church care for those in need.

During the year, there were a number of activities for men in the church - three Men's Breakfasts and an evening meal together. The Women's Ministry Team held a Strawberries and Stories event, and a Christmas Festive Fun event. In March a number of women from the church attended the Cambridge Women's Bible Conference.

In June '24 the church held a Weekend at home at the Eco Hub, Gamlingay. Geoff and Caroline Shave led teaching sessions on 'Remembering Jesus' to help the church reach out with the good news of Jesus Christ. Geoff also preached on the Sunday morning, and there was a picnic in the park on Sunday afternoon. The weekend was well attended.

Training One Another to Serve Jesus Christ

Various types of training were provided for church members throughout the year:

- In the Summer term, training was provided for the Welcome Team and Service Leaders
- In the Autumn term, Growing Young Disciples ran a training day on the theme, 'Raising Kids for Christ'
- In the Spring term, there was further training for Service Leaders, and also a whole church training event on 'How to reach our Muslim neighbours'
- Safeguarding training was provided for new volunteers and staff members

In addition to these, members of the staff team attended the following conferences / training events:

- The FIEC Leaders' Conference
- The FIEC Pastors' Network Day Conference
- The FIEC Thrive for women in ministry
- The Evangelical Ministry Assembly
- Growing Young Disciples Academy

A course called 'Membership Matters' was run on three occasions for people interested in church membership.

Sending Out Workers for Jesus Christ

The Church also set aside £40,407 (15% of general fund donations) for the support of missionary work. During the year the Church provided support for mission partner activities in the UK, USA, Moldova, Africa, Thailand and Turkey. The total amount given by the church to our mission partners in the year was £36,152. The giving was divided as follows:

39.4% UK
0.9% USA
12.4% Europe
29.3% Asia
18.0% Africa

St Neots Evangelical Church

Report of the Trustees for the Year Ended 31 March 2025

The church was in regular correspondence with the mission partners we support to be able to provide suitable help and to pray effectively for them. The Trustees have appointed a mission partnership team, made up of church members, to supervise this work and make recommendations to the elders regarding the allocation of financial support.

Priorities for the Year

During the year, the church adopted three priorities, to run alongside its regular and occasional ministries for the next couple of years. These were to:

- Encourage Evangelism
- Foster Belonging
- Create Space

Over the course of the year work was conducted on each priority, including exploring the possible purchase of the former public house (The Bulls Head) next to the Church building, establishing a working group for two services, training in evangelism (on the Weekend at Home, using the Biscuit Trail resource, and at the training event on reaching our Muslim neighbours) and preparations for a Comms Review. Plans were also made for a joint mission week with Kingfisher Church and Christ Church, Cambourne in October '26.

FINANCIAL REVIEW

The following fixed assets are held:

1. The church building at Cambridge Street, St. Neots, which was purchased in 1981 and extended in 1991
2. A 50% share in 41 Gordon Close, Little Paxton, which was purchased in 2005
3. Various items of church equipment and furnishings, which have been purchased over many years

All the above were included in expenditure in previous accounts prior to the charity being established and no values have been carried forward. The Trustees do not consider the cost of including present day values to be worthwhile, for this report as there is no intention for these assets to move away from the charity. Should the assets be sold the charity would retain and recognise the income as exceptional.

Reserves policy

The Trustees have adopted a policy of maintaining reserves at a minimum level of three months of Staff costs. This policy was achieved throughout the year under review.

The free reserves at the end of the period totalled £106,656.

Mike Kendall (Pastor) and Pete Bennett (Assistant Pastor) were employed by the Church on a full-time basis and are also Trustees. The remuneration of the Pastor and Assistant Pastor are reviewed by the Elders each year. In accordance with the Church's constitution, these Church employees do not attend the meetings at which the Staff pay reviews take place. None of the other Trustees of the Church received any remuneration from the Church during the year.

**Report of the Trustees
for the Year Ended 31 March 2025**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

The Church is unincorporated and is governed by its constitution. A new Church constitution was adopted on 17th July 2012 and registration with the Charity Commission was confirmed on 14th January 2013. Prior to this the Church had been treated as an excepted charity under legislation at that time due to its affiliation to the Fellowship of Independent Evangelical Churches (FIEC). The Managing Trustees are responsible for the management of the affairs of the Church and consist of the Elders, Pastor and Assistant Pastor. New Elders are appointed according to the Church's statement of current practice. Proposals for new Elders are made by the existing Managing Trustees to a business meeting of the Church Members. Two months are given for the Church to prayerfully consider the proposed individual and to provide feedback. If the Elders then feel that it is right to proceed with the appointment, a formal recommendation will be brought before the Church at the next Church Members' meeting. Upon appointment, a period of association with the Eldership will take place before the new Elder is formally set apart.

There were no changes to the Managing Trustees during the period covered by this report.

The Managing Trustees who held office during part or all the period from 1st April 2024 to 31st March 2025 are set out on page 1.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number 1150478

Principal address

Cambridge Street
St Neots
Cambridgeshire
PE19 1PL

Trustees

M Kendall
G Selley
P Slater
R Vennelle
P Bennett

Independent Examiner

George Hay Partnership LLP
Chartered Accountants
St George's House
George Street
Huntingdon
Cambridgeshire
PE29 3GH

St Neots Evangelical Church

Report of the Trustees for the Year Ended 31 March 2025

Staff Team & Membership

The following staff were employed during the year:

Mike Kendall – Pastor of St. Neots Evangelical Church
Pete Bennett – Assistant Pastor
Catherine Heath – Women's Worker
Glen McLellan – Youth & Children's worker
Jan Sim – Personal Assistant to the Pastor
Dominic Vennelle - Ministry Trainee

At the end of August Dominic Vennelle's two years as a ministry trainee came to an end. We are very grateful for Dominic's hard work during his time on the staff team and in particular his work overseeing the midweek groups for primary and secondary aged children.

It was agreed at the July Church meeting to appoint Glen McLellan to the role of Youth & Children's worker. Glen started his role at the beginning of November and a commissioning service for him was held in January.

Catherine Heath, our Women's worker, took a sabbatical in the summer term and it was also agreed for Mike Kendall to have a sabbatical in the 2025 summer term.

During the year the staff team also undertook various roles and speaking engagements outside of the church. These included the Pastor being a member of the FIEC trust board, and chairing the Cambridgeshire Gospel Partnership.

Deacons appointed in the previous year continued to facilitate the following specific areas of ministry: Homegroups (Simon and Penny Marsh), Safeguarding (Adrienne Dunn), Fabric (Graham Went).

At the beginning of the year there were 132 members of the Church and at the end of March '25 there were 133 members. 9 people were welcomed into membership in the year.

Managing Trustees

The managing Trustees held meetings in line with their responsibilities for the running of the church as a charity in line with its governing documents, charitable purpose and legal responsibilities. These meetings included:

Finance: reviews of the status, trends, budget setting, size and use of balance of funds, savings accounts and other actions required.

Safeguarding: reports were provided for the Trustees by the Designated Safeguarding lead. This provided information on safeguarding issues, cause for concern reports and any areas that required actions.

Health & Safety (H&S) & Data Privacy (GDPR): updates on any H&S issues or data breaches, revisions & reviews of policies and discussions on actions required

Risks: a risk register was employed to identify risks with a focus on the highest ranked risks and actions to mitigate these.

Policies & Procedures: the Trustees continued to work on developing formal policies and procedures in different areas. Areas worked on included a grant making policy, a formal complaints process and updates to the staff handbook.

Geoff Selley continued in his role as the Chair of Trustees.

**Report of the Trustees
for the Year Ended 31 March 2025**

Health & Safety

During the period of this report the following actions were put in place and completed:

- The Church's Health and Safety and food hygiene policies and documents were reviewed and amended as required. Dates of current reviews and the date for next reviews were recorded and held on a central data base.
- Following a review the lids for the church baptistry were split in two and reseated over the baptistry, to reduce the weight of individual lids and reduce the risk of manual handling injuries.
- A new staff member underwent health and safety training as part of their induction.
- Accident reports were reviewed. Reported accidents almost exclusively involved children suffering bumps and scrapes during church club activities. No serious injuries were reported.

For food hygiene the following actions were completed:

- Following advice from the local environmental health officer training and procedures and guidance on the managing of allergens were put in place.
- A food hygiene inspection was conducted by the local Environmental health officer resulting in the church being awarded a food hygiene rating of 5 out of 5

Richard Vennelle continued in his role as Trustee (Elder) with specific responsibility for the St. Neots Evangelical Church Health and Safety Policy and its implementation.

Safeguarding

A key priority for the church is to create and have a safe environment for all those in the church community. During the year a number of measures were taken to help ensure effective safeguarding:

Safeguarding policy and procedures: our policy and procedures seek to protect everyone from harm, to create a transparent culture and promote a healthy and nurturing environment. During the year we continued to operate our ministries in line with the policy and procedures, including performing DBS checks for adults and 16-18 year old volunteers working with children, keeping secure records and seeking assistance from Christian Safeguarding Services (CSS).

Cause for concern reporting: we continued to encourage the reporting of concerns, including low level concerns that may otherwise not be identified so they could be addressed before they escalate. They have also helped us to alter our induction process for new volunteers and remind them of good safeguarding practice in team meetings. During the reporting year, 16 concerns were raised.

Codes of Conduct: all volunteers working with children or in pastoral care were asked to read and sign the relevant codes of conduct. These codes outlined all aspects of behaviour which must be adhered to within the role.

Roles and Guidelines: role descriptions and ministry guidelines for activities involving children and pastoral care were reviewed and developed to help all volunteers know the expectations of those supporting that ministry. An induction checklist was created for use by ministry leads with new volunteers.

Training: an introduction to the church's safeguarding policy and procedures were given as part of the induction of new staff for Glen McLellan and this was followed up with a formal safeguarding training course. Further volunteer training was provided for new volunteers and any who had been unable to attend previous training sessions.

Awareness: During the year Church members were reminded of the role we all have in safeguarding and the use of the cause for concern process was promoted. A poster was displayed in the Church foyer to enable visitors to know who our Designated safeguarding lead and deputies were. Details were also provided on the Church's website together with links to the safeguarding documents and online cause for concern form.

St Neots Evangelical Church

**Report of the Trustees
for the Year Ended 31 March 2025**

Adrienne Dunn continued in her role as Deacon for safeguarding and Designated Safeguarding Lead (DSL). Geoff Selley continued in his role as the safeguarding Trustee.

GDPR

In accordance with our data protection policy, the Data Protection Compliance Manager reports on the Church's GDPR compliance and practice.

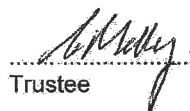
During the year, we have maintained our commitment to the standards and renewed our registration with the Information Commissioner's Office (ICO).

Throughout the year, the Data Protection Compliance Manager has provided ongoing guidance on data protection matters as they have arisen, including addressing queries relating to appropriate data retention periods and advising on specific data handling issues that have arisen.

We remain committed to protecting the personal data entrusted to us by the Church and wider community.

Paul Slater continued in his role as Acting Data Protection Compliance Manager

Approved by order of the board of Trustees on^{21st} January 2026..... and signed on its behalf by: *G. Selley*


.....
Trustee

**Independent Examiner's Report to the Trustees of
St Neots Evangelical Church**

Independent examiner's report to the Trustees of St Neots Evangelical Church

I report to the charity Trustees on my examination of the accounts of St Neots Evangelical Church (the Trust) for the year ended 31 March 2025.

Responsibilities and basis of report

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

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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 Trust 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.

Samantha Green

Samantha Green ACA

George Hay Partnership LLP
Chartered Accountants
St George's House
George Street
Huntingdon
Cambridgeshire
PE29 3GH

Date: 28.01.26

St Neots Evangelical Church

**Statement of Financial Activities
for the Year Ended 31 March 2025**

	Notes	Unrestricted funds £	Restricted fund £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		<u>269,389</u>	<u>2,100</u>	<u>271,489</u>	<u>258,932</u>
EXPENDITURE ON					
Charitable activities					
Charity		<u>255,428</u>	<u>2,602</u>	<u>258,030</u>	<u>258,146</u>
NET INCOME/(EXPENDITURE)		13,961	(502)	13,459	786
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>92,695</u>	<u>1,817</u>	<u>94,512</u>	<u>93,726</u>
TOTAL FUNDS CARRIED FORWARD		<u>106,656</u>	<u>1,315</u>	<u>107,971</u>	<u>94,512</u>

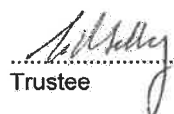
The notes form part of these financial statements

St Neots Evangelical Church

**Balance Sheet
31 March 2025**

	Notes	Unrestricted funds £	Restricted fund £	2025 Total funds £	2024 Total funds £
CURRENT ASSETS					
Debtors	4	40,136	-	40,136	39,944
Cash at bank and in hand		<u>90,669</u>	<u>1,315</u>	<u>91,984</u>	<u>82,967</u>
		130,805	1,315	132,120	122,911
CREDITORS					
Amounts falling due within one year	5	(24,149)	-	(24,149)	(28,399)
		<u>106,656</u>	<u>1,315</u>	<u>107,971</u>	<u>94,512</u>
NET CURRENT ASSETS					
		<u>106,656</u>	<u>1,315</u>	<u>107,971</u>	<u>94,512</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>106,656</u>	<u>1,315</u>	<u>107,971</u>	<u>94,512</u>
NET ASSETS					
		<u>106,656</u>	<u>1,315</u>	<u>107,971</u>	<u>94,512</u>
FUNDS	6				
Unrestricted funds				106,656	92,695
Restricted funds				<u>1,315</u>	<u>1,817</u>
TOTAL FUNDS				<u>107,971</u>	<u>94,512</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 21st January 2026 and were signed on its behalf by: G. SELLEY


