

CARING FOR GOD'S ACRE

England & Wales · Charity number 1155536

Details

Status Registered

Legal form CIO

Registered 2014-01-29

Register [View on the Charity Commission register](#)

Contact

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Business Development Centre
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Activities

Objects: THE OBJECTS OF THE CIO ARE TO PROMOTE FOR THE BENEFIT OF THE PUBLIC AND FOR THE ADVANCEMENT OF EDUCATION, THE CONSERVATION, ENHANCEMENT AND INTERPRETATION OF THE NATURAL AND BUILT FEATURES OF CHURCHYARDS AND BURIAL GROUNDS.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Arts/culture/heritage/science, Environment/conservation/heritage
- **Who:** Children/young People, Elderly/old People, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-30	£250,315	£240,574	-	-
2024-04-30	£165,397	£174,198	-	-
2023-04-30	£314,914	£278,913	-	-
2022-04-30	£268,220	£250,655	-	-
2021-04-30	£227,702	£189,941	-	-

Trustees

Name	Role	Appointed
Catherine MacCarthy	Chair	2017-06-12
Alexander Paul Glanville		2018-09-10
Andrew May		2025-03-17
COLIN FENN		2023-09-19
Judith Leigh		2015-12-07
MISS ANNI HOLDEN		2014-01-27
Michael Innes		2025-03-17
RICHARD OLIVER GOODE		2014-11-06
Rev DAVID PRIMROSE		2021-12-12
Simon Cooter		2019-11-01

Accounts



CARING FOR GOD'S ACRE
ANNUAL REPORT 1ST MAY 2024 – 31ST APRIL 2025

Photo credit: St Mary's Churchyard, Caynham by Andrea Gilpin

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REPORT FROM THE CHAIR AND VICE-CHAIR

This has been a strong year of delivery, growth, partnership, innovation and change for Caring for Gods Acre. It has been a privilege to work with so many different sections of our society all of whom treasure these special places and who seek to make their social, historical and environmental significance known to others. We are indeed grateful for the legacy of personal memories which are contained in our churchyards and cemeteries and are passed on across the generations.

The support and encouragement, which CfGA gives to individuals, parishes and communities across the country, continues to expand through our national events and projects, local projects, online support and site visits. The charity's finances are in a healthy state, and we hope to have further funded projects to share with you by the end of this year.

Annual events, such as the Love your Burial Ground / Churches Count on Nature, attract and inspire more graveyards, communities and individuals to take part through events and producing records of the plants and animals which they contain. This initiative has been joined this year by Love Your Yew Week.

Existing projects, such as Heritage to Inspire in Shrewsbury, are attracting new volunteers and community groups, holding more events, and securing funding for the conservation of an important tomb has been funded.

The Coventry project, currently being planned, is a good example of partnership working bringing together the Diocese of Coventry, Warwickshire Wildlife Trust and CfGA. One of its aims is to develop links and resources for neurodivergent schoolchildren to record biodiversity.

We continue to work closely with Church of England, advising them on biodiversity matters. Our lottery funded project, Our Digital Ancestors, supports churches and cemeteries to map their grounds and monuments, and to share the stories of those who are buried there. Our staff and project team have demonstrated great initiative and flexibility in order to allow this project to continue whilst the CofE resolve some of their internal issues.

Our volunteer team, working across Shropshire, Herefordshire and Powys, has grown with one of our new Trustees, Michael Innes, being amongst them. This work ensures that we have direct knowledge of the ongoing challenges of churchyard maintenance, so that the practical advice we offer to others is grounded in contemporary experience.

And amongst all this, our Staff have successfully moved to a new office, absorbed staff changes, risen to project challenges and continued to deliver and innovate. We are very grateful to them and for your ongoing support and interest.

GENERAL INFORMATION

PATRONS

Sir Roy Strong, CH

The Rt Revd Dr Alan Smith, The Bishop of St Albans

Dr George Peterken OBE

Prof Chris Baines

Prof Stefan Buczacki

Brigit Strawbridge Howard

TRUSTEES

Catherine MacCarthy Chair

David Primrose Vice Chair

Andrew May A new trustee and Treasurer since December 2024

Oliver Goode Chair of Finance & Risk Committee

Anni Holden

Judith Leigh

Alex Glanville

Simon Cooter

Michael Innes A new trustee

STAFF

Harriet Carty	Director
Andrea Gilpin	Conservation & Communications Manager, retired from CfGA in November 2024
Prue Dakin	Office Manager & Communications Manager from November 2024 onwards
Anna Wilde	Digital Manager
Alex Logan	Conservation Volunteer Manager
Tony Graham	Finance Manager from July 2024 onwards
Liam Taylor	Data Manager
Mick Clifton	Development & Fund-Raising Manager
Kirsty Stevens	Project Manager for Heritage to Inspire and office support
Dr Josie Wall	Project Manager for Our Digital Ancestors from August 2024 onwards
Dr Rachel Askew	Project Assistant for Our Digital Ancestors from November 2024 onwards

BANKERS

Co-operative Bank, 1 Balloon Street, Manchester M4 4BE

INDEPENDENT EXAMINER

S.E. Hardwick, Armstrong Rogers & Co., 45 Etnam Street, Leominster Herefordshire, HR6 8AE

CONTACT

Office 9, Business Development Centre, Craven Arms Business Park, Shropshire SY7 8DZ

01588 673041 - enquiries@cfga.org.uk - www.caringforgodsacre.org.uk

Charity Registration Number 1155536. CfGA commenced operations as a Charitable Incorporated Organisation (CIO) on 1st May 2014 - CIO Number CE000722.

OBJECTIVES OF THE CHARITY



The charity's objectives are to promote, for the benefit of the public and for the advancement of education, the conservation, enhancement and interpretation of the natural, built and social history features of burial grounds of all types and denominations.

ACTIVITIES TO ACHIEVE THESE OBJECTIVES

- To carry out projects as they arise in the furtherance of the objectives stated above
- To encourage the public to investigate, research and record within burial grounds thus adding to the body of information and records made
- To assist those with responsibility for burial ground maintenance with advice and support
- To promote public awareness of burial ground importance and conservation
- The Trustees have complied with the duty in section 4 of the Charities Act 2006 to have due regard to guidance published by the Commission concerning public benefit.

VISION

Our Vision is that all burial grounds are hubs for local action, a locus for community well-being and engagement. They are exemplars of well-managed, biodiverse habitats which store carbon to capacity. They are also exemplars of built heritage and social history; accessible and interesting. The habitats and species within all burial grounds are spreading out into their surrounds.

MISSION

Our Mission is that CfGA is a catalyst for the excellent conservation of burial grounds, with the communication of this leading to wide engagement and the celebration of those who care for them. All burial grounds across the United Kingdom will demonstrate good practice which can be replicated in the wider landscape.

WE ARE CURRENTLY IN YEAR 3 OF OUR 5-YEAR PLAN TOWARDS THIS VISION. DURING THE LIFE OF THIS PLAN WE ARE AIMING TO MAKE A DIFFERENCE IN THE FOLLOWING WAYS:

1. Become the 'go to' organisation for conservation in burial grounds
2. Build confidence in our finances
3. Respond to the crises in biodiversity and climate
4. Reach out to a diverse community and be inclusive
5. Recognise the unique qualities of burial grounds to people

RESERVE OR LONGER TERM AIMS:

6. Investigate the intrinsic importance of burial grounds as green spaces for well-being.
7. Investigate the importance of burial ground volunteering, discovery and investigation on well-being.
8. Develop a grant system for repair of important monuments.
9. Develop and run a Green Burial Ground, gaining expertise which can be shared.

Staff and trustees worked together to plan how to work towards these long-term aims over the 5-year period.

BECOME THE 'GO TO' ORGANISATION FOR CONSERVATION IN BURIAL GROUNDS

TO ACHIEVE THIS WE WILL:

WORK IN PARTNERSHIP & FOSTER LINKS WITH NATIONAL INITIATIVES ACROSS THE UK:

This year we have continued with the following existing partnerships through Contracts or Memorandums of Understanding:

- The Church of England in an Environmental Support role. This is an England-wide contract.
- The Church of England, Church in Wales and A Rocha UK to deliver Churches Count on Nature as part of Love Your Burial Ground week. This is national but mainly focussed in England and Wales. This initiative has a Memorandum of Understanding.

- The Church of England and AG Int. to deliver Our Digital Ancestors. This is England-wide and started in March 2024, it currently has funding for 4.5 years with a planned end date of October 2028. This project has a Memorandum of Understanding.
- Friends of Shrewsbury Cemeteries and Shropshire Council to deliver a project called Heritage to Inspire. This is based in Shrewsbury and started in January 2024, it runs for 3 years. This project has a Memorandum of Understanding.
- We have continued a positive relationship with Harper Adams University which has an Entomology department. A B.Sc. student (Beatrice Allen) carried out her dissertation in churchyards where CfGA are actively volunteering and an M.Sc. student (Billie Pike) is currently working on her dissertation in a series of churchyards in Suffolk. In both instances CfGA staff, along with the course organiser Dr Andrew Cherrill, helped the students devise appropriate research projects. This is an informal partnership with no agreement in place.

THIS YEAR WE HAVE ENTERED INTO NEW CONTRACTS OR MEMORANDUMS OF UNDERSTANDING WITH:

- The Church in Wales in a joint project called Hafanau Heddwch (Havens of Peace), for which we are currently seeking funding from the National Lottery Heritage Fund. Decision on funding is expected September 2025. This project will be Wales-wide, we are the lead partner. This project has a Memorandum of Understanding.
- Five national partners in a joint project called Nature in Sacred Places for which we are currently seeking funding from the National Lottery Heritage Fund. Partners are; Natural England, Historic England the Church of England, Bat Conservation Trust, the Churches Conservation Trust. Decision on funding is expected September 2025. This project will be England-wide and Natural England are the lead partner. This initiative has a Memorandum of Understanding.
- Coventry Diocese and the Warwickshire Wildlife Trust to deliver the development phase of the Churchyard Heritage and Biodiversity Project. This phase will last 18 months and, if successful in the Round II application, will be followed by a 5-year delivery phase. This project has a Memorandum of Understanding.
- We have started a new partnership with the Ancient Yew Group called Love Your Yew Week which takes place in February, when volunteers are encouraged to carry out a targeted act of good management for their churchyard or cemetery yew trees. This is informal and is being run by CfGA, supported by the Ancient Yew Group members.



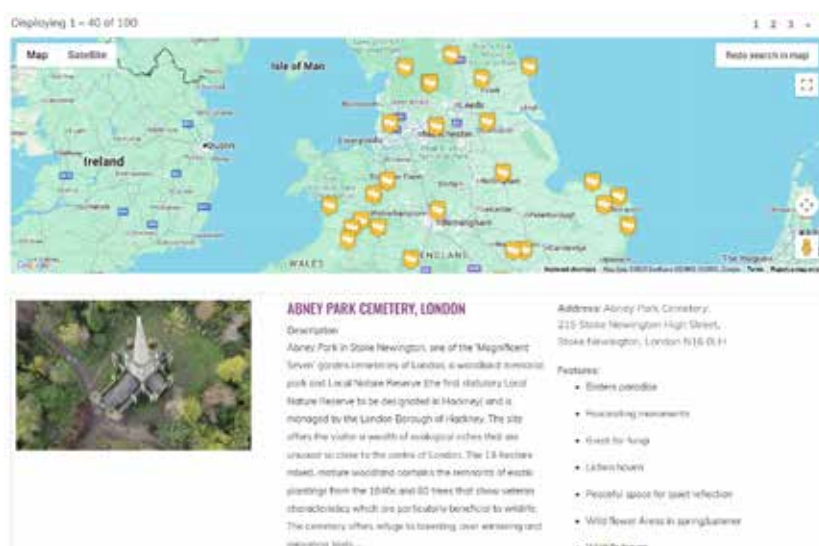
Hope Bagot Churchyard

WE WILL CONTINUE TO SUPPORT AND ENTHUSE THOSE CARING FOR AND CARING ABOUT BURIAL GROUNDS NATIONALLY:

Personal support - We offer support and guidance to anybody involved in managing a burial ground. We encourage them to consider the full range of features within their site; biodiversity, built heritage and social history plus the opportunities to involve their local communities and inform their visitors. We advocate investigation, recording and research within burial grounds, to increase the body of knowledge about these fascinating places.

This is achieved through a combination of phone calls, emails, webinars, public speaking and visits, and through the provision of resources including written material, video, website content and social media. We have three paid-for services to help people plan management; virtual visits which involves a Zoom meeting and sharing photos, a site visit with bullet points and a management brief which follows our 5 Steps to burial ground management. These are promoted via our website.

Support through resources - CfGA also supports burial ground managers through the resources that we provide: our Action Pack, Education Pack, Field Studies Council Fold-out Chart, Botanical Companion, Key to Unlock poster and Starter Guide. All of these are available to download and/or buy via our website (N.B the FSC chart is only available to buy, not to download). The Starter Guide is currently sent out in hard copy to anybody who requests it as part of Love Your Burial Ground week. We have online Spotters Guides covering butterflies, wildflowers, fungi, corvids and swifts, swallows and martins and monument inscriptions on our website. For those who want further information we have in-depth guides covering veteran and ancient churchyard trees, lichens, burial ground meadow plus amphibians and reptiles. These guides are on our website along with 21 mini-films which are also on our YouTube channel.



We encourage peer-to-peer support via our webpage [Find a Flowery Burial Ground](#) which showcases well-managed churchyard meadows and woodlands. Each burial ground on this webpage includes a written description, photos, a list of features and contact information to encourage visits.

We have designed and promoted a downloadable poster in both English and Welsh “This area is managed as a meadow” which has been downloaded 305 times.

Support through initiatives – we organise, in partnership, Love Your Burial Ground Week with Churches Count on Nature and have started Love Your Yew Week in 2025, which will run annually from now on. People are encouraged to take part through a range of communication drives; specific website content giving ideas, inspiration and support to encourage and facilitate joining in. We use social media, webinars and blogs to engage and seek national media coverage. We reward participants with an informative poster.

Support through membership – we encourage people to join CfGA either as individuals, couples or groups (usually Parochial Church Councils and Friends groups). Members receive a 6 monthly magazine, discount for our shop and access to a members' area within the website with additional resources on it including recordings of all CfGA webinars. Our first online training courses Our Digital Ancestors and Burial Ground Management Systems - are on the members' area although available to non-members as well.

Extending the area of activity - We are continuing to increase the geographical reach of the charity following the decision in March 2023 that Caring for God's Acre should extend its reach to cover the four nations of the UK. We are not intending to initiate work in either Scotland or Northern Ireland at present but remain open to opportunities should they arise. We encourage those involved in burial grounds across all of the UK to join us as members, to take part in our national initiatives (Love Your Burial Ground Week, Love Your Yew Week) and to use our resources.

We have been receiving some biological records from Scotland and Northern Ireland and, as these are received, the burial grounds in question are added to the [Beautiful Burial Grounds NBN portal](#). So far we have 103 sites in Scotland and 1 in Northern Ireland on the NBN.

CONTINUALLY MAINTAIN AND INCREASE THE PROFILE OF CFGA NATIONALLY:

- We continue to raise our profile via our website, social media and e-newsletters. We have moved from X (formerly Twitter) to Bluesky and items are posted weekly on there, as well as on Facebook, where we have approximately 2,000 followers and Instagram, at approximately 450 followers. Social media and email campaigns sent a total of 323 visitors to the website, with Facebook being the most used platform.
- We send a monthly e-newsletter to Diocesan Environmental Officers and secretaries or members of Diocesan Advisory Committees, which is received by 106 individuals. The click through rate is 15.2%, much higher than the not-for-profit average of 3.27%, showing our users find the content engaging and relevant.
- We send a monthly e-newsletter to all who subscribe, which is received by 4,082 individuals. This newsletter also has a higher click through rate than the not-for-profit average, at 9.9%.
- We email out a monthly article entitled Nature Notes for use in parish or deanery magazines and newsletters. This is received by 64 individuals.

In February we ran Love Your Yew Week, promotion of which led to 1,159 visits to the specific webpage. The Love Your Yew week advice sheet was downloaded 44 times, and the Guide to Ancient and Veteran Trees was downloaded 33 times.

We have generated national publicity. In December 2024 the Guardian published an article based on information from Caring for God's Acre on rare species found within burial grounds. This sent 166 people to the website, which was a good result as it was published on Boxing Day. Along with social media on Love your Yew Week, posts on the Guardian article was very popular. Harriet appeared on Sunday Morning Live on BBC1 to promote Love your Burial Ground/Churches Count on Nature 2024.

We are noticing an increase in enquiries coming to either our website 'Contact Us' page or our generic enquiries@cfga.org.uk email. Both of these contact methods are used by those who have not previously interacted with CfGA either in person or digitally. We started recording the numbers of these enquiries in 2024, when 665 were received and will continue to monitor going forward.

WEBSITE & SOCIAL MEDIA:

The website continues to be widely used, especially in the lead-up to Churches Count on Nature/Love Your Burial Ground Week. The website performs well in search engines and is also signposted from partner sites such as the Church of England. The article in the Guardian (Boxing Day 2024) sent a spike of 147 new visitors. Around 11,000 files were downloaded over the 12 months covered by the Annual Report; these included the Meadow Management Sign and the Children's Activity pack, plus the Spotter's Guides.

We moved away from X (formerly twitter) and now use Bluesky, Instagram and Facebook as our primary channels for social media, with the addition of YouTube which contains our video repository. Our audience continues to grow throughout these channels and regular email newsletters are now sent to over 6,100 subscribers.



Caring for God's Acre Instagram posts

CONTINUALLY REFRESH RESOURCES:

New resources produced this year include:

- Monument symbol spotters guide.



- Meadow Management and Ancient Yew signs that can be downloaded from our website to position on site.



- Online modular courses on our website within the Members' Area. These lead to accreditation. We now have a course in the Burial Ground Management System for recording monuments, the other is general training for burial ground health and safety, memorial recording by other methods, memorial photography and research skills.
- Resource pack for Diocesan Environmental Advisers to engage with Churches Count on Nature.
- Resource pack for schools and youth groups to engage with Churches Count on Nature.

In February 2025 we launched Love Your Yew Week with the Ancient Yew Group. This included a pulling together of existing resources on ancient trees and yews in particular as well as a specific webpage and gallery of photographs showing successful ivy removal from yews. We designed and disseminated a certificate for those taking part.

In addition to our own resources listed above, we also created new webpages for the Church of England website, producing their Churchyard Wildlife and Biodiversity content.

DEVELOP THE VOLUNTEER BASE

Over 100 people engaged with Love Your Yew Week and 20 sent in photographs, now in the gallery.

We have a team of 31 people going out regularly with our God's Acre Volunteers in the Marches area of Shropshire, Herefordshire and Powys.

We have 12 volunteers engaged in practical conservations tasks and 36 in monument inscription recording through the Heritage to Inspire project with a further 40 signed up but not yet active.

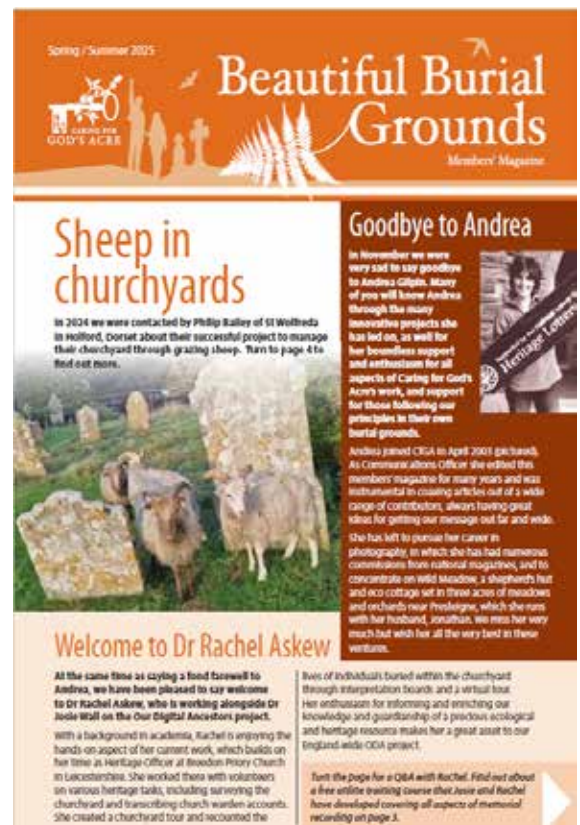
An estimated 5,880 people took part in events registered with us as part of Love Your Burial Ground Week, Churches Count on Nature, National Cemeteries Week in June 2024. There were 325 events registered with CfGA with 212 people joining our project on iNaturalist or iRecord.

BUILD CONFIDENCE IN OUR FINANCES

TO ACHIEVE THIS WE WILL:

AIM TO INCREASE MEMBERSHIP X 4 MINIMUM OVER THE 5 YEARS OF THIS BUSINESS PLAN

- This is an area where we are not making as much progress as we would like, membership rose from 292 at the close of April 2024 to 328 at the close of April 2025, an increase of 46% from the starting point of 200 when the business plan started. We continue to have 3 diocesan members, Lichfield, Hereford and St Davids although at the end of this reporting period Hereford have cancelled their membership due to financial pressure.
- Our members receive a 6-monthly magazine, the Beautiful Burial Ground and there is a members area with additional information and resources not found on our website.



DIVERSIFY THE FUNDER BASE

- During this reporting period we received funds from the following organisations:

The National Lottery Heritage Fund

Historic England

The John Ellerman Foundation

The Church of England

- We continue to receive donations from Parochial Church Councils in recognition of the tasks performed by our God's Acre Volunteers and through other donations.
- Alex Logan ran the London Marathon in April 2025 and raised £2,437 in sponsorship for us.
- We carry out contracts and pieces of consultancy including training courses in heritage skills such as scything or walling and the production of management plans.
- We have a contract with the Church of England to provide them with environmental support.
- Our online shop sells publications, scythe kits and wildflower seed inspired by ancient churchyard meadows

ESTABLISH LEGACY GIVING

- We have a legacy pack and dedicated staff member dealing with legacy enquiries – Anna Wilde. [The legacy pack can be found here](#)
- We are very grateful for the money we have received from funeral collections in memory of loved ones.

INVESTIGATE ALTERNATIVE INCOME GENERATION

During this reporting period we have submitted two projects to the National Lottery Heritage Fund, bidding for funding to develop them further. Both are partnerships; Nature in Sacred Places and Hafanau Heddwch. We have also started to build a new project aimed at seeking funding for a new member of the CfGA team, our Marches Manager, who will invigorate our work in the Welsh Marches and seek alternative sources of income locally.

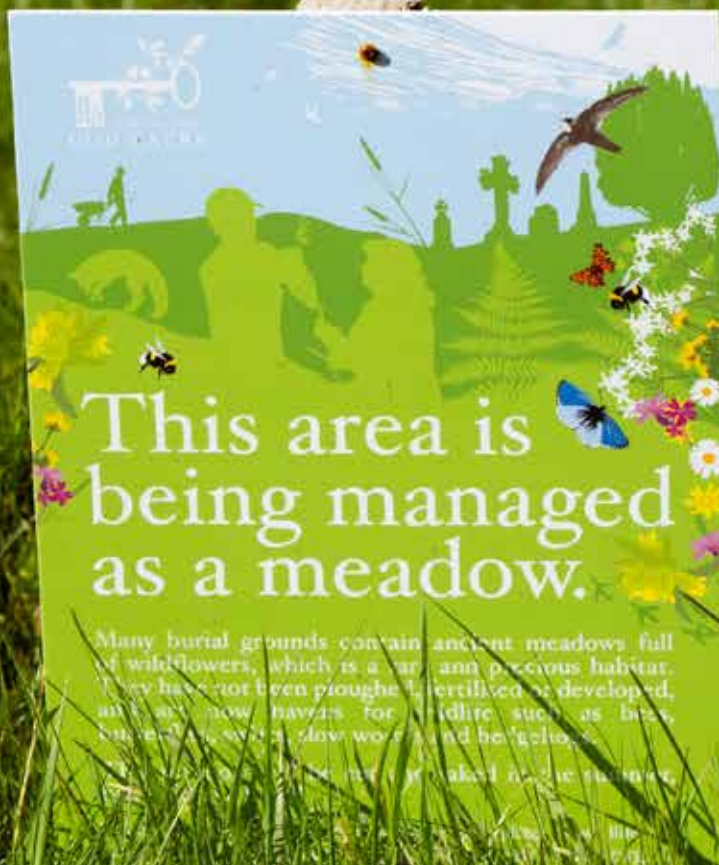


Photo credit: St Mary's Churchyard, Bromfield by Andrea Gilpin

RESPOND TO THE CRISES IN BIODIVERSITY AND CLIMATE

TO ACHIEVE THIS WE WILL:

POSITION OURSELVES AS LEADERS IN GENERATING BIOLOGICAL RECORDING WITHIN BURIAL GROUNDS

We continue to encourage people to look for and record nature in burial grounds, ideally using the iNaturalist app as this is user friendly, helps with identification and creates a photo or sound recording linked to the new biological record. This can be helpful to those experts who are verifying records, speeding verification and ensuring that more records are accepted. We have a project on iNaturalist which is gathering users:

At the close of this recording period our iNaturalist project had generated; 15,684 observations of 1,866 species from 1,282 Identifiers and 453 Observers.

There are now 20,325 burial ground sites on the Beautiful Burial Grounds portal of the National Biodiversity Network Atlas. Of these, 7,384 have records; there are 10,864 different species recorded and the number of records stands at 818,718.

Our Data Manager, Liam Taylor produced a report on our biological recording work in 2024. This covers a different reporting period to this annual report. Much biological activity and recording is focussed on the spring and summer and many people will actually submit reports from the spring and summer in the autumn, when nature spotting slows down. The report for 2025 is not yet available.



PARTNER ON EXISTING AND NEW CARBON INITIATIVES

As part of Churchyard Heritage & Biodiversity (the [Coventry Diocese led project](#)) we will be revisiting a system we worked on with the Centre of Ecology & Hydrology in 2023, using local volunteers, or citizen scientists, to measure carbon stored within the soil and vegetation of churchyards. This will start next year, with planning only during this reporting period

ENTHUSE BY SHARING PRACTICE AND PRINCIPLES TO MAINTAIN AND INCREASE BIODIVERSITY WITHIN BURIAL GROUNDS

- Love Your Yew Week has been designed to encourage good management of ancient and veteran yews. In 2025 this involved encouraging existing churchyard volunteers to remove the ivy from yew trees.
- As part of our environmental support of the Church of England we have produced new webpages on the Church of England website (advice-and-guidance-churchyard-wildlife) which include awareness raising and management advice.
- Churches Count on Nature (CCON) is designed to encourage people to spot nature and enjoy the biodiversity found within burial grounds. Our evaluation of this event indicates that people then change how they think about churchyards and many are interested in volunteering as a result of events through this initiative.

Data from the 2024 evaluation, with 55 responses:

- 47% of respondents felt that more people had become interested in and involved in the churchyard since taking part in CCON and 31 % said maybe with 22% feeling that they hadn't, i.e. 78% scored yes or maybe.
- 47% thought participating in CCoN has contributed to the wider community understanding that caring for nature is central to Christian faith and mission, 40% said they didn't know and 13% thought not.

We ran 5 lunchtime webinars as part of Churches Count on Nature 2024 and 3 webinars in the autumn of 2024. All of these were aimed at enthusing and encouraging people to discover and care for the history, built heritage and biodiversity of burial grounds.

Our Shrewsbury based project, Heritage to Inspire is run by project officer Kirsty Stevens who has organised and run 24 events, open to the public during this reporting period and is currently planning a youth-based project working with Shrewsbury Hive. A particular highlight was a cemetery open day, organised as part of a long-standing and popular local arts festival. Activities included: a bug hunt, bug making, a tree trail, a symbols spotter trail, a clay mandala, a visit from the urban sketchers and volunteers telling the 'Stories of the Stones'.

SPREAD BIODIVERSITY GAINS INTO THE WIDER COMMUNITY

Our Director has delivered a conference talk and subsequent webinars to interest groups entitled, Churchyards, where Nature Recovery Starts. This included speaking at a conference in Shropshire for town and parish councillors. Our project managers all give occasional in person or online talks about the charity and their specific projects.

Our God's Acre Volunteers, who are active in Shropshire, north Herefordshire and east Powys, have been encouraging people to take away freshly cut grass from churchyards and cemeteries which are notably rich in wildflowers. This 'green hay' is used within private gardens, on farmland for meadow creation and in public places such as verges or public green spaces. Instructions as to how to best achieve results is handed out and features on social media.

REACH OUT TO A DIVERSE COMMUNITY AND BE INCLUSIVE

TO ACHIEVE THIS WE WILL:

SEEK TO REFLECT DIVERSITY WITHIN OUR PATRONS, TRUSTEES AND VOLUNTEERS AND TO ENSURE THAT OUR STAFF RECRUITMENT PROCESSES ARE PROPERLY ACCESSIBLE TO ALL

We have recruited a new trustee, Michael Innes, who has a medical background with expertise in global health and both knowledge and experiences of neurodiversity. He has also experience of working extensively in urban environments.

We are in the process of benchmarking all staff salaries to ensure we are in line with the environmental industry and are offering a wage that will give an acceptable quality of life financially as well as attracting good applicants.

We have recruited 2 new members of staff, Dr Josie Wall and Dr Rachel Askew during this reporting period. We advertised widely, seeking advice from partners and funders as to where to advertise and included provision for distance working, part-time or job sharing in order to be as flexible and accessible as possible. Interviews took place online.

ACTIVELY INCREASE REPRESENTATION ACROSS OUR COMMUNICATIONS AND RESOURCES INCLUDING CASE STUDIES

We are reaching across England and Wales (we are seeing increasing engagement in Scotland but still low in Scotland and Northern Ireland), with two national initiatives, aimed at encouraging engagement – Love Your Yew Week and Love Your Burial Ground Week with Churches Count on Nature. We ask participants to submit photographs of people taking part, with appropriate permissions, to allow us to use them in a range of media and within our resources. This expands our photographic library to include wider demographic representation.

Love Your Burial Ground Week, with Churches Count on Nature in particular, is engaging people beyond the normal community who attend events and activities in churchyards or other burial grounds. In 2024 an estimated 5,800 people took part in 325 events with 42% of those organising these events being new to this initiative. 73% said that people beyond their normal church community had joined in. When asked to score 1 to 5 on how much they enjoyed the activity, over 95% scored 4 or 5 with 5 being 'loved it' and only 1 'didn't enjoy it at all'.

We have developed 2 new projects and submitted funding bids, which are awaiting decisions in September 2025. Both of which include fees for professional photography within project budgets to give us high quality photographs of sites across the country including urban and rural, and of people from a wide demographic. We are currently reorganising our photo library and will be able to better assess gaps in images and target this professional photography.

One of these new projects has an urban focus (Nature in Sacred Places) and the other (Hafanau Heddwch) covers all of Wales, urban and rural. Both are aimed at engaging the local communities and interest groups in their nearby burial grounds.



ENGAGE WITH INDIVIDUALS, USER GROUPS AND NATIONAL ORGANISATIONS REPRESENTING THOSE WITH REDUCED PHYSICAL MOBILITY AND NEURODIVERSITY INCLUDING AUTISM. BUILD ON EXISTING LINKS.

Through the Churchyard Biodiversity and Heritage project, (led by the Coventry Diocese), CfGA will scope out and build resources and systems aimed at encouraging neurally divergent people, starting with school children, to record within burial grounds. This will include both biological recording and monument inscriptions and descriptions. Once developed and trialled, these resources will become part of our resources, available to all.

Our Heritage to Inspire project continues to engage community groups of all types, including those with reduced physical mobility and neurodiversity. During this reporting period we have developed proposals for a collaborative project with the Hive Home - The Hive in Shrewsbury, a charity working with children and young adults to improve their wellbeing. We have also organised sessions at the cemetery aimed at people with limited mobility, taking a route along the more accessible paths and moving at a more leisurely pace.

SHARE PRACTICE AND PRINCIPLES OF INCLUSIVITY AND ACCESSIBILITY

A monthly article on churchyard wildlife - Nature Notes - is recorded for a speaking newspaper.



RECOGNISE THE UNIQUE QUALITIES OF BURIAL GROUNDS TO PEOPLE

TO ACHIEVE THIS WE WILL:

MAINTAIN A BALANCE BETWEEN BUILT HERITAGE, SOCIAL HISTORY AND BIODIVERSITY WITHIN OUR COMMUNICATIONS AND PROJECT WORK

This reporting period has seen the recruitment of two experts in burial ground history, Dr Josie Wall and Dr Rachel Askew. Both are working on the project Our Digital Ancestors and bring expertise on built heritage, social history and archaeology to the charity.

SEEK PARTNERS REFLECTIVE OF THE RANGE OF QUALITIES WITHIN BURIAL GROUNDS

We are now working in partnership with the Churches Conservation Trust, Historic England and AG Int. We are members of the Welsh Places of Worship Forum and collaborate closely with the Royal Commission on the Ancient and Scheduled Monuments of Wales. All of these organisations have a built heritage or social history remit.

We continue to work with the National Biodiversity Network (NBN), Natural England, Amphibian & Reptile Conservation and Groups UK, the Ancient Yew Group, the British Lichen Society, Bumblebee Conservation and Swift Conservation. Of these, we are currently in partnership with NBN, Natural England and the Ancient Yew Group. During this reporting period we have strengthened our partnership with the Botanical Society of Britain and Ireland who have shared 73919 biological records with us.

All of these organisations have a biodiversity remit.

RESERVE OR LONGER TERM AIMS

- Investigate the intrinsic importance of burial grounds as green spaces for well-being.
- Investigate the importance of burial ground volunteering, discovery and investigation on well-being.
- Develop a grant system for repair of important monuments.
- Develop and run a Green Burial Ground, gaining expertise which can be shared.

We have not made progress against these reserve aims during this reporting period.

CORE WORK AND PROJECTS THAT ARE DELIVERING OUR BUSINESS PLAN

CORE WORK

Core staff are Andrea Gilpin (who retired from CfGA in November 2024), Mick Clifton and Harriet Carty with office and digital support from Prue Dakin and Anna Wilde and financial support from Tony Graham. This team are responsible for:

- Charity and project development plus general fundraising.
- Supporting those caring for burial grounds, answering questions and promoting the charity and its work. This includes general communications, regular e-newsletters and website updates and maintenance. We continually check and add to our resources.
- General management of the charity, its staff, governance, office.
- Organising Love Your Burial Ground Week with Churches Count on Nature and now Love Your Yew Week
- Supporting and increasing membership including Diocesan membership
- Managing the finances of the charity to ensure best value for all expenditure
- Maintaining and improving office systems to maximise effectiveness of human resources
- Reducing our carbon footprint and increasing sustainability
- Following CfGA policies and updating and checking those policies
- Organising meetings and reporting to trustees to allow robust governance
- Keeping up to date with changes in charity policies and systems.
- Organising the AGM which took place digitally



PROJECT WORK

We have 3 projects running at the moment; the God's Acre Volunteers, Heritage to Inspire and Our Digital Ancestors. Project staff are Alex Logan (God's Acre Volunteers), Kirsty Stephens (Heritage to Inspire), and Drs Josie Wall and Rachel Askew (Our Digital Ancestors).

God's Acre Volunteers

Our volunteers have been carrying out conservation tasks in churchyards and cemeteries in Shropshire, Herefordshire and east Powys for many years now and continue to do so. Volunteers do practical tasks such as scything, raking and pruning as well as species identification and, more recently communications. We have 31 regular volunteers and visit over 40 sites.

Heritage to Inspire

This project is based at Longden Road Cemetery in Shrewsbury and is led by the Friends of Shrewsbury Cemeteries, with CfGA supporting and Shropshire Council as a third partner. Project Manager Kirsty Stephens continues to run events, organise conservation work and surveys including swifts and reptiles. During this reporting period has arranged the repair and cleaning of a particularly fine monument. We have a strong cohort of volunteers recording monument inscriptions using a digital map supplied by AG Int which we have linked to on the ground markers and an old paper map.

Our Digital Ancestors

This project has seen serious setbacks during the reporting period. Our Digital Ancestors relies on the roll out of the Burial Ground Management System by AG Int within English churchyards, which needs to be facilitated by the Church of England. The original project plan was to shadow AG Int doing this work, training people to add to the system, use the system and also take research into social history further using other sources,

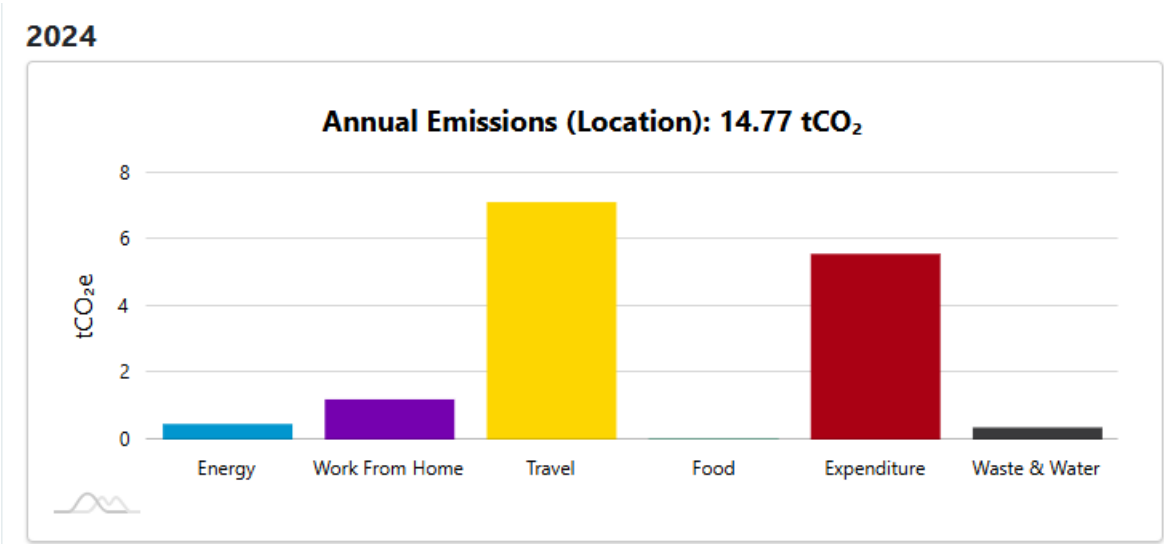
including those held by archives and libraries. In July 2024 the Church of England’s General Synod passed a motion to halt the roll out of the Burial Ground Management System due to theological issues and potential GDPR problems.

This has not yet been satisfactorily resolved and as a result, we have changed the focus of Our Digital Ancestors, working more with cemeteries and sites already mapped and creating online training programmes. We are in discussion with funders regarding project changes and continue to liaise with both the Church of England and AG Int on progress.

CARBON FOOTPRINT

Our carbon footprint is now a standing agenda item at trustees meeting. During this year we have made the following carbon reductions:

- In June 2024 we moved our current and instant access savings account from HSBC to the Co-operative Bank in response to the ethical credentials of both businesses.
- We ran a carbon audit at the close of 2024.
- In February we moved to a new office which has a roof covered in solar panels. We introduced kitchen composting to all using the shared office kitchen and negotiated to manage part of the land surrounding the office building as a meadow.
- Our reprinted Action Pack has a cardboard cover, all of our printed materials are on recycled paper using water soluble inks.
- A carbon audit was carried out covering the calendar year 2024. Emissions from factors including energy, travel, food, waste disposal and water were calculated using a bespoke online tool, which also looked at working from home and wider charity expenditure such as rent, IT, accountancy and other professional services, printing and postage.



GOVERNANCE

TRUSTEES

The trustees who held office during the financial year and at the date of this report are:

Catherine MacCarthy	Chair
David Primrose	Vice Chair
Andrew May	A new trustee and Treasurer since December 2024
Oliver Goode	Chair of Finance & Risk Committee
Anni Holden	
Judith Leigh	
Alex Glanville	
Simon Cooter	
Colin Fenn	
Michael Innes	A new trustee

New trustees are recruited as needed, either by appointment at the AGM or by co-option. In 2015 we carried out an initial skills audit of trustees which is updated annually. Two new trustees were recruited this year, Andrew May and Michael Innes. The charity is governed by its constitution.

Trustee Recruitment

CfGA Director or existing trustees suggest potential new trustees and identify the skills and experience which they would bring to the group. This is then considered by the Director and Chair of Trustees, assessing whether the new individual will fit with the existing skills of the trustees and whether a balance is being maintained regarding skills and experience and the objectives of the charity. If the potential new trustee is deemed to be suitable then either the Director or Chair of Trustees will approach them to see if they will be willing to stand and the other trustees are informed of this by email or post. If interested, the individual is invited to the next trustees meeting to learn more about the charity and the role of trustees. They are then invited to join.

New trustees meet with the Director prior to their first trustees meeting, who explains the work and objectives

of the charity. They are given a full set of our publications and also a copy of the Roles of Trustees and generic guidelines on being a trustee from the Charity Commission.

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to its operations and finances, and are satisfied that systems are in place to minimise exposure to those risks.

GOVERNANCE ACTIVITY

During the year trustees held four trustees' meetings in June, September, December and March. Our Finance & Risk Committee meets a few weeks in advance of each of these meetings and then reports to full trustees. Trustees are also sent the minutes of the Finance & Risk Committee meetings. Two of the trustees' meetings took place digitally. Our December and March meetings were hybrids, with several trustees there in person and others online.

Finance & Risk Committee

The Finance and Risk Committee oversees the management of the finance, monitoring expenditure against budget over the financial year. This includes the preparation of the charity's annual accounts and the routine financial management. This committee also considers the risks to the charity and the projects being delivered by the charity. The risk log is considered and updated at each meeting.

This committee reports to the full board of trustees which is responsible for approval of the budget and the annual accounts. This committee met four times this year with all meetings taking place on line.

Members: Oliver Goode (Chair), Andrew May, Alex Glanville, David Primrose. Also attending: Harriet Carty, Prue Dakin, Tony Graham.

Project Champions

The Project Champions meet or speak to the member of staff responsible for a project prior to the full board of trustees' meetings. They then present the report written by staff on their particular project and add their views and information. They take a lead in the governance of the projects for which they are champion.

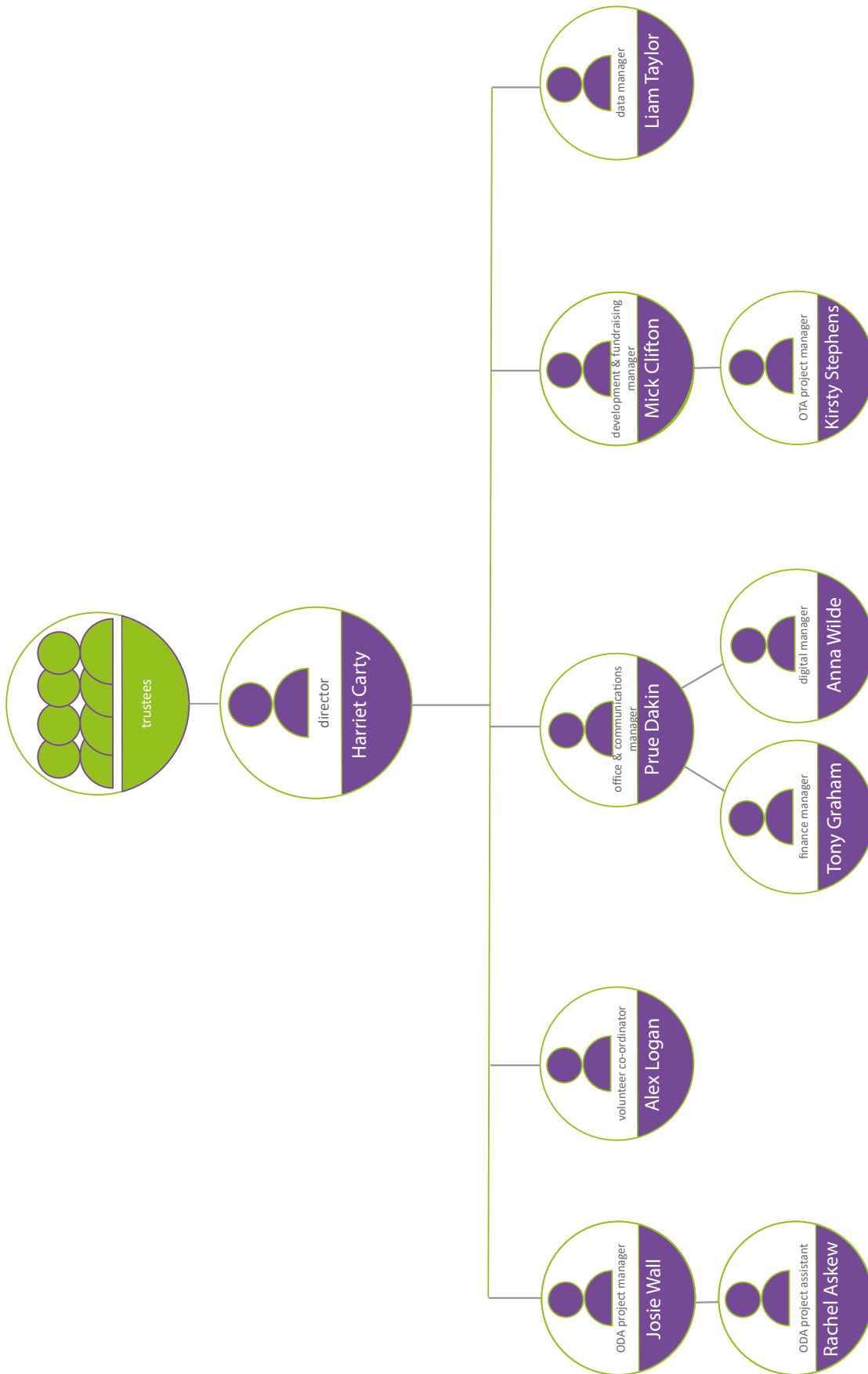
- The God's Acre Volunteers champion is Anni Holden
- Our Digital Ancestors champion is Judith Leigh
- Heritage to Inspire champion (pending)
- Churchyard Heritage & Biodiversity champion is Michael Innes

Governance and support for the Director is given via the full board of trustees and also through monthly informal meetings between the Chair of Trustees Catherine MacCarthy and the Director Harriet Carty.

STAFF

During this reporting period we seen some staff changes:

Harriet Carty	Director, 3 days per week.
Andrea Gilpin	Conservation & Communications Manager, 2 days per week until November 2024 when Andrea left CfGA.
Prue Dakin	Office Manager, 3 days per week until November 2024 when Prue moved to 2 days a week Office Management and 1 day a week Communications.
Anna Wilde	Digital Manager, 2 days per week.
Mick Clifton	Development and Fund Raising Manager, 1.5 days per week.
Tony Graham	Finance Manager, 2 days per week
Alex Logan	Conservation Volunteer Coordinator, 4 days per week.
Liam Taylor	Data Manager, 2 days per week, rising to 5 days per week in June and July.
Kirsty Stephens	3 days per week, 1 as office support and 2 as Heritage to Inspire Manager.
Josie Wall	Our Digital Ancestors Project Manager, 5 days per week



Caring for God's Acre Organisational Chart at April 25

TREASURER'S REPORT

The accounts presented here are for the period 1st May 2024 to 30th April 2025.

Caring for God's Acre is funded by membership subscriptions, donations, fundraising, interest on investments, the sale of resources, including scythes, partnership initiatives and through grants for project work and core activities. Total income for the year was £250,315. Compared to the previous year, there was a small increase in membership subscriptions and donations, Overall, the sale of resources was down, with the notable exception of scythe sales which increased significantly during the year.

We currently running three projects: God's Acre Volunteers; Heritage to Inspire; and Our Digital Ancestors. The latter two receive external grants to fund their work. These projects would not be viable without the support of the National Lottery Heritage Fund which funds both projects, and Historic England and the Church of England who fund Our Digital Ancestors. We also received the second of three payments from the John Ellerman Foundation towards our core costs. We thank all of our funders, members and those who donate money to support our ongoing work.

Total expenditure for the year was £240,574. The main expense was staff costs, which remain at around 75% of the overall expenditure. At £174,249 the total employment cost increased by £42k compared to the previous year as we had a net increase of two members of staff during 2024.

In January 2025, in response to proposed prohibitive rental increases for office space at Drovers House, the charity moved to a smaller premises on the Craven Arms Business Park that offered a more sustainable rent in the long term. Following the termination of the rental agreement, the charity was charged £2,742 for historic recharges for the communal spaces at Drovers House. This accounts for a significant proportion in the overall increase in office expenses.

Despite the increased costs, the accounts show a small surplus of £9,741 for the year.

At the end of March, the balances in our bank accounts were lower than usual due to outstanding claims from our grant funded projects. This is reflected in the Debtors on the Balance sheet – £48,827. We regularly review our investments to ensure they are ethical and offer a good rate of return. In accordance with our stated policy, we have enough reserves to cover three-months operating costs of £60,143.

Tony Graham, Treasurer

CARING FOR GOD'S ACRE

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES OF CARING FOR GOD'S ACRE

I report on the Accounts of the Charities for the year ended 30 April 2025, which are set out on pages 3 to 19.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND INDEPENDENT EXAMINER

The Charities' Trustees are responsible for the preparation of Accounts. The Charities' Trustees consider that an audit is not required for this year under Section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:-

- examine the Accounts under Section 145 of the Charities' Act,
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the Charities Act), and
- to state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS' REPORT

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Charities and a comparison of the Accounts presented with those records. It also includes consideration of any unusual items or disclosure in the Accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all evidence that would be required in an audit, and consequently no opinion is given as to whether the Accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

INDEPENDENT EXAMINERS' STATEMENT

In connection with my examination, no matter has come to my attention: -

(1) which gives me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with Section 130 of the Charities Act; and
- to prepare Accounts which accord with the accounting records and to comply with the accounting requirements of the Charities Act;

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the Accounts to be reached.

S. E Hardwick
Accountant

45 Etnam Street
Leominster
Herefordshire
HR6 8AE

CARING FOR GOD'S ACRE

STATEMENT OF ACCOUNTING POLICIES YEAR ENDED 30 APRIL 2025

The Financial Statements have been prepared under the historical cost convention as modified by the revaluation of investments and in accordance with the Statement of Recommended Practice, Accounting by Charities.

INCOMING RESOURCES

All incoming resources are recognised when the charity becomes entitled to them, virtually certain of receipt and the amount can be measured with sufficient reliability.

Investment income is recorded when receivable.

RESOURCES EXPENDED

Expenditure is included in the accounts on an accruals basis. Irrecoverable VAT is charged to the Statement of Financial Activities as incurred.

FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds are unrestricted funds set aside at the discretion of the trustees for specific purposes.

Restricted funds are those donated for use in a particular area or for a specific purpose, the use of which is restricted to that area or purpose.

TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets are stated at cost less depreciation. Where tangible assets have been donated they are stated at their market value at the date of the donation.

Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Equipment	15%	Reducing Balance Basis
Computer Equipment	33%	Reducing Balance Basis
Website	3 Years	Straight Line Basis

INVESTMENTS

These are stated at the market value at the Balance Sheet date. Realised and unrealised gains and losses on investments are taken to the Income and Expenditure Account.

CARING FOR GOD'S ACRE

STATEMENT OF FINANCIAL ACTIVITIES YEAR ENDED 30 APRIL 2025

	Notes	Un- Restricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Income and Endowments					
Grants and Donations		36,987	121,214	158,201	104,850
Other Income:					
Investment Income		4,278	-	4,278	3,478
Other Income		15,778	-	15,778	32,800
Members Subscriptions		12,887	-	12,887	12,837
Charitable Activities					
Operational Programmes		46,771	12,400	59,171	11,432
Total Income		£116,701	£133,614	£250,315	£165,397
Expenditure:					
Expenditure on Charitable Activities	7	97,893	88,045	185,938	133,565
Support Costs	8	53,507	1,129	54,636	40,633
Total Expenditure		£151,400	£89,174	£240,574	£174,198
Net Income before Gains on Investments		(34,699)	44,440	9,741	(8,801)
Gains on Investment Assets					
Realised		-	-	-	-
Unrealised		-	-	-	-
Transfers between Funds				-	-
NET MOVEMENT IN FUNDS		(34,699)	44,440	9,741	(8,801)
TOTAL FUNDS BROUGHT FORWARD		153,938	41,294	195,232	£168,032
TOTAL FUNDS CARRIED FORWARD	9	£119,239	£85,734	£204,973	£159,231

The Accounting Policies and Notes on pages 14 and 17 to 19 form an integral part of these Accounts.

CARING FOR GOD'S ACRE

BALANCE SHEET 30 APRIL 2025

	NOTES	2025		2024	
		£	£	£	£
FIXED ASSETS					
Tangible Assets	1		6,392		7,756
CURRENT ASSETS					
Stock		1,821		-	
Debtors	2	48,827		8,226	
Cash at Bank and In Hand		150,709		182,255	
		<u>201,357</u>		<u>190,481</u>	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	3	<u>(2,776)</u>		<u>(3,005)</u>	
NET CURRENT ASSETS			198,581		187,476
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>204,973</u>		<u>195,232</u>
FUNDS					
Unrestricted Funds	9		119,239		153,938
Restricted Funds	9		85,734		41,294
			<u>204,973</u>		<u>195,232</u>

Approved by the Trustees on
and signed on their behalf

Catherine MacCarthy

Chair

The Accounting Policies and Notes on pages 14 and 17 to 19 form an integral part of these Accounts.

CARING FOR GOD'S ACRE

CHARITY NO: 1155536

DETAILED MANAGEMENT ACCOUNTS

YEAR ENDED 30 APRIL 2025

**ARMSTRONG ROGERS & CO
Accountants
LEOMINSTER**

CARING FOR GOD'S ACRE

NOTES TO THE ACCOUNTS 30 APRIL 2025

4. STAFF COSTS	2025 £	2024 £
Wages and Salaries	174,249	132,155
	174,249	132,155
The average number of employees was 8, in respect of which expenditure was in the following ratios:-		
	%	%
Direct Charitable Expenditure	84	84
Management and Administration	16	16
	100	100

5. TRUSTEES REMUNERATION AND EXPENSES

None of the Trustees received any remuneration in respect of their activities as Trustees.