Trustee

The notes form part of these financial statements

**Notes to the Financial Statements
for the Year Ended 31 March 2025**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no Trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no Trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	<u>258,832</u>	<u>100</u>	<u>258,932</u>
EXPENDITURE ON			
Charitable activities			
Charity	<u>257,402</u>	<u>744</u>	<u>258,146</u>
NET INCOME/(EXPENDITURE)	1,430	(644)	786
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>91,265</u>	<u>2,461</u>	<u>93,726</u>
TOTAL FUNDS CARRIED FORWARD	<u>92,695</u>	<u>1,817</u>	<u>94,512</u>

4. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Other debtors	38,594	36,289
Prepayments	<u>1,542</u>	<u>3,655</u>
	<u>40,136</u>	<u>39,944</u>

5. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Taxation and social security	4,205	3,651
Other creditors	<u>19,944</u>	<u>24,748</u>
	<u>24,149</u>	<u>28,399</u>

6. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	92,695	13,961	106,656
Restricted funds			
Restricted	<u>1,817</u>	<u>(502)</u>	<u>1,315</u>
TOTAL FUNDS	<u>94,512</u>	<u>13,459</u>	<u>107,971</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

6. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	269,389	(255,428)	13,961
Restricted funds			
Restricted	2,100	(2,602)	(502)
TOTAL FUNDS	<u>271,489</u>	<u>(258,030)</u>	<u>13,459</u>

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	91,265	1,430	92,695
Restricted funds			
Restricted	2,461	(644)	1,817
TOTAL FUNDS	<u>93,726</u>	<u>786</u>	<u>94,512</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	258,832	(257,402)	1,430
Restricted funds			
Restricted	100	(744)	(644)
TOTAL FUNDS	<u>258,932</u>	<u>(258,146)</u>	<u>786</u>

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

6. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.23 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	91,265	15,391	106,656
Restricted funds			
Restricted	2,461	(1,146)	1,315
TOTAL FUNDS	<u>93,726</u>	<u>14,245</u>	<u>107,971</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	528,221	(512,830)	15,391
Restricted funds			
Restricted	2,200	(3,346)	(1,146)
TOTAL FUNDS	<u>530,421</u>	<u>(516,176)</u>	<u>14,245</u>

7. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

St Neots Evangelical Church**Detailed Statement of Financial Activities
for the Year Ended 31 March 2025**

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Tithes & offerings	76,420	66,386
Donations	154,375	145,157
Tax refunded on gift aid donations	38,594	36,289
Sundries	-	11,000
Hardship fund	100	100
Hope into Action fund	<u>2,000</u>	<u>-</u>
	<u>271,489</u>	<u>258,932</u>
Total incoming resources	271,489	258,932
EXPENDITURE		
Charitable activities		
Staff costs	184,000	181,055
Missionary giving	40,407	38,834
Services	17,147	19,032
Books, stationery & sundries	5,970	6,513
Supplies	1,223	1,773
Events & groups	1,690	2,528
Ernulf rent and costs	-	3,595
Hardship fund	1,588	244
Hope into Action fund	<u>1,014</u>	<u>-</u>
	253,039	253,574
Support costs		
Repairs and renewals	3,071	2,652
Governance costs		
Accountancy and legal fees	<u>1,920</u>	<u>1,920</u>
Total resources expended	<u>258,030</u>	<u>258,146</u>
Net income	<u>13,459</u>	<u>786</u>

This page does not form part of the statutory financial statements

ST.NEOTS EVANGELICAL CHURCH

England & Wales - Charity number 1150478

Accounts

**Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 March 2024
for
St Neots Evangelical Church**

George Hay Partnership LLP
Chartered Accountants
St George's House
George Street
Huntingdon
Cambridgeshire
PE29 3GH

**Contents of the Financial Statements
for the Year Ended 31 March 2024**

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**Report of the Trustees
for the Year Ended 31 March 2024**

The Trustees present their report with the financial statements of the charity for the year ended 31 March 2024. The Trustees have adopted the provisions of 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 (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The objects of the Church are: -

1. The advancement of the Christian faith in accordance with the Basis of Faith primarily but not exclusively within St Neots, Cambridgeshire and the surrounding area; and
2. Such other charitable purposes as shall, in the opinion of the Managing Trustees, in consultation with the members of the Church, further the work of the Church.

The Church is affiliated to the Fellowship of Independent Evangelical Churches.

As a Church we exist to glorify God by:

- Reaching out with the good news of Jesus Christ
- Building up one another to live for Jesus Christ
- Training one another to serve Jesus Christ
- Sending out workers for Jesus Christ.

When planning the activities of the Church for the year, the Trustees have considered the Charity Commission's guidance on public benefit and in particular, the specific guidance on charities for the advancement of religion.

We have continued to seek to freely share the good news of the Christian faith with all people in St. Neots and the surrounding area, with a desire to see people become disciples of Jesus Christ and grow in their faith in him. We are committed to teaching the Bible and prayer and desire to help Christians to grow in their faith and to live lives of love, which seek to do good to all.

The church organised many activities during the year in support of its objectives and for the public benefit. These included Sunday services for all ages, midweek homegroups, ladies Bible study groups, parent and toddler groups, regular weekly meetings for children and youth, a weekly café for older people in the community, language classes and Bible studies for internationals, evangelistic events and introduction to Christianity courses. We also had a desire to see the Christian faith grow in other areas and countries and to this end we supported Christian work and activities in the UK and abroad through our mission partnership team.

**Report of the Trustees
for the Year Ended 31 March 2024**

ACHIEVEMENT AND PERFORMANCE

Sunday Services

In the summer term the church continued to hold its morning services at Ernulf Academy. Following a review it was decided that morning services would return to the church building in the autumn term. Numbers of adults and children attending typically ranged from 140 to 160, with a gradual increase during the year. These services continued to be streamed on YouTube.

Communion took place in the family services once a month in the morning and once a month in our regular evening services. An early morning communion service was held on the other Sundays.

Youth and Children's Work

In the summer the Church said goodbye to our Youth and Children's worker, Rich Carding. Rich was the church's first fulltime Youth and Children's worker and was first appointed to the role in 2006.

We are very grateful to God for Rich's time with us and for the blessing of his faithful ministry and his love for the children and young people.

Dominic Vennelle kindly agreed to take on the oversight of our midweek groups for primary and secondary age children on an interim basis, for which we are very grateful.

During the year the church ran a number of activities specifically for children and teenagers.

Little Fishes: This parent and toddlers group was held on two mornings a week during term time, with typically, 40 children (plus parents/carers) from across the town attending each session.

Explorers: A group for children in reception to year 3. This ran on Fridays, in term time, throughout the year with around 10 children typically attending. The sessions consisted of age-appropriate Bible teaching, games, crafts and quizzes.

Gap: A group for school years 3 to 6 ran for the year in term time, apart from during the first half of the autumn term because of a lack of leaders. Approximately 15 children from both church and non-church families attended regularly. The group discussed passages of the bible together and also enjoyed a mix of group games and free time with friends.

Attic: A group for secondary aged children on Friday evenings. This was typically attended by 15-20 young people from a mix of church and non-church families. The evenings included Bible talks and various group games and activities.

Ten24: Two groups for secondary ages, one for girls and one for boys. The girls group had not run since 2022, until it restarted after the autumn term. Both groups gave opportunities for the young people to explore the Bible together in more depth as well as have fun together. The two groups typically had around 10-15 attending.

Sunday groups: Three groups for children aged 3-5, 5-7 and 7-11 provided age-appropriate Bible teaching during the family services, with approximately 25 to 35 children each week. In January the two groups for the older children started using The Biggest Story Curriculum, written by Kevin DeYoung and published by Crossway. Memory verse cards were also introduced for the children to take away each week, corresponding to the teaching sessions.

**Report of the Trustees
for the Year Ended 31 March 2024**

Reaching Out with the Good News of Jesus Christ

The church continued to seek to share the good news of the Christian faith with the people of the town and surrounding area.

Children: the church ran a holiday club that attracted around 50 children and was followed by a well attended BBQ for families. A Light Party was again held, as a Christian alternative to Halloween, on 31 October 2023 for children up to Year 6.

Internationals: from September, weekly conversation classes and Bible studies were held in the church building for international people in the local community.

Good Company Café: a weekly café style meeting for older people in the community was held in the church building on Friday mornings.

Hope Explored Course: this short course, introducing people to the Christianity faith, was run in January 2024.

St. Neots Youth Worker: in a joint venture with Youth for Christ, Open Door Church and River Church, the church continued to fund a Christian youth worker to work with unchurched youth in the town. A regular after school café was run for secondary school age children on Tuesdays during term time.

Christmas outreach: The question 'Why Christmas?' was created in lights on the front of the Church building to get people thinking. A flyer advertising our carol services picked up on this theme as did our carol services. A stall was set up on the church drive to make contact with people returning from the Christmas Lights Switch on in town. Two evenings of carol singing were held in the neighbourhood around the church. Christmas flyers were posted through letter boxes on those evenings and were also handed out in the Market Square on a Saturday morning. There were encouraging number of visitors at both our traditional and family carol services.

Through the involvement of its members the church also actively supported a number of other Christian based organisations including ACTIOS (Assisting Christian teaching in our Schools), the local Foodbank, Good News for Everyone (formerly known as Gideons) and MAST (Money Advice St Neots).

Building up One Another to Live for Jesus Christ

Systematic Bible teaching was provided during the main Sunday services including series in John's gospel, Job, Psalm 119, 2 Corinthians, Matthew's gospel and Haggai. Topical subjects covered included key principles to follow 'When Christians disagree', a series on 'Toxic Masculinity and an alternative evening service on 'How should I think about my health?'.

In January 2024 the church adopted a Bible verse for the year ahead ("Religion that God our Father accepts as pure and faultless is this: to look after orphans and widows in their distress and to keep oneself from being polluted by the world." James 1:27).

A new Church reading plan was introduced at the start of 2024 with daily readings that worked through the four gospels in the calendar year.

Church prayer meetings were held once a month on Sunday evenings, and as part of the regular home group programme.

Seven homegroups groups met regularly. They provided pastoral care, help and spiritual encouragement. In addition to evening homegroups, weekly daytime ladies Bible study groups, 'Wednesday Women', 'Thursday Women' and 'Ladies Explore Group' took place through the year.

During the year the Women's Ministry Team held a Strawberries and Stories event, Ladies Brunch and a Christmas Gathering. The Men's ministry team held a number of Saturday morning Men's breakfasts in the church building.

**Report of the Trustees
for the Year Ended 31 March 2024**

The church held 'picnics in the park' and a Harvest family lunch, which were opportunities for the church family to enjoy time together.

In May 2023 the church held a Weekend away in Letton Hall, with around 120 of the church fellowship coming for the whole weekend plus other day visitors. This had been originally been planned for 2020 but had been postponed due to Covid. Josh Monterio, from Emmanuel Church Northstowe, was our visiting speaker and he spoke about some of the pictures (bride, body, temple & family) used in the Bible to describe the church. There were also sessions for the children and plenty of opportunities for fun and informal conversations.

Training One Another to Serve Jesus Christ

Various types of training were provided for church members and the staff team throughout the year:

- A church training week, on the theme of 'Caring for One Another' was held with sessions on the Sunday and Tuesday evenings. A number of seminars were available for people to choose from.
- Mental health training, provided by Christian Safeguarding Services, and first aid training were both run as joint sessions with Christ Church Cambourne and Kingfisher Church.
- Training was also provided for service leaders and for the Hope into Action house.
- A seminar for women to help with going through the menopause was held in the spring term.
- Following the introduction of the Church's new safeguarding policy and procedures training sessions were run for all volunteers working with children or in pastoral roles.
- Conferences attended by staff members included: the FIEC Leaders' Conference, the FIEC Pastors' Network Day Conference, FIEC Thrive for women in ministry and the Biblical Counselling Conference.
- A course called 'Membership Matters' was run for people interested in finding out more about church membership.

Sending Out Workers for Jesus Christ

The Church also set aside 15% of all donations for the support of missionary work. During the year the Church provided support for mission partners in the UK, Moldova, West Africa, South Africa, Morocco, Thailand and Turkey. The total amount given out in the year was £40,361. The giving was divided in follows:

33.6% UK
12.4% Europe
28.6% Asia
25.4% Africa

The church was in regular correspondence with the mission partners we support to be able to provide suitable help and to pray effectively for them. The trustees have appointed a mission partnership team, made up of church members, to supervise this work and make recommendations to the elders regarding the allocation of financial support.

FINANCIAL REVIEW

In the first five months of the year giving (including the gift aid due on eligible donations) was approximately £20,000 below the required level of expenditure. As a result of this shortfall, church members were informed, in September, in a letter of the financial situation. A decision was also made to not continue using Ernulf school premises on Sunday mornings at least for the next term and to stop adding 3% of giving to the fabric fund. At the beginning of October a day was set aside to prayer and fasting about the financial situation and the way forward for Sunday mornings.

**Report of the Trustees
for the Year Ended 31 March 2024**

In the following 7 months the average giving per month increased significantly, resulting at the end of the year in income slightly exceeding expenditure. Donations in the year as a whole increased by 4.6%.

During the autumn term a working group was set up to look into the possible purchase of a former public house next door to the church and possible redevelopment of our own church building.

The following fixed assets are held:

1. The church building at Cambridge Street, St. Neots, which was purchased in 1981 and extended in 1991
2. A 50% share in 41 Gordon Close, Little Paxton, which was purchased in 2005
3. Various items of church equipment and furnishings, which have been purchased over many years

All the above were included in expenditure in previous accounts prior to the charity being established and no values have been carried forward. The Trustees do not consider the cost of including present day values to be worthwhile, for this report as there is no intention for these assets to move away from the charity. Should the assets be sold the charity would retain and recognise the income as exceptional.