6. NET EXPENDITURE FOR THE YEAR

This is stated after charging:	£	£
Depreciation	2,126	2,621
Loss on Disposal	32	85
Independent Examiners Fees	2,094	1,957

7. CHARITABLE ACTIVITIES

	£	£
Salaries	146,369	111,010
Purchases, Fund Raising & Activity Costs	7,560	972
Conservation Work	7,467	-
Consumables	1,946	2,387
Volunteer Costs	1,839	775
Training & Events	1,615	-
Travel Expenses	5,170	4,430
Publicity & Information	5,540	2,728
Professional Fees	6,274	8,557
Depreciation	2,126	2,621
Loss on Disposal	32	85
	185,938	133,565

CARING FOR GOD'S ACRE

NOTES TO THE ACCOUNTS 30 APRIL 2025

8. SUPPORT COSTS

	2025 £	2024 £
Salaries	27,880	21,145
Membership Costs	1,643	1,639
Rent & Office Expenses	14,781	14,288
Software	5,934	-
Accountancy Fees	2,094	2,577
Legal & Professional Fees	1,865	900
Sundry Expenses	439	84
	54,636	40,633

9. MOVEMENT ON FUNDS

Restricted	Fund Balance B/F	Incoming Resources	Outgoing Resources	Transfer Funds	Fund Balance C/F
Beautiful Burial Ground	14,294	-	(7,843)	-	6,451
Our Digital Ancestors	27,000	89,391	(51,616)	-	64,775
Heritage to Inspire	-	44,223	(29,715)	-	14,508
	41,294	133,614	(89,174)	-	85,734
Unrestricted	Fund Balance B/F	Incoming Resources	Outgoing Resources	Transfer Funds	Fund Balance C/F
General	146,182	116,701	(151,400)	1,364	112,847
Designated Funds: Fixed Assets	7,756	-	-	(1,364)	6,392
	153,938	116,701	(151,400)	-	119,239

CARING FOR GOD'S ACRE

CHARITY NO: 1155536

DETAILED MANAGEMENT ACCOUNTS

YEAR ENDED 30 APRIL 2025

**ARMSTRONG ROGERS & CO
Accountants
LEOMINSTER**

CARING FOR GOD'S ACRE
FUNDING INCOME & EXPENDITURE ACCOUNT
YEAR ENDED 30 APRIL 2025

	Total		General		God's Acre		Beautiful Burial Ground		Our Digital Ancestors		Church of England		Heritage to Inspire	
	£	£	£	£	£	£	£	£	£	£	£	£	£	£
INCOME														
Grants & Donations	158,201	36,375	612	-	-	-	-	76,991	-	-	-	-	44,223	-
Interest Received	4,278	4,278	-	-	-	-	-	-	-	-	-	-	-	-
Members Subscriptions	12,887	12,887	-	-	-	-	-	-	-	-	-	-	-	-
Other Income	15,778	9,170	1,485	5,123	-	-	-	-	-	-	-	-	-	-
Operational Programmes	59,171	20,084	6,287	150	-	-	-	12,400	20,250	-	-	-	-	-
Total Income	250,315	82,784	8,384	5,273	-	-	-	89,391	20,250	44,223				
CHARITABLE ACTIVITIES														
Salaries	146,369	49,916	18,321	-	5,594	47,851	11,669	-	-	-	-	-	-	-
Purchases, Fund Raising & Activity Costs	7,560	2,252	285	2,608	-	-	-	-	-	-	-	-	-	-
Conservation Work	7,467	-	-	-	-	-	-	-	-	-	-	-	-	-
Consumables	1,946	381	111	-	-	-	-	-	-	-	-	-	-	-
Volunteer Costs	1,839	200	1,625	-	-	-	-	-	-	-	-	-	-	-
Training & Events	1,615	700	49	-	-	234	-	-	-	-	-	-	-	-
Travel Expenses	5,170	1,558	1,144	49	-	1,449	-	-	-	-	-	-	-	-
Publicity & Information	5,540	3,471	-	-	-	1,500	-	-	-	-	-	-	-	-
Professional Fees	6,274	1,396	-	-	2,249	-	-	-	-	-	-	-	-	-
Depreciation	2,126	2,126	-	-	-	-	-	-	-	-	-	-	-	-
Loss on Disposal	32	32	-	-	-	-	-	-	-	-	-	-	-	-
Total Expenditure	185,938	62,032	21,535	2,657	7,843	51,034	11,669	29,168						
MANAGEMENT & ADMINISTRATION														
Salaries	27,880	27,880	-	-	-	-	-	-	-	-	-	-	-	-
Membership Costs	1,643	1,643	-	-	-	-	-	-	-	-	-	-	-	-
Rent & Office Expenses	14,781	14,203	-	-	-	405	-	-	-	-	-	-	-	-
Software	5,934	5,383	-	-	-	177	-	-	-	-	-	-	-	-
Accountancy Fees	2,094	2,094	-	-	-	-	-	-	-	-	-	-	-	-
Legal & Professional Fees	1,865	1,865	-	-	-	-	-	-	-	-	-	-	-	-
Sundry Expenses	439	419	20	-	-	-	-	-	-	-	-	-	-	-
Total Expenditure	54,636	53,487	20	-	-	582	-	547						
EXCESS OF INCOME OVER EXPENDITURE	240,574	115,519	21,555	2,657	7,843	51,616	11,669	29,715						
FUNDS BROUGHT FORWARD	9,741	(32,725)	(13,171)	2,616	(7,943)	37,775	8,581	14,508						
TRANSFERS BETWEEN FUNDS	195,232	153,938	-	-	14,294	27,000	-	-						
FUNDS CARRIED FORWARD	204,973	119,239	-	-	6,451	64,775	-	14,508						

CARING FOR GOD'S ACRE

DETAILED INCOME & EXPENDITURE ACCOUNT YEAR ENDED 30 APRIL 2025

	2025		2024	
	£	£	£	£
INCOME				
Un-restricted - Grants & Donations	36,987		63,813	
- Interest Received	4,278		3,478	
- Members Subscriptions	12,887		12,837	
- Other Income	15,778		32,800	
- Operational Programmes	46,771		11,432	
		116,701		124,360
Restricted - Grants & Donations	121,214		41,037	
- Operational Programmes	12,400		-	
		133,614		41,037
CHARITABLE ACTIVITIES				
Salaries	146,369		111,010	
Purchases, Fund Raising & Activity Costs	7,560		972	
Conservation Work	7,467		-	
Consumables	1,946		2,387	
Volunteer Costs	1,839		775	
Training & Events	1,615		-	
Travel Expenses	5,170		4,430	
Publicity & Information	5,540		2,728	
Professional Fees	6,274		8,557	
Depreciation	2,126		2,621	
Loss on Disposals	32		85	
		(185,938)		(133,565)
MANAGEMENT & ADMINISTRATION				
Salaries	27,880		21,145	
Membership Costs	1,643		1,639	
Rent & Office Expenses	14,781		14,288	
Software	5,934		-	
Accountancy Fees	2,094		2,577	
Legal & Professional Fees	1,865		900	
Sundry Expenses	439		84	
		(54,636)		(40,633)
EXCESS OF INCOME OVER EXPENDITURE		£9,741		(£8,801)

SCHEDULE OF FIXED ASSETS
YEAR ENDED 30 APRIL 2025

	C O S T			D E P R E C I A T I O N			NET BOOK	
	As at 1.5.2024 £	Additions £	Disposals £	As at 30.4.2025 £	On Disposals £	This Year £	As at 30.4.2025 £	VALUE 30.4.2025 £
EQUIPMENT								
Scythes	7,301			7,301		15	(541)	3,064
Garden Tools	449			449		15	(6)	33
Website	6,600			6,600		3yrs	(6,600)	
Filming Equipment	1,379			1,379		33	(61)	125
Dell Laptop	2,442			2,442		33	(109)	221
Samsung Tablet	433			433		33	(19)	39
IT Equipment	475			475		33	(21)	43
Laptop	555			555		33	(25)	50
Office Chair	351			351		15	(23)	133
Zoom Recorder	213			213		33	(10)	19
Asus ExpertBook	1,079			1,079		33	(72)	145
Printer	204		(204)		142	33	-	
Office Chair	410			410		33	(41)	82
Asus Laptop	526			526		33	(52)	106
Dell Laptop & Monitor	759			759		33	(75)	153
Vostro 3515 Laptop	809			809		33	(80)	163
Cycle	2,907			2,907		33	(288)	586
Gazebos (2)	374			374		33	(55)	113
Lenovo Laptop	432			432		33	(64)	130
Lenovo Laptop V15	630			630		33	(139)	283
Lenovo Thinkbook Laptop	784			784		33	(173)	352
Dell Monitor		150		150		33	(50)	100
Assus Notebook		674		674		33	(222)	452
TOTAL	£29,112	£824	(£204)	£29,732	£142		(£2,126)	£6,392
							(£23,340)	

Accounts



Caring for God's Acre
Annual Report 1st May 2023 – 31st April 2024



Cover photo: Andrew Fusek Peters

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REPORT FROM THE CHAIR AND VICE-CHAIR

For centuries, our burial grounds and cemeteries have served their local communities at time of death and in the bereavement which follows. Over the years, rich reservoirs of regional biodiversity have been established alongside a powerful heritage of built and social history. This report shows Caring for God's Acre's developing role as the go-to charity for those who treasure these precious resources and want to maintain and enhance them.

To highlight just a few examples, our strength combines the popular Churches Count on Nature and annual Love your Burial Ground week with local and national initiatives. Our volunteers have over 20 years of grass-roots experience working in local churchyards. This year we launched a project working in a cemetery in Shrewsbury (Heritage to Inspire, p.18). The practical nature of this work endorses our credibility and validates our appointment as environmental advisers to the Church of England. Its General Synod named us as a key party in the delivery of their commitment on biodiversity. As well as providing that service, we are working alongside partners in the digital mapping of churchyards throughout England. Our role will be to support the community to link into the project through training volunteers to contribute to this unique, digital resource (Our Digital Ancestors p.19).

This year we have been developing an exciting project in conjunction with the Church in Wales to support communities across Wales in understanding and caring for the breadth of heritage in their local burial ground.

Much of our work is project-based, which attracts charitable funding on a full-cost recovery basis. We are particularly grateful to the support of our members and a very generous donation from the John Ellerman Foundation, which, over three years, will help meet core costs, enabling us to plan the future development of CFGA as well as grow our communications through social media, web-based and printed resources. Our staff team is nimble at adapting to new opportunities. We are grateful for their dedicated service, exemplified by Andrea Gilpin, a conservation specialist, and our most long standing colleague who is retiring after 20 years of service and who we hope will continue to provide occasional consultancy.

It is nearly a year since I and David Primrose became Chair and Vice Chair of Caring for God's Acre. Throughout 2024 the excellent work, profile and reach of the charity has continued to grow and

influence the knowledge and care of our burial grounds across the country and we look forward to 2025.



Catherine MacCarthy

Chair, Caring for God's Acre



David Primrose

Vice-Chair, Caring for God's Acre

GENERAL INFORMATION

PRESIDENT

HRH The Former Prince of Wales

unfortunately the King is not able to continue with this role and ceased to be our President in May 2024

PATRONS

Sir Roy Strong, CH

The Rt Revd Dr Alan Smith, The Bishop of St Albans

Dr George Peterken OBE

Prof Chris Baines

Prof Stefan Buczacki

Brigit Strawbridge Howard

TRUSTEES

Oliver Goode Chair until the 2023 AGM

Catherine MacCarthy Chair following the 2023 AGM in November

Gillian Binks Vice Chair until the 2023 AGM in November

David Primrose Vice Chair following the 2023 AGM in November

Tony Graham Treasurer

Anni Holden

Judith Leigh

Alex Glanville

Simon Cooter

STAFF

Harriet Carty Director

Andrea Gilpin Conservation & Communications Manager

Prue Dakin Office Manager

Anna Wilde Digital Manager

Alex Logan Conservation Volunteer Manager

Liam Taylor Beautiful Burial Ground Data Manager

Mick Clifton Fund Raiser and Project Manager

Kirsty Stevens

Project Manager for Opening the Ark until July 2023
and Heritage to Inspire from January 2024.

BANKERS

HSBC, 6 High Street, Bishop's Castle, Shropshire, SY9 5BJ

INDEPENDENT EXAMINER

S.E. Hardwick, Armstrong Rogers & Co., 45 Etnam Street, Leominster
Herefordshire, HR6 8AE

CONTACT

11 Drover's House, The Auction Yard, Craven Arms, Shropshire SY7 9BZ
01588 673041 - enquiries@cfga.org.uk - www.caringforgodsacre.org.uk

Charity Registration Number 1155536.

**CfGA commenced operations as a Charitable Incorporated Organisation (CIO) on 1st May 2014 -
CIO Number CE000722.**

OBJECTIVES OF THE CHARITY

The charity's objectives are to promote, for the benefit of the public and for the advancement of education, the conservation, enhancement and interpretation of the natural, built and social history features of burial grounds of all types and denominations.

ACTIVITIES

- To carry out projects as they arise in the furtherance of the objectives stated above
- To encourage the public to investigate, research and record within burial grounds thus adding to the body of information and records made
- To assist those with responsibility for burial ground maintenance with advice and support
- To promote public awareness of burial ground importance and conservation
- The Trustees have complied with the duty in section 4 of the Charities Act 2006 to have due regard to guidance published by the Commission concerning public benefit.

COMMUNICATIONS IMPACTS

Communication developments are led by Andrea Gilpin and Anna Wilde

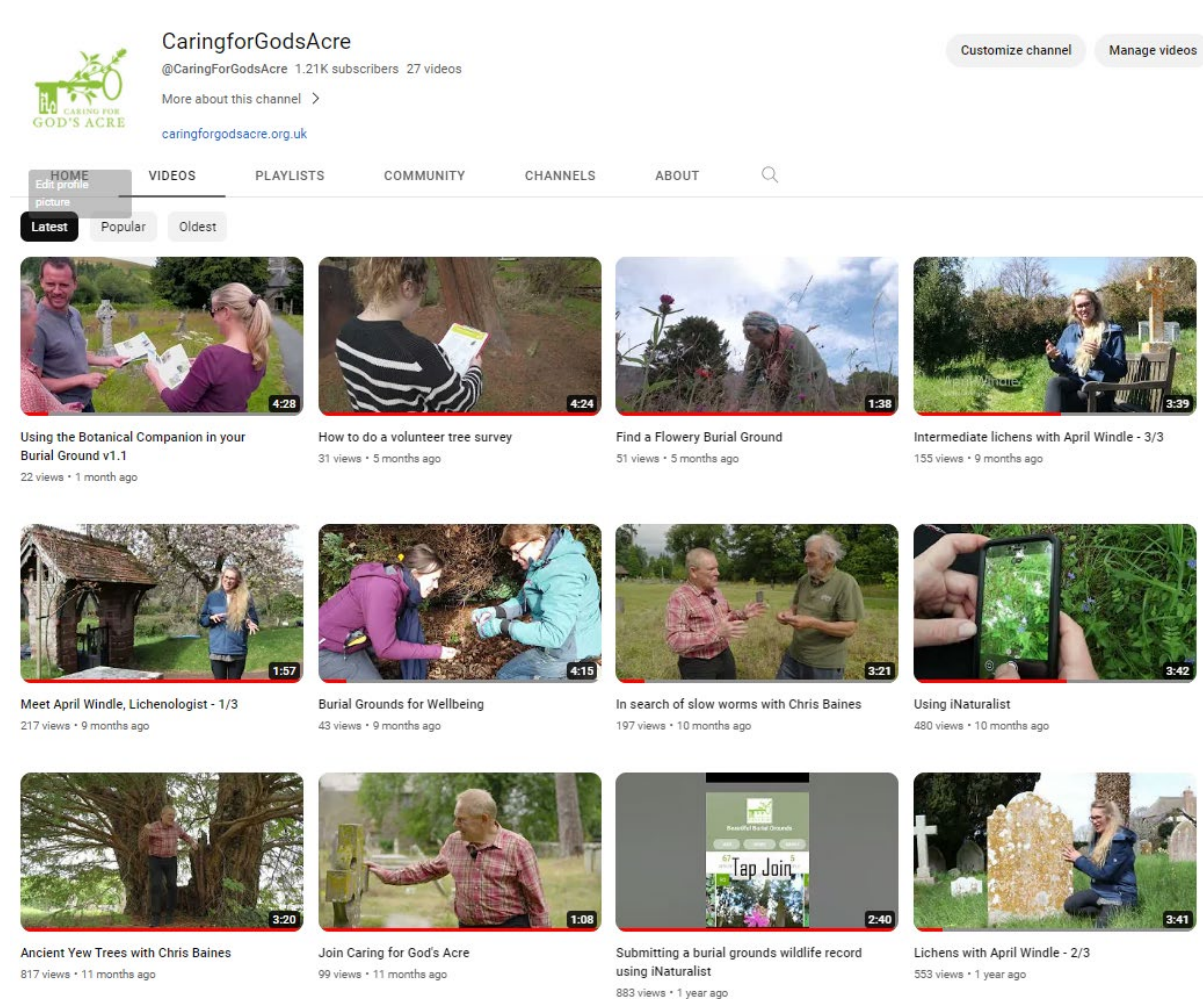
All of our project and core work relies on excellent communications and we have focused on this over the year. This has resulted in a marked increase in our reach via digital platforms including our own website and social media.

The **website** continues to be well used. **23,145** users viewed **33,923** pages over the period 1st May 2023 – 30th April 2024. The majority of visitors are finding us via Google search or by directly typing the address into a search engine. Social media continues to send traffic to the site, with Facebook sending the highest number and engagement via X (Twitter) was also good. **11,000** files have been downloaded from the resources section of the website in the twelve months 1st May 23 – 30th April 24. The online shop has brought in **£2,500** in sales, mainly of the Action Pack plus a few scythe kits.

As part of individual and diocesan membership we continue with the online members area at <https://members.caringforgodsacre.org.uk>. This site can be logged into by members to access content such as **webinar recordings, downloads and links** specific to certain topics which were covered in talks. There is also a **forum chat feature** for members to leave questions and to interact with each other. We have begun to develop an online surgery as part of the area.

Publicity and communication via social media continues:

1. 4,515 subscribers to our e-newsletters
2. 3,883 followers on X (was Twitter)
3. 1,900 followers on Facebook
4. 1,290 subscribers on YouTube
5. 585 followers on Instagram



Caring for God's Acre YouTube videos

BIOLOGICAL DATA IMPACTS

Over the past year we have been monitoring and measuring numbers of biological records in burial grounds, numbers of people making records, numbers of sites mapped and relative changes in all of these. We will be reporting separately on this so please have a look at the Biological Data report on our website.

To summarise this Biological Data report:

The numbers of records reaching the NBN portal has increased by approximately 20,000 since 2022.

When species are recorded they need to be verified as accurate by an expert which can take time. We are monitoring the rate of verification for iRecord and iNaturalist, both of which are going up.

We continue to map new sites in Wales (mostly cemeteries) and Scotland and are measuring the cumulative areas of churchyards and cemeteries. The total area of burial grounds that have been mapped on the NBN portal is 168km² which is approximately three times the size of Guernsey.

We are measuring the rate of changes that can be observed through biological recording. This includes numbers of records, numbers of species and the numbers of sites with records compared to those without any.

Burial grounds can be important refuges for rare species and habitats and we are analysing both. There are now 581 burial grounds which are Local Wildlife Sites that we know of and 2,927 species have been recorded within burial grounds that are on the Red Data list.

PROGRESS in PARTNERSHIP WORKING

Working in partnership is crucial to delivery of our aims, we can greatly increase the scope of our work and scale of reach in this way. Whilst we have constructive relationships with many charities and other organisations, during this period we are working directly in partnership with the following:

A Rocha

Ancient Yew Group

Atlantic Geomatics International

Bat Conservation Trust

Church of England

Church in Wales

Churches Conservation Trust
Coventry Diocese
Friends of Shrewsbury Cemeteries
Harper Adams University
Historic England
National Biodiversity Network
Natural England
Royal Commission on the Ancient and Historical Monuments of Wales
Shropshire Council
Warwickshire Wildlife Trust

PROJECT ACTION MAY 2023 to APRIL 2024

Project activity undertaken this year:

- 1 Church of England Environmental Support role including Churches Count on Nature 2023
- 2 God's Acre Volunteers
- 3 Opening the Ark
- 4 Heritage to Inspire
- 5 Our Digital Ancestors

1a. CHURCH of ENGLAND ENVIRONMENTAL SUPPORT ROLE

Delivered by Harriet Carty, Andrea Gilpin and Liam Taylor

This 18-month contract started 1st June 2023 with the delivery of the CofE lunchtime webinar series and of Churches Count on Nature 2023. Over the next 9 months we delivered an autumn webinar series comprising of the following talks:

Managing Ancient Trees	Russell Ball, Ancient Yew Group
Seeking Sanctuary - Conserving Amphibians & Reptiles	Angela Julian, ARG-UK
Burial Ground Mapping, More than just a Map	Tim Viney, Atlantic Geomatics
Fungi and e-DNA	Gareth Griffith, University of Aberystwyth

Time to Restore & Rebuild

Chris Baines, CfGA AGM

Publicising, Planning and Running Guided Walks
Cemetery

Janine Marriott, Arnos Vale

Finding Folklore in Burial Grounds

Clare Slack, Friends of Tower
Hamlets Cemetery

926 people booked onto this webinar series.

In January 2024 we launched 2 new e-newsletters as part of this contract, both bi-monthly, aimed at Diocesan Environmental Officers and Diocesan Advisory Committee secretaries and members.

Through publicising our supporting role, we have seen an increase in enquiries via phone, email and through the website of over 80%.

We have produced 3 new Spotter's Guides, Fungi, Corvids and Swifts, Swallows & Martins, all of which are on our website.



1b. CHURCHES COUNT ON NATURE 2023

Delivered by Harriet Carty, Andrea Gilpin, Liam Taylor and Anna Wilde

This initiative is a partnership between **Caring for God's Acre, the Church of England, the Church in Wales and A Rocha UK** (a Christian charity who run the Ecochurch award). **Churches of all denominations** were encouraged to take part in Churches Count on Nature and to run **biological recording events**. People are encouraged to organise events during **Love Your Burial Ground Week** in early June. This year's Love your Burial Ground Week and Churches Count on Nature activities in

June were a great success with an estimated **8,200** people taking part across England and Wales in 400 events in total of which 357 were registered through Churches Count on Nature 2023. **Over 10,200 records were submitted** either via the iNaturalist app, by post, iRecord or e-mail. Records came in from 335 sites so the message that it is both important and easy to submit records seems to be getting across to people.

To help people submit records we made 2 minifilms on how to record and produced a flowchart helping people get started on iNaturalist which is the platform we want people to use as it is both user-friendly and also makes records easier to verify as photography is central.



The top 3 flowers recorded were common daisy, herb Robert and ribwort plantain. The top 3 bird records were blackbird, wood pigeon and robin. Bumblebees and ladybirds were the top two most frequently recorded invertebrates.

und Week & Churches Count on Nature Events Gallery

if you have been kind enough to send in photos of your Love Your Burial Ground Week/Churches Count on Nature events taking place. Looks like a great time was had by all! your mouse cursor over the photo to see where it was taken, or click to see a bigger photo.



2. THE GOD'S ACRE CONSERVATION VOLUNTEERS

Delivered by Alex Logan

This project is on-going, and the team have been active now for over two decades. We continue to build our conservation volunteers and to seek funding for their work. Volunteers go out two or three times a week led by Alex Logan, our Volunteer Co-ordinator, supported and welcomed by local PCCs and members of the community. The volunteers carry out a range of conservation tasks, aimed at enhancing and increasing biodiversity in special places whilst keeping them accessible and welcoming for people to enjoy. Typical tasks include:

- Scything and raking to improve wildflower meadows
- Pruning
- Removing ivy from yew trees
- Making deadwood piles
- Building compost bins
- Making and installing bird and bat boxes



- Planting and laying hedges
- Repairing dry stone walls

The work follows agreed management plans drawn up by CfGA.

This has been a good year with more communities embracing our ethos, largely due to Opening the Ark project staff having capacity to link closely with local communities and inform them about our practical conservation work. We ran 104 task days in this year (up on last year) with some record attendances of volunteers with up to 16-18 volunteers present on several days, this was made up of nearly 50% locals turning up to help, learn and take 'green hay' away to create more meadows using seeds from the churchyard which will be of local provenance. This equates to 1,289 volunteer days or 6,445 volunteer hours. We have taken on another couple of new sites, and we now visit 42 sites regularly. We've given advice, support or practical assistance to burial grounds in Shropshire, North Herefordshire and Powys, soon to add South Herefordshire and Worcestershire too.

The support of our enthusiastic volunteers was vital in enabling this to happen and thanks go to them for their fantastic efforts and continued support. We have 75 volunteers registered we have gained three new volunteers and 40 of the volunteers come out on tasks regularly. There are usually up to 18 of our regular volunteers on a task, often joined by local people.

PARTNERSHIP WORKING by the God's Acre volunteer group

This year saw the God's Acre Conservation Volunteers working with several partners to deliver conservation management to as many burial grounds as possible. Partnerships included:

- **Friends of Shrewsbury Cemeteries**
- **Friends of Cressage Churchyard**
- **Shropshire Dormouse Group**
- **The Earl of Plymouth Estate**
- **The National Trust**
- **The Friends of Castle View Terrace Meadow (Ludlow).**
- **Bridgnorth Town Council**
- **Ludlow Town Council**
- **Presteigne Town Council**
- **RSPB**
- **Burwarton Show**

The volunteer team have always been interested in the biodiversity of the sites they visit and this year they continued recording species systematically and making biological records after each task. These records are submitted to SEDN, the local record centre and to NBN.

We have more swift boxes going up in our churches (thanks to the Opening the Ark project), more dormouse boxes have gone up in Bromfield where signs of dormice have been found by the Dormouse Group including particularly large animals and litters of young. This indicates that the Hazel Dormouse cannot just survive but thrive in a churchyard which has a river on two sides and busy road on the other. We have a new volunteer making habitat boxes for us, he has made around 25 tit and open fronted bird boxes to be put up in our sites.



A group of scything and raking volunteers at St Giles, Ludford 2024

The volunteers have collected several kilos of yellow rattle seed from local meadows owned by the National Trust. This seed is used to enhance our churchyard sites and is also sold for use in gardens or public spaces. One of our enterprising volunteers is helping with sales of seed and also scythe kits. We are now managing a roundabout in Presteigne. This has responded well to management and is now full of flowers and insects including yellow rattle and field scabious. Alex continues to teach scything, delivering courses for the RSPB and for Wildlife Trusts. We are now selling scythes via our website as well as at scything courses. The Opening the Ark project has also proved an invaluable link for the volunteers as we now have local people getting more involved with us and planning to collect green hay from some sites in the summer.

3. OPENING THE ARK

This project continued for 2 months into this reporting period. The time was spent in completing management plans, making 'event hampers' of resources to be kept in churches to help in running wildlife focussed events and in final reporting.

4. HERITAGE TO INSPIRE



In January 2024 a new project was launched at Longden Road Cemetery in Shrewsbury as the result of a successful National Lottery Heritage Fund grant. This was awarded to the 'Friends of Shrewsbury Cemeteries' (a longstanding group of volunteers who help to manage the site for wildlife) in conjunction with Shrewsbury Council and Caring for God's Acre. The project, 'Heritage to Inspire' will run for three years with the aims of restoring, interpreting and celebrating the rich social heritage and biodiversity of Longden Road.

The 30-acre site is something of a hidden gem. It was originally laid out in 1856 as a 'garden of remembrance' and is now designated as a Local wildlife Site on account of the wildflowers and fungi. However, the site is little visited by the public, so this project aims to invite local people to step inside the cemetery to discover more about this treasure on their doorstep.

So far, the project has achieved:

- Regular events including: bat walks, a moth release, a 'Wildlife Tracking and Signs' walk, wildflower folklore and strolls to enjoy bird song with approx. 150 people engaged and a mailing list of 50 people. Walks relating to fungi and biofluorescence are planned for later in the year.
- Restarting the monument recording, begun as part of the Beautiful Burial Grounds project. We held a welcome event for existing and new volunteers to demonstrate how the project has progressed and issue new plots with 35 people currently involved.
- A feasibility study has been commissioned to look at the reintroduction of slow worms and common lizards, species found local to the site.

- Tender documents have been issued to local, specialist contractors for the restoration of the most prominent and visually striking memorial, the Saxton-Girdler Monument with the work scheduled to take place in autumn 2024.
- Started a 'Lives at Longden' project, recruiting local artists, schools and community groups to illustrate some of the 370+ different species that make Longden Road cemetery their home.
- Developing interpretive signage for the site, with a focus on the biodiversity and social history as well as providing waymarking for people trying to locate an individual plot.
- The project has been publicised through local and national media.



5 OUR DIGITAL ANCESTORS



This project started in March 2024 and so there was little activity during this reporting period. Over the next decade the Church of England is working with AG Intl to map all Church of England burial grounds which give permission. These maps are useful for church wardens and incumbents and also anybody interested in social history or family history. AG Intl has received commercial funding to carry this out, but there are no funds for training, awareness raising or celebration of this amazing endeavour. CfGA will be delivering the people-focussed element of the initiative.

DELIVERING OUR CORE AIMS

Caring for God's Acre is constantly revisiting our core aims to ensure that we are delivering them across the board, through our project work and also the work of our core staff

Core staff are Andrea Gilpin, Mick Clifton and Harriet Carty with office and digital support from Prue Dakin and Anna Wilde. This team have been working to:

- 1 **Support local communities, groups and individuals who manage burial grounds**
- 2 **Charity and project development plus general fundraising**
- 3 **General management of the charity, its staff, governance, office**
- 4 **Organising Love Your Burial Ground Week**
- 5 **Supporting and increasing membership including Diocesan membership**

1. SUPPORT LOCAL COMMUNITIES, GROUPS & INDIVIDUALS WHO MANAGE BURIAL GROUNDS

We offer **support and guidance** to anybody involved in **managing a burial ground**. We encourage them to consider the full range of features within their site; **biodiversity, built heritage and social history** plus the opportunities to involve their local communities and inform their visitors. We advocate **investigation, recording and research** within burial grounds, to increase the body of knowledge about these fascinating places.

This is achieved through a combination of **phone calls, emails, webinars, public speaking and visits**, and through the **provision of resources** including written material, video, website content and social media. We have three paid-for services to help people plan management; **virtual visits** which involves a Zoom meeting and sharing photos, a **site visit** with bullet points and a **management brief** which follows our 5 Steps to burial ground management. These are promoted via our website.

CfGA also supports burial ground managers through the resources that we provide: our **Action Pack, Education Pack, Field Studies Council Fold-out Chart, Botanical Companion, Key to Unlock poster** and **Starter Guide**. All of these are available to download and/or buy via our website (N.B the FSC chart is only available to buy, not to unload). The **Starter Guide** is currently sent out in hard copy to anybody who requests it as part of Love Your Burial Ground week. We have **Spotters Guides** covering butterflies, wildflowers, fungi, corvids and swifts, swallows and martins on our website. For

those who want further information we have **in-depth guides** covering veteran and ancient churchyard trees, lichens, burial ground meadow and amphibians and reptiles. These guides are on our website along with **21 mini-films available** which are also on our YouTube channel.

2. CHARITY & PROJECT DEVELOPMENT PLUS GENERAL FUNDRAISING

This year has seen little project work taking place in the first half of the year, with two projects starting in 2024:

Our Digital Ancestors: CfGA initially applied in 2021 for funding to run a training project that would run in parallel to the mapping work taking place across all CofE churchyards, so that these maps can be used by local communities. We were asked to withdraw and amend our application with regards to digital accessibility. This was resubmitted in 2022 but without secure match funding in place. Our match funding is coming from Historic England who confirmed that they will fund this project in autumn 2023. We received permission to start from the Heritage Fund in March 2024 and the project got underway immediately after that.

Heritage to Inspire: This project, which takes place in a Shrewsbury cemetery, was applied for in summer 2023 and received a grant from the Heritage Fund in the autumn of 2023, ready to start January 2024.

John Ellerman Foundation: In July 2023, we were successful in receiving three-year core support funding from The John Ellerman Foundation. Over the next three years, this core support will enable us to expand our growth and increase our impact in a number of areas which includes; design of a major national project (net worth of over £1m lasting 4 or 5 years) in partnership with other organisations; enhance our position as the 'Go To' organisation for burial ground conservation, spanning built heritage, social history and biodiversity; increase our membership base; expand our income from non-grant sources; increase our activities and events for volunteers; increase biological records within burial grounds; and expand our delivery of smaller projects.

Wales-wide project: We have been building a project, in partnership with the Church in Wales during this accounting period. This will focus on generating community engagement and finding management solutions for Church in Wales churchyards. An Expression of Interest went to the Heritage Fund Welsh office just after the end of this reporting period and we expect an initial reply in the summer of 2024.

LEGACY

We have a legacy pack and dedicated staff member dealing with legacy enquiries – Anna Wilde. The legacy pack can be found here <https://www.caringforgodsacre.org.uk/support-us/leave-a-legacy/>

GEOGRAPHICAL REACH OF THE CHARITY

Following the decision in March 2023 the trustees decided that Caring for God's Acre should **extend its reach** in principle, to cover the **four nations** of the UK. We are not intending to actively work in either Scotland or Northern Ireland at present but will now be open to opportunities should they arise. We have been receiving some biological records from Scotland and Northern Ireland and, as these are received, the burial grounds in question are added to the Beautiful Burial Grounds NBN portal. So far we have 103 sites in Scotland and 1 in Northern Ireland.

3 GENERAL MANAGEMENT OF THE CHARITY

Core staff are charged with management of the charity including:

- **Managing the finances of the charity to ensure best value for all expenditure**
- **Maintaining and improving office systems to maximise effectiveness of human resources**
- **Reducing our carbon footprint and increasing sustainability**
- **Following CfGA policies and updating and checking those policies**
- **Organising meetings and reporting to trustees to allow robust governance**
- **Keeping up to date with changes in charity policies and systems.**
- **Organising the AGM which took place digitally**

CARBON FOOTPRINT

Our carbon footprint is now a standing agenda item at trustees meeting. During this year we have made the following carbon reductions:

- Seeking suppliers of office materials that are sustainable and carbon neutral. So far we have been able to switch to carbon neutral packaging for sending out sales such as Action Packs.
- Using only brown, unbleached envelopes.
- Encouraging our volunteers to lift share whenever possible.
- Prue Dakin, our Office Manager completed a carbon audit in December 2023 which can now be repeated annually.
- We have replaced the folder used for hard copies of our Action Pack with a cardboard one. It was previously plastic.

- We have investigated the carbon footprint of Foamex which we use for outdoor signs such as Meadow signs. This was found to be of low impact.
- It has proved difficult to fully assess the carbon footprint of our website but our hosting company claims to be powered by '100% certified carbon dioxide-free green hydropower'.
- We have been in the process of moving our current account and savings account from HSBC to the Co-operative Bank.

4 ORGANISING LOVE YOUR BURIAL GROUND WEEK

This national event takes place in the second week of June, spanning two weekends. People are encouraged to run **an event of their choice to encourage the public to visit their burial ground**, learn something about it and have an enjoyable time. Events are logged on the CfGA website. During 2023 there were 400 events during Love Your Burial Ground Week involving an estimated 8,200 people.

5 SUPPORTING & INCREASING MEMBERSHIP INCLUDING DIOCESAN or UNION MEMBERSHIP

INDIVIDUAL AND GROUP MEMBERSHIP

During 2023/2024 our membership forum continued to provide support to members, with all new members receiving an individual log in. We have created a library of resources including the recordings of our webinars.

The paying membership of CfGA stood at 292 members at the end of April 2024.



Two editions of the members' magazine were produced and distributed. In the spring of 2023 we changed the name and look of the magazine which is now called **Beautiful Burial Grounds**.

This year we ran a **virtual AGM on Zoom**, the speaker was our patron Professor Chris Baines who spoke about Time to Restore & Rebuild. **79** people attended the AGM.

DIOCESAN MEMBERSHIPS

We have three rolling memberships with the Church of England dioceses of, **Lichfield, Hereford** and Church in Wales diocese of, **St David's** through which CfGA supply a range of services including **advice, support, communications** and our **printed resources**. These dioceses commit to **monthly financial support** of the charity. This membership is open to dioceses and unions from other denominations.

STAFF AND GOVERNANCE

TRUSTEES

The trustees who held office during the financial year and at the date of this report are:

Oliver Goode	Chair until AGM in November 2023
Gillian Binks	Vice Chair until AGM in November 2023 when Gill resigned from the trustees
Tony Graham	Treasurer
Lisette Davies	Secretary until AGM in November 2023 when Lisette resigned from the trustees
Catherine MacCarthy	Chair following AGM in November 2023
David Primrose	Vice Chair following AGM in November 2023
Anni Holden	
Judith Leigh	
Alex Glanville	
Simon Cooter	
Colin Fenn	

New trustees are recruited as needed, either by appointment at the AGM or by co-option. In 2015 we carried out an initial **skills audit of trustees** which is updated annually. One new trustee was recruited this year, Colin Fenn. The charity is governed by its constitution.

TRUSTEE RECRUITMENT

CfGA Director or existing trustees suggest potential new trustees and identify the skills and experience which they would bring to the group. This is then considered by the Director and Chair of Trustees, assessing whether the new individual will fit with the existing skills of the trustees and whether a balance is being maintained regarding skills and experience and the objectives of the charity. If the potential new trustee is deemed to be suitable then either the Director or Chair of Trustees will approach them to see if they will be willing to stand and the other trustees are informed of this by email or post. If interested, the individual is invited to the next trustees meeting to learn more about the charity and the role of trustees. They are then invited to join.

New trustees meet with the Director prior to their first trustees meeting, who explains the work and objectives of the charity. They are given a full set of our publications and also a copy of the Roles of Trustees and generic guidelines on being a trustee from the Charity Commission.

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to its operations and finances, and are satisfied that systems are in place to minimise exposure to those risks.

GOVERNANCE ACTIVITY

During the year trustees held four trustees' meetings in June, September, December and March. Our **Finance & Risk Committee** meets a few weeks in advance of each of these meetings and then reports to full trustees. Trustees are also sent the minutes of the Finance & Risk Committee meetings. Two of the trustees' meetings took place digitally. Our December and March meetings were hybrids, with several trustees there in person and others online.

The Finance and Risk Committee oversees the **management of the finance**, monitoring expenditure against budget over the financial year. This includes the **preparation of the charity's annual accounts** and the routine financial management. This committee also considers **the risks to the charity** and the **projects being delivered** by the charity. The risk log is considered and updated at each meeting.

This committee reports to the **full board of trustees** which is responsible for approval of the budget and **the annual accounts**. This committee met four times this year with all meetings taking place on line.

Members: Oliver Goode, Tony Graham, Alex Glanville, Revd David Primrose. Also attending: Harriet Carty, Prue Dakin and Anna Wilde.

2023/2024 marked the first full year under the new **Business Plan**. This is used to report to quarterly trustee meetings by the Director.

The **Project Champions** meet or speak to the member of staff responsible for a project prior to the full board of trustees' meetings. They then **present the report** written by staff on their particular project and **add their views and information**. They take a lead in the governance of the projects for which they are champion.

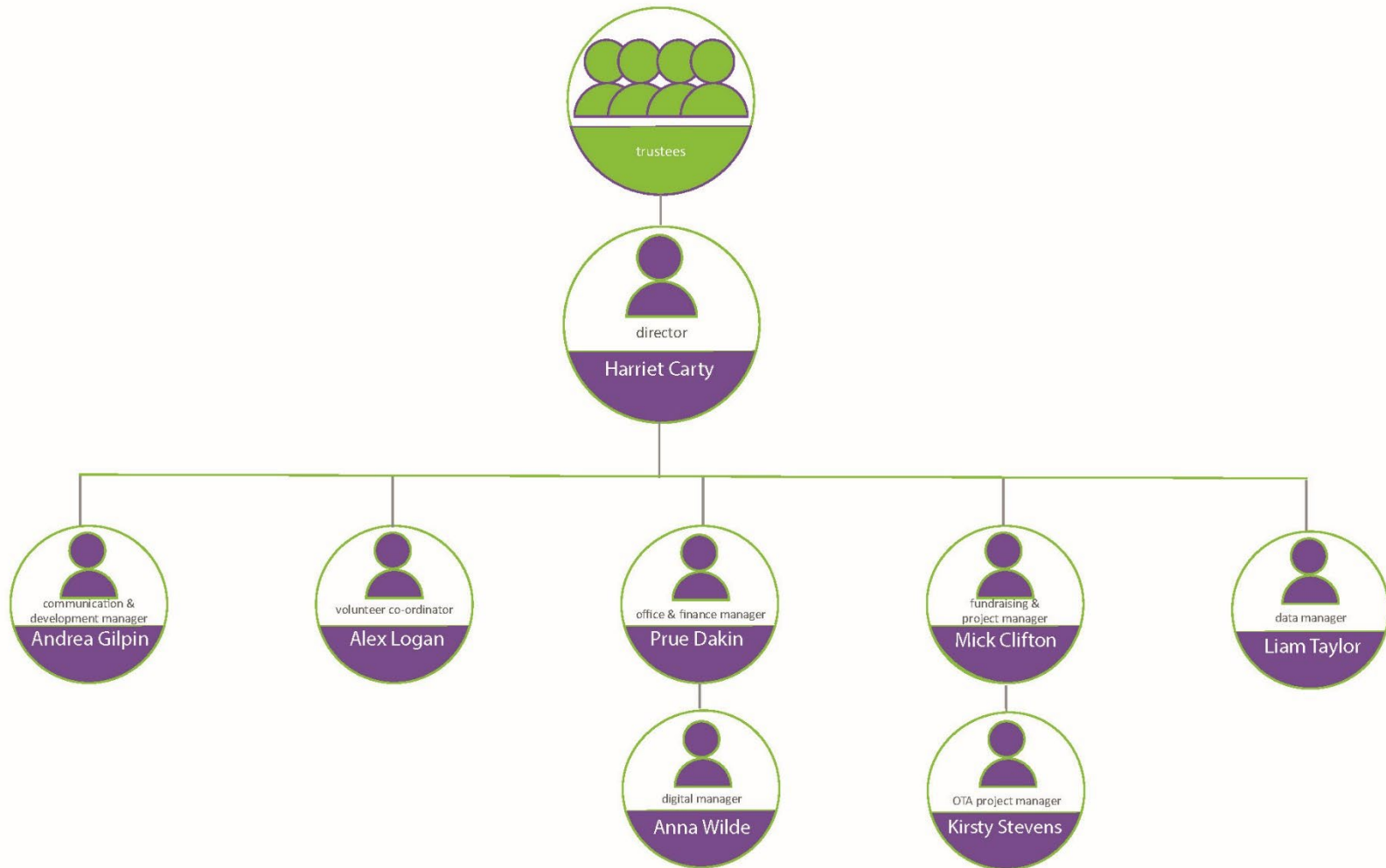
- **The CfGA Conservation Volunteers champion is Anni Holden**
- **Opening the Ark champion is Oliver Goode**
- **Our Digital Ancestors champion is Judith Leigh**
- **Heritage to Inspire champion (pending)**

Governance and support for the Director is given via the full board of trustees and also through monthly informal meetings between the **Chair of Trustees Catherine MacCarthy** and the **Director Harriet Carty**.

STAFF

During this reporting period we seen some staff changes:

Harriet Carty	Director, 3 days per week.
Andrea Gilpin	Conservation & Communications Manager, 2 days per week.
Prue Dakin	Office Manager, 3 days per week.
Anna Wilde	Digital Manager, 2 days per week.
Mick Clifton	Fund Raiser and Project Manager, 1.5 days per week.
Alex Logan	Volunteer Coordinator, 4 days per week.
Liam Taylor	Beautiful Burial Ground Data Manager, 2 days a week.
Kirsty Stevens	Opening the Ark Project Manager, 4 days per week, then 3 days per week working as office support and Heritage to Inspire Manager from January 2024.



Caring for God's Acre Organisational Chart
at April 2024

TREASURER'S REPORT 2023 - 2024

RESERVES POLICY

The Trustees believe that the Charity should hold financial reserves because:

It is promoted as best practice by the Charity Commission

It has no endowment funding for its various projects and is dependent upon income from donor funding, which is inevitably subject to fluctuation.

It requires protection against and the ability to continue operating in the event of any possible future damaging events

The Trustees believe that the minimum level of balance on reserves should be the equivalent of at least three months operating costs for the Charity as a whole. This will be calculated, reviewed and approved annually. The reserves should be built up to the desired level in stages consistent with the Charity's overall financial position and its need to maintain and develop its objectives. Based on the latest financial statements, three months operating costs amount to approximately £43,500 and this is covered by the reserves held.

TREASURER'S REPORT FOR THE FINANCIAL YEAR 1ST MAY 2023 – 30TH APRIL 2024

This was a year of transition for Caring for God's Acre. Overall, the accounts show a deficit of £8,800 for the year. Although not ideal, this was not unexpected. Total income for the year was £165,397 compared to £314,914 in 2022–23. With the completion of delivery of two projects – Beautiful Burial Grounds and Opening the Ark – restricted income from grants was down by over £198,000. This reduction was partly offset by an unrestricted grant for core costs from the John Ellermann Foundation. Over the year there was a substantial increase in subscriptions from members, up by nearly 50% to £12,837, a consequence of an increased annual fee alongside a growth in membership.

Expenditure for the year was £174,198, a reduction of nearly £105,000 compared to the previous financial year, which also highlights this was a period of transition for the charity. Staff costs were down £57,445 to £132,155, 84% of which goes towards direct charitable expenditure and the remainder on management and administration. This proportion remains the same as the previous year. There were some costs incurred on Our Digital Ancestors which accrued at the end of the

financial year and will be claimed from the National Heritage Lottery Fund in September 2024. Over the course of the year, enough unrestricted income was received to cover Caring for God's Acre's core costs.

During the year, Sarah Ellison stepped down as Treasurer. I would like to take this opportunity to thank Sarah for her diligent oversight of the charity's finances in recent years. Over the course of the year, I have been working with Prue Dakin to help the charity move to a new bookkeeping system. I thank Prue for her helpful insights as I've learnt about the various activities the charity undertakes. It seemed a natural step for me to take on the Treasurer's role after Sarah decided to step down.

Despite the current challenging economic environment, Caring for God's Acre's finances remain in a healthy state. We are at the start of a new, major project, Our Digital Ancestors, which will run for the next four years and is funded by the National Heritage Lottery Fund and Historic England, with some additional financial support from the Church of England and AG Intl. With other exciting projects in development, the future looks bright.

Tony Graham, Treasurer

CARING FOR GOD'S ACRE

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES OF CARING FOR GOD'S ACRE

I report on the Accounts of the Charities for the year ended 30 April 2024, which are set out on pages 3 to 19.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND INDEPENDENT EXAMINER

The Charities' Trustees are responsible for the preparation of Accounts. The Charities' Trustees consider that an audit is not required for this year under Section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:-

- examine the Accounts under Section 145 of the Charities' Act,
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the Charities Act), and
- to state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS' REPORT

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Charities and a comparison of the Accounts presented with those records. It also includes consideration of any unusual items or disclosure in the Accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all evidence that would be required in an audit, and consequently no opinion is given as to whether the Accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

INDEPENDENT EXAMINERS' STATEMENT

In connection with my examination, no matter has come to my attention:-

(1) which gives me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with Section 130 of the Charities Act; and
- to prepare Accounts which accord with the accounting records and to comply with the accounting requirements of the Charities Act;

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the Accounts to be reached.

S. E Hardwick
Accountant

45 Etnam Street
Leominster
Herefordshire
HR6 8AE

CARING FOR GOD'S ACRE

STATEMENT OF ACCOUNTING POLICIES YEAR ENDED 30 APRIL 2024

The Financial Statements have been prepared under the historical cost convention as modified by the revaluation of investments and in accordance with the Statement of Recommended Practice, Accounting by Charities.

INCOMING RESOURCES

All incoming resources are recognised when the charity becomes entitled to them, virtually certain of receipt and the amount can be measured with sufficient reliability.

Investment income is recorded when receivable.

RESOURCES EXPENDED

Expenditure is included in the accounts on an accruals basis. Irrecoverable VAT is charged to the Statement of Financial Activities as incurred.

FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds are unrestricted funds set aside at the discretion of the trustees for specific purposes.

Restricted funds are those donated for use in a particular area or for a specific purpose, the use of which is restricted to that area or purpose.

TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets are stated at cost less depreciation. Where tangible assets have been donated they are stated at their market value at the date of the donation.

Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Equipment	15%	Reducing Balance Basis
Computer Equipment	33%	Reducing Balance Basis
Website	3 Years	Straight Line Basis

INVESTMENTS

These are stated at the market value at the Balance Sheet date. Realised and unrealised gains and losses on investments are taken to the Income and Expenditure Account.

CARING FOR GOD'S ACRE

STATEMENT OF FINANCIAL ACTIVITIES YEAR ENDED 30 APRIL 2024

	Notes	Un- Restricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Income and Endowments					
Grants and Donations		63,813	41,037	104,850	275,343
Other Income:					
Investment Income		3,478	-	3,478	1,036
Other Income		32,800	-	32,800	3,155
Members Subscriptions		12,837	-	12,837	8,646
Charitable Activities					
Operational Programmes		11,432	-	11,432	26,734
Total Income		£124,360	£41,037	£165,397	£314,914
Expenditure:					
Expenditure on Charitable Activities	7	68,607	64,958	133,565	240,944
Support Costs	8	40,510	123	40,633	37,969
Total Expenditure		£109,117	£65,081	£174,198	£278,913
Net Expenditure before Gains on Investments		15,243	(24,044)	(8,801)	36,001
Gains on Investment Assets					
Realised		-	-	-	-
Unrealised		-	-	-	-
Transfers between Funds		(25,789)	25,789	-	-
NET MOVEMENT IN FUNDS		(10,546)	1,745	(8,801)	36,001
TOTAL FUNDS BROUGHT FORWARD		164,484	39,549	204,033	£168,032
TOTAL FUNDS CARRIED FORWARD	9	£153,938	£41,294	£195,232	£204,033

The Accounting Policies and Notes on pages 14 and 17 to 19 form an integral part of these Accounts.

CARING FOR GOD'S ACRE

BALANCE SHEET 30 APRIL 2024

	NOTES	2024	2023
		£	£
FIXED ASSETS			
Tangible Assets	1	7,756	12,287
CURRENT ASSETS			
Debtors	2	8,226	784
Cash at Bank and In Hand		182,255	193,763
		<u>190,481</u>	<u>194,547</u>
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	3	(3,005)	(2,801)
NET CURRENT ASSETS		<u>187,476</u>	<u>191,746</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>195,232</u>	<u>204,033</u>
FUNDS			
Unrestricted Funds	9	153,938	168,032
Restricted Funds	9	41,294	36,001
		<u>195,232</u>	<u>204,033</u>

Approved by the Trustees on
and signed on their behalf

Catherine MacCarthy

Chair

The Accounting Policies and Notes on pages 14 and 17 to 19 form an integral part of these Accounts.

CARING FOR GOD'S ACRE

NOTES TO THE ACCOUNTS 30 APRIL 2024

1. TANGIBLE FIXED ASSETS

	Equipment	Total
COST	£	£
Brought Forward	34,267	34,267
Additions	1,414	1,414
Disposals	(6,569)	(6,569)
As at 30 April 2024	<u>29,112</u>	<u>29,112</u>
DEPRECIATION		
Brought Forward	(24,469)	(24,469)
Charge for Year	(2,621)	(2,621)
On Disposals	5,734	5,734
As at 30 April 2024	<u>(21,356)</u>	<u>(21,356)</u>
NET BOOK VALUE		
As at 30 April 2024	<u>7,756</u>	<u>7,756</u>
As at 30 April 2023	<u>12,287</u>	<u>12,287</u>

2. DEBTORS

	2024	2023
	£	£
Debtors	7,017	-
Prepayments	1,209	784
	<u>8,226</u>	<u>784</u>

3. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Accruals	2,002	1,864
Other Creditors	1,003	937
	<u>3,005</u>	<u>2,801</u>

CARING FOR GOD'S ACRE

NOTES TO THE ACCOUNTS 30 APRIL 2024

4. STAFF COSTS	2024 £	2023 £
Wages and Salaries	132,155	189,600
	132,155	189,600

The average number of employees was 8, in respect of which expenditure was in the following ratios:-

	%	%
Direct Charitable Expenditure	84	84
Management and Administration	16	16
	100	100

5. TRUSTEES REMUNERATION AND EXPENSES

None of the Trustees received any remuneration in respect of their activities as Trustees.