Reserves policy

The Trustees have adopted a policy of maintaining reserves at a minimum level of three months of Staff costs. This policy was achieved throughout the year under review.

Mike Kendall (Pastor) and Pete Bennett (Assistant Pastor) were employed by the Church on a full-time basis and are also Trustees. The remuneration of the Pastor and Assistant Pastor are reviewed by the Elders each year. In accordance with the Church's constitution, these Church employees do not attend the meetings at which the Staff pay reviews take place. None of the other Trustees of the Church received any remuneration from the Church during the year.

PRIORITIES FOR THE YEAR

Alongside its regular and occasional ministries, the church continued to work on a number of priorities:

To set up a home with the charity, Hope into Action, to care for vulnerable women and their children.

A house, in the local community, was purchased and renovated by a group of investors. The church helped in refurbishing it and a training day was held for those interested in helping with the project. A number of church members also attended the annual Hope into Action Conference.

To establish ourselves in Ernulf, so that we have space to grow and can reach out into the local community.

After a few months of meeting in Ernulf, feedback was sought from the church. A significant number of questions were raised about the overall benefits of the move. The church met in its own building over the summer, and, for financial reasons, the decision was taken to continue to meet there until the New Year, when it would be reviewed. In the New Year the decision was taken to remain in our own building.

To adopt and implement our revised Safeguarding Policy & Procedures, so that everyone is safe and the culture of the church is healthy.

A new Safeguarding Team was established, led by our Deacon for Safeguarding, Adrienne Dunn. A new Policy & Procedures were adopted and implemented. Training was provided for the church. Our Safeguarding provision will remain under ongoing review.

To revise our strategy for pastoral care, so that every member is cared for and caring for others.

Work was undertaken by a working group, led by Dom Vennelle and Catherine Heath. Feedback was sought from the church. The group recommended the introduction of a Care Team to support the provision of pastoral care in the church. Our revised strategy highlights the role that every member has in caring for others. Care is also provided by Home Groups, the Staff Team, the Care Team and the Elders.

To appoint new leaders - at every level, so that the church is properly supported and cared for.

Pete Bennett joined the church in September 2023 as Assistant Pastor and Elder. The decision was also taken to appoint Deacons, to facilitate specific areas of ministry and to free the elders up to lead the church. During the year Deacons were appointed to facilitate ministry in 3 areas: Safeguarding, Home Groups and

St Neots Evangelical Church

Report of the Trustees for the Year Ended 31 March 2024

Fabric. The aim is to appoint more Deacons in the future as necessary. The church also began the process of looking for a new Youth and Children's Worker.

To establish clear pathways into serving, so that every member plays their part.

Some initial discussions were held in elders meetings. Work on this area will continue under the church's new priorities.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

The Church is unincorporated and is governed by its constitution. A new Church constitution was adopted on 17 July 2012 and registration with the Charity Commission was confirmed on 14 January 2013. Prior to this the Church had been treated as an excepted charity under legislation at that time due to its affiliation to the Fellowship of Independent Evangelical Churches (FIEC). The Managing Trustees are responsible for the management of the affairs of the Church and consist of the Elders, Pastor and Assistant Pastor. New Elders are appointed according to the Church's statement of current practice. Proposals for new Elders are made by the existing Managing Trustees to a business meeting of the Church Members. Two months are given for the Church to prayerfully consider the proposed individual and to provide feedback. If the Elders then feel that it is right to proceed with the appointment, a formal recommendation will be brought before the Church at the next Church Members' meeting. Upon appointment, a period of association with the Eldership will take place before the new Elder is formally set apart.

Peter Bennett was appointed as an Assistant Pastor and a Managing Trustee in September 2023. There were no other changes to the Managing Trustees during the period covered by this report.

The Managing Trustees who held office during part or all the period from 1 April 2023 to 31 March 2024 are set out below.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number 1150478

Principal address

Cambridge Street
St Neots
Cambridgeshire
PE19 1PL

Trustees

M Kendall
G Selley
P Slater
R Vennelle
P Bennett (appointed 1.9.23)

Independent Examiner

George Hay Partnership LLP
Chartered Accountants
St George's House
George Street
Huntingdon
Cambridgeshire
PE29 3GH

**Report of the Trustees
for the Year Ended 31 March 2024**

Staff Team & Membership

The following staff were employed during the year:

Mike Kendall - Pastor of St. Neots Evangelical Church
Pete Bennett - Assistant Pastor
Richard Carding - Youth & Children's Worker
Catherine Heath - Women's Worker
Jan Sim - Personal Assistant to the Pastor
Dom Vennelle - Ministry Trainee
Joe Marsh – Ministry Apprentice

In September Pete Bennett started as our new assistant pastor and a commissioning service for him was held later that month. We also said goodbye to Rich Carding after 18 years as a staff member, initially as a ministry apprentice and then for 17 years as our Youth and children's worker.

The church agreed to start the process of looking for a new Youth and Children's worker in the church meeting in November.

In August our ministry apprentice, Joe Marsh, completed his year with the staff team.

A staff handbook was introduced based on a template provided by Edward Connor Solicitors. This was customised for our situation and covered issues such as sick absence, paternity leave, compassionate leave, grievance procedure, recruitment. It was introduced to help us care properly for our staff team, to provide guidance, to enable consistency, to protect the church and ensure compliance with the latest regulations.

During the year the staff team also undertook various roles and speaking engagements outside of the church. These included the Pastor chairing the East Anglian Gospel Partnership, being Chair of the FIEC trust board.

At the beginning of the year there were 134 members of the Church and at the end of March 2024 there were 132 members. During the year a number of people started attending regularly and 12 people became members in the year.

It was very encouraging to have three people baptised in the church during the year and to hear there testimonies of how they came to faith in Jesus.

Managing Trustees

The managing trustees held meetings in line with their responsibilities for the running of the church as a charity in line with its governing documents, charitable purpose and legal responsibilities. These meetings included:

Finance: reviews of the current status, trends, future budgets and any actions required.

Safeguarding: a report was provided for the trustees by the Designated Safeguarding lead for each meeting. This provided information on safeguarding issues, cause for concern reports and any areas that required actions.

Health & Safety (H&S) & Data Privacy (GDPR): updates on any H&S issues or data breaches, revisions & reviews of policies and discussions on actions required.

Risks: a risk register was employed to identify potential risks and the highest ranked risks and actions to mitigate these were focused on.

Policies & Procedures: the trustees continued to work on developing formal policies and procedures in different areas. Areas worked on included the new staff handbook, safeguarding, Health and Safety policy updates, a hardship fund policy.

**Report of the Trustees
for the Year Ended 31 March 2024**

Health & Safety

Part of our practical love and care for one another includes doing our best to ensure the health and safety of our church staff, church members and anyone visiting the church premises.

With this in view we have put in place health and safety and food hygiene policies with associated guidance notes and checklists. All health and safety and food hygiene policies and documents are reviewed at least annually and amended where required. During the period of this report the following actions were put in place and completed:

- Health and safety policies and documents were reviewed and amended where required, dates of current reviews and the date for the next review were recorded in a central data base.
- A health and safety induction training package was put in place for newly employed staff members.
- A major review of the St. Neots Evangelical Church food hygiene policy was carried out.
- Following advice from the local environmental health officer training and procedures and guidance on the managing of allergens were put in place.
- A new food hygiene risk assessment and associated guides and checklists were approved and issued.
- Accident reporting was reviewed and a new accident book was put in place with instructions and copies of accident reports were stored digitally.
- A new guide on the actions that should be taken in the event of an accident occurring was issued.
- Measures were put in place to ensure the contents of the church first aid box are regularly checked and items replaced as required.

Richard Vennelle continued in his role as Trustee (Elder) with specific responsibility for the St. Neots Evangelical Church Health and Safety Policy and its implementation.

Safeguarding

A key priority for the church is to create and have a safe environment for all those in the church community. During the year a number of measures were taken to help ensure effective safeguarding:

Safeguarding policy and procedures: new safeguarding policies and procedures, in line with latest best practice, were introduced in the autumn term. The purpose of these was to seek to protect everyone from harm, to create a transparent culture and promote a healthy and nurturing environment.

Cause for concern reporting: a process for raising low level concerns was introduced. The purpose of this was to enable issues that may otherwise not be identified to be recognised and addressed before they escalate.

Codes of Conduct: were created for staff and volunteers working with children, vulnerable adults and in pastoral care. These codes outlined all aspects of behaviour which must be adhered to within the role.

Roles & Responsibilities: were created for specific ministries, to spell out the expectations of any person supporting that ministry.

Strengthened Safeguarding Team: a new safeguarding team with a designated safeguarding lead (DSL) and two deputies was created. The team also included trained safer recruiters and a safeguarding administrator.

Training: formal Designated lead safeguarding training was undertaken by our Designated Safeguarding Lead (DSL) and deputies. The DSL completed a 'Train the Trainer' course and then training was provided to all staff and volunteers working in roles with children or in pastoral care.

Awareness: sessions were held in two church meetings to make church members aware of the new measures and the responsibility of all for safeguarding and creating a safe environment. Use of the new cause for concern process was promoted and the new safeguarding documents plus a link to an online cause for concern form were added to the church's website.

St Neots Evangelical Church

Report of the Trustees for the Year Ended 31 March 2024

In addition to these new measures, we have continued to operate our ministries in line with our safeguarding policy. This included performing DBS checks for adult and 16-18 year old volunteers working with children and young people, keeping secure records (keeping a Single Central Record for volunteer recruitment, secure records of Safeguarding cases) and seeking assistance from Christian Safeguarding Services (CSS), a national safeguarding advisory service.

Adrienne Dunn was appointed as Deacon for safeguarding and the Designated Safeguarding Lead (DSL). Geoff Selley continued in his role as the safeguarding Trustee.

GDPR

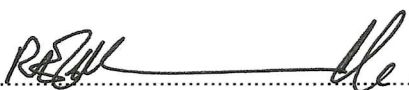
Our data protection policy states that "An annual report on the level of compliance with or variance from good data protection practices will be produced by the Data Protection Compliance Manager".

Actions taken towards good data protection practices:

- Maintained ICO membership by payment of annual fee.
- Advised on ad hoc data protection and data retention period questions emerging during the life of the Church.
- Conducted a review of the master contact database, reaching out to contacts for detail verification and offering opt-out options.

Paul Slater
Acting Data Protection Compliance Manager

Approved by order of the board of trustees on 28th January '25 and signed on its behalf by:


.....
Trustee

Independent Examiner's Report to the Trustees of St Neots Evangelical Church

Independent examiner's report to the trustees of St Neots Evangelical Church

I report to the charity trustees on my examination of the accounts of St Neots Evangelical Church (the Trust) for the year ended 31 March 2024.

Responsibilities and basis of report

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

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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 Trust 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.

Samantha Green ACA

George Hay Partnership LLP
Chartered Accountants
St George's House
George Street
Huntingdon
Cambridgeshire
PE29 3GH

Date: 29th January 2025

St Neots Evangelical Church

**Statement of Financial Activities
for the Year Ended 31 March 2024**

	Notes	Unrestricted funds £	Restricted fund £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		258,832	100	258,932	247,417
Investment income	2	-	-	-	209
Total		<u>258,832</u>	<u>100</u>	<u>258,932</u>	<u>247,626</u>
EXPENDITURE ON					
Charitable activities					
Charity		<u>257,402</u>	<u>744</u>	<u>258,146</u>	<u>254,466</u>
NET INCOME/(EXPENDITURE)		1,430	(644)	786	(6,840)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>91,265</u>	<u>2,461</u>	<u>93,726</u>	<u>100,566</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>92,695</u></u>	<u><u>1,817</u></u>	<u><u>94,512</u></u>	<u><u>93,726</u></u>

The notes form part of these financial statements

St Neots Evangelical Church

**Balance Sheet
31 March 2024**

	Notes	Unrestricted funds £	Restricted fund £	2024 Total funds £	2023 Total funds £
CURRENT ASSETS					
Debtors	5	39,944	-	39,944	43,435
Cash at bank and in hand		<u>81,150</u>	<u>1,817</u>	<u>82,967</u>	<u>86,707</u>
		121,094	1,817	122,911	130,142
CREDITORS					
Amounts falling due within one year	6	(28,399)	-	(28,399)	(36,416)
NET CURRENT ASSETS		<u>92,695</u>	<u>1,817</u>	<u>94,512</u>	<u>93,726</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>92,695</u>	<u>1,817</u>	<u>94,512</u>	<u>93,726</u>
NET ASSETS		<u>92,695</u>	<u>1,817</u>	<u>94,512</u>	<u>93,726</u>
FUNDS	7				
Unrestricted funds				92,695	91,265
Restricted funds				<u>1,817</u>	<u>2,461</u>
TOTAL FUNDS				<u>94,512</u>	<u>93,726</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 29th Jan 2025 and were signed on its behalf by: **G. SELLEY**


Trustee

The notes form part of these financial statements

**Notes to the Financial Statements
for the Year Ended 31 March 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. INVESTMENT INCOME

	2024	2023
	£	£
Interest receivable	<u>-</u>	<u>209</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	247,417	-	247,417
Investment income	<u>209</u>	<u>-</u>	<u>209</u>
Total	<u>247,626</u>	<u>-</u>	<u>247,626</u>
 EXPENDITURE ON			
Charitable activities			
Charity			
	<u>254,226</u>	<u>240</u>	<u>254,466</u>
 NET INCOME/(EXPENDITURE)	(6,600)	(240)	(6,840)
 RECONCILIATION OF FUNDS			
Total funds brought forward	<u>97,865</u>	<u>2,701</u>	<u>100,566</u>
 TOTAL FUNDS CARRIED FORWARD	<u>91,265</u>	<u>2,461</u>	<u>93,726</u>