6. NET EXPENDITURE FOR THE YEAR

This is stated after charging:

	£	£
Depreciation	2,621	3,581
Loss on Disposal	85	-
Independent Examiners Fees	1,957	1,864

7. CHARITABLE ACTIVITIES

	£	£
Salaries	111,010	163,056
Project Costs	972	-
Consumables	2,387	4,493
Volunteer Costs	775	3,390
Training & Events	-	8,235
Travel Expenses	4,430	7,511
Publicity & Information	2,728	14,514
Professional Fees	8,557	35,894
Depreciation	2,621	3,851
Loss on Disposal	85	-
	133,565	240,944

CARING FOR GOD'S ACRE

NOTES TO THE ACCOUNTS 30 APRIL 2024

8. SUPPORT COSTS

	2024 £	2023 £
Salaries	21,145	26,544
Membership Costs	1,639	-
Rent & Office Expenses	14,288	8,802
Accountancy Fees	2,577	2,513
Treasurer Expenses	900	-
Sundry Expenses	84	110
	<u>40,633</u>	<u>37,969</u>

9. MOVEMENT ON FUNDS

Restricted	Fund Balance B/F	Incoming Resources	Outgoing Resources	Transfer Funds	Fund Balance C/F
Beautiful Burial Ground	20,972	-	(6,678)	-	14,294
Opening The Ark	18,577	12,070	(11,813)	(18,834)	-
Our Digital Ancestors	-	27,000	-	-	27,000
	<u>39,549</u>	<u>39,070</u>	<u>(18,491)</u>	<u>(18,834)</u>	<u>41,294</u>
Unrestricted	Fund Balance B/F	Incoming Resources	Outgoing Resources	Transfer Funds	Fund Balance C/F
General	152,197	126,327	(155,707)	23,365	146,182
Designated Funds: Fixed Assets	12,287	-	-	(4,531)	7,756
	<u>164,484</u>	<u>126,327</u>	<u>(155,707)</u>	<u>18,834</u>	<u>153,938</u>

CARING FOR GOD'S ACRE

CHARITY NO: 1155536

DETAILED MANAGEMENT ACCOUNTS

YEAR ENDED 30 APRIL 2024

ARMSTRONG ROGERS & CO
Accountants
LEOMINSTER

**CARING FOR GOD'S ACRE
FUNDING INCOME & EXPENDITURE ACCOUNT
YEAR ENDED 30 APRIL 2024**

	Total	General	God's Acre Volunteers	Beautiful Burial Ground	Opening The Ark	Our Digital Ancestors	Church of England	Heritage to Inspire	Churches Count on Nature	Small Projects
	£	£	£	£	£	£	£	£	£	£
INCOME										
Grants & Donations	104,850	63,813	1,967	-	12,070	27,000	-	-	-	-
Interest Received	3,478	3,478	-	-	-	-	-	-	-	-
Members Subscriptions	12,837	12,837	-	-	-	-	-	-	-	-
Other Income	32,800	32,800	-	-	-	-	-	-	-	-
Operational Programmes	11,432	11,432	-	-	-	-	-	-	-	-
Total Income	165,397	124,360	1,967	-	12,070	27,000	-	-	-	-
CHARITABLE ACTIVITIES										
Salaries	111,010	60,590	19,799	5,079	6,087	-	14,257	5,198	-	-
Project Costs	972	-	-	-	-	-	-	-	972	-
Consumables	2,387	228	1,669	-	480	-	-	10	-	-
Volunteer Costs	775	-	733	-	42	-	-	-	-	-
Travel Expenses	4,430	1,958	1,685	99	571	-	-	111	-	6
Publicity & Information	2,728	2,728	-	-	-	-	-	-	-	-
Professional Fees	8,557	397	-	1,500	4,633	-	-	800	-	1,227
Depreciation	2,621	2,621	-	-	-	-	-	-	-	-
Loss on Disposal	85	85	-	-	-	-	-	-	-	-
	133,565	68,607	23,886	6,678	11,813	-	14,257	6,119	972	1,233
MANAGEMENT & ADMINISTRATION										
Salaries	21,145	21,145	-	-	-	-	-	-	-	-
Membership Costs	1,639	1,639	-	-	-	-	-	-	-	-
Rent & Office Expenses	14,288	14,165	123	-	-	-	-	-	-	-
Accountancy Fees	2,577	2,577	-	-	-	-	-	-	-	-
Treasurer Expenses	900	900	-	-	-	-	-	-	-	-
Sundry Expenses	84	84	-	-	-	-	-	-	-	-
	40,633	40,510	123	-	-	-	-	-	-	-
Total Expenditure	174,198	109,117	24,009	6,678	11,813	-	14,257	6,119	972	1,233
EXCESS OF INCOME OVER EXPENDITURE	(8,801)	15,243	(22,042)	(6,678)	257	27,000	(14,257)	(6,119)	(972)	(1,233)
FUNDS BROUGHT FORWARD	204,033	164,484	-	20,972	18,577	-	-	-	-	-
TRANSFERS BETWEEN FUNDS	-	(25,789)	22,042	-	(18,834)	-	14,257	6,119	972	1,233
FUNDS CARRIED FORWARD	195,232	153,938	-	14,294	-	27,000	-	-	-	-

CARING FOR GOD'S ACRE
DETAILED INCOME & EXPENDITURE ACCOUNT
YEAR ENDED 30 APRIL 2024

	2024		2023	
	£	£	£	£
INCOME				
Un-restricted - Grants & Donations	63,813		16,310	
- Interest Received	3,478		1,036	
- Members Subscriptions	12,837		8,646	
- Other Income	32,800		3,155	
- Operational Programmes	11,432		23,564	
		124,360		52,711
Restricted - Grants & Donations	41,037		259,033	
- Operational Programmes	-		3,170	
		41,037		262,203
CHARITABLE ACTIVITIES				
Salaries	111,010		163,056	
Project Expenses	972		-	
Consumables	2,387		4,493	
Volunteer Costs	775		3,390	
Training & Events	-		8,235	
Travel Expenses	4,430		7,511	
Publicity & Information	2,728		14,514	
Professional Fees	8,557		35,894	
Depreciation	2,621		3,851	
Loss on Disposals	85		-	
		(133,565)		(240,944)
MANAGEMENT & ADMINISTRATION				
Salaries	21,145		26,544	
Membership Costs	1,639		-	
Rent & Office Expenses	14,288		8,802	
Accountancy Fees	2,577		2,513	
Treasurer Fees	900		-	
Sundry Expenses	84		110	
		(40,633)		(37,969)
EXCESS OF EXPENDITURE OVER INCOME		(£8,801)		£36,001

**SCHEDULE OF FIXED ASSETS
YEAR ENDED 30 APRIL 2024**

	C O S T				D E P R E C I A T I O N					NET BOOK
	As at	Additions	Disposals	As at	As at	On	Rate	This	As at	VALUE
	1.5.2023			30.4.2024	1.5.2023	Disposals		Year	30.4.2024	30.4.2024
	£	£	£	£	£	£		£	£	£
EQUIPMENT										
Scythes	7,301			7,301	(3,060)		15	(636)	(3,696)	3,605
Garden Tools	449			449	(403)		15	(7)	(410)	39
Wheeled Trimmer	839		(839)		(832)	832				
Hand Hay Baler	220		(220)		(218)	218				
Wheeled Trimmer	839		(839)		(832)	832				
Hand Hay Baler	350		(350)		(347)	347				
19" TFT Monitor	129		(129)		(124)	124				
Olympus Camera	430		(430)		(428)	428				
Computer Equipment	800		(800)		(794)	794				
2 Book cases	336		(336)		(332)	332				
3 Tables and Chairs	586		(586)		(579)	579				
Perch Office Stool	150		(150)		(141)	141				
Website	6,600			6,600	(6,600)		3yrs		(6,600)	
Filming Equipment	1,379			1,379	(1,101)		33	(92)	(1,193)	186
Dell Laptop	2,442			2,442	(1,950)		33	(162)	(2,112)	330
Samsung Tablet	433			433	(346)		33	(29)	(375)	58
IT Equipment	475			475	(379)		33	(32)	(411)	64
Laptop	555			555	(443)		33	(37)	(480)	75
Office Chair	351			351	(168)		15	(27)	(195)	156
Microsoft Surface	649		(649)		(518)	518				
Zoom Recorder	213			213	(170)		33	(14)	(184)	29
Dell Laptop	485		(485)		(339)	339				
Asus ExpertBook	1,079			1,079	(755)		33	(107)	(862)	217
Printer	204			204	(112)		33	(30)	(142)	62
Office Chair	410			410	(226)		33	(61)	(287)	123
Asus Laptop	526			526	(290)		33	(78)	(368)	158
Dell Laptop & Monitor	759			759	(418)		33	(113)	(531)	228
Vostro 3515 Laptop	809			809	(446)		33	(120)	(566)	243
Cycle	2,907			2,907	(1,602)		33	(431)	(2,033)	874
Gazebos (2)	561		(187)	374	(185)	62	33	(83)	(206)	168
Swift Boxes	569		(569)		(188)	188				
Lenovo Laptop	432			432	(143)		33	(95)	(238)	194
Lenovo Laptop V15		630		630			33	(208)	(208)	422
Lenovo Thinkbook Laptop		784		784			33	(259)	(259)	525
TOTAL	£34,267	£1,414	(£6,569)	£29,112	(£24,469)	£5,734		(£2,621)	(£21,356)	£7,756

Accounts



ANNUAL REPORT 2022 - 2023



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Cover photo: Jane O’Dell, St Mary’s, Oldberrow, Warwickshire

REPORT FROM THE CHAIR

Welcome to the 2023 Annual Report.

How easy it is amid all the statistics, to forget the pleasure that we find in those patches of nature, the little green wildernesses down the road, the burial ground near you. Each one offers tranquillity, solace and extraordinary bio-diversity in what is often a small space.

So many of you have worked with CfGA over the past year and you will each have a different story to tell, a moment which will have stayed with you. That is the magic of the natural world. We react to it individually and we are changed by it.

What is so fantastic is that this Report helps us to understand how all those individual moments can be utilised to record and illustrate what is there and describe the changes that can be brought about by effective management.

I have had the privilege to Chair CfGA for the last eight years and as I hand over to Catherine MacCarthy, your new Chair, in December four things will bring me special pleasure.

Firstly, the growth of the Charity over those years; its increasing effectiveness as an advocate for nature in Burial Grounds and its ability to build effective partnerships to achieve so much more than it ever could by itself. Among other things partnerships are our route to increasing impact nationally, to new recording of what is in burial grounds. They help us build new ways of working, incorporate innovation into our programmes and seek answers to new questions such as sequestration of carbon in burial grounds. We owe all those organisations with whom we work in partnership a huge debt of gratitude, just as they look to us to help them achieve their objectives.

Secondly, I will be grateful to you; for the huge number of individuals and groups who come to our events and activities. Each one of you has helped us to shape what we do and how we do it. We learn from each activity, each contact. All of our funding applications has been shaped by all the work that went before it. For instance you will read in this report how over 20,000 of you attended over 800 events during the Love your Burial Ground Week. Thank you to each one of you. I know we will keep learning from your experiences.

Of course this activity is entirely dependent on the invaluable contribution of our members, organisations and sponsors, we are so lucky to have such a committed group of funders who see the value of our work and are prepared to underwrite our activities. Over the last year, a very challenging one for all charities, our fundraising staff have managed to find the support of so many

new funding organisations to work alongside long standing supporters, we are really grateful to each one. You will see in the financial sections how well their contributions have been spent.

And finally, I will have most pleasure in looking at the group of staff at the heart of CfGA. Each one of them makes a unique contribution to our work. You will know as well as I do how hard they work, as most of you will have had the opportunity to see their work or even help them do it. They are shaping CfGA into the 'go to' organisation for burial ground conservation and management and I am so proud to see how their work has born such fruit.

So the future is in good hands, the future is CfGA!

Oliver Goode,

Chair, Caring for God's Acre

October 2023



GENERAL INFORMATION

PRESIDENT

HRH The Former Prince of Wales

PATRONS

Sir Roy Strong, CH

The Rt Revd Dr Alan Smith, The Bishop of St Albans

Dr George Peterken OBE

Prof Chris Baines

Prof Stefan Buczacki

Brigit Strawbridge Howard

TRUSTEES

Oliver Goode Chair

Gillian Binks Vice Chair

Sarah Ellison Treasurer

Lisette Davies Secretary

Anni Holden

Judith Leigh

Catherine MacCarthy

Alex Glanville

Simon Cooter

David Primrose

STAFF

Harriet Carty Director

Andrea Gilpin Conservation & Communications Manager

Prue Dakin Office Manager

Anna Wilde Digital Manager

Alex Logan Conservation Volunteer Manager

Georgina Sharp Beautiful Burial Ground Community Coordinator -
Georgina left CfGA at the end of 2022

Liam Taylor Beautiful Burial Ground Data Manager

Mick Clifton	Fund Raiser and Project Manager
Kirsty Stevens	Opening the Ark Project Manager
Megan Gallant	Opening the Ark Project Assistant – Megan left CfGA at the end of March 2023

BANKERS

HSBC, 6 High Street, Bishop's Castle, Shropshire, SY9 5BJ

INDEPENDENT EXAMINER

S.E. Hardwick, Armstrong Rogers & Co., 45 Etnam Street, Leominster
Herefordshire, HR6 8AE

CONTACT

11 Drover's House, The Auction Yard, Craven Arms, Shropshire SY7 9BZ
01588 673041 - info@cfga.org.uk - www.caringforgodsacre.org.uk

Charity Registration Number 1155536.

**CfGA commenced operations as a Charitable Incorporated Organisation (CIO) on 1st May 2014 -
CIO Number CE000722.**

OBJECTIVES OF THE CHARITY

The charity's objectives are to promote, for the benefit of the public and for the advancement of education, the conservation, enhancement and interpretation of the natural and built features of burial grounds of all types and denominations.

ACTIVITIES

- To carry out projects as they arise in the furtherance of the objectives stated above
- To encourage the public to investigate, research and record within burial grounds thus adding to the body of information and records made
- To assist those with responsibility for burial ground maintenance with advice and support
- To promote public awareness of burial ground importance and conservation
- The Trustees have complied with the duty in section 4 of the Charities Act 2006 to have due regard to guidance published by the Commission concerning public benefit.

REVIEW OF COMMUNICATIONS

Communication developments are led by Andrea Gilpin and Anna Wilde

All of our project and core work relies on excellent communications and we have focused on this over the year. This has resulted in a marked increase in our reach via digital platforms including our own website and social media.

The **website** continues to be well used. **29,635** users viewed **99,107 pages** over the period 1st May 2022 – 30th April 2023. The majority of visitors are finding us either via Google search or directly typing the address into a search engine. Social media continues to send traffic to the site, with Facebook sending the highest number and engagement via Twitter was also good.

As part of individual and diocesan membership we continue with the online members area at <https://members.caringforgodsacre.org.uk>. This site can be logged into by members to access content such as **webinar recordings, downloads and links** specific to certain topics which were covered in talks. There is also a **forum chat feature** for members to leave questions and to interact with each other. We have begun to develop an online surgery as part of the area.

Publicity and communication via social media continues:

- **2,717 subscribers to our e-newsletter**

- 3,836 followers on Twitter
- 1,700 followers on Facebook
- 1,219 subscribers on YouTube
- 428 followers on Instagram



CaringforGodsAcre

@CaringForGodsAcre 1.21K subscribers 27 videos

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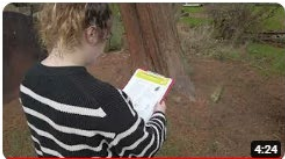
Popular

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Using the Botanical Companion in your Burial Ground v1.1

22 views • 1 month ago



How to do a volunteer tree survey

31 views • 5 months ago



Find a Flowery Burial Ground

51 views • 5 months ago



Intermediate lichens with April Windle - 3/3

155 views • 9 months ago



Meet April Windle, Lichenologist - 1/3

217 views • 9 months ago



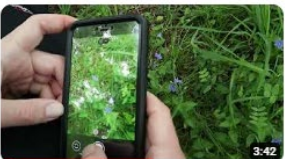
Burial Grounds for Wellbeing

43 views • 9 months ago



In search of slow worms with Chris Baines

197 views • 10 months ago



Using iNaturalist

480 views • 10 months ago



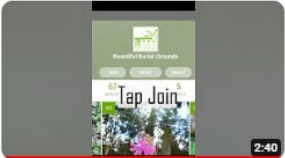
Ancient Yew Trees with Chris Baines

817 views • 11 months ago



Join Caring for God's Acre

99 views • 11 months ago



Submitting a burial grounds wildlife record using iNaturalist

883 views • 1 year ago



Lichens with April Windle - 2/3

553 views • 1 year ago

Caring for God's Acre YouTube videos

REVIEW OF PROJECT ACTIVITY

Project activity undertaken this year:

- 1 **The Beautiful Burial Ground including Churches Count on Nature**
 - 2 **God's Acre Volunteers**
 - 3 **Biodiversity Hotspots in Mid and North East Wales**
 - 4 **Celebrating Birmingham's Burial Grounds**
 - 5 **Welsh Burial Grounds for Wildlife**
 - 6 **Opening the Ark**
-

1. THE BEAUTIFUL BURIAL GROUND

Delivered by Harriet Carty, Georgina Sharp and Liam Taylor, supported by Prue Dakin, Andrea Gilpin, Anna Wilde and Mick Clifton

The **Beautiful Burial Ground (BBG)** project finished during this reporting period, at the end of 2022 having run for **4 years and 7 months**. This was our largest project to date, involving two dedicated members of staff, George (4 days) and Liam (4 days), plus combined nine days per week from Prue (2 days), Andrea (1 day), Anna (1½ days) and Harriet (2½ days) and Mick (2 days).

So much has happened during BBG which can be summarised under 3 headings:

1. We created linked systems that allow everyone to see what's already known about an individual burial ground, giving a full picture. To do this we worked with national organisations able to manage large datasets. We now have a **BBG portal** and more information on the Church Heritage Records of both England and Wales. It's now possible to check an individual burial ground and see what's known about its wildlife, ancient trees, listed monuments and more.
2. It's great to know what has already been recorded in a particular churchyard, chapel yard or cemetery but it's also vital to keep adding more information. We've encouraged people to get out exploring, recording monuments and archaeology and making lists of species they see, be it a blackbird or a rare waxcap!

3. We're a small charity and can't do this alone. BBG has been a project of partnerships and collaboration with churches, councils, experts, interest groups and other conservation charities. **Thank you to all who worked with us, we will continue to work in this collaborative way.**

Stand-out achievements are:

The number of people who got involved. **Love Your Burial Ground Week** activities took place across **808 burial grounds**, with many people joining in through **Churches Count on Nature**. In all, about **20,000 people** were involved, across England and Wales, many of whom had never done something like this before and our feedback forms showed that they loved it. Large numbers of experienced naturalists and social history experts have now started to record regularly in burial grounds with about **650 continuing to regularly submit records** of species, to photograph monuments or record inscriptions.

Volunteering or 'citizen science' is of huge value to a charity like Caring for God's Acre, we estimate that the financial worth of the work done by volunteers during BBG is **£857,115**.

Thanks to BBG we now know far more about burial grounds, in particular the rich biodiversity they contain. You can [look up an individual site](#) and see what's known to be there and can also start to get a feel for the cumulative importance of these places. Information generated during BBG is stored in a few places. Biodiversity information is on the BBG portal of the NBN Atlas; information on listed structures (and some biodiversity information) is on the Church Heritage Records of England and Wales. It can also be found within local environmental record centres, regional archives and Welsh archaeological trusts.

We now have **over 87,000 new heritage records across 6,273 burial grounds in England and Wales**. The key features of each site can also be viewed on the Church Heritage Records, bringing wildlife information into the heart of church planning. Look out for **Ancient and Veteran Tree information** (from the Woodland Trust), designations such as **Local Wildlife Site** (from county Wildlife Trusts), rare species in the **Seek Advice** list and a **Summary of Ecological Importance** to help site managers to make informed decisions.

We hoped that BBG would encourage people to think of burial grounds in a new way, be they church warden, local authority employee, neighbour or naturalist. There is good evidence to suggest that this is happening, with those managing burial grounds taking a holistic view and managing for heritage, wildlife and people. One happy result is that **people feel increasingly welcome to visit and**

enjoy their local burial ground, and there is a changing perception of the importance of these places within the community.

Although this particular project has closed this is not the end of **The Beautiful Burial Ground** – we will continue to promote it, to encourage recording and to use the data in a range of ways. In particular it really helps us to support those managing them and to champion their importance both locally and nationally.

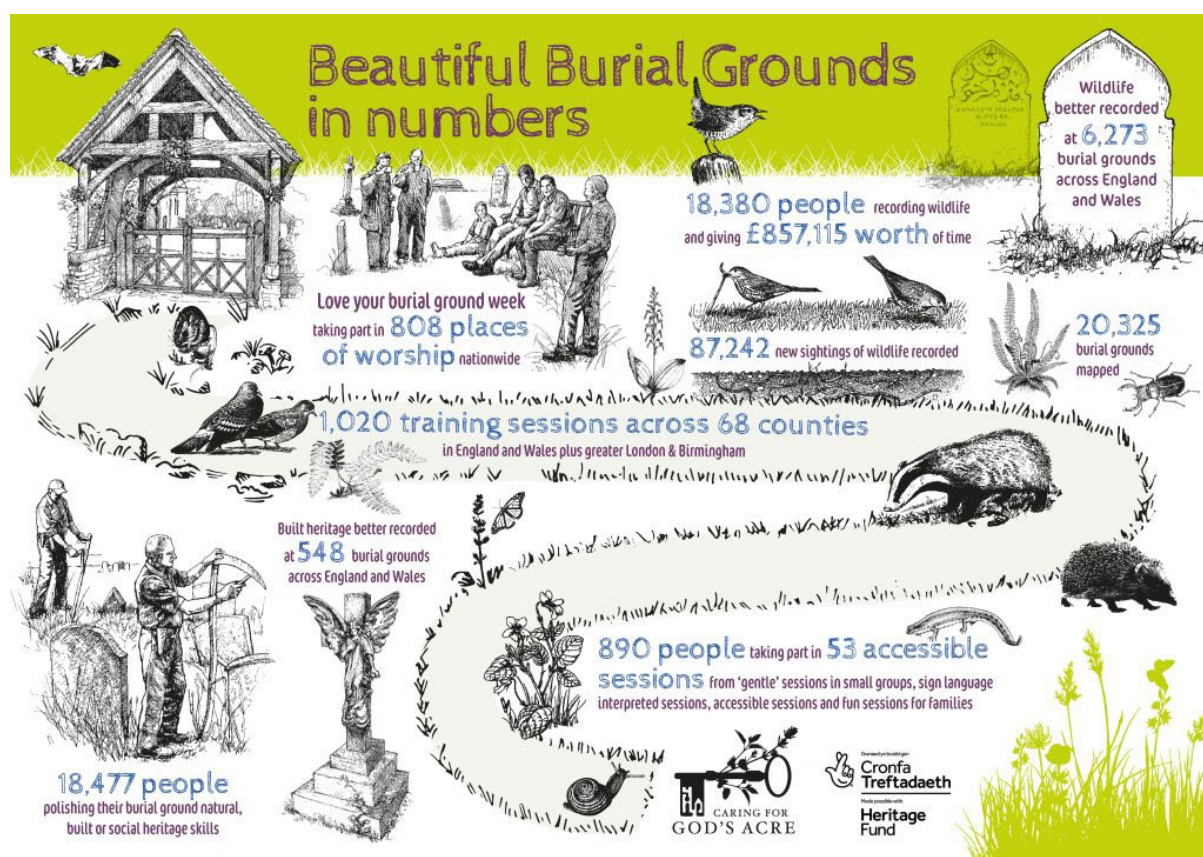
To give the final word to our evaluator; “*Given Beautiful Burial Grounds has been such an accomplished project, it will be fascinating to see what this organisation can achieve next.*”

We have continued to work in partnership with the **National Biodiversity Network, the Church of England and the Church in Wales** to sustain the work of this project and to keep it going as part of our core work.

The Beautiful Burial Ground project was funded by the National Lottery Heritage Fund, thanks to National Lottery players.



Some highlights from the project from our evaluator, Heritage Insider:



2. CHURCHES COUNT ON NATURE

Delivered by Harriet Carty, Andrea Gilpin and Anna Wilde

This initiative is part of the BBG project and is a partnership between **Caring for God's Acre, the Church of England, the Church in Wales and A Rocha UK** (a Christian charity who run the Ecochurch award). **Churches of all denominations** were encouraged to take part in Churches Count on Nature and to run **biological recording events**. People are encouraged to organise events during **Love Your Burial Ground Week** in early June. This year's Love your Burial Ground Week and Churches Count on Nature activities in June were a great success with **over 4,000** people taking part across England and Wales in 335 burial grounds.

Over 10 thousand records were submitted either via the iNaturalist app, by post, iRecord or e-mail. The top flowers recorded were common daisy, herb Robert and ribwort plantain. The top three bird records were blackbird, wood pigeon and robin. Bumblebees and ladybirds were the top two most frequently recorded invertebrates.

und Week & Churches Count on Nature Events Gallery

if you have been kind enough to send in photos of your Love Your Burial Ground Week/Churches Count on Nature events taking place. Looks like a great time was had by all! your mouse cursor over the photo to see where it was taken, or click to see a bigger photo.



Photo Gallery of photos sent in by CCoN and Love Your Burial Ground Week participants

3. THE CARING FOR GOD'S ACRE CONSERVATION VOLUNTEERS

Delivered by Alex Logan



This project is on-going and the team have been active now for **over two decades**. We continue to build our conservation volunteers and to seek funding for their work. Volunteers go out two or three times a week led by Alex Logan, our Volunteer Co-ordinator, supported and welcomed by local PCCs and members of the community. The volunteers carry out a **range of conservation tasks**, aimed at enhancing and increasing biodiversity in special places whilst keeping them accessible and welcoming for people to enjoy. Typical tasks include:

- Scything and raking to improve wildflower meadow habitats;
- Pruning;
- Removing ivy from yew trees;
- Making deadwood piles;
- Building compost bins;
- Making and installing bird and bat boxes;
- Planting and laying hedges;
- Repairing dry stone walls.

The work follows agreed management plans drawn up by CfGA.

This has been a good year with more communities embracing our ethos, largely due to Opening the Ark Project staff having capacity to link closely with local communities and inform them about our practical conservation work. We ran **105 task days** in this year (up on last year) with some record attendances of volunteers with **up to 25 volunteers present**, this was made up of **nearly 50% locals** turning up to help, learn and take green hay away. This equates to **689 volunteer days or 3,445 volunteer hours**. We have taken on another couple of new sites and we now visit **42 sites regularly**. We've given advice, support or practical assistance to burial grounds in Shropshire, Herefordshire and Powys, soon to add South Herefordshire and Worcestershire too.

The support of our enthusiastic volunteers was vital in enabling this to happen and thanks go to them for their fantastic efforts and continued support. We have **74 volunteers registered** (the same as last year, we have gained a new volunteer and very sadly our volunteer Rose passed away last November), **40** of the volunteers come out on tasks regularly. There are usually up to **18** of our regular volunteers on a task, often joined by local people.

PARTNERSHIP WORKING

This year saw the CfGA Conservation Volunteers **working with several partners to deliver conservation management to as many burial grounds as possible**. Partnerships included:

- **Friends of Longden Road Cemetery**
- **Friends of Cressage Churchyard**
- **Shropshire Dormouse Group**
- **The Earl of Plymouth Estate**
- **The National Trust**
- **The Friends of Castle View Terrace meadow (Ludlow).**
- **Bridgnorth Town Council**

The volunteer team have always been interested in the biodiversity of the sites they visit and this year they continued **recording species systematically and making biological records** after each task. These records are submitted to the local record centre and to NBN.

We have more **swift boxes** going up in our churches (thanks to The OTA project), more **dormouse boxes** have gone up in Bromfield where signs of dormice have been found by The Dormouse Group including particularly large animals and litters of young. This indicates that the Hazel Dormouse cannot just survive but thrive in a churchyard which has a river on two sides and busy road on the other. We have a new volunteer **making habitat boxes for us**, he is in the process of making around 25 tit and open fronted bird boxes to be put up in our sites.



A volunteer scything meadow grass at Clifford nr Hay on Wye.

The volunteers have collected several kilos of yellow rattle seed from local meadows owned by the National Trust. This seed is used to enhance our churchyard sites and is also sold for use in gardens or public spaces. One of our enterprising volunteers is helping with sales of seed and also scythe kits. We are now managing a roundabout in Presteigne. This has responded well to management and is now full of flowers and insects including yellow rattle and field scabious. Alex continues to teach scything, delivering courses for the RSPB and for Wildlife Trusts. We are now selling scythes via our website as well as at scything courses. The Opening the Ark project has also proved an invaluable link for the volunteers as we now have local people getting more involved with us and planning to collect green hay from some sites in the summer.

4. BIODIVERSITY HOTSPOTS ACROSS WALES

Delivered by Andrea Gilpin and Mick Clifton

Biodiversity Hotspots Across Wales (Mid & North East Wales) finished during this reporting period. The project reached across the Welsh counties of Wrexham, Flintshire, Denbighshire, Ceredigion and Powys with the aim of supporting burial ground managers to increase biodiversity within their site. The project was funded from October 2020 and was completed in March 2023. Outputs included:

- Over 70 burial grounds were registered with the scheme
- 80 volunteer burial ground champions were identified and supported
- 51 grassland surveys of burial grounds were undertaken
- 15 training workshops were delivered
- 90 base maps of burial grounds were disseminated
- 94 Biodiversity Management Briefs for burial grounds were developed
- 22 Best practice sites were identified
- 4 mini films were produced
- 22 native seed doner sites were identified
- 7 Case Studies completed

Biodiversity Hotspots Across Wales was a tremendous success, delivering **demonstrable biodiversity benefits** to those registered with the project. As well as working with individual burial ground managers through the project, we also provided support to local authority owned cemeteries in **Wrexham, Flintshire, Denbighshire, Ceredigion and Powys**. It is worth noting the impact the project had on one particular local authority – Powys Council (PC); as part of the initial project scoping, PC signed up for the Hotspot project with a view of including four cemeteries. PC also attended most of the project webinars and zoom discussions. It became evident that PC was increasingly interested in the biodiversity of their own sites and was keen to engage with the project as much as possible. This resulted in PC **hosting 6 grassland surveys** and working with the project to produce a **Management Brief Template** that includes all their **19 sites**. PC has started taking management actions forward not only in the Hotspot cemeteries that received a survey, but within all their burial ground sites across Powys.

Biodiversity Hotspots across Wales is funded by the Welsh Government via Natural Resources Wales.



5. CELEBRATING BIRMINGHAM'S BURIAL GROUNDS

Delivered by George Sharp, Harriet Carty and Anna Wilde

This project started in December 2019 and ended in December 2022. This project was primarily concerned with **social history** and took place within **5 burial grounds in Birmingham**, which are:

- **St Mary's Churchyard, Handsworth**
- **Brandwood End Cemetery**
- **Key Hill Cemetery**
- **Warstone Lane Cemetery**
- **St Barnabas Churchyard, Erdington**

Using a bespoke digital system we mapped the **5** sites, ran **44** memorial recording sessions which (alongside some wonderful independent recorders) recorded the inscriptions of over **4,338** memorials and the details of **7,610** people have been added to the **5** digital maps in **12** group sessions and many, many hours of people continuing this work at home. Our wonderful volunteers are still working away and the numbers are still rising. We also ran **2** dawn chorus walks, a **BioBlitz**, a **family session** and a **Churches Count on Nature** session. We organised **6** talks, part-funded **3** **after-school club sessions**, and **ran 2 fungi walks**. Watch the [Short Film of volunteers in Warstone Lane Cemetery](#).

Celebrating Birmingham's Burial Grounds is funded by the National Heritage Lottery Fund, Historic England and the Garfield Weston Foundation.



6. WELSH BURIAL GROUNDS FOR WILDLIFE



Delivered by Mick Clifton and Harriet Carty

'Welsh Burial Grounds for Wildlife' finished during this reporting period and has given burial ground managers significant opportunities for learning and improving skill sets. Through this project, we now have a **comprehensive set of bespoke learning materials (Welsh & English language)**, aimed at those who manage burial grounds, focusing on **biodiversity and connecting people with nature**.

These include: **How to Guides** (Lichens, Ancient & Veteran Trees, Flower Rich Meadow, Amphibian & Reptiles), **Mini films** (Using the Botanical Companion, Grassland & iNaturalist, Lichens 1 & 2, Find a

Beautiful Burial Ground Near You, Yew Trees with Chris Baines, Amphibian & Reptiles with Chris Baines, Volunteer Tree Survey and Membership Promotion) & a **Wales-wide leaflet on Burial Ground Biodiversity**.

Our project has also enabled us to engage with over **500 burial ground managers** throughout Wales, producing **biodiversity gains in burial grounds** as well as connecting people with nature.

Examples include:

- ‘Hub’ **training** at St Asaph and at Abergavenny
- Attending a **Diocese ‘Eco-fest’**
- Providing a series of **webinars** (in total reaching 188 Welsh attendees)
- Increasing **biological recording** in burial grounds throughout Wales (we now have in excess of **8,500 biological records** from Welsh burial grounds)
- Delivering **Beautiful Burial Ground** talks in Wales (215 attendees in total)

In addition to the above, through this project we were also able to **increase our Membership by 193%** over the period of our project.

Welsh Burial Grounds for Wildlife was funded by The Prince of Wales’s Charitable Fund.



**THE PRINCE OF WALES'S
CHARITABLE FUND**

7. OPENING THE ARK

Delivered by Kirsty Stevens and Megan Gallant

Opening the Ark (OtA) ran for 12 months and came to an end in June 2023, following an agreed 3 month extension to allow us to utilise a small underspend. The project focussed on **26 churchyards within the Shropshire Hills AONB** with the aim of engaging local people with the **biodiversity in their churchyards** and spreading that biodiversity out into the **wider community**.

Throughout the project OtA engaged with partners to extend the reach of the project and strengthen relationships with other local, ‘green’ organisations. These included: CPRE (Hedgerow Heroes project), Restoring Shropshire’s Verges Project, Shropshire Wildlife Trust, Buglife, Going Wild in Bishop’s Castle, Shropshire Dormouse Group and the Stepping Stones project (National Trust).

There were multiple strands to Opening the Ark:

- We delivered 8 'Love Your Burial Ground' nature-based activity days, engaging nearly 400 people across the project area. The events ran for an entire morning or afternoon (3 hours) with the majority of participants staying for the duration and engaging with all of the activities on offer. The LYBG days attracted a broad demographic of local people, many of whom signed up to a mailing list to be notified of future events.
The activities were delivered by specialists in their field and included: a moth release, day-flying moths, making nature themed clay tiles, churchyard poetry, wildflower identification and folklore, children's activities, dormice and nibbled nut hunts, slow worm activities, swifts and entomologist / bug hunts.
- The project also delivered a wide range of activities aimed at connecting people with nature. 49 separate nature-based activity sessions were delivered to an audience of 1,104 people. These activities included: multiple school sessions, talks, bat walks, botanical training, bioblitz sessions, education events, moth releases, habitat creation, bird box building and siting (swift boxes), hay days, dormouse awareness sessions and training in volunteer management.
- In an effort to 'spread the biodiversity outwards' the project delivered tangible benefits to different habitats and species. 10 new volunteers were engaged to make a total of 70 swift boxes, which have now been installed, alongside swift calling systems, in 5 local church towers. Hedge planting schemes at 4 different sites, delivered in conjunction with CPRE's Hedgerow Heroes project, has improved habitat for dormice and other species. Finally, green hay from the most species-rich churchyards was offered to create new meadows. This was a popular activity resulting in a number of new meadows including publicly accessible sites at Aston on Clun village green and the Earl of Plymouth Estate.
- Management plans have been produced for each of the 26 sites. In consultation with our volunteer manager it was decided that the plans should take the form of an eye-catching poster, rather than a written document. The posters set out management operations season by season in a clear, graphic presentation and are intended to be less 'technical' and more user friendly than a written report.

There was definitely an appetite for a community engagement project of this type, with lots of positive feedback and many participants signing up to a mailing list for future events. In total the project **engaged with 1474 people** leaving a legacy of increased awareness of, and enthusiasm for, these rare, species-rich habitats.



OtA was funded by the Recovery Challenge Fund.



Green



8. CHURCHYARD CARBON ANALYSIS

Working in partnership with the Church of England and the UK Centre for Ecology & Hydrology (UKCEH) we are investigating the Carbon stored within churchyards. This includes the vegetation cover such as trees and shrubs and also the carbon within churchyard soils. During 2021, UKCEH carried out a desktop analysis using existing data from the Church Heritage Record mapping of burial grounds and their own habitat mapping work. The conclusion from this was that further analysis was needed as **burial grounds could well be exceptional in terms of Carbon storage** and the current data does not include any burial grounds. In the summer and autumn of 2021 the partnership devised a methodology for soil sampling which was trialled once by CfGA staff.

This was then rolled out to participating churchyards and **37 samples were dug with augers and analysed by UKCEH** giving a clearer picture of the soil carbon within churchyard grasslands and also the percentage of tree canopy cover to grassland. Further study would be useful, particularly focusing on different management systems and the effect of this on stored Carbon.

CfGA wrote a new Action Pack sheet, funded by the Church in Wales and the Church of England and entitled **Improving the Carbon Footprint of Your Burial Ground**.

REVIEW OF CORE ACTIVITIES

Delivered by Andrea Gilpin, Mick Clifton and Harriet Carty with office and digital support from Prue Dakin and Anna Wilde.

- 1 Support local communities, groups and individuals who manage burial grounds
 - 2 Charity and project development plus general fundraising
 - 3 General management of the charity, its staff, governance, office
 - 4 Organising Love Your Burial Ground Week
 - 5 Supporting and increasing membership including Diocesan Membership
-

1. SUPPORT LOCAL COMMUNITIES, GROUPS & INDIVIDUALS WHO MANAGE BURIAL GROUNDS

We offer **support and guidance** to anybody involved in **managing a burial ground**. We encourage them to consider the full range of features within their site; **biodiversity, built heritage and social history** plus the opportunities to involve their local communities and inform their visitors. We advocate **investigation, recording and research** within burial grounds, to increase the body of knowledge about these fascinating places.

This is achieved through a combination of **phone calls, emails, public speaking and visits**, and through the **provision of resources** including written material, video, website content and social media. This year we added **virtual visits** to our methods of reaching and supporting burial ground managers.

CfGA also supports burial ground managers through the resources that we provide: our **Action Pack, Education Pack, Field Studies Council Fold-out Chart, Botanical Companion, Beautiful Burial Ground DVD and Starter Guide**. All of these are available to download and/or buy via our website. The **Starter Guide** is currently sent out in hard copy to anybody who requests it as part of Love Your Burial Ground week. In addition, we now have **21 mini-films available** on our website. We have recently produced 4 Guides, giving in-depth information.

These are:

A Guide to Ancient and Veteran Churchyard Trees

A Guide to Meadows and Wildflowers

A Guide to Lichens

A Guide to Amphibians and Reptiles

2. CHARITY & PROJECT DEVELOPMENT PLUS GENERAL FUNDRAISING

During this year, focus has been on completing delivery of the Beautiful Burial Ground project plus **building resources via grant applications** and increasing the income raised by staff through management planning and paid practical work for our volunteer manager. We have been building projects which were submitted during this financial year or shortly afterwards by Mick Clifton our Fund Raiser.

These include:

Our Digital Ancestors: over the next decade the Church of England is working with AG Intl to map all Church of England burial grounds. These maps are useful for church wardens and incumbents and also anybody interested in social history or family history. AG Intl has received commercial funding to carry this out, but there are no funds for training, awareness raising or celebration of this amazing endeavour. CfGA initially applied in 2021 for funding to run a training project in parallel to the mapping work so that these maps can be used by local communities. We were asked to withdraw and amend our application with regards to digital accessibility. This has now been resubmitted and 2/3 of the funding is secured. If the remaining monies are secured then this project will start in autumn 2023.

Green Burial Ground feasibility study: we received funding from the Natural England Environment Investment Readiness Fund to carry out a feasibility study into the concept of Caring for God's Acre owning (or managing in partnership) a green burial ground which could also showcase best practice for conservation management.

Small grants for our Conservation Volunteers and other aspects of our work: numerous applications have been made to other trusts and agencies, and our successful applications were:

- UK Government Faith New Deal pilot
- AONB Conservation Fund for works to Hope Bagot ancient yew and for swift box installation within church towers.

LEGACY

We now have a legacy pack and dedicated staff member dealing with legacy enquiries – Anna Wilde.

The legacy pack can be found here <https://www.caringforgodsacre.org.uk/support-us/leave-a-legacy/>

GEOGRAPHICAL REACH OF THE CHARITY

In March 2023 the trustees decided that Caring for God's Acre should **extend its reach** in principle, to cover the **four nations** of the UK. We are not intending to actively work in either Scotland or Northern Ireland at present but will now be open to opportunities should they arise.

3 GENERAL MANAGEMENT OF THE CHARITY

Core staff are charged with management of the charity including:

- **Managing the finances of the charity to ensure best value for all expenditure**
- **Maintaining and improving office systems to maximise effectiveness of human resources**
- **Reducing our carbon footprint and increasing sustainability**
- **Following CfGA policies and updating and checking those policies**
- **Organising meetings and reporting to trustees to allow robust governance**
- **Keeping up to date with changes in charity policies and systems.**
- **Organising the AGM which took place digitally**

CARBON FOOTPRINT

Our carbon footprint is now a standing agenda item at trustees meeting. During this year we have made the following carbon reductions:

- Joined a bike-to-work scheme through which 1 bike has been purchased
 - Improved the office recycling and compost system to reduce waste
 - Moved more office supplies away from plastic, finding alternatives such as paper sticky tape, paper padded envelopes, carbon neutral envelopes
 - Discussed carbon and waste with the firm who print our resources, we now use a more sustainable paper source, entirely vegetable inks and a low energy printing system
 - We have changed energy supplier to an entirely green supply (Octopus Energy).
-

4 ORGANISING LOVE YOUR BURIAL GROUND WEEK

This national event takes place in the second week of June, spanning two weekends. People are encouraged to run **an event of their choice to encourage the public to visit their burial ground**, learn something about it and have an enjoyable time. Events are logged on the CfGA website. During 2022 there were 268 events during Love Your Burial Ground Week.

5 SUPPORTING & INCREASING MEMBERSHIP INCLUDING DIOCESAN MEMBERSHIP

INDIVIDUAL AND GROUP MEMBERSHIP

During 2022/2023 our membership forum went live, and all members were sent an individual log in. We have created a library of resources including the recordings of our webinars.

The individual and group membership of CfGA stood at **284 individual or group members** at the end of April 2023.



Two editions of the members' magazine, were produced and distributed. In the spring of 2023 we changed the name and look of the magazine which is now called **Beautiful Burial Grounds**.

This year we ran a **virtual AGM on Zoom**, the speaker was Cat Irving, Human Remains Conservator for the Surgeons' Hall in Edinburgh. **60** people attended the AGM.

DIOCESAN MEMBERSHIPS

We have three rolling memberships with the **Lichfield, Hereford and St David's Dioceses** through which CfGA supply a range of services including **advice, support, communications** and our **printed resources**. These dioceses commit to **monthly financial support** of the charity.

STAFF AND GOVERNANCE

TRUSTEES

The trustees who held office during the financial year and at the date of this report are:

Oliver Goode	Chair
Gillian Binks	Vice Chair
Sarah Ellison	Treasurer
Lisette Davies	Secretary
Anni Holden	
Judith Leigh	
Catherine MacCarthy	
Alex Glanville	
Simon Cooter	
David Primrose	

New trustees are recruited as needed, either by appointment at the AGM or by co-option. In 2015 we carried out an initial **skills audit of trustees** which is updated annually. No new trustees were recruited this year. The charity is governed by its constitution.

TRUSTEE RECRUITMENT

CfGA Director or existing trustees suggest potential new trustees and identify the skills and experience which they would bring to the group. This is then considered by the Director and Chair of Trustees, assessing whether the new individual will fit with the existing skills of the trustees and whether a balance is being maintained regarding skills and experience and the objectives of the charity. If the potential new trustee is deemed to be suitable then either the Director or Chair of Trustees will approach them to see if they will be willing to stand and the other trustees are informed of this by email or post. If interested, the individual is invited to the next trustees meeting to learn more about the charity and the role of trustees. They are then invited to join.

New trustees meet with the Director prior to their first trustees meeting, who explains the work and objectives of the charity. They are given a full set of our publications and also a copy of the Roles of Trustees and generic guidelines on being a trustee from the Charity Commission.

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to its operations and finances, and are satisfied that systems are in place to minimise exposure to those risks.

GOVERNANCE ACTIVITY

During the year trustees held four trustees' meetings in June, September, December and March. Our **Finance & Risk Committee** meets a few weeks in advance of each of these meetings and then reports to full trustees. Trustees are also sent the minutes of the Finance & Risk Committee meetings. Two of the trustees' meetings took place digitally. Our December and March meetings were hybrids, with several trustees there in person and others online.

The Finance and Risk Committee oversees the **management of the finance**, monitoring expenditure against budget over the financial year. This includes the **preparation of the charity's annual accounts** and the routine financial management. This committee also considers **the risks to the charity** and the **projects being delivered** by the charity. The risk log is considered and updated at each meeting.

This committee reports to the **full board of trustees** which is responsible for approval of the budget and **the annual accounts**. This committee met four times this year with all meetings taking place on line.

Members: Oliver Goode, Sarah Ellison, Alex Glanville, Revd David Primrose. Also attending: Harriet Carty, Prue Dakin and Anna Wilde.

2022/2023 marked the completion of the new **Business Plan**. At the June trustees meeting, we focussed entirely on the Business Plan during a **facilitated trustees meeting** led by Revd Mark Betson the National Rural Officer for the Church of England. Following this the plan was produced in draft and then finalised for agreement at our December 2022 meeting. This is now being followed and quarterly trustee meeting reports are based on the aims of the business plan. Once the Business Plan is completed, we will set up a new **Start and Finish Group**.

The **Project Champions** meet or speak to the member of staff responsible for a project prior to the full board of trustees' meetings. They then **present the report** written by staff on their particular project and **add their views and information**. They take a lead in the governance of the projects for which they are champion.

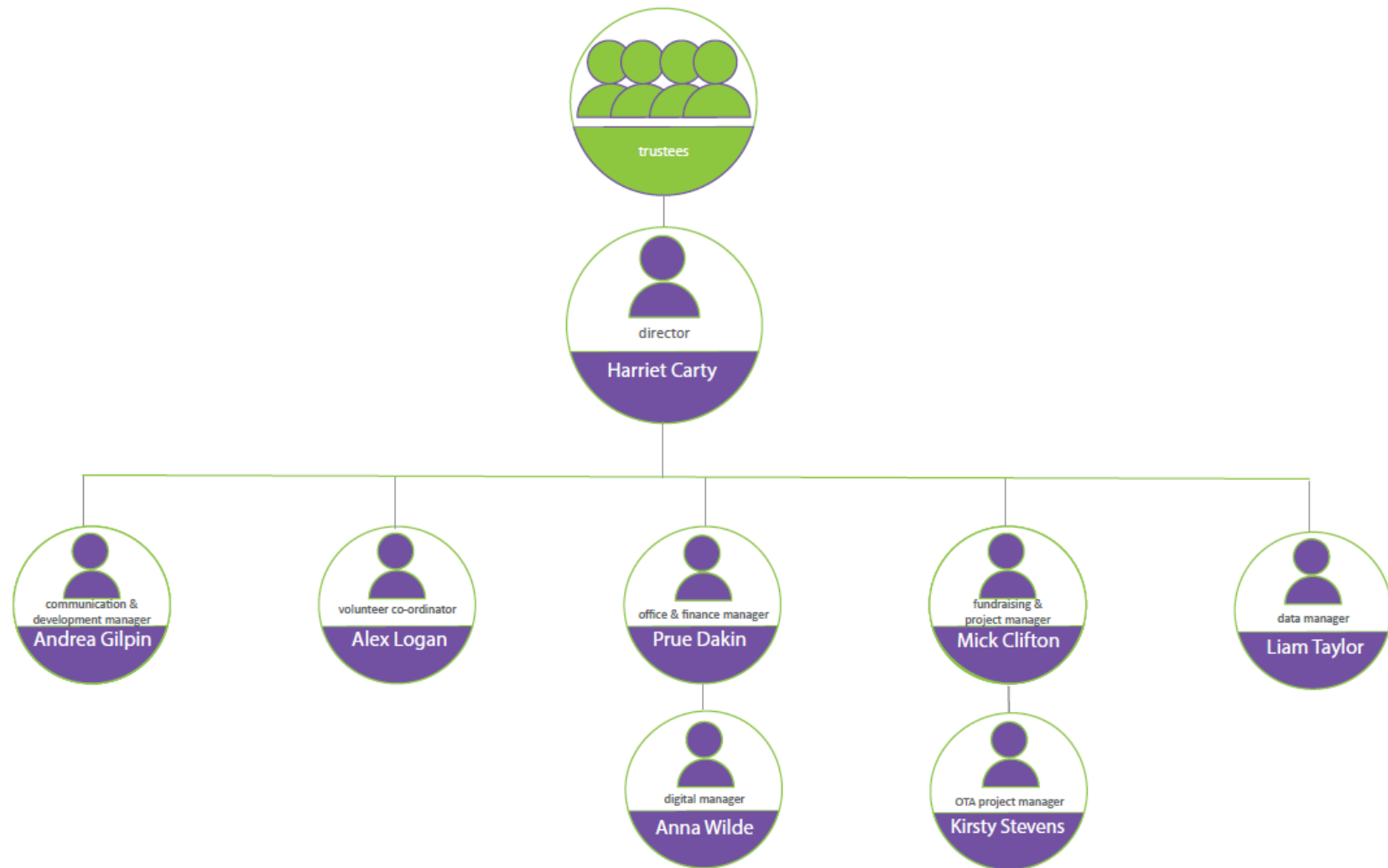
- The Beautiful Burial Ground champion was Catherine McCarthy
- Biodiversity Hotspots in Mid Wales champion was Alex Glanville
- Welsh Burial Grounds for Wildlife champion was Alex Glanville
- The CfGA Conservation Volunteers champion is Anni Holden
- Celebrating Birmingham's Burial Grounds champion was Judith Leigh
- Opening the Ark champion is Oliver Goode

Governance and support for the Director is given via the full board of trustees and also through quarterly informal meetings between the **Chair of Trustees Oliver Goode** and the **Director Harriet Carty**.

STAFF

During this reporting period we seen some staff changes:

Harriet Carty	Director, 3.5 days per week until Jan 2022, then 3 days per week
Andrea Gilpin	Conservation & Communications Manager, 3 days per week until Sept 2022, then 2 days per week
Prue Dakin	Office Manager, 3 days per week
Anna Wilde	Digital Manager, 3 days per week until Sept 2022, then 2 days per week
Mick Clifton	Fund Raiser and Project Manager, 3 days per week until May 2023 then 1.5 days per week
Alex Logan	Volunteer Coordinator, 4 days per week
George Sharp	Beautiful Burial Ground Community Coordinator, 4 days per week, made redundant when project closed end 2022
Liam Taylor	Beautiful Burial Ground Data Manager, 4 days per week until December 2022 then 2 days a week
Kirsty Stevens	Opening the Ark Project Manager, 4 days per week
Megan Gallant	Opening the Ark Project Assistant, 4 days per week, left March 2023



Caring for God's Acre Organisational Chart
at April 2023

TREASURER'S REPORT 2022 - 2023

RESERVES POLICY

The Trustees believe that the Charity should hold financial reserves because:

- **It is promoted as best practice by the Charity Commission**
- **It has no endowment funding for its various projects and is dependent upon income from donor funding, which is inevitably subject to fluctuation.**
- **It requires protection against and the ability to continue operating in the event of any possible future damaging events**

The Trustees believe that the minimum level of balance on reserves should be the equivalent of at least three months operating costs for the Charity as a whole. This will be calculated, reviewed and approved annually. The reserves should be built up to the desired level in stages consistent with the Charity's overall financial position and its need to maintain and develop its objectives. Based on the latest financial statements, three months operating costs amount to approximately £60,000 and this is covered by the reserves held.

TREASURER'S REPORT FOR THE FINANCIAL YEAR 1ST MAY 2022 – 30TH APRIL 2023

This year's accounts show a surplus which has increased from the previous year due to the draw-down of funding at the end of various projects, plus increases in membership, sales and donations.

Income for the year was £314,914 and expenditure was £278,913 giving a surplus of income over expenditure of £36,001.

The main funded project The Beautiful Burial Ground came to an end in December 2022, along with various other small projects, and considerable time has been devoted to working on bids for alternative projects and sources of funding. The Trustees and staff have also looked at staffing plans and 4 members of staff have voluntarily reduced their hours.

We are grateful for the support we have received, and particular mention should be made of:

National Lottery Heritage Fund
Natural Resources Wales and Welsh Government
Prince of Wales's Charitable Fund
The Millichope Foundation
GML Ltd
Bishop's Castle Town Council

Leonard Laity Stoate Charitable Trust

I took on the role of Treasurer through the Enterprise Initiative project based at Enterprise House in Bishop's Castle following Joe Manifold's resignation at the AGM in November 2021. This role was originally part funded by the Enterprise Initiative, but is now charged fully to CfGA.

In my first full year in the role I have seen the charity react positively to changing circumstances and I am confident that it will continue to flourish.

Sarah Ellison

ANNUAL ACCOUNTS 2022-2023

CARING FOR GOD'S ACRE

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES OF CARING FOR GOD'S ACRE

I report on the Accounts of the Charities for the year ended 30 April 2023, which are set out on pages 3 to 19.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND INDEPENDENT EXAMINER

The Charities' Trustees are responsible for the preparation of Accounts. The Charities' Trustees consider that an audit is not required for this year under Section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:-

- examine the Accounts under Section 145 of the Charities' Act,
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the Charities Act), and
- to state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS' REPORT

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Charities and a comparison of the Accounts presented with those records. It also includes consideration of any unusual items or disclosure in the Accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all evidence that would be required in an audit, and consequently no opinion is given as to whether the Accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

INDEPENDENT EXAMINERS' STATEMENT

In connection with my examination, no matter has come to my attention: -

(1) which gives me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with Section 130 of the Charities Act; and
- to prepare Accounts which accord with the accounting records and to comply with the accounting requirements of the Charities Act;

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the Accounts to be reached.

S. E Hardwick
Accountant

45 Etnam Street
Leominster
Herefordshire
HR6 8AE

CARING FOR GOD'S ACRE

STATEMENT OF ACCOUNTING POLICIES YEAR ENDED 30 APRIL 2023

The Financial Statements have been prepared under the historical cost convention as modified by the revaluation of investments and in accordance with the Statement of Recommended Practice, Accounting by Charities.