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Other debtors	36,289	40,943
Prepayments	<u>3,655</u>	<u>2,492</u>
	<u>39,944</u>	<u>43,435</u>

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Taxation and social security	3,651	3,511
Other creditors	<u>24,748</u>	<u>32,905</u>
	<u>28,399</u>	<u>36,416</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

7. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	91,265	1,430	92,695
Restricted funds			
Restricted	2,461	(644)	1,817
TOTAL FUNDS	<u>93,726</u>	<u>786</u>	<u>94,512</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	258,832	(257,402)	1,430
Restricted funds			
Restricted	100	(744)	(644)
TOTAL FUNDS	<u>258,932</u>	<u>(258,146)</u>	<u>786</u>

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	97,865	(6,600)	91,265
Restricted funds			
Restricted	2,701	(240)	2,461
TOTAL FUNDS	<u>100,566</u>	<u>(6,840)</u>	<u>93,726</u>

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

7. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	247,626	(254,226)	(6,600)
Restricted funds			
Restricted	-	(240)	(240)
TOTAL FUNDS	<u>247,626</u>	<u>(254,466)</u>	<u>(6,840)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	97,865	(5,170)	92,695
Restricted funds			
Restricted	2,701	(884)	1,817
TOTAL FUNDS	<u>100,566</u>	<u>(6,054)</u>	<u>94,512</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	506,458	(511,628)	(5,170)
Restricted funds			
Restricted	100	(984)	(884)
TOTAL FUNDS	<u>506,558</u>	<u>(512,612)</u>	<u>(6,054)</u>

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

8. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

St Neots Evangelical Church**Detailed Statement of Financial Activities
for the Year Ended 31 March 2024**

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Tithes & offerings	66,386	45,703
Donations	145,157	163,774
Tax refunded on gift aid donations	36,289	37,190
Sundries	11,000	750
Hardship fund	<u>100</u>	<u>-</u>
	258,932	247,417
Investment income		
Interest receivable	<u>-</u>	<u>209</u>
Total incoming resources	258,932	247,626
EXPENDITURE		
Charitable activities		
Staff costs	181,055	164,421
Missionary giving	38,834	41,342
Services	19,032	16,934
Books, stationery & sundries	6,513	8,108
Supplies	1,773	2,069
Events & groups	2,528	(2,909)
Ernulf rent and costs	3,595	13,240
Hardship fund	<u>244</u>	<u>240</u>
	253,574	243,445
Support costs		
Repairs and renewals	2,652	11,021
Governance costs		
Accountancy and legal fees	<u>1,920</u>	<u>-</u>
Total resources expended	<u>258,146</u>	<u>254,466</u>
Net income/(expenditure)	<u><u>786</u></u>	<u><u>(6,840)</u></u>

This page does not form part of the statutory financial statements

ST.NEOTS EVANGELICAL CHURCH

England & Wales - Charity number 1150478

Accounts

St.Neots Evangelical Church

Trustees' Annual Report and Financial Statements

For the year ended 31st March 2023

www.snec.org.uk

Registered Charity Number: 1150478

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Legal and Administrative Information

Charity Name: St.Neots Evangelical Church

Charity Number: 1150478

Principal Address: Cambridge Street,
St.Neots,
Cambs
PE19 1PL
www.snec.org.uk

Managing Trustees:	Mike Kendall	Paul Slater
	Geoff Selley	Richard Vennelle

Independent Examiner: Brian Kelly
346 Grace Way
Stevenage
SG1 5AP

Principal Bankers:	CAF Bank Limited 25, Kings Hill Avenue, Kings Hill, West Malling, Kent. ME19 4JQ	HSBC 5, High Street, St. Neots, Cambs. PE19 1DE
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Managing Trustees' Report for the Year Ended 31st March 2023

Objectives and Activities for the Public Benefit

The objects of the Church are: -

1. the advancement of the Christian faith in accordance with the Basis of Faith primarily but not exclusively within St Neots, Cambridgeshire and the surrounding area; and
2. such other charitable purposes as shall, in the opinion of the Managing Trustees, in consultation with the members of the Church, further the work of the Church.

The Church is affiliated to the Fellowship of Independent Evangelical Churches.

As a Church we exist to glorify God by:

- Reaching out with the good news of Jesus Christ
- Building up one another to live for Jesus Christ
- Training one another to serve Jesus Christ
- Sending out workers for Jesus Christ.

When planning the activities of the Church for the year, the Trustees have considered the Charity Commission's guidance on public benefit and in particular, the specific guidance on charities for the advancement of religion.

We have continued to seek to freely share the good news of the Christian faith with all people in St. Neots and the surrounding area, with a desire to see people become disciples of Jesus Christ and grow in their faith in him. We are committed to teaching the Bible and prayer and desire to help Christians to grow in their faith and to live lives of love, which seek to do good to all.

The church organised many activities during the year in support of its objectives and for the public benefit. These included Sunday services for all ages, midweek homegroups, ladies Bible study groups, parent and toddler groups, regular weekly meetings for children and youth, a weekly café for older people in the community, language classes and Bible studies for internationals, evangelistic events and introduction to Christianity courses. We also had a desire to see the Christian faith grow in other areas and countries and to this end we supported Christian work and activities in the UK and abroad through our mission partnership team.

Structure, Governance and Management

The Church is unincorporated and is governed by its constitution. A new Church constitution was adopted on 17th July 2012 and registration with the Charity Commission was confirmed on 14th January 2013. Prior to this the Church had been treated as an excepted charity under legislation at that time due to its affiliation to the Fellowship of Independent Evangelical Churches (FIEC). The Managing Trustees are responsible for the management of the affairs of the Church and consist of the Elders and Pastor. New Elders are appointed according to the Church's statement of current practice. Proposals for new Elders are made by the existing Managing Trustees to a business meeting of the Church Members. Two months are given for the Church to prayerfully consider the proposed individual and to provide feedback. If the Elders then feel that it is right to proceed with the appointment, a formal recommendation will be brought before

the Church at the next Church Members' meeting. Upon appointment, a period of association with the Eldership will take place before the new Elder is formally set apart.

There were no changes in the Managing Trustees during the period covered by this report.

The Managing Trustees who held office during part or all the period from 1st April 2022 to 31st March 2023 are set out on page 3.

Review of Activities & Achievements

Sunday Services

Across the year the numbers attending our morning services continued to increase, which was encouraging. However, it also meant that we became increasingly cramped - both in the main meeting room, and in the Sunday Groups. In order to address these issues, from October the church began to hold their morning services in Ernulf Academy. This move was overseen by a church working group led by Richard Vennelle.

In the Spring Term a questionnaire was sent out to members to seek their feedback regarding the move. Whilst a number of benefits were highlighted, it was also clear that a large number of members did not enjoy meeting in the venue. In response, the church set up a new working group to assess the various options.

Throughout this time, our morning services continued to be streamed on YouTube, with the recordings being viewed by many more people.

Early morning communion and evening services also continued to be held in the church building throughout the year.

Youth and Children's Work

During the year the church ran a number of activities specifically for children and teenagers. A full-time youth worker was employed by the church to work among young people.

Little Fishes: This parent and toddler's group was held on two mornings a week during term time, with typically, 40 children (plus parents/carers) from across the town attending each session.

Groups for primary school age children: Explorers (for reception to year 2) and Gap (for school years 3 to 6) continued to run. They were attended by children from both church and non-church families and sought to teach Bible truths in age-appropriate ways and to provide fun activities.

Groups for secondary school ages: the Ten24 group for school years 7 to 13 was run on Monday evenings. A Friday evening group for 11 to 18 year-olds was also held. These groups combined opportunities to study the Bible together, to pray, chat and participate in fun activities.

Sunday groups: These groups for children from pre-school to year 6 provided age-appropriate Bible teaching during the family services.

The young people were also able to have a weekend away in October at the Frontier Centre.

Reaching Out with the Good News of Jesus Christ

The church continued to seek to share the good news of the Christian faith with the people of the town and surrounding area.

The move to Ernulf Academy was a key priority for the church. The church leafleted the area around the school prior to our first service being held there. The church also handed out leaflets in the Market Square in town.

Children: the church ran a holiday club (Secret Agent's) for the first time in 3 years in August 2022, and held a Light Party on the 31st October 2022 for children up to Year 6.

Internationals: from September, weekly conversation classes and Bible studies were held in the church building for international people in the local community.

Good Company Café: a weekly café style meeting for older people in the community was held in the church building on Friday mornings.

A Passion for Life: the church held a number of events in May & June in conjunction with the nationwide initiative, A Passion for Life.

Hope Explored Course: this short course, introducing people to the Christianity faith, was run in June '22 and January '23 with a small group of people.

St. Neots Youth Worker: in a joint venture with Youth for Christ, Open Door Church and River Church, the church continued to fund a Christian youth worker to work with unchurched youth in the town. In November the church hosted an anniversary service to mark the first year of the venture.

Christmas outreach: Christmas cards with invites to the Carol services were distributed to homes around the church building and given out to people in the Market Square. The church held a Traditional Carol Service, an International Christmas Service and a Family Carol Service, as well as a morning service on Christmas Day. There were a number of guests across the services.

Cakes for Ernulf: on a number of occasions throughout the year members of the church provided cakes for the staff at Ernulf Academy.

Through the involvement of its members the church also actively supported a number of other Christian based organisations including ACTIOS (Assisting Christian teaching in our Schools), the local Foodbank, Good News for Everyone (formerly known as Gideons) and MAST (Money Advice St Neots).

Building up One Another to Live for Jesus Christ

Systematic Bible teaching was provided during the main Sunday services including series in Mark's gospel, Ruth, John's gospel, as well as more topical series on the glory of God, When Christians Disagree and the New City Catechism (all age services). In January '23 the church adopted a Bible verse for the year ahead ("This is what the Sovereign LORD, the Holy One of Israel, says: In repentance and rest is your salvation, in quietness and trust is your strength, but you would have none of it." Isaiah 30:15)

Church prayer meetings were held once a month on Sunday evenings, and as part of the regular home group programme. Each Tuesday evening in August '22 the church met together to pray. Prayer meetings were also held once a month on Monday mornings via Zoom.

Eight homegroups groups met regularly. They provided pastoral care, help and spiritual encouragement. In addition to evening homegroups, weekly daytime ladies Bible study groups, 'Wednesday Women 'and 'Thursday Women 'took place through the year.

A number of separate events for ladies and men were also held in the church building and there were also opportunities for informal church family gatherings.

The church held a 'picnic in the park' in June and July '22 - which was an opportunity for the church family to enjoy time together.

In May '22 the church held a Weekend at Home, with church members spending the day together on the Saturday and then sharing a church family lunch after the service on Sunday. Our speaker was Ian Jones and we looked at the book of Colossians.

Training One Another to Serve Jesus Christ

Various types of training was provided for church members and the staff team throughout the year:

- Joe Marsh, our church apprentice, attended TEAM, a weekly training course organised by the East Anglia Gospel Partnership.
- Conferences attended by staff members included: the FIEC Leaders 'Conference, the FIEC Pastors ' Network Day Conference, FIEC Thrive for women in ministry, the Good Book Company Youth Workers ' Conference and the Biblical Counselling Conference.
- A course for people interested in finding out more about church membership, called 'Membership Matters 'was run a number of times during the year.
- A leadership programme was run for the fourth year with several members of the church taking part in monthly Biblical leadership sessions, from September onwards.
- Training evenings for Preachers and Bible teachers were held during the year.

Sending Out Workers for Jesus Christ

Three members of the church (including the Youth & Children's Worker and the Ministry Trainee) visited mission partners in West Africa, working on a garden whilst they were there.

The Church also set aside 15% of all donations for the support of missionary work. During the year the Church provided support for mission partners in the UK, France, Moldova, West Africa, South Africa, Thailand and Turkey.

The church was in regular correspondence with the mission partners we support in order to be able to provide suitable help and to pray effectively for them. The trustees have appointed a mission partnership team, made up of church members, to supervise this work and make recommendations to the elders with regard to the allocation of financial support.

Priorities for the Year

The church set a number of priorities for the year:

- To set up a home with the charity, Hope into Action, so that we care for vulnerable people in the local community.
- To establish ourselves in Ernulf Academy, so that we have space to grow and reach out into the local community.
- To adopt and implement our revised Safeguarding Policy & Procedures, so that everyone is safe and the culture of the church is healthy.
- To revise our strategy for pastoral care, so that every member is cared for and caring for others.
- To appoint new leaders - at every level, so that the church is properly supported and cared for.
- To establish clear pathways into serving, so that every member plays their part.

Staff Team & Membership

The staff team during the year were:

Mike Kendall – Pastor of St. Neots Evangelical Church
Richard Carding – Youth & Children's Worker
Catherine Heath – Women's Worker
Jan Sim – Personal Assistant to the Pastor
Joe Marsh – Church Apprentice
Dom Vennelle - Ministry Trainee

The church also began the search for an assistant Pastor, to start in September 2023. In February '23 Pete Bennett accepted the role, following a meeting of the church members.

During the year the staff team also undertook various roles and speaking engagements outside of the church. These included the Pastor chairing the East Anglian Gospel Partnership, being vice-Chair of the FIEC trust board and being a trustee of Cornerstone Care in Confidence.

At the beginning of the year there were 134 members of the Church and 136 members at the end of March '23. A number of people started attending regularly and 12 new people became members in the year.

The church baptised two people in March '23. During the year 4 funerals and 2 weddings were also held.

In March 2023 the Elders brought a proposal, to the church members, to appoint men and women Deacons to free up the Elders to lead, teach and care for the church spiritually.