INCOMING RESOURCES

All incoming resources are recognised when the charity becomes entitled to them, virtually certain of receipt and the amount can be measured with sufficient reliability.

Investment income is recorded when receivable.

RESOURCES EXPENDED

Expenditure is included in the accounts on an accruals basis. Irrecoverable VAT is charged to the Statement of Financial Activities as incurred.

FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds are unrestricted funds set aside at the discretion of the trustees for specific purposes.

Restricted funds are those donated for use in a particular area or for a specific purpose, the use of which is restricted to that area or purpose.

TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets are stated at cost less depreciation. Where tangible assets have been donated they are stated at their market value at the date of the donation.

Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Equipment	15%	Reducing Balance Basis
Computer Equipment	33%	Reducing Balance Basis
Website	3 Years	Straight Line Basis

INVESTMENTS

These are stated at the market value at the Balance Sheet date. Realised and unrealised gains and losses on investments are taken to the Income and Expenditure Account.

CARING FOR GOD'S ACRE

STATEMENT OF FINANCIAL ACTIVITIES YEAR ENDED 30 APRIL 2023

	Notes	Un- Restricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Income and Endowments					
Grants and Donations		16,310	259,033	275,343	223,116
Other Income:					
Investment Income		1,036	-	1,036	46
Other Income		3,155	-	3,155	6,337
Members Subscriptions		8,646	-	8,646	5,821
Charitable Activities					
Operational Programmes		23,564	3,170	26,734	32,900
Total Income		£52,711	£262,203	£314,914	£268,220
Expenditure:					
Expenditure on Charitable Activities	7	(12,057)	253,001	240,944	207,903
Support Costs	8	14,786	23,183	37,969	42,752
Total Expenditure		£2,729	£276,184	£278,913	£250,655
Net Income before Gains on Investments		49,982	(13,981)	36,001	17,565
Gains on Investment Assets					
Realised		-	-	-	-
Unrealised		-	-	-	-
Transfers between Funds		(25,155)	25,155	-	-
NET MOVEMENT IN FUNDS		24,827	11,174	36,001	17,565
TOTAL FUNDS BROUGHT FORWARD		139,657	28,375	168,032	£150,467
TOTAL FUNDS CARRIED FORWARD	9	£164,484	£39,549	£204,033	£168,032

The Accounting Policies and Notes on pages 14 and 17 to 19 form an integral part of these Accounts.

CARING FOR GOD'S ACRE

BALANCE SHEET 30 APRIL 2023

	NOTES	2023		2022	
		£	£	£	£
FIXED ASSETS					
Tangible Assets	1		9,798		11,647
			<u>12,287</u>		<u>11,647</u>
CURRENT ASSETS					
Debtors	2	784		62,276	
Cash at Bank and In Hand		193,763		162,676	
		<u>194,547</u>		<u>224,952</u>	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	3	(2,801)		(68,567)	
NET CURRENT ASSETS			<u>191,746</u>		<u>156,385</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u><u>204,033</u></u>		<u><u>168,032</u></u>
FUNDS					
Unrestricted Funds	9		164,484		139,657
Restricted Funds	9		39,549		28,375
			<u><u>204,033</u></u>		<u><u>168,032</u></u>

Approved by the Trustees on
and signed on their behalf

Mr O Goode

Chairman

The Accounting Policies and Notes on pages 14 and 17 to 19 form an integral part of these Accounts.

CARING FOR GOD'S ACRE

NOTES TO THE ACCOUNTS 30 APRIL 2023

1. TANGIBLE FIXED ASSETS

	Equipment	Total
COST	£	£
Brought Forward	32,705	32,705
Additions	4,491	4,491
Disposals	-	-
As at 30 April 2023	<u>37,196</u>	<u>37,196</u>
DEPRECIATION		
Brought Forward	(21,058)	(21,058)
Charge for Year	(3,851)	(3,851)
On Disposals	-	-
As at 30 April 2023	<u>(24,909)</u>	<u>(24,909)</u>
NET BOOK VALUE		
As at 30 April 2023	<u>12,287</u>	<u>12,287</u>
As at 30 April 2022	<u>11,647</u>	<u>11,647</u>

2. DEBTORS

	2023	2022
	£	£
Grant Debtors	-	59,470
Other Debtors	784	2,806
	<u>784</u>	<u>62,276</u>

3. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Accruals	1,864	1,775
Other Creditors	937	66,792
	<u>2,801</u>	<u>68,567</u>

NOTES TO THE ACCOUNTS
30 APRIL 2023

4. STAFF COSTS	2023 £	2022 £
Wages and Salaries	189,600	181,951
	<u>189,600</u>	<u>181,951</u>

The average number of full time equivalent employees was 7, in respect of which expenditure was in the following ratios:-

	%	%
Direct Charitable Expenditure	84	84
Management and Administration	16	16
	<u>100</u>	<u>100</u>

5. TRUSTEES REMUNERATION AND EXPENSES

None of the Trustees received any remuneration in respect of their activities as Trustees.

6. NET EXPENDITURE FOR THE YEAR

This is stated after charging:

	£	£
Depreciation	3,851	4,076
Independent Examiners Fees	1,864	1,775
	<u>5,715</u>	<u>5,851</u>

7. CHARITABLE ACTIVITIES

	£	£
Salaries	163,056	153,214
Consumables	4,493	2,612
Volunteer Costs	3,390	-
Training & Events	8,235	9,864
Travel Expenses	7,511	8,424
Publicity & Information	14,514	14,071
Professional Fees	35,894	15,642
Depreciation	3,851	4,076
	<u>240,944</u>	<u>207,903</u>

CARING FOR GOD'S ACRE

NOTES TO THE ACCOUNTS 30 APRIL 2023

8. SUPPORT COSTS

	2023 £	2022 £
Salaries	26,544	28,737
Rent & Office Expenses	8,802	11,656
Accountancy Fees	2,513	2,330
Sundry Expenses	110	29
	<u>37,969</u>	<u>42,752</u>

9. MOVEMENT ON FUNDS

Restricted	Fund Balance B/F	Incoming Resources	Outgoing Resources	Transfer Funds	Fund Balance C/F
God's Acre Volunteers	10,623	9,151	(19,774)	-	-
Beautiful Burial Ground	10,070	125,656	(114,754)	-	20,972
Opening The Ark	862	84,689	(66,974)	-	18,577
Prince of Wales Fund	-	881	(25,224)	24,343	-
Natural Resources Wales	3,565	23,428	(26,993)	-	-
Historic England	3,255	1,939	(5,194)	-	-
Faith New Deal	-	6,976	(7,788)	812	-
NEIRF	-	9,483	(9,483)	-	-
	<u>28,375</u>	<u>262,203</u>	<u>(276,184)</u>	<u>25,155</u>	<u>39,549</u>
Unrestricted	Fund Balance B/F	Incoming Resources	Outgoing Resources	Transfer Funds	Fund Balance C/F
General	128,010	52,711	(37,789)	(25,795)	117,137
Designated Funds: Fixed Assets	11,647	-	-	640	12,287
	<u>139,657</u>	<u>52,711</u>	<u>(37,789)</u>	<u>(25,155)</u>	<u>129,424</u>

CARING FOR GOD'S ACRE

CHARITY NO: 1155536

DETAILED MANAGEMENT ACCOUNTS

YEAR ENDED 30 APRIL 2023

**ARMSTRONG ROGERS & CO
Accountants
LEOMINSTER**

**CARING FOR GOD'S ACRE
FUNDING INCOME & EXPENDITURE ACCOUNT
YEAR ENDED 30 APRIL 2023**

	Total	General	God's Acre Volunteers	Beautiful Burial Ground	Opening The Ark	Prince of Wales Fund	Natural Resources Wales	Historic England	Faith New Deal	NEIRF
	£	£	£	£	£	£	£	£	£	£
INCOME										
Grants & Donations	275,343	16,310	5,981	125,656	84,689	881	23,428	1,939	6,976	9,483
Interest Received	1,036	1,036	-	-	-	-	-	-	-	-
Members Subscriptions	8,646	8,646	-	-	-	-	-	-	-	-
Other Income	3,155	3,155	-	-	-	-	-	-	-	-
Operational Programmes	26,734	23,564	3,170	-	-	-	-	-	-	-
Total Income	314,914	52,711	9,151	125,656	84,689	881	23,428	1,939	6,976	9,483
CHARITABLE ACTIVITIES										
Salaries	163,056	418	6,535	64,880	52,222	16,472	16,647	-	4,699	1,183
Consumables	4,493	3,147	42	-	1,257	47	-	-	-	-
Volunteer Costs	3,390	-	2,861	-	407	-	-	-	122	-
Training & Events	8,235	-	-	2,495	4,813	-	-	527	400	-
Travel Expenses	7,511	1,215	797	2,160	2,028	65	341	755	150	-
Publicity & Information	14,514	2,824	-	8,747	244	2,699	-	-	-	-
Professional Fees	35,894	673	-	14,533	300	2,397	6,701	2,000	990	8,300
Depreciation	3,851	1,095	1,207	892	657	-	-	-	-	-
Full Cost Recovery	-	(21,429)	8,332	7,950	-	-	3,304	1,843	-	-
	240,944	(12,057)	19,774	101,657	61,928	21,680	26,993	5,125	6,361	9,483
MANAGEMENT & ADMINISTRATION										
Salaries	26,544	26,544	-	-	-	-	-	-	-	-
Rent & Office Expenses	8,802	8,352	-	221	16	44	-	69	100	-
Accountancy Fees	2,513	2,513	-	-	-	-	-	-	-	-
Sundry Expenses	110	110	-	-	-	-	-	-	-	-
Office Cost Recovery	-	(22,733)	-	12,876	5,030	3,500	-	-	1,327	-
	37,969	14,786	-	13,097	5,046	3,544	-	69	1,427	-
Total Expenditure	278,913	2,729	19,774	114,754	66,974	25,224	26,993	5,194	7,788	9,483
EXCESS INCOME OVER EXPENDITURE	36,001	49,982	(10,623)	10,902	17,715	(24,343)	(3,565)	(3,255)	(812)	-
FUNDS BROUGHT FORWARD	168,032	139,657	10,623	10,070	862	-	3,565	3,255	-	-
TRANSFERS BETWEEN FUNDS	-	(25,155)	-	-	-	24,343	-	-	812	-
FUNDS CARRIED FORWARD	204,033	164,484	-	20,972	18,577	-	-	-	-	-

CARING FOR GOD'S ACRE

DETAILED INCOME & EXPENDITURE ACCOUNT YEAR ENDED 30 APRIL 2023

	2023		2022	
	£	£	£	£
INCOME				
Un-restricted - Grants & Donations	16,310		21,941	
- Interest Received	1,036		46	
- Members Subscriptions	8,646		5,821	
- Other Income	3,155		6,337	
- Operational Programmes	23,564		26,923	
		52,711		61,068
Restricted - Grants & Donations	259,033		201,175	
- Operational Programmes	3,170		5,977	
		262,203		207,152
CHARITABLE ACTIVITIES				
Salaries	163,056		153,214	
Consumables	4,493		2,612	
Volunteer Costs	3,390		-	
Training & Events	8,235		9,864	
Travel Expenses	7,511		8,424	
Publicity & Information	14,514		14,071	
Professional Fees	35,894		15,642	
Depreciation	3,851		4,076	
		(240,944)		(207,903)
MANAGEMENT & ADMINISTRATION				
Salaries	26,544		28,737	
Rent & Office Expenses	8,802		11,656	
Accountancy Fees	2,513		2,330	
Sundry Expenses	110		29	
		(37,969)		(42,752)
EXCESS OF INCOME OVER EXPENDITURE		£36,001		£17,565

SCHEDULE OF FIXED ASSETS
YEAR ENDED 30 APRIL 2023

	C O S T				D E P R E C I A T I O N					NET BOOK
	As at	Additions	Disposals	As at	As at	On	Rate	This	As at	VALUE
	1.5.2022			30.4.2023	1.5.2022	Disposals		Year	30.4.2023	30.4.2023
	£	£	£	£	£	£		£	£	£
EQUIPMENT										
Scythes	7,301	2,929		10,230	(2,312)		15	(1,188)	(3,500)	6,730
Garden Tools	449			449	(395)		15	(8)	(403)	46
Wheeled Trimmer	839			839	(829)		33	(3)	(832)	7
Hand Hay Baler	220			220	(217)		33	(1)	(218)	2
Wheeled Trimmer	839			839	(829)		33	(3)	(832)	7
Hand Hay Baler	350			350	(346)		33	(1)	(347)	3
19" TFT Monitor	129			129	(122)		33	(2)	(124)	5
Olympus Camera	430			430	(427)		33	(1)	(428)	2
Computer Equipment	800			800	(791)		33	(3)	(794)	6
2 Book cases	336			336	(330)		33	(2)	(332)	4
3 Tables and Chairs	586			586	(575)		33	(4)	(579)	7
Perch Office Stool	150			150	(137)		33	(4)	(141)	9
Website	6,600			6,600	(6,600)		3yrs		(6,600)	
Filming Equipment	1,379			1,379	(964)		33	(137)	(1,101)	278
Dell Laptop	2,442			2,442	(1,708)		33	(242)	(1,950)	492
Samsung Tablet	433			433	(303)		33	(43)	(346)	87
IT Equipment	475			475	(332)		33	(47)	(379)	96
Laptop	555			555	(388)		33	(55)	(443)	112
Office Chair	351			351	(136)		15	(32)	(168)	183
Microsoft Surface	649			649	(454)		33	(64)	(518)	131
Zoom Recorder	213			213	(149)		33	(21)	(170)	43
Dell Laptop	485			485	(267)		33	(72)	(339)	146
Asus ExpertBook	1,079			1,079	(595)		33	(160)	(755)	324
Printer	204			204	(67)		33	(45)	(112)	92
Office Chair	410			410	(135)		33	(91)	(226)	184
Asus Laptop	526			526	(174)		33	(116)	(290)	236
Dell Laptop & Monitor	759			759	(250)		33	(168)	(418)	341
Vostro 3515 Laptop	809			809	(267)		33	(179)	(446)	363
Cycle	2,907			2,907	(959)		33	(643)	(1,602)	1,305
Gazebos (3)		561		561			33	(185)	(185)	376
Swift Boxes		569		569			33	(188)	(188)	381
Lenovo Laptop		432		432			33	(143)	(143)	289
TOTAL	£32,705	£4,491		£37,196	(£21,058)			(£3,851)	(£24,909)	£12,287

Accounts



ANNUAL REPORT 2021 - 22



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REPORT FROM THE CHAIR

WELCOME!

This Annual Report for 2022 charts our route out of the limitations we, and all of you reading this will have felt during the last couple of years. Reading the stories in this report you will see how some of the changes we made have proved beneficial and have become a part of our normal way of working with and reaching out to different communities.

Some of you will be reminded as you read, of autumnal afternoons cutting churchyard hay with your scythes or foraging for fungi, perhaps with the your churchyard volunteers. Others will remember recording wildflowers and grasses spotted as you walked through a burial ground as the insects criss-crossed in the shadows maybe as part of an Opening the Ark event. These special moments are hidden in the reports you read and I know from reading all the comments you have made over the years, how much you value them. The natural world has become such an important part of how we enjoy open space and make connection with each other.

As I write this, I am looking back over the work of the Beautiful Burial Ground project (BBG) which completed its final full year during the period covered by this report. It has reached so many people through the local activities and projects it has organised. One of these, the Celebrating Birmingham's Burial Grounds has demonstrated the usefulness of the recording tools and techniques it has developed for local people to use; a stunning legacy for BBG which will ensure the rich biodiversity of local sites can now be recorded on a national database.

The projects recorded in this report are entirely dependent on the invaluable contribution of our supporting members, organisations and sponsors, we are so lucky to have such a committed group of funders who see the value of our work and are prepared to underwrite our activities. A huge thank you to them and of course to the thousands of you who have participated in our activities over the past year. You have helped spread the word to your friends and families. We look forward to seeing you and many others like you actively engaged in supporting your local burial ground in 2023 and in the meantime I hope you enjoy reading this Report and remember the activities in which you took part.

With Good Wishes,

Oliver Goode,
Chair, Caring for God's Acre
October 2022



GENERAL INFORMATION

PRESIDENT

HRH The Prince of Wales

PATRONS

Lawrence Banks CBE, DL., VMH.

Sir Roy Strong, CH

The Rt Revd Dr Alan Smith, The Bishop of St Albans

Dr George Peterken OBE

Prof Chris Baines

Prof Stefan Buczacki

Brigit Strawbridge Howard

Whilst Lawrence Banks was one of our patrons during the period of this report we are sorry that he is now deceased.

TRUSTEES

Oliver Goode	Chair
Gillian Binks	Vice Chair
Sarah Ellison	Treasurer
Lisette Davies	Secretary
Anni Holden	
Judith Leigh	
Catherine MacCarthy	
Alex Glanville	
Simon Cooter	
Rev. David Cheshire	

During this reporting period Joe Manifold resigned from our Trustees and has been replaced by Sarah Ellison as Treasurer.

STAFF

Harriet Carty	Director
Andrea Gilpin	Development & Communications Manager
Prue Dakin	Office Manager
Anna Wilde	Digital Manager
Alex Logan	Conservation Volunteer Manager
Georgina Sharp	Beautiful Burial Ground Community Coordinator
Liam Taylor	Beautiful Burial Ground Data Manager
Mick Clifton	Fund Raiser and Project Manager
Kirsty Stevens	Opening the Ark Project Manager
Megan Gallant	Opening the Ark Project Assistant

BANKERS

HSBC, 6 High Street, Bishop's Castle, Shropshire, SY9 5BJ

INDEPENDENT EXAMINER

S.E. Hardwick, Armstrong Rogers & Co., 45 Etnam Street,
Leominster, Herefordshire, HR6 8AE

CONTACT

11 Drover's House, The Auction Yard, Craven Arms, Shropshire SY7 9BZ

01588 673041 - info@cfga.org.uk - www.caringforgodsacre.org.uk

Charity Registration Number 1155536.

CfGA commenced operations as a Charitable Incorporated Organisation (CIO)
on 1st May 2014 - CIO Number CE000722.

OBJECTIVES OF THE CHARITY

The charity's objectives are to promote, for the benefit of the public and for the advancement of education, the conservation, enhancement and interpretation of the natural and built features of burial grounds of all types and denominations.

ACTIVITIES

- To carry out projects as they arise in the furtherance of the objectives stated above
- To encourage the public to investigate, research and record within burial grounds thus adding to the body of information and records made
- To assist those with responsibility for burial ground maintenance with advice and support
- To promote public awareness of burial ground importance and conservation
- The Trustees have complied with the duty in section 4 of the Charities Act 2006 to have due regard to guidance published by the Commission concerning public benefit.

REVIEW OF COMMUNICATIONS

Communication developments are led by Andrea Gilpin and Anna Wilde

WEBINARS

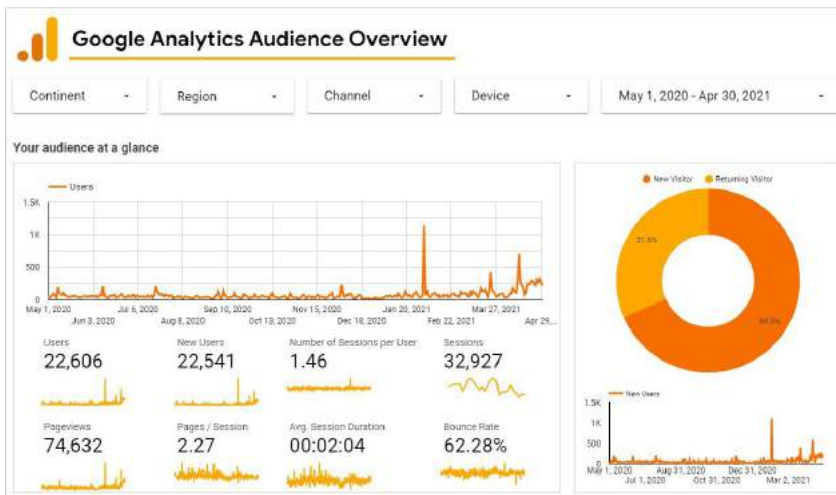
All of our project and core work relies on excellent communications and we have focused on this over the year, partly as COVID-19 meant that face-to-face meetings and activities were still curtailed. Our very popular webinar series which ran for 3 months, attracted over 650 viewers, many of whom had not heard of CfGA before. These webinars are now available in the member's only website.

MEMBERS' ONLY WEBSITE

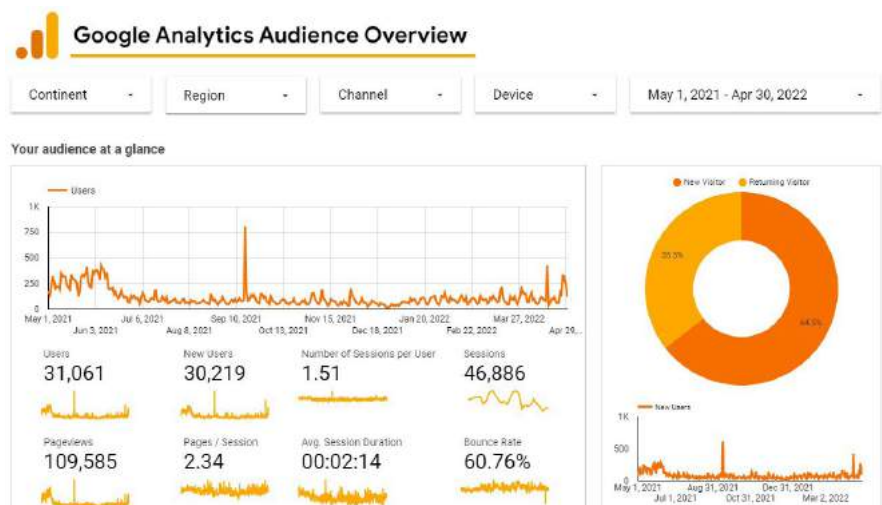
The separate members' site set up in 2021 continues to be regularly updated. This includes book reviews, conference videos, webinar videos and other useful and interesting exclusive content. We have had some success with getting members to engage with us via this platform and are intending to improve on this aspect going forward.

MAIN WEBSITE

There has been an increase of **nearly 10,000 visitors to the website**, with around an **extra 30,000 pages being viewed over the year**. This is almost certainly down to the Churches Count on Nature initiative and also the conference held in March. The four top ways of accessing the site are firstly, through a Google search; secondly, through knowing and typing the web address in; thirdly, by a link from another website and lastly from social media.



Website visitors
May 2020 - April 2021



Website visitors
May 2021 - April 2022

PUBLICITY & COMMUNICATIONS VIA SOCIAL MEDIA

Social media continues to send traffic to our website and we send out regular email newsletters with updates and news.

- **3,454 subscribers to our E-newsletter**
- **3,476 followers on Twitter**
- **1,294 followers on Facebook**
- **284 followers on Instagram**

REVIEW OF PROJECT ACTIVITY

Project activity undertaken this year:

1. **The Beautiful Burial Ground including Churches Count on Nature**
2. **Caring for God's Acre Conservation Volunteers**
3. **Biodiversity Hotspots in Mid Wales**
4. **Celebrating Birmingham's Burial Grounds**
5. **Welsh Burial Grounds for Wildlife**
6. **Opening the Ark**

1 THE BEAUTIFUL BURIAL GROUND including Churches Count on Nature

Delivered by Harriet Carty, Georgina Sharp and Liam Taylor, supported by Prue Dakin, Andrea Gilpin, Anna Wilde and Mick Clifton

The **Beautiful Burial Ground (BBG)** project was running for the whole of this reporting period. It started in May 2018 and is scheduled to end by December 2022.

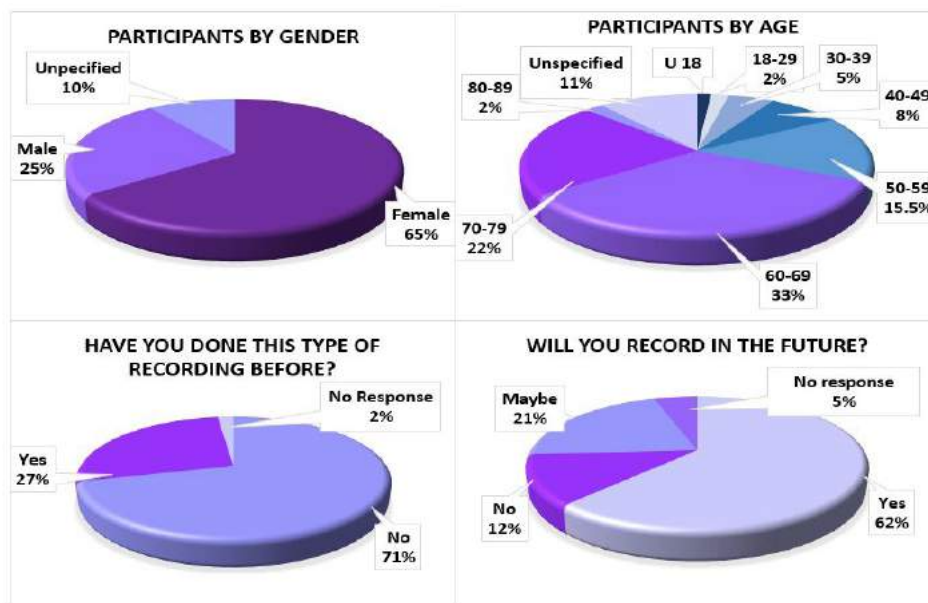
This remains our largest project, it involves two dedicated members of staff, George (4 days) and Liam (4 days), plus combined nine days per week from Prue (2 days), Andrea (1 day), Anna (1½ days) and Harriet (2½ days) and Mick (2 days). The fourth year of the Beautiful Burial Ground Project seen us bounce back from delays caused by Covid-19 and lockdowns with many events rescheduled from 2020 or 2021 as well as additional activities.

In December 2020 the National Lottery Heritage Fund granted CfGA an extension to this project, to allow us to regain time lost due to Covid-19 and lockdown. The project will now end at the close of December 2022 rather than May 2022. As many of our activities are seasonal, with most taking place in the spring and summer, this gives us an extra spring and summer season of work.

1 THE BEAUTIFUL BURIAL GROUND including Churches Count on Nature continued

Biological recording takes place in the main during these seasons (apart from autumn fungi) and built heritage /social history recording tends to run in warmer months as this is more pleasant for participants.

We have continued to work in partnership with the **National Biodiversity Network, the Church of England and the Church in Wales** to deliver this project and continue to build relationships with interest groups.



We have run 162 events in the project so far against a target of 124 for the whole project.

BEAUTIFUL BURIAL GROUND CONFERENCE

We decided to hold the conference online rather than in person to make it as accessible as possible as many people were still avoiding group situations. We had a great turn out with **335 people registered**, of which 265 attended the day and more watched the recordings after the event. Our patron, Chris Baines began the conference with an inspiring talk and then 9 other talks/workshop followed. Zoom had some technical hitches but, apart from that we had a great day with positive feedback from participants.