Church members meetings were held via Zoom during the year which continued to enable greater attendance than face-to-face meetings. The annual covenant service was held in the building for the first time in 3 years.

Health & Safety

Richard Vennelle continued in his role as Trustee (Elder) with specific responsibility for the St. Neots Evangelical Church Health and Safety Policy and its implementation.

Following the lifting of statutory Covid 19 regulations and the publishing of the Government's 'Living with Covid' plan, a review of the risk assessment for the SNEC Cambridge Street premises was carried out and issued in April 2022. New instructions were issued for Sunday morning stewards, those serving refreshments and church cleaning.

For Sunday services spacing between rows of seats was now reduced to 0.5 metres. On Sunday mornings there were 6 rows towards the rear of the main hall, spaced 1.5 metres apart, designated exclusively for those members of the congregation who wished to still wear masks. Stewards were instructed to ensure there was a robust airflow through the building. New instructions were issued for serving communion, requiring servers to sanitise hand and place bread and communion glasses directly into the hands of congregation members. Instructions were also issued for other groups using the church building during the week.

Further guidance was issued in late summer relaxing all Covid 19 measures.

At the beginning of October an 'Event Management Plan' for conducting Sunday morning services at Ernulf Academy was issued. The plan included a risk assessment and covered the safety aspects of:

- Service management
- Traffic and parking management
- Crowd management
- Security
- First Aid
- Provision for those with special needs
- Catering
- Emergency plans for evacuation

Safeguarding

We have continued to operate our ministries in line with our safeguarding policy. This included performing DBS checks for adult volunteers working with children and young people, keeping secure records, and seeking assistance from Christian Safeguarding Services (CSS), a national safeguarding advisory service.

One of the church's priorities for the year was to adopt and implement revised Safeguarding arrangements, following the recommendations of Christian Safeguarding Service's audit in the previous year. A working group was set up to undertake this work which included:

- Updating the church's safeguarding policies and procedures
- Developing codes of conduct for key areas
- Providing role and person specifications and clear induction process for volunteers
- Developing skills and competence through formal and informal learning opportunities
- Increasing awareness and encouraging reporting of concerns
- Broadening the understanding of safeguarding in the church family

GDPR

Our data protection policy states that “An annual report on the level of compliance with or variance from good data protection practices will be produced by the Data Protection Compliance Manager”.

Actions taken towards good data protection practices:

- Maintained ICO membership by payment of annual fee.
- Advised on ad hoc data protection and data retention period questions emerging during the life of the Church.
- Followed ICO guidance in handling a minor data breach where an email was sent to wrong recipients.

Actions proposed for coming year:

- Appoint new Data Protection Compliance Manager.
- Review Legitimate Interest assessments.
- Review our record retention policy and implementation.

Paul Slater

Acting Data Protection Compliance Manager

Financial Review

The general fund receipts during the year were £247,626 (£1,990 less than the previous year) with payments totalling £254,450, giving a receipts deficit of £6,824. In addition to the general fund, the existing Hardship fund was used to provide £240 to those in need of short-term assistance. The total net receipts deficit for the year was £7,064.

The Church's income was mainly received through regular giving from Members and friends of the Church, of which £163,774 (up 10% on the previous year) were gift aided donations. £37,190 was received in the year as a tax refund on gift aided donations to the general fund.

65% of general fund expenditure was spent on Staff costs. 15% of the church's income was set aside for the support of mission work outside of the church, of which £41,499 was used for this purpose in the year. 5% of the Church's income was set aside for the upkeep of the building in the fabric fund. During the year £12,569 was allocated to the fund and £11,088 was paid out for repairs and renewal of equipment.

Total receipts in the year remained just below the £250,000 threshold that would require an accrual method of accounting. It is anticipated that the income in 2023/24 may exceed that threshold.

The Trustees have adopted a policy of maintaining reserves at a minimum level of three months of Staff costs. This policy was achieved throughout the year under review.

Mr Mike Kendall (Pastor) was employed by the Church on a full-time basis and is also a Trustee. The remuneration of the Pastor is reviewed by the Elders each year. In accordance with the Church's constitution, the Pastor does not attend the meetings at which the Staff pay reviews take place. None of the other Trustees of the Church received any remuneration from the Church during the year.

Financial Statements

	Charity Name St Neots Evangelical Church		No (if any) 1150478		CC16a
Receipts and payments accounts					
For the period from		Period start date 1st April 2022	To	Period end date 31st March 2023	
Section A Receipts and payments					
	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Tithes & offerings	45,703	-	-	45,703	65,555
Gift aid donations	163,774	-	-	163,774	148,761
Tax refunded on gift aid donations	37,190	-	-	37,190	34,535
Bank interest	209	-	-	209	5
Sundries	750	-	-	750	760
			-	-	
Sub total (Gross income for AR)	247,626	-	-	247,626	249,616
A2 Asset and investment sales, (see table).					
					-
					-
Sub total	-	-	-	-	-
Total receipts	247,626	-	-	247,626	249,616
A3 Payments					
Staff costs	164,421	-	-	164,421	147,793
Missionary giving	41,499	-	-	41,499	34,563
Services	16,934	-	-	16,934	13,138
Books, stationary & sundries	8,108	-	-	8,108	5,411
Repairs & renewals	11,088	-	-	11,088	10,335
Supplies	2,069	-	-	2,069	2,215
Events & groups	- 2,909	-	-	- 2,909	1,863
Emulf rent and costs	13,240	-	-	13,240	
Hardship fund	-	240	-	240	5,152
Sub total	254,450	240	-	254,690	220,470
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	254,450	240	-	254,690	220,470
Net of receipts/(payments)	- 6,824	- 240	-	- 7,064	29,146
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	91,070	2,701	-	93,771	64,625
Cash funds this year end	84,246	2,461	-	86,707	93,771

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	HSBC Accounts	83,193	2,461	-
	Cash	1,053	-	-
			-	-
	Total cash funds	84,246	2,461	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Gift aid reclaim for 2022/23	40,943		
	Payments in advance	2,492		
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets	Baby grand piano			
	Panasonic projector (PT-EX620LEJ) with zoom lens			
	Rodgers W50 keyboard			
	PA equipment, drum kit, chairs, TV monitors			
	Kawai keyboard			
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Church building, Cambridge Street, St. Neots, PE19 1PL			
	50% share of 41, Gordon Close, Little Baxton, PE19 6DE			
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Missionary allocation not yet spent		13,248	
	Fabric reserve		9,792	
	PAYE/NIC liability for March 2023		3,511	
	Electricity		2,494	
	Received in advance for weekend away		7,595	

Independent Examiner's Report



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name

ST NEOTS EVANGELICAL CHURCH

On accounts for the year
ended

31 MARCH 2023

Charity no
(if any)

1150478

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2023

Responsibilities and
basis of report

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

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 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

~~[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. Delete [] if not applicable.~~

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect,;

- the accounting records were not kept in accordance with section 130 of the Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

* Please delete the words in the brackets if they do not apply.

Signed:

Brian Kelly

Date:

31 December 2023

Name:

BRIAN KELLY

Relevant professional
qualification(s) or body
(if any):

IER

1

October 2018

Address: 346 GRACE WAY, STEVENAGE
HERTFORDSHIRE
SG1 5AP.

Section B

Disclosure

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here details of any items that the examiner wishes to disclose.

No issues

Declaration

The Trustees declare that they have approved the Trustees' report above.

Signed on behalf of the Charity's Trustees:

Signature		
Full name	RICHARD ERIC GODFREY VENNELLE	GEOFFREY RICHARD SELLEY
Position	MANAGING TRUSTEE	MANAGING TRUSTEE
Date	29-01-2024	29-01-2024



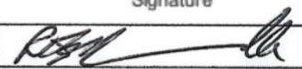
CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name		No (if any)		CC16a
St Neots Evangelical Church		1150478		
Receipts and payments accounts				
For the period from	Period start date	To	Period end date	
	1st April 2022		31st March 2023	

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Tithe & offerings	45,703	-	-	45,703	65,555
Gift aid donations	163,774	-	-	163,774	148,761
Tax refunded on gift aid donations	37,190	-	-	37,190	34,535
Bank interest	209	-	-	209	5
Sundries	750	-	-	750	760
			-	-	
Sub total (Gross income for AR)	247,626	-	-	247,626	249,616
A2 Asset and investment sales, (see table).					
					-
					-
Sub total	-	-	-	-	-
Total receipts	247,626	-	-	247,626	249,616
A3 Payments					
Staff costs	164,421	-	-	164,421	147,793
Missionary giving	41,499	-	-	41,499	34,563
Services	16,934	-	-	16,934	13,138
Books, stationery & sundries	8,108	-	-	8,108	5,411
Repairs & renewals	11,088	-	-	11,088	10,335
Supplies	2,069	-	-	2,069	2,215
Events & groups	2,909	-	-	2,909	1,863
Emulf rent and costs	13,240	-	-	13,240	
Hardship fund	-	240	-	240	5,152
Sub total	254,450	240	-	254,690	220,470
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	254,450	240	-	254,690	220,470
Net of receipts/(payments)	- 6,824	- 240	-	- 7,064	29,146
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	91,070	2,701	-	93,771	64,625
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Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
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	Gift aid reclaim for 2022/23	40,943		
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	Rodgers W50 keyboard			
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	Kawai keyboard			
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	50% share of 41, Gordon Close, Little Paxton. PE19 6PF			
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
	Missionary allocation not yet spent		13,248	
	Fabric reserve		9,792	
	PAYE/NIC liability for March 2023		3,511	
	Electricity		2,494	
	Received in advance for weekend away		7,595	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		RICHARD VENNELLE	29.01.24	
		GEOFFREY SALLEY	29.01.24	



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report
on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name

ST NEOTS EVANGELICAL CHURCH

On accounts for the year
ended

31 MARCH 2023

Charity no
(if any)

1150478

Set out on pages

(remember, to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above
charity ("the Trust") for the year ended 31/03/2023

Responsibilities and
basis of report

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

I report in respect of my examination of the Trust's accounts carried out
under section 145 of the 2011 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

~~[The charity's gross income exceeded £250,000 and I am qualified to
undertake the examination by being a qualified member of [insert name of
applicable listed body]]. Delete [] if not applicable.~~

I have completed my examination. I confirm that no material matters have
come to my attention (other than that disclosed below *) in connection with
the examination which gives me cause to believe that in, any material
respect,:

- the accounting records were not kept in accordance with section 130
of the Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

* Please delete the words in the brackets if they do not apply.

Signed:

Brian Kelly

Date:

31 December 2023

Name:

BRIAN KELLY

Relevant professional
qualification(s) or body
(if any):

Address:

346 GRACE WAY, STEVENAGE
HERTFORDSHIRE
SG1 5AP.

Section B

Disclosure

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here details of any items that the examiner wishes to disclose.

No issues

ST.NEOTS EVANGELICAL CHURCH

England & Wales - Charity number 1150478

Accounts

St.Neots Evangelical Church

Trustees' Annual Report and Financial Statements

For the year ended 31st March 2022

www.snec.org.uk

Registered Charity Number: 1150478

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Youth and Children's Work.....	5
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Building up One Another to Live for Jesus Christ.....	7
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Legal and Administrative Information

Charity Name: St.Neots Evangelical Church

Charity Number: 1150478

Principal Address: Cambridge Street,
St.Neots,
Cambs
PE19 1PL
www.snec.org.uk

Managing Trustees:

Mike Kendall	Paul Slater
Caleb Saunderson	Richard Vennelle
Geoff Selley	

Independent Examiner: Brian Kelly, FCCA
346 Grace Way
Stevenage
SG1 5AP

Principal Bankers:

CAF Bank Limited 25, Kings Hill Avenue, Kings Hill, West Malling, Kent. ME19 4JQ	HSBC 5, High Street, St. Neots, Cambs. PE19 1DE
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Managing Trustees' Report for the Year Ended 31st March 2022

Objectives and activities for the public benefit

The objects of the Church are: -

1. the advancement of the Christian faith in accordance with the Basis of Faith primarily but not exclusively within St Neots, Cambridgeshire and the surrounding area; and
2. such other charitable purposes as shall, in the opinion of the Managing Trustees, in consultation with the members of the Church, further the work of the Church.

The Church is affiliated to the Fellowship of Independent Evangelical Churches.

As a Church we exist to glorify God by:

- Reaching out with the good news of Jesus Christ
- Building up one another to live for Jesus Christ
- Training one another to serve Jesus Christ
- Sending out workers for Jesus Christ.

When planning the activities of the Church for the year, the Trustees have considered the Charity Commission's guidance on public benefit and in particular, the specific guidance on charities for the advancement of religion.

We have continued to seek to freely share the good news of the Christian faith with all people in St. Neots and the surrounding area, with a desire to see people become disciples of Jesus Christ and grow in their faith in him. We are committed to teaching the Bible and prayer and desire to help Christians to grow in their faith and to live lives of love, which seek to do good to all.

The Church continued to organise activities during the year in support of its objectives and for the public benefit.

The Covid19 pandemic continued to have some impact on our ability to meet physically and run some activities. However, as restrictions were relaxed during the year, a number of ministry areas were able to return to normal. Ministries in support of our objectives included Sunday services for all ages, midweek homegroups, Ladies' Bible study groups, regular weekly meetings for children and youth, regular meeting for older people, language classes and Bible studies for internationals. We also had a desire to see the Christian faith grow in other areas and countries and to this end we supported Christian work and activities in the UK and abroad through our Mission Partnership Team.

Structure, governance and management

The Church is unincorporated and is governed by its constitution. A new Church constitution was adopted on 17th July 2012 and registration with the Charity Commission was confirmed on 14th January 2013. Prior to this the Church had been treated as an excepted charity under legislation at that time due to its affiliation to the Fellowship of Independent Evangelical Churches (FIEC). The Managing Trustees are responsible for the management of the affairs of the Church and consist of the Elders and Pastor. New Elders are appointed according to the Church's statement of current practice. Proposals for new Elders are made by the existing Managing Trustees to a business meeting of the Church Members. Two months are

given for the Church to prayerfully consider the proposed individual and to provide feedback. If the Elders then feel that it is right to proceed with the appointment, a formal recommendation will be brought before the Church at the next Church Members' meeting. Upon appointment, a period of association with the Eldership will take place before the new Elder is formally set apart.

Sadly, after a long illness, Caleb Saunderson, one of our Managing Trustees, died in June. We are very thankful for Caleb's faithful service as an Elder and Trustee of the Church for over 9 years. There were no other changes in the Managing Trustees during the period covered by this report.

The Managing Trustees who held office during part or all the period from 1st April 2021 to 31st March 2022 are set out on page 3.

Review of Activities & Achievements

Sunday Services

At the start of the summer term the COVID-19 pandemic and the associated government restrictions continued to have an impact on our Sunday services. A booking system continued to be used for Sunday morning services in the building. Social distancing restrictions meant numbers were limited although part way through the term these were able to be relaxed to allow more people to attend. In July the government lifted restrictions and congregational singing was allowed in the building for the first time in over a year. The early morning communion and evening services continued to be held via Zoom although later in the term we were able to share communion again as part of a monthly morning service.

From September the booking system was only required for those who wished to sit socially distanced in the morning service. The numbers increased throughout the term (with up to 130 attending) although this trend was reversed for a while when a new Covid variant emerged just before Christmas. Evening services (with typically 20 – 30 people attending) were able to resume in the building, as were the early morning communion services. Communion was also able to be shared once a month in both morning and evening services.

In the spring term the numbers attending continued to increase (typically 170 – 180) with remaining COVID safety measures coming to an end, including the requirement to wear masks or perform lateral flow tests before attending.

Throughout the year the morning services continued to be live streamed on You Tube. This allowed those still shielding or hesitant about meeting in person to watch the services from home and also for new people to access them. Recordings of the livestreams were made available on the Church's YouTube channel providing further opportunity to reach a wider group of people.

Youth and Children's Work

During the year the Church ran a number of activities specifically for children and teenagers. A full-time Youth Worker was employed by the Church to work among young people.

Little Fishes: Prior to the pandemic this parent and toddler's group was held on three days a week during term time, with typically 40 children (plus parents/carers) attending each session. During the previous year this was not able to be run due to the restrictions imposed by the COVID-19 pandemic. In the summer term one session a week was able to start again and in November this was increased to two.

Groups for primary school age children: Explorers (for reception to year 2) and Gap (for school years 3 to 6) groups were able to move from online Zoom meetings to face to face ones in the building from September. These continued to run through the autumn and spring terms. They were attended by children from both Church and non-church families and sought to teach Bible truths in age-appropriate ways and to provide fun activities.

Groups for secondary school ages: In the summer term the Ten24 groups for school years 7 to 13 were able to be held in the church building on Friday evenings, with those attending divided into socially distanced 'bubbles' of no more than 15 young people in order to adhere to Covid 19 guidelines. An Open House group for years 10 and above was also able to be held on Sunday evenings. From September these groups were able to be run without restrictions and later on in the year a single combined Friday evening group for 11- to 18-year-olds was run. These various groups combined opportunities to study the Bible together, to pray, chat and participate in fun activities.

Sunday groups: In the summer term, children's groups, providing age-appropriate Bible teaching during the family services, were able to restart. Like the youth activities, socially distanced 'bubbles' were used to meet Covid guidelines, with provision for children from pre-school age up to year 6.

A youth weekend, for secondary school age young people, was able to be held in October at the Frontier Centre in Northamptonshire.

Reaching Out with the Good News of Jesus Christ

The Church continued to seek to share the good news of the Christian message with the people of the town and surrounding area.

Internationals: from September, weekly conversation classes and Bible studies were held in the church building for international people in the local community.

Good Company Café: a weekly café style meeting for older people in the community was able to restart in the church building from September.

Soularium: this visual evangelism tool was able to be used for outreach in the town's Market Square on a number of occasions in the autumn and spring terms.

Hope Explored Course: this short 3 session introduction to Christianity was run in late January and early February with a small group of people.

St. Neots Youth Worker: in a joint venture with Youth for Christ, Open Doors and River Church it was agreed to fund a Christian youth worker focused in particular on unchurched youth in the town. Angela Hoile was appointed to this position and in November a joint commissioning service was held for her in the church building.

Christmas outreach: Christmas cards with invites to the Carol services were distributed to homes around the church building. Unfortunately, Omicron, a new variant of Covid, emerged in early December significantly reducing physical attendance compared with previous years. However, it was encouraging to have guests and see some interest expressed in the Hope Explored Course.

Real Lives: At the start of the summer term a series of interviews with three different Church Members were created in which they shared the difference being a Christian made in their lives. These were made available on the Church's YouTube channel.

Through the involvement of its members the Church also actively supported a number of other Christian based organisations including ACTIOS (Assisting Christian Teaching In Our Schools), Higher Cambs Youth Mission, the local Foodbank, and Good News for Everyone (formerly known as Gideons).

Building up One Another to Live for Jesus Christ

Systematic Bible teaching was provided during the main Sunday services, including sermon series in Proverbs, 1 Peter, Amos, Ten Commandments, Mark's Gospel (at Christmas and Easter time), Jonah, Psalms and the New City Catechism (for All Age Services).

Church prayer meetings were held once a month on Sunday evenings, on Tuesday evenings in August and regularly early on Monday mornings via Zoom.

Seven Homegroups met regularly (via online platforms in the summer term and later in the year with in-person meetings). They aimed to provide pastoral care, help and spiritual encouragement. In addition to evening Homegroups, weekly daytime Ladies' Bible study groups, 'Wednesday Women' and 'Thursday Women' took place through the year.

A couple of Ladies' Drop-In evenings and Men's Breakfasts were held in the church building and there were also opportunities for informal Church family gatherings, with picnics in the park and a first family lunch for two years.

Training One Another to Serve Jesus Christ

Various types of training were provided for Church Members and the Staff team throughout the year:

- Mia Baumgartner, our Church Apprentice, attended TEAM 2, a weekly training course organised by the East Anglia Gospel Partnership.
- Conferences attended by Staff members included: the FIEC Leaders' Conference, the FIEC Pastors' Network Day Conference and FIEC Thrive for Women in Ministry.
- A course for people interested in finding out more about church membership, called 'Membership Matters' was run a number of times during the year.
- A leadership programme was run for the third year with 12 more members of the Church taking part in monthly Biblical leadership sessions, from September onwards.
- A training evening run by 'Faith in Kids' provided help for parents and grandparents with discipling children and young people.
- A training evening for Bible study leaders and another for preachers were held during the year.

Sending Out Workers for Jesus Christ

The Church set aside 15% of all donations for the support of missionary work. During the year the Church provided support for missionary work in the UK, France, Moldova, West Africa, South Africa, Thailand and Turkey.

The Church was in regular correspondence with the missionaries we support in order to be able to provide suitable help and to pray effectively for them. The Trustees have appointed a Mission Partnership Team, made up of Church Members, to supervise this work and make recommendations to the Elders with regard

to the allocation of financial support. A 5-year plan was created by the team to support existing mission partners but also to enable some funds to be built up to enable support to be given to future mission partners sent out by the Church, as well as for mission related emergency one-off needs.

Priorities for the Year

Taking account of the impact of Covid over the previous 12 months, four priorities were set for the year:

Re-engaging with the local community – reviewing and restarting ministries effected by Covid and investigating new opportunities.

Rebuilding relationships with each other - reconnecting with one another through informal and formal meetings and serving together.

Reinforcing leadership of the church – seeking to appoint new Elders (not yet achieved) and considering the appointment of an Assistant Pastor (process ongoing).

Revising our safeguarding policy and practice – seeking to update and adopt best practice in this important area.

Staff Team & Membership

In August Alex Williams completed his second year as a Church Apprentice and was succeeded in this role by Mia Baumgartner. The staff team during the year were:

Mike Kendall – Pastor of St. Neots Evangelical Church

Richard Carding – Youth & Children's Worker

Catherine Heath – Women's Worker

Jan Sim – Personal Assistant to the Pastor

Alex Williams – Church Apprentice

Mia Baumgartner – Church Apprentice

During the year the Staff team also undertook gospel related roles and speaking engagements outside of the church. These included the Pastor chairing the East Anglian Gospel Partnership steering committee, being Chairman of the FIEC Trust Board and being a Trustee of Cornerstone Care in Confidence.

At the beginning of the year there were 134 members of the Church and also 134 members at the end of March 2022. A number of people started attending regularly during the year and 7 new people became members in the year.

It was very encouraging to be able to have two baptismal services during the year with three people being baptised.

Church Members' meetings were held via Zoom during the year which continued to enable greater attendance than face-to-face meetings. Due to the large number of Covid cases in the community in early January, the annual Covenant Service was again also held online.

Health & Safety

Richard Vennelle continued in his role as Trustee (Elder) with specific responsibility for the St. Neots Evangelical Church Health and Safety Policy and its implementation.

During the summer and autumn of 2021, the system of continual review was maintained and risk assessments relating to the use of the church premises were updated and amended in response to government guidance on the COVID-19 precautions recommended for places of worship and the successive steps on the government's 'Roadmap out of Lockdown'. The aim being to provide and maintain an environment in which there was a reduced risk of airborne virus transmission and surface virus transmission. Updated risk assessments continued to be held centrally and the link to these documents was circulated to Church Members who led the various St. Neots Evangelical Church ministries. From April 1st all 2022 statutory measures relating to COVID-19 no longer applied.

Annual Safeguarding Report

As a Church family, we recognise that good safeguarding policy and practice is one way we can obey Jesus' command to love our neighbours properly. In the course of our ministries, St. Neots Evangelical Church undertakes a number of works with vulnerable adults and children. We continue to operate these ministries in line with our Safeguarding Policy and with help and support from Christian Safeguarding Services (CSS), a national safeguarding advisory service.

In line with this policy, we continue to check and recheck volunteer leaders both as a church and also with the DBS (where appropriate), securely store documents in line with GDPR and deal appropriately with any safeguarding issues that are raised.

Our safeguarding team is currently comprised of Adrienne Dunn and Richard Carding as the Church's Safeguarding Officers and Alastair Bond as our Lead Recruiter.

In the past few months, as planned, we have had our safeguarding processes audited by CSS. This has been a very helpful process in highlighting both areas where we are doing well with safeguarding as a Church family and where we need to make changes to our policy and practice, so that it is in line with all the current legislation and advice. CSS have also been very helpful in giving us guidance as to how we can safeguard not just children and vulnerable adults but the Church family as a whole, as adult safeguarding is something that is gaining prominence in today's society.

In light of this, our Church family has decided to keep safeguarding as one of the priorities for the coming year (2022/23). We plan to do this by:

- Growing a culture of safeguarding in the church family
- Re-writing our safeguarding policy with the help of CSS
- Reviewing and updating our existing policies and practice in light of the CSS feedback
- Growing our safeguarding team
- Developing policy and procedures that will serve us in the field of adult safeguarding
- Implementing an annual safeguarding training programme (including general and group specific training).

Rich Carding
Youth & Children's Worker

Annual GDPR Report

We are committed to the following from our data protection policy: "An annual report on the level of compliance with or variance from good data protection practices will be produced by the Data Protection Compliance Manager".

1. Actions taken towards good data protection practices:

- Maintained ICO membership by payment of annual fee
- Advised on ad hoc data protection and data retention period questions emerging during the life of the Church.

2. Actions proposed for coming year:

- Appoint new Data Protection Compliance Manager
- Review Legitimate Interest assessments.

For inclusion in annual SNEC report "Trustees Annual Report and Financial Statements" 2022.

Paul Slater
Acting Data Protection Compliance Manager
19 November 2022

Financial Review

The general fund receipts during the year were £249,616 (up 21% on the previous year) with payments totalling £215,318 giving a receipts surplus of £34,298. In addition to the general fund, the Hardship fund, set up in the previous year, continued to be operated in response to anticipated need amongst those connected to the Church. No money was added to this fund during the year, but £5,152 was given to those in need of short-term assistance. The total net receipts surplus for the year was £29,146.

The Church's income was mainly received through regular giving from Members and friends of the Church, of which £ 148,761 (up 8% on previous year) were gift aided donations. £34,535 was received in the year as a tax refund on gift aided donations to the general fund.

69% of general fund expenditure was spent on Staff costs. 15% of the church's income was set aside for the support of mission work outside of the church, of which £34,563 was used for this purpose in the year. 5% of the Church's income was set aside for the upkeep of the building in the fabric fund. During the year £12,595 was allocated to the fund and £10,335 was paid out for repairs and renewal of equipment.

Based on the 2022/23 budget figures, it is anticipated that the income in 2022/23 is likely to exceed £250,000 and therefore will move to an accruals basis for next year.

The Trustees have adopted a policy of maintaining reserves at a minimum level of three months of Staff costs. This policy was achieved throughout the year under review.

Mr Mike Kendall (Pastor) was employed by the Church on a full-time basis and is also a Trustee. The remuneration of the Pastor is reviewed by the Elders each year. In accordance with the Church's constitution, the Pastor does not attend the meetings at which the Staff pay reviews take place. None of the other Trustees of the Church received any remuneration from the Church during the year.

Financial Statements

 CHARITY COMMISSION FOR ENGLAND AND WALES	Charity Name St Neots Evangelical Church		No (if any) 1150478		CC16a
	Receipts and payments accounts				
	For the period from	Period start date 1st April 2021	To	Period end date 31st March 2022	
Section A Receipts and payments					
	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Tithes & offerings	65,555	-	-	65,555	36,766
Gift aid donations	148,761	-	-	148,761	138,142
Tax refunded on gift aid donations	34,535	-	-	34,535	30,761
Bank interest	5	-	-	5	22
Sundries	760	-	-	760	50
Hardship fund	-	-	-	-	9,765
Sub total (Gross income for AR)	249,616	-	-	249,616	215,506
A2 Asset and investment sales, (see table).					
					-
					-
Sub total	-	-	-	-	-
Total receipts	249,616	-	-	249,616	215,506
A3 Payments					
Staff costs	147,793	-	-	147,793	137,952
Missionary giving	34,563	-	-	34,563	31,266
Services	13,138	-	-	13,138	11,746
Books, stationary & sundries	5,411	-	-	5,411	2,169
Repairs & renewals	10,335	-	-	10,335	6,227
Supplies	2,215	-	-	2,215	2,674
Events & groups	1,863	-	-	1,863	538
Hardship fund	-	5,152	-	5,152	2,412
Sub total	215,318	5,152	-	220,470	194,984
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	215,318	5,152	-	220,470	194,984
Net of receipts/(payments)	34,298	- 5,152	-	29,146	20,522
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	56,772	7,853	-	64,625	44,103
Cash funds this year end	91,070	2,701	-	93,771	64,625

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	HSBC Accounts	59,046	2,701	-
	CAF Accounts	31,086	-	-
	Cash	938	-	-
	Total cash funds	91,070	2,701	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Gift aid reclaim for 2021/22	37,190		
	Payments in advance	2,722		
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets	Baby grand piano			
	Panasonic projector (PT-EX620LEJ) with zoom lens			
	Rodgers W50 keyboard			
	PA equipment, drum kit, chairs, TV monitors			
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Church building, Cambridge Street, St. Neots. PE19 1PL			
	50% share of 41, Gordon Close, Little Paxton. PE19 6PF			
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Missionary allocation not yet spent		16,983	
	Fabric reserve		8,292	
	PAYE/NIC liability for March 2022		3,059	
	Electricity		1,542	
	Received in advance for weekend away		2,025	

Independent Examiner's Report



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/
members of

Charity Name St Neots Evangelical Church

On accounts for the year
ended

31 March 2022

Charity no
(if any)

1150478

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2022

Responsibilities and
basis of report

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

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 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

~~[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. Delete [] if not applicable.~~

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect,:

- the accounting records were not kept in accordance with section 130 of the Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

* Please delete the words in the brackets if they do not apply.

Signed:

Brian Kelly

Date:

21/12/2022

Name:

BRIAN KELLY

Relevant professional
qualification(s) or body
(if any):

FCCA.

Address:	346 Grace Way, Stevenage
	Hertfordshire
	SG1 5AP.

Section B

Disclosure

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here details of any items that the examiner wishes to disclose.

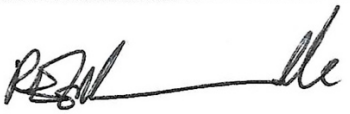
No issues.

BK.

Declaration

The Trustees declare that they have approved the Trustees' report above.

Signed on behalf of the Charity's Trustees:

Signature		
Full name	GEORGEY RICHARD SELLEY	RICHARD ERIC SUDFREY VENNELLE
Position	ELDER	ELDER
Date	21/1/23	21.1.23



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name	No (if any)
St Neots Evangelical Church	1150478

CC16a

Receipts and payments accounts

For the period from	Period start date	To	Period end date
	1st April 2021		31st March 2022

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
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Sub total	-	-	-	-	-
Total payments	215,318	5,152	-	220,470	194,984
Net of receipts/(payments)	34,298	- 5,152	-	29,146	20,522
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A6 Cash funds last year end	56,772	7,853	-	64,625	44,103
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	Cash	938	-	-
	Total cash funds	91,070	2,701	-

(agree balances with receipts and payments account(s))

OK OK OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Gift aid reclaim for 2021/22	37,190		
	Payments in advance	2,722		

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	PA equipment, drum kit, chairs, TV monitors			

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	Fabric reserve		8,292	
	PAYE/NIC liability for March 2022		3,059	
	Electricity		1,542	
	Received in advance for weekend away		2,025	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	G. R. SELLEY	21/11/23
	R. E. G. VENNELLE	21/11/23



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name

St Neots Evangelical Church

On accounts for the year
ended

31 March 2022

Charity no
(if any)

1150478

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above
charity ("the Trust") for the year ended 31/03/2022

Responsibilities and
basis of report

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

I report in respect of my examination of the Trust's accounts carried out
under section 145 of the 2011 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

~~The charity's gross income exceeded £250,000 and I am qualified to
undertake the examination by being a qualified member of [insert name of
applicable listed body]. Delete [] if not applicable.~~

I have completed my examination. I confirm that no material matters have
come to my attention (other than that disclosed below *) in connection with
the examination which gives me cause to believe that in, any material
respect,:

- the accounting records were not kept in accordance with section 130
of the Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

* Please delete the words in the brackets if they do not apply.

Signed:

Brian Kelly

Date:

21/12/2022

Name:

BRIAN KELLY

Relevant professional
qualification(s) or body
(if any):

FCCA.

Address:

346 Grace Way, Stevenage
Hertfordshire
SG1 5AP.

Section B

Disclosure

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here details of any items that the examiner wishes to disclose.

No issues.

ST.NEOTS EVANGELICAL CHURCH

England & Wales - Charity number 1150478

Accounts

St.Neots Evangelical Church

Trustees Annual Report and Financial Statements

For the year ended 31st March 2021

www.snec.org.uk

Registered Charity Number: 1150478

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Legal and Administrative Information

Charity Name: St.Neots Evangelical Church

Charity Number: 1150478

Principal Address: Cambridge Street,
St.Neots,
Cambs
PE19 1PL
www.snec.org.uk

Managing Trustees:

Mike Kendall	Paul Slater
Caleb Saunderson	Richard Vennelle
Geoff Selley	

Independent Examiner: Brian Kelly, FCCA
346 Grace Way
Stevenage
SG1 5AP

Principal Bankers:

CAF Bank Limited 25, Kings Hill Avenue, Kings Hill, West Malling, Kent. ME19 4JQ	HSBC 5, High Street, St. Neots, Cambs. PE19 1DE
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Managing Trustees' Report for the Year Ended 31st March 2021

Objectives and activities for the public benefit

The objects of the Church are: -

1. the advancement of the Christian faith in accordance with the Basis of Faith primarily but not exclusively within St Neots, Cambridgeshire and the surrounding area; and
2. such other charitable purposes as shall, in the opinion of the Managing Trustees, in consultation with the members of the Church, further the work of the Church.

The church is affiliated to the Fellowship of Independent Evangelical Churches.

As a church we exist to glorify God by

- Reaching out with the good news of Jesus Christ
- Building up one another to live for Jesus Christ
- Training one another to serve Jesus Christ
- Sending out workers for Jesus Christ

When planning the activities of the Church for the year, the Trustees have considered the Charity Commission's guidance on public benefit and in particular, the specific guidance on charities for the advancement of religion.

We have continued to seek to freely share the good news of the Christian faith with all people in St. Neots and the surrounding area, with a desire to see people become disciples of Jesus Christ and grow in their faith in him. We are committed to teaching the Bible and prayer and desire to help Christians to grow in their faith and to live lives of love, which seek to do good to all.

The church continued to organise activities during the year in support of its objectives and for the public benefit. The Covid19 pandemic had a significant impact on our ability to physically meet and run the usual activities. However, online platforms and other approaches helped the church to continue to operate in many ministry areas. These included Sunday services for all ages, midweek homegroups, ladies Bible study groups, regular weekly meetings for children and youth, regular meeting for older people, language classes and Bible studies for internationals, drive in services and outreach videos and interviews. We also had a desire to see the Christian faith grow in other areas and countries and to this end we supported Christian work and activities in the UK and abroad through our mission partnership team.

Structure, governance and management

The church is unincorporated and is governed by its constitution. A new Church constitution was adopted on the 17th July 2012 and registration with the charity commission was confirmed on the 14th January 2013. Prior to this the church had been treated as an excepted charity under legislation at that time due to its affiliation to the Fellowship of Independent Evangelical Churches (FIEC). The managing trustees are responsible for the management of the affairs of the church and consist of the elders and pastor. New elders are appointed according to the Church's statement of current practice. Proposals for new elders are made by the existing managing trustees to a business meeting of the church members. Two months are given for the church to prayerfully consider the proposed individual and to provide feedback. If the elders

then feel that it is right to proceed with the appointment, a formal recommendation will be brought before the Church at the next business meeting. Upon appointment, a period of association with the Eldership will take place before the new Elder is formally set apart.

There were no changes in Managing Trustees during the period covered by this report.

The Managing Trustees who have held office during the period from 1st April 2020 to 31st March 2021 are set out on page 3.

Review of Activities & Achievements

Sunday Services

The COVID-19 pandemic and the associated government restrictions had a significant impact on our normal Sunday services. From the 22nd March to the 2nd August gatherings in the church building were not possible at all. For the rest of the year a booking system and social distancing measures were necessary to comply with government guidelines, allowing a controlled number of people to attend services in the building.

In the light of these restrictions' morning services were streamed on YouTube throughout the year. This enabled those who had been attending before the pandemic to watch the services but also allowed new people to access them. Recordings of the livestreams were made available on the church's YouTube channel providing further opportunity to reach a wider group of people.

The normal Sunday groups for pre-school to year 8 children were not able to be run but the monthly all age service was continued through the year.

As the normal opportunities for after service refreshments were not possible a Zoom alternative was held each week after the Sunday morning service. This gave people the opportunity to catch up and share with one another both as a larger group and in smaller virtual breakout rooms.

An innovation tried in the autumn term was the use of drive-in services. Longsands Academy kindly allowed the church to use their carpark for these monthly services. People were able to watch and listen from the secure environment of their vehicles with audio provided via people's smartphones. Typically, around 30 household groups booked into these services and they allowed some who were not comfortable meeting back in the building to still be physically present at a service.

As people returned to the building in the autumn and spring terms it was encouraging to have a number of new people to the church attend services. Numbers were restricted by social distancing with typically 20 to 30 people physically attending morning services in the autumn and 30 to 40 people in the spring term. Congregational singing was not permitted in the building but on Christmas day the church car park was able to be used to allow socially distanced carol singing outside.

Morning communion services and an evening meeting were conducted virtually using Zoom. There were encouraging numbers at both these services with some who had previously not regularly attended joining, particularly those with young families.

Youth and Children's Work

During the year the church ran a number of activities specifically for children and teenagers. A full-time youth worker was employed by the church to work among young people.

Little Fishes: Prior to the pandemic this parent and toddler's group was held on three days a week during term time, with typically, 40 children (plus parents/carers) attending each session. During the year this was not able to be run due to the restrictions imposed by the COVID-19 pandemic.

Groups for primary school age children: The normal Explorers (Infant school years) and Gap (Junior school years) groups were not able to meet in person in the summer term but online alternatives on Friday's were introduced after half term. In the autumn term these groups were able to restart meeting in the church building with careful adherence to the government's social distancing guidelines. In the spring term Covid19 restrictions meant these had to return to online meetings. The groups sought to teach Bible truths in age-appropriate ways and to provide fun activities.

Groups for secondary school age young people: In the summer term Attic café, on Friday evenings changed to an online Zoom meeting. Similarly, the normal 10-24 Bible study groups on Monday evenings also met virtually. In the Autumn term groups were able to restart again in the building with a single Monday evening meeting. Government guidelines were followed with socially distanced 'bubbles' consisting of 15 or less young people + leaders in each one. In the spring term Covid 19 restrictions again meant that virtual groups on zoom had to be used instead of meeting in the building. A single 10-24 group was held on Friday evenings and an 'Open House' group aimed at the older young people was held on Sunday evenings. These various online and face to face groups combined opportunities to study the Bible together, to pray as well as time to chat and participate in fun activities.

Sunday groups: The normal groups, providing age-appropriate Bible teaching during the family services were not able to run. However, activity and sermon sheets for children and teenagers were provided to help them to engage with the online Sunday morning service.

A planned youth weekend, secondary school age young people, was not able to take place but an alternative single day of activities and Bible teaching was able to be held in October at the Frontier Centre in Northamptonshire.

Reaching Out with the Good News of Jesus Christ

The church continued to seek to share the good news of the Christian message with the people of the town and surrounding area. The Covid19 pandemic had a significant impact on some of our normal activities:

Internationals: a ministry with the aim of providing friendship, advice and help to international people in the local community. The previously held regular café style meetings were not able to take place, but weekly conversation classes and Bible studies were able to continue online.

Special needs ministry: JAM (Jesus and Me), a provision for adults with special needs was not able to meet.

Prison ministry: the previous bi-monthly participation in Sunday morning services at Littlehey prison was not able to take place.

Good Company Café: the weekly café style meeting on Friday mornings for older people in the community was not able to meet in the church building but an alternative online version was run instead.

Soularium: This visual evangelism tool was planned to be used again for outreach in the town centre but these had to be cancelled.

However, a number of online and other new initiatives aimed at reaching out to others with the good news of the gospel were able to happen:

‘Can God fix the world?’ : In the summer term an outreach week was run with a series of videos and interviews. A new one was released each day on YouTube and the church family were encouraged to share these via social media.

Advent readings: in the run up to Christmas a series of 24 Bible readings by church families were released on YouTube.

Real Lives: In the spring term a series of interviews with church members were created in which they shared the difference being a Christian made in their lives. These were made available on the Church’s YouTube channel.

‘How Easter changed my life’: In the run up to Easter a series of seven short video interviews with church members were released on YouTube

Carols by Car Light Service: two carol services were held as Drive in services at Longsands Academy. An open top double decker bus was hired to act as a stage for those taking part.

‘Acts of Kindness’ month: in March the church family were encouraged to do acts of kindness for their neighbours and friends.

Through the involvement of its members the church also actively supported a number of other Christian based organisations including ACTIOS (Assisting Christian teaching in our Schools), Higher Cambs Youth Mission, the local Foodbank, and Good News for Everyone (formerly known as Gideons).

Building up One Another to Live for Jesus Christ

Systematic Bible teaching was provided during the main Sunday services including series in Acts, 1 Timothy, Luke’s’ gospel, stories Jesus told (parables from Luke’s gospel), Proverbs, the New City Catechism (monthly all age services) and a short series in Mark’s gospel leading up to Easter.

The online Sunday evening meetings were used in a number of different ways with opportunities for different members to share their Christian experience in the ‘new normal’ and in their working lives in a series called ‘this time tomorrow’. There was also Bible teaching with talks on Romans 12, Isaiah 9, a series looking at various pastoral issues entitled ‘where to find help when’ a short series on the Cross of Christ in the lead up to Easter and a meeting looking at ‘Coronavirus and the Sovereignty of God.’

A church prayer meeting was also held once a month on Sunday evenings as well as a number of joint online meetings with Kingfisher and Christ Church Cambourne churches.

Homegroups played a key role in providing support for the church family during the year. Eight groups met via online platforms on a regular basis with the aim of providing pastoral care, help and spiritual encouragement. Daytime women’s Bible study groups also continued to meet via Zoom.

Virtual men’s breakfasts, women’s brunches and church family quiz nights were also held via Zoom. Covid19 brought limitations to normal Church life, however, pastoral care and support for one another was provided by members of the church family meeting for walks and other ways that were in adherence with government guidelines.

A church weekend away planned for June was postponed due to the Covid19 pandemic.

Training One Another to Serve Jesus Christ

Although opportunities were limited by the Covid19 pandemic some training was able to be provided for church members and the staff team:

- Mia Baumgartner, our church intern, attended TEAM, a weekly training course organised by the East Anglia Gospel Partnership.
- Mike Kendall, our Pastor, attended an online FIEC Pastors' Network Day Conference
- Catherine Heath, our women's worker, attended the online FIEC Thrive event for women in ministry.
- A course for people interested in finding out more about church membership, called 'Membership Matters' was run with a number of people.
- The leadership programme that was run with 12 members of the church was completed in July and a new programme with 12 different members started in September.

Sending Out Workers for Jesus Christ

The Church set aside 15% of all donations for the support of missionary work. During the year the Church provided support for missionary work in the UK, France, Moldova, West Africa, South Africa, Thailand and Turkey.

The church was in regular correspondence with the missionaries we support in order to be able to provide suitable help and to pray effectively for them. This year Zoom was regularly used to hear from and meet with a number of our mission partners. This was a great encouragement to both the church family and the mission partners. The trustees have appointed a mission partnership team, made up of church members, to supervise this work and make recommendations to the elders with regard to the allocation of financial support.

Staff Team & Membership

Mia Baumgartner, joined as a voluntary church intern in September. Previously Mia had been a student at Capernwray Bible School during which she had visited us for a week-long placement in February 2020.

Mike Kendall – Pastor of St. Neots Evangelical Church

Richard Carding – Church Youth Worker

Catherine Heath – Women's Worker

Jan Sim – Personal Assistant to the Pastor

Alex Williams – Church Apprentice

Mia Baumgartner – Church intern

During the year the staff team undertook gospel related roles and speaking engagements outside of the church. These included the Pastor chairing the East Anglian Gospel Partnership steering committee and being chairman of the FIEC trust board.

At the beginning of the year there were 129 members of the Church. This had increased to 134 at the end of March 2021. Church members meetings were held via Zoom with generally increased attendance. The annual covenant service at the start of January was also held online.

Health & Safety

During March 2020 the managing trustees and staff agreed a health and safety policy for St. Neots Evangelical Church. The aim of the policy is to provide and maintain safe and healthy working conditions, equipment and systems of work for our employees, casual labour and voluntary helpers.

The trustees (elders) have overall responsibility for this and Richard Vennelle has been appointed as Trustee (Elder) with specific responsibility for the policy and its implementation.

The St. Neots Evangelical health and safety policy, risk assessments and guidance documents are held centrally on a Google drive and the link has been circulated to church members who head up the various SNEC ministries.

A risk assessment was drawn up for the church premises in March 2020, though many of the action points were put on hold with advent of COVID-19 lockdown. Several assessments of COVID-19 risks have been drawn up in relation to activities taking place on the church premises. A system of continual review is in place and risk assessments have been updated in response to changes to government guidance on COVID-19 precautions.

Financial Review

The general fund receipts during the year were 205,741 (up 9% on the previous year) with payments totalling £192,572 giving a receipts surplus of £13,169. In addition to the general fund receipts a Hardship fund was set up during the year. It was recognised that the Covid19 pandemic could lead to financial hardship for some people connected to the Church family and this fund was created to enable short term relieve to be provided in a timely manner as needs arose. Total receipts into this fund were £9,765 with £2,412 given to those in need of assistance during the year. This combined with the general fund created a total receipts surplus of £20,522.

The church's income was mainly received through regular giving from members and friends of the church of which £138,142 were gift aided donations. £30,761 was received in the year as a tax refund on gift aided donations to the general fund.

71% of expenditure was spent on staff costs. 15% of the church's income was set aside for the support of mission work outside of the church, of which £31,266 was used for this purpose in the year. 5% of the Church's income was set aside for the upkeep of the building in the fabric fund. During the year £10,476 was allocated to the fund and £6,227 was paid out for repairs and renewal of equipment.

The net income and expenditure surplus for the year ended March 2021 was £12,689.

The trustees have adopted a reserves policy of maintaining reserves at a minimum level of three months of staff costs. This policy was achieved throughout the year under review.

Mr Mike Kendall (Pastor) was employed by the Church on a full-time basis and is also a trustee. The remuneration of the Pastor is reviewed by the elders each year. In accordance with the church's constitution, the Pastor does not attend the meetings at which the staff pay reviews take place. None of the other trustees of the Church received any remuneration from the Church during the year.

Financial Statements

 CHARITY COMMISSION FOR ENGLAND AND WALES	Charity Name St Neots Evangelical Church		No (if any) 1150478		CC16a
	Receipts and payments accounts				
	For the period from	Period start date 1st April 2020	To	Period end date 31st March 2021	
Section A Receipts and payments					
	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Tithes & offerings	36,766	-	-	36,766	33,073
Gift aid donations	138,142	-	-	138,142	123,046
Tax refunded on gift aid donations	30,761	-	-	30,761	29,969
Bank interest	22	-	-	22	78
Sundries	50	-	-	50	2,557
Hardship fund	-	9,765	-	9,765	-
Sub total (Gross income for AR)	205,741	9,765	-	215,506	188,723
A2 Asset and investment sales, (see table).					
					-
					-
Sub total	-	-	-	-	-
Total receipts	205,741	9,765	-	215,506	188,723
A3 Payments					
Staff costs	137,952	-	-	137,952	134,235
Missionary giving	31,266	-	-	31,266	33,918
Services	11,746	-	-	11,746	12,664
Books, stationary & sundries	2,169	-	-	2,169	3,410
Repairs & renewals	6,227	-	-	6,227	4,723
Supplies	2,674	-	-	2,674	1,704
Events & groups	538	-	-	538	2,089
Hardship fund	-	2,412	-	2,412	-
Sub total	192,572	2,412	-	194,984	192,743
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	192,572	2,412	-	194,984	192,743
Net of receipts/(payments)	13,169	7,353	-	20,522	- 4,020
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	43,603	500	-	44,103	48,123
Cash funds this year end	56,772	7,853	-	64,625	44,103

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	HSBC Accounts	25,173	7,853	-
	CAF Accounts	31,081	-	-
	Cash	518	-	-
	Total cash funds	56,772	7,853	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Gift aid reclaim for 2020/21	34,535		
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets	Baby grand piano			
	Panasonic projector (PT-EX620LEJ) with zoom lens			
	Rodgers W50 keyboard			
	PA equipment, drum kit, chairs, TV monitors			
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Church building, Cambridge Street, St Neots, PE19 1PL			
	50% share of 41, Gordon Close, Little Paxton, PE19 6PF			
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Missionary allocation not yet spent		13,761	
	Fabric reserve		6,032	
	PAYE/NIC liability for March 2021		3,129	

Independent Examiner's Report



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name

ST NEOTS EVANGELICAL CHURCH

On accounts for the year
ended

31 MARCH 2021

Charity no
(if any)

1150478

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended DD / MM / YYYY.

Responsibilities and
basis of report

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

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 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

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. Delete [] if not applicable.

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect,:

- the accounting records were not kept in accordance with section 130 of the Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

* Please delete the words in the brackets if they do not apply.

Signed:

Brian Kelly

Date:

18/12/2021

Name:

BRIAN KELLY

Relevant professional
qualification(s) or body
(if any):

FCCA.

Address:

346 GRACE WAY
STEVENAGE
SG1 5AP

Section B

Disclosure

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here details of any items that the examiner wishes to disclose.

Empty space for disclosure details

Annual GDPR Report

We are committed to the following from our data protection policy:

- “An annual report on the level of compliance with or variance from good data protection practices will be produced by the Data Protection Compliance Manager”

1. Actions taken towards good data protection practices

- Maintained ICO membership by payment of annual fee.
- Advised on ad hoc data protection questions emerging during life of the church.

2. Areas for future improvement

- Provide advice and update our position as new situations emerge in coming year.
- Legitimate interest assessments were not updated as usual in May last year; several church ministries have since been able to resume more operations due to lifting of COVID restrictions.
 - May 2022 hoped to be a good opportunity to work with ministry leaders to update our documentation as ministries (hopefully!) arrive at a more stable way of operating.
- Consider more general training for church membership in the future, if we identify reasons to think it is needed.
 - Changing COVID regulations over the last year have meant this would probably not have been well timed for general church membership this last year. Perhaps consider general training when the COVID situation is more consistently stable.

For inclusion in annual SNEC report "Trustees Annual Report and Financial Statements" 2021.

Michael Newton
Data Protection Compliance Manager
2 October 2021

Annual Safeguarding Report

In the course of our ministries, 'St. Neots Evangelical Church' (SNEC) undertakes a number of works with vulnerable adults and children. We continue to operate these ministries in line with our 'Safeguarding Policy' (SP) and with help and support from Christian Safeguarding Services (CSS) a national safeguarding advisory service.

In line with this policy, we continue to check and recheck volunteer leaders both as a church and also with the DBS (where appropriate), securely store documents in line with GDPR and deal with any safeguarding issues that are raised in an appropriate manner.

Our safeguarding team is currently comprised of Adrienne Dunn & Richard Carding as the SNEC safeguarding officers and Alastair Bond as our lead recruiter.

This year as a church family we have decided to make safeguarding one of our areas to focus on. To this end, along with Kingfisher church Little Paxton who share a number of our policies and procedures we have contracted CSS to undertake an audit of our current safeguarding policy. Also, with the resumption of Sunday Groups we've instituted having an adult helper in each group. We've also managed to make our recruitment process paperless using google forms to streamline the process.

In the year ahead, it's our aim to conduct and then make changes and additions to our safeguarding in line with the CSS audit, particularly in the areas of how reviewing non group work with young people and vulnerable adults and having procedures and pathways for the rapidly evolving safeguarding category of 'pastoral malpractice' within our church family setting. We would also like to expand our safeguarding team from the current 3 persons as the area itself expands as well as clearly avoiding conflicts of interest.

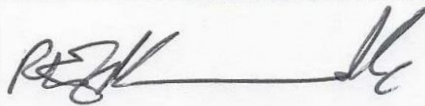
Rich Carding

Youth & Children's Worker

Declaration

The trustees declare that they have approved the trustees' report above

Signed on behalf of the charity's trustees

Signature		
Full name	R. E. S. VENNELLE	Geoffrey Richard Selley
Position	MANAGING TRUSTEE	MANAGING TRUSTEE
Date	6 th JANUARY 2022	6 th JANUARY 2022



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
St Neots Evangelical Church

No (if any)
1150478

CC16a

Receipts and payments accounts

For the period from	Period start date 1st April 2020	To	Period end date 31st March 2021
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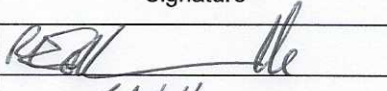
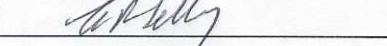
Section A Receipts and payments

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B3 Investment assets	Details Baby grand piano Panasonic projector (PT-EX620LEJ) with zoom lens Rodgers W50 keyboard PA equipment, drum kit, chairs, TV monitors	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Details Church building, Cambridge Street, St Neots PE19 1PL 50% share of 41, Gordon Close, Little Paxton PE19 6PF	Fund to which asset belongs	Cost (optional)	Current value (optional)
B5 Liabilities	Details Missionary allocation not yet spent Fabric reserve PAYE/NIC liability for March 2021	Fund to which liability relates	Amount due (optional) 13,761 6,032 3,129	When due (optional)

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	R.E.S. VENNELLE	17.12.21
	G.R. SELVEY	17.12.21



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name

ST NLOTS EVANGELICAL CHURCH

On accounts for the year
ended

31 MARCH 2021

Charity no
(if any)

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Signed:

Brian Kelly

Date:

18/12/2021.

Name:

BRIAN KELLY

Relevant professional
qualification(s) or body
(if any):

FCCA.

Address:

346 GRACE WAY
STEVENAGE
SG1 5AP

Section B

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