- *Good format - lots of content. Very good conference*
- *New ideas to share with our group once I've sorted my scribbled notes*
- *I have used your resources for many years. I have also attended past conferences (in person) and get great inspiration from your work.*
- *Really diverse day so keep up the good work*

UNDER-REPRESENTED GROUPS

We are working with three groups of people, frequently under-represented in heritage projects that we have identified as being particularly suited to our type of activity. These are **families with younger children**, **people with disabilities** and **people with mental health issues**. 48 sessions have taken place in the project so far, many facilitated by partner organisations. 828 people have been engaged with the project.



Learning about moths with the Shropshire Disability Network, bird song with Hereford Vision Links and a family activity in Leintwardine churchyard.

RAISING THE PROFILE OF THE PROJECT



901 subscribers to our 20 e-newsletters



82 articles in partner newsletters, local newsletters and national press



30 webinars to **1908** people



36 Presentations to interest groups capturing **1646** people



21,832 direct hits to BBG website pages



3463 followers



1,478 followers **344** posts reaching **147,318** people



Regularly updated website

DATA MANAGEMENT



- 69,003 records have been shared with the project.
- 53,026 gathered independently, and 15,977 generated through BBG and wider CfGA activity.
- 693 recorders submitting data who have not submitted data on burial grounds into systems previously.

We have finished mapping the burial grounds of England and Wales, and now have complete coverage across England but lack cemeteries and non-conformist chapel yards in Wales.

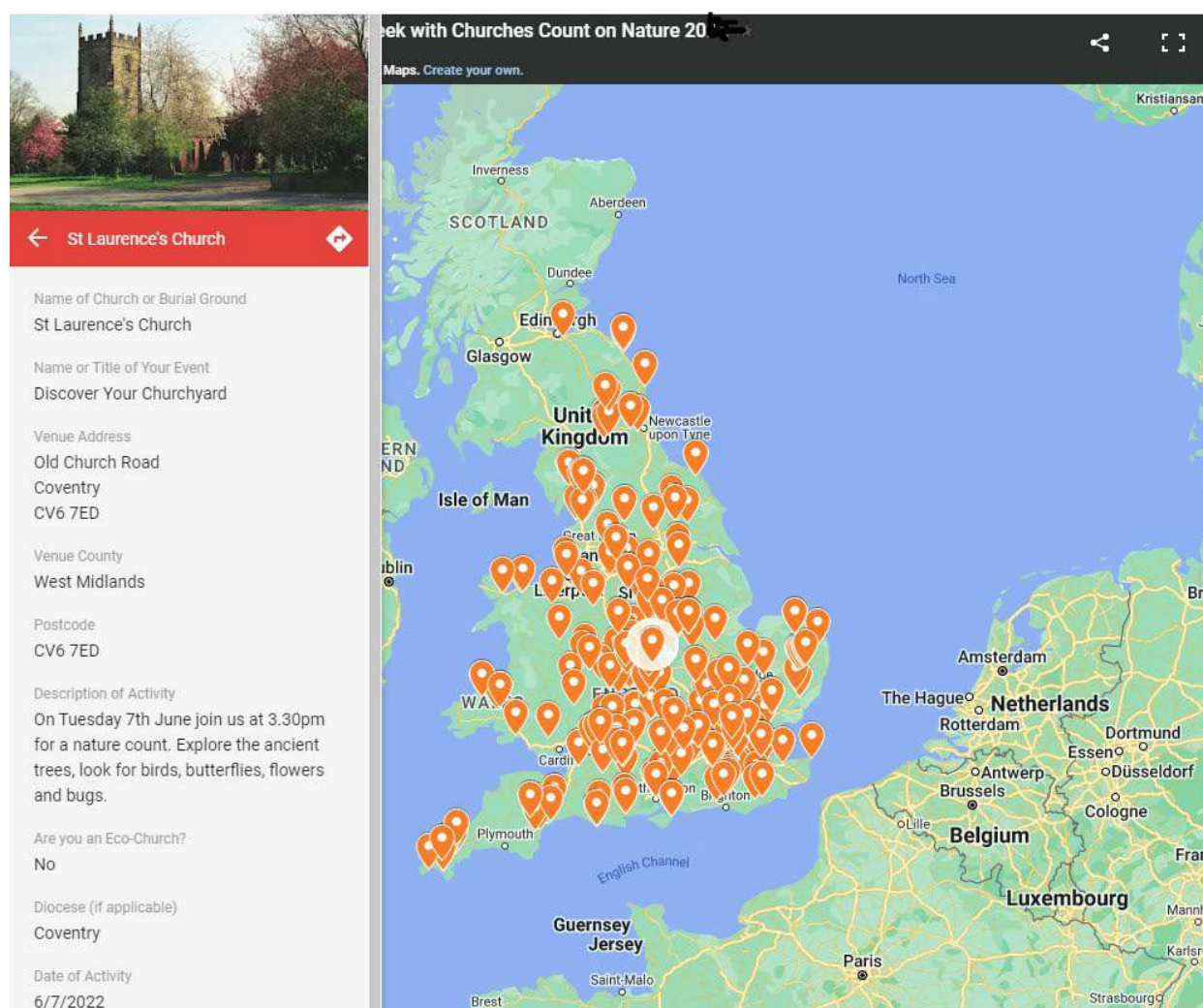
The Beautiful Burial Ground project is funded by the National Lottery Heritage Fund, thanks to National Lottery players.



CHURCHES COUNT ON NATURE

Delivered by Harriet Carty and Anna Wilde

This initiative is part of the BBG project and is a partnership between **Caring for God's Acre, the Church of England, the Church in Wales and A Rocha** (a Christian charity who run the Eco Church award). **Churches of all denominations** were encouraged to take part in Churches Count on Nature and **to run biological recording events**. The first event took place during **Love Your Burial Ground Week in June 2021**. This was a great success with 520 different church, chapel and cathedral groups getting involved and spotting nature within their burial grounds. In total **approximately 17,000 new biological records** were added to the Burial Ground portal within the NBN Atlas. The partnership decided to continue to run Churches Count on Nature, raising awareness during the year and encouraging participation in Love Your Burial Ground Week each June. During January, February and March of 2022 we upgraded our website to digitise registration and added to our FAQs and available resources.



Screenshot of Churches Count on Nature event map

2 THE CARING FOR GOD'S ACRE CONSERVATION VOLUNTEERS

Delivered by Alex Logan



This project is on-going and the team have been active now for **over a decade**. We continue to build our conservation volunteers and to seek funding for their work. There were still complications relating to the pandemic especially in the early part of the year but things settled down much more as time went by.

We managed to do 98 task days in this year with some record attendances of volunteers with up to **18 volunteers** present. This equates to 638 volunteer days or 3,190

volunteer hours. We have taken on another couple of new sites and **we now visit 44 sites regularly**. We've given advice, support or practical assistance to burial grounds in Shropshire, Herefordshire and Powys.

The support of our enthusiastic volunteers was vital in enabling this to happen and thanks go to them for their fantastic efforts and continued support. We have **74 volunteers registered** (three more than the previous year) and **40** of these come out on tasks regularly. There are usually up to **18** of our regular volunteers on a task, often joined by local people, although this was reduced to follow the varying government guidelines which were in place over the year.

PARTNERSHIP WORKING

This year saw the CfGA Conservation Volunteers **working with several partners to deliver conservation management to as many burial grounds as possible**. Partnerships included:

- **Shrewsbury Town Council volunteers**
- **Friends of Longden Road Cemetery**
- **South Shropshire Youth Forum**
- **Friends of Cressage Churchyard**
- **Shropshire Dormouse Group**
- **Shropshire Hills Discovery Centre (Grow Cook Learn)**
- **The Environment Agency**
- **The National Trust/Natural England– Stepping Stones Project**
- **Buglife**

The volunteer team have always been interested in the biodiversity of the sites they visit and this year they continued **recording species systematically and making biological records after each task**. These records are submitted to the local record centre and to the Burial Grounds portal on the NBN Atlas.

This year we have installed twenty bat boxes and 11 bird boxes including a barn owl box that were given to us by The Environment Agency, in addition to the 36 dormouse boxes at Bromfield that have now yielded three live specimens for Shropshire Dormouse group we have volunteers making swift boxes and more dormouse boxes for other likely churchyard sites in South Shropshire.



A volunteer scything a very good churchyard meadow in South Shropshire.

The volunteers collected well over three kilos of yellow rattle seed from local meadows some of which we used to enhance our churchyard sites and some was sold, creating much needed funds for the project. Our part in the **National Trust/Natural England Stepping Stones Project** was a little reduced by the lockdowns however Alex did run **two scythe courses** for National Trust volunteers and staff as well as local smallholders, this also generated scythe sales through our CfGA shop.

We also manage **2 roundabouts in Presteigne**, introducing meadow species including oxeye daisy, red clover and yellow rattle. Alex also ran a scythe course for staff and volunteers of Buglife (a partner charity). The scythe shop, hopefully going online soon, continues to gather momentum and we continue to supply scythes locally. The Opening the Ark project has also proved an invaluable link for the volunteers as we now have local people getting more involved with us and planning to collect green hay from some sites in the summer.

3 BIODIVERSITY HOTSPOTS ACROSS WALES

Delivered by Andrea Gilpin and Mick Clifton

This project started on 1st October 2020 and will continue until 31st March 2023. This is the second year of a **three-year project** which is enabling and supporting managers of burial grounds to **help preserve and enhance their flower rich grassland and engage the wider community**. The project runs across the counties of **Wrexham, Flintshire, Denbighshire, Ceredigion and Powys**.

Since the 1940s over 97% of flower-rich grassland, that was once widespread in the countryside, has vanished, with burial grounds remaining one of the few strongholds of this incredibly important habitat. As a response to this we are offering a range of free services to burial ground managers across the project area which include:

- **Receive free training on a variety of topics such as grassland management, involving the community, species surveying, looking after veteran trees, writing a management brief**
- **Have a grassland survey undertaken of their burial ground**
- **Enjoy a supportive network of peer to peer support with input from specialists**
- **Have access to our new improved advice material**
- **Receive a base map of their site**
- **Receive support in writing a Management Brief for their site**
- **Receive advice on their ancient/veteran trees (our resources for this will concentrate in Wrexham, Flintshire and Denbighshire)**
- **Have their site showcased as a best practice site or case studies for others to be inspired by and learn from.**

We now have over 50 burial grounds registered with the scheme and will be commencing grassland surveys of these burial grounds and cemeteries in the Spring of 2022. This will enable us to work with volunteer burial ground managers to develop management plans for specific sites.



**Biodiversity Hotspots
across Wales is funded by
the Welsh Government via
Natural Resources Wales.**

4 CELEBRATING BIRMINGHAM'S BURIAL GROUNDS

Delivered by George Sharp, Harriet Carty and Anna Wilde

This project started in December 2019 and will continue until December 2022. This project is primarily concerned with **social history** and it takes place within 5 burial grounds in Birmingham, which are:

- **St Mary's Churchyard, Handsworth**
- **Brandwood End Cemetery**
- **Key Hill Cemetery**
- **Warstone Lane Cemetery**
- **St Barnabas Churchyard, Erdington**

Local people are encouraged to **discover the interesting social history** to be explored in these burial grounds which were chosen by Birmingham City Council bereavement staff, focusing on sites **representing particularly multi-cultural communities**. The sites were mapped using a mapping and recording system called the Burial Ground Management System which has been created by Atlantic Geomatics, a private company. The system allows users to interrogate data, searching for specific names, dates or other parameters. Once full of monument records, this will be **invaluable for local history research** and will be stored within the Birmingham Archive.

Over the year we have run 21 sessions for the project totalling 465 volunteer hours from participants. The majority of these sessions have been collecting the details of the memorials in the burial grounds. We have also run indoor sessions where volunteers learnt to add the collected details and photographs on to the digital maps. When covid levels began to rise again, rather than meet in small spaces indoors, volunteers took packs of records home to continue to add them to the maps. Several volunteers have added hundreds of records in this way.

Volunteers are at the heart of this project and so many people have given a great deal of their time to participating in the sessions we run.



4 CELEBRATING BIRMINGHAM'S BURIAL GROUNDS continued

We also have volunteers who are independently recording and photographing and, in some cases, then adding those details to the map with family members and around their other commitments. We are grateful to all of those who have chosen to give their time to the project.

St Barnabas Churchyard in Erdington has had all its memorials recorded and photographed and added to the map thanks to the efforts of two people from the Erdington Historical Society. There is a wider churchyard project here to try and make the churchyard a safer and more pleasant place to spend time. Through the project we are supporting the church in making these changes and are actively supporting the church team in **setting up a Friends group** and moving their churchyard initiative forward.

In the **Jewellery Quarter Cemeteries**, we have been recording memorials throughout the warmer months of the year and have started on the second cemetery, Key Hill. It looks possible that we will fully record one of these cemeteries during the life of this project. In May 2021 we ran a dawn chorus event and invited people to join us at 5:30 am to listen to the birds before the city woke.

Josie Wall, Birmingham based heritage expert, is working freelance on the project delivering sessions and developing a research guide.

The Friends Group at Brandwood End Cemetery are keen, key partners and with their support we have run monthly sessions in this huge cemetery. We ran a session as part of the Friends Heritage Week programme and Lukas Large, local fungi expert led a fungi walk for the project in October.

In St Mary's Churchyard, Handsworth we have taken a slightly different approach. The churchyard was surveyed in detail in the 1980s by the Handsworth Local History Society and so we have taken a copy of the extensive survey and are checking what is now present in the churchyard against this and then adding the details to the map. It has taken a while to build up a group of volunteers here but we are making steady progress.



4 CELEBRATING BIRMINGHAM'S BURIAL GROUNDS continued

In November 2021 we ran an afternoon of talks in central Birmingham around burial grounds and why their heritage should be recorded. Speakers were Harold Mytum, Josie Wall and Colin Venn, unfortunately rising Covid cases, chaos on the trains and the assumption that this was an online event hampered our attending numbers but we were able to film the talks to share them to those who couldn't attend.

Celebrating Birmingham's Burial Grounds is funded by the National Heritage Lottery Fund, Historic England and the Garfield Weston Foundation.



5 WELSH BURIAL GROUNDS FOR WILDLIFE

Delivered by Mick Clifton and Harriet Carty

This project started in November 2019 and will continue until December 2022.

The project will build on the work done by the Beautiful Burial Ground, taking the raw, biodiversity information that is being generated by this project and using it to **influence management**. Whilst most of the project will be Wales based, some aspects span Wales and England.

Over the lifetime of the project, we will:

- **Create a bespoke IT system which links the Burial Grounds Portal on the NBN Atlas with both the Church Heritage Cymru and the Church Heritage Record which are built heritage systems used in planning change in churches and burial grounds. This will summarise the key biodiversity information that is needed by managers**
- **Produce toolkits and minifilms on topics of interest to burial ground managers such as Veteran Trees, Interpretation and Meadow Management**

5 WELSH BURIAL GROUNDS FOR WILDLIFE continued

- Identify the most important Welsh burial grounds for wildlife (using the Burial Ground Portal) and contact the people who are managing these sites, offering advice and resources
- Raise the profile of the charity and increase membership, including improving our systems for distance working
- Create a network of excellent sites across England and Wales which can give inspiration and peer-to-peer support. 'Badge' participating sites as Burial Grounds to Inspire and supply resources including publicity material.

So far we have made a good start and are **close to creating the bespoke IT system** linking the Burial Grounds Portal with the two Church Heritage systems. **Wales is now mapped and visible within the Burial Grounds Portal** and we are encouraging recorders to visit sites and submit records. Membership continues to grow and stands currently at 235. We have developed a system for selecting the **'excellent' sites across England and Wales** and have been contacting churchwardens or other site managers of the chosen sites.

We have **52 sites up on the webpage** with **23 more in the pipeline** awaiting full information from the site managers.



Screenshot from CfGA website showing a page from Burial Grounds to Inspire section

As the Summary Field is not yet complete on the Church Heritage Record and Church Heritage Cymru we are looking at other ways to identify the most important sites for wildlife.

Welsh Burial Grounds for Wildlife is funded by the Prince of Wales's Charitable Fund.



**THE PRINCE OF WALES'S
CHARITABLE FUND**

7 OPENING THE ARK

This project started on 1st November 2021 and will continue until 31st March 2023.

The project, which focuses on 26 churchyards across the Shropshire Hills AONB area aims to engage local communities with the biodiversity to be found in their local churchyard.

Opening the Ark will plan, organise, manage and deliver a programme of activities and public facing events with a specific focus on nature-based volunteer involvement and participation which will go towards reversing the trend of habitat loss and species decline.

Opening the Ark project activities will include:

- Working with a wide range of volunteers to improve the biodiversity within burial grounds and to radiate that biodiversity out to the wider community
- Providing education opportunities for children and for adults alike
- Organising a number of public talks and awareness events
- Planning up to 8 nature discovery days at burial ground hubs featuring environmental art, bug hunts, nature walks and other activities which celebrate nature in our community
- Providing a programme of heritage based conservation tasks for volunteers
- Assisting burial ground managers to produce a Management Plan for their site
- Working with a community group – Going Wild in Bishops Castle – to enhance a range of public sites including school grounds and the old castle site as well as encouraging private individuals to improve their own gardens for wildlife

The majority of work to date has been spent on site familiarisation, building contacts and approaching the various Parochial Church Councils to inform them of the project and ask whether they would like to be involved.

We have also been publicising the project via contact with partner organisations and through our new Opening the Ark Facebook page.

We have organised 7 of the Love Your Burial Ground community engagement days which will take place over the summer and autumn at the following sites: Bromfield, Hope Bagot, Clun, Norbury, Clungunford,

7 OPENING THE ARK continued

Bishop's Castle and Buildwas. These sites were chosen to ensure a wide geographical spread across the project area in order to engage as many different communities as possible. Specialists have been booked to run family-friendly activities around the subjects of dormice, swifts, invertebrates, wildflowers and more, with a focus on meaningful, hands-on activity.

A community involvement event is also scheduled for St Leonard's in Ludlow, but this will be a more focused, training session due to the nature of the site.

We have also approached all schools within walking distance of the 26 sites to see whether they might be interested in some wildlife inspired education sessions, either within their school grounds or at the churchyard. We have had an enthusiastic response to this and expect to be working with pupils across the project area.



REVIEW OF CORE ACTIVITIES

Delivered by Andrea Gilpin and Harriet Carty with office support from Prue Dakin and Anna Wilde.

1. Support local communities, groups and individuals who manage burial grounds
2. Charity and project development plus general fundraising
3. General management of the charity, its staff, governance, office
4. Organising Love Your Burial Ground Week
5. Supporting and increasing membership including Diocesan Membership
6. Responding to the Covid-19 pandemic

1 SUPPORT LOCAL COMMUNITIES, GROUPS & INDIVIDUALS WHO MANAGE BURIAL GROUNDS

We offer support and guidance to anybody involved in managing a burial ground. We encourage them to consider the full range of features within their site; biodiversity, built heritage and social history plus the opportunities to involve their local communities and inform their visitors. We advocate investigation, recording and research within burial grounds, to increase the body of knowledge about these fascinating places.

This is achieved through a combination of phone calls, emails, public speaking and visits, and through the provision of resources including written material, video, website content and social media. This year we added virtual visits to our methods of reaching and supporting burial ground managers.

CfGA also supports burial ground managers through the resources that we provide: our Action Pack, Education Pack, Field Studies Council Fold-out Chart, Botanical Companion, Beautiful Burial Ground DVD and Starter Guide. All of these are available to download and/or buy via our website. The Starter Guide is currently sent out in hard copy to anybody who requests it as part of the BBG project. In addition, we now have 14 mini-films available on our website.

2 CHARITY & PROJECT DEVELOPMENT PLUS GENERAL FUNDRAISING

During this year, focus has been on continuing the delivery of the Beautiful Burial Ground project plus **building resources via grant applications** and increasing the income raised by staff through management planning and paid practical work for our volunteer manager. We have been building projects which were submitted during this financial year or shortly afterwards by Mick Clifton our Fund Raiser.

These include:

Our Digital Ancestors: over the next 7 years the Church of England is working with Atlantic Geomatics to map all Church of England burial grounds. These maps are useful for church wardens and incumbents and also anybody interested in social history or family history. Atlantic Geomatics has received commercial funding to carry this out, but there are no funds for training, awareness raising or celebration of this amazing endeavour. CfGA has applied for funding to run a training project in parallel to the mapping work so that these maps can be used by local communities. If successful this will start in autumn 2022.

Churchyard Carbon analysis: working in partnership with the Church of England and the UK Centre for Ecology & Hydrology (UKCEH) we are investigating the Carbon stored within churchyards. This includes the vegetation cover such as trees and shrubs and also the carbon within churchyard soils. During 2021, UKCEH carried out a desktop analysis using existing data from the Church Heritage Record mapping of burial grounds and their own habitat mapping work. The conclusion from this was that further analysis was needed as burial grounds could well be exceptional in terms of Carbon storage and the current data does not include any burial grounds. Working in partnership we devised a methodology for soil sampling which was trialled once by CfGA staff. This will be rolled out further over the next 6 to 9 months.

Small grants for our Conservation Volunteers and other aspects of our work: numerous applications have been made to other trusts and agencies, and our successful applications were:

- **Green Recovery Challenge Fund £120,700**
- **Marsh Christian Trust £500**

3 GENERAL MANAGEMENT OF THE CHARITY

Core staff are charged with management of the charity including:

- **Managing the finances of the charity to ensure best value for all expenditure**
- **Maintaining and improving office systems to maximise effectiveness of human resources**
- **Reducing our carbon footprint and increasing sustainability**
- **Following CfGA policies and updating and checking those policies**
- **Organising meetings and reporting to trustees to allow robust governance**
- **Keeping up to date with changes in charity policies and systems.**
- **Organising the AGM which took place digitally**

4 ORGANISING LOVE YOUR BURIAL GROUND WEEK

This national event takes place in the second week of June, spanning two weekends. People are encouraged to **run an event of their choice to encourage the public to visit their burial ground**, learn something about it and have an enjoyable time. Events are logged on the CfGA website. During 2021 there were 520 events during Love Your Burial Ground Week.

5 SUPPORTING & INCREASING MEMBERSHIP INCLUDING DIOCESAN MEMBERSHIP, INDIVIDUAL AND GROUP MEMBERSHIP

During 2021/2022 we have developed a membership forum, where members can log on, browse specific resources such as the recordings of our webinars and conference talks, and download past copies of our magazine, The Lychgate. They can chat with each other and book monthly 'surgeries' asking staff for bespoke advice. This is live now and open to all with a valid membership, including diocesan members.

The membership of CfGA stood at **223 individual, couples or group members** at the end of April 2022, excluding honorary members, Trustees and Patrons.

5 SUPPORTING & INCREASING MEMBERSHIP continued

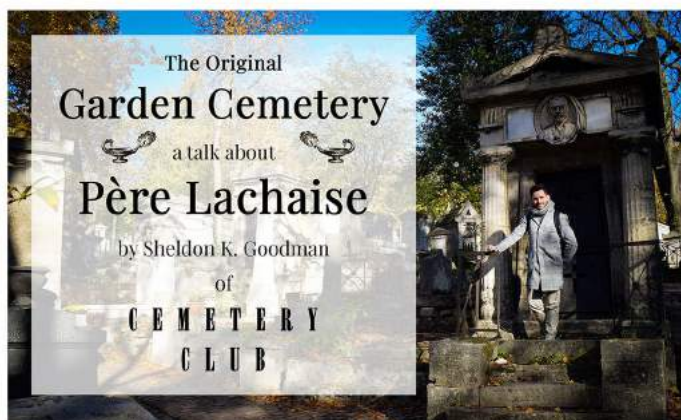


Two editions of the members' newsletter, **The Lychgate** were produced and distributed.

This year we ran a virtual AGM on Zoom, where the speaker was Sheldon K Goodman from the Cemetery Club, whose talk on the Père Lachaise cemetery was informative and enjoyable. **114 people attended the online AGM**, nearly double the previous year.



Carling for God's Acre invites you to their online Annual General Meeting



Followed by a talk on the Père Lachaise Cemetery by Sheldon K. Goodman of Cemetery Club

**Tuesday
9th November 2021
from 7pm,
booking essential**

Invitation to 2021 AGM

DIOCESAN MEMBERSHIP WITH LICHFIELD DIOCESE

We have a rolling membership with the [Lichfield Diocese](#) through which CfGA supply a range of services including [advice, support, communications and our printed resources](#). The Lichfield Diocese commit to monthly financial support of the charity.

We have:

- [Produced a monthly article for the Bishop's Letter](#)
- [Taken on the role of Environmental Adviser to the diocese, fielding enquiries on environmental matters](#)
- [Publicised Lichfield activity and key messages that fit with CfGA aims if requested to do so](#)
- [Become a member of the Lichfield diocese Land & Biodiversity Group](#)
- [Offered a reduction on printed material and individual membership](#)

DIOCESAN MEMBERSHIP WITH HEREFORD DIOCESE

Hereford Diocese initiated a rolling membership following an evening of talks and discussion where Harriet was the main speaker. This started in March 2022 and involves:

- [A monthly article for newsletters](#)
- [Taking on the role of Environmental Adviser to the diocese, fielding enquiries on environmental matters](#)
- [Publicising Hereford activity and key messages that fit with CfGA aims if requested to do so](#)
- [Offering a reduction on printed material and individual membership](#)

6 RESPONDING TO THE COVID-19 PANDEMIC

Much of our work has returned to a new normal in 2021/2022. We continue to use our improved [distance working systems and protocols for staff, volunteers and those attending our events and activities](#). We kept up to date with advice from a variety of sources including government websites, ACAS website and the Small Charities Coalition. [The Finance and Risk Committee](#) gave governance to the decision-making taking place which needed to react to rapidly changing conditions. We are now using our office again with most staff coming in one or two days a week and working from home or out on site for the remainder of their working week.

STAFF AND GOVERNANCE

TRUSTEES

The Trustees who held office during the financial year and at the date of this report are:

Oliver Goode	Chair
Gillian Binks	Vice Chair
Joe Manifold & Sarah Ellison	Treasurer
Lisette Davies	Secretary
Anni Holden	
Judith Leigh	
Catherine MacCarthy	
Alex Glanville	
Simon Cooter	
Revd David Primrose	

Our treasurer Joe Manifold resigned at our AGM in November 2021. He was replaced by Sarah Ellison. Sarah works for Enterprise House, a social enterprise offering support to individuals, businesses and community groups as well as charities. Sarah is able to deliver our governance needs via their Enterprise Initiative programme.

New trustees are recruited as needed, either by appointment at the AGM or by co-option. In 2015 we carried out an initial skills audit of trustees which is updated annually. New trustees are recruited as needed and we have invited Revd David Primrose to join the trustees in June 2021. The charity is governed by its constitution.

TRUSTEE RECRUITMENT

The CfGA Director or existing trustees suggest potential new trustees and identify the skills and experience which they would bring to the group. This is then considered by the Director and Chair of Trustees, assessing whether the new individual will fit with the existing skills of the trustees and whether a balance is being maintained regarding skills and experience and the objectives of the charity.

TRUSTEE RECRUITMENT continued

If the potential new trustee is deemed to be suitable then either the Director or Chair of Trustees will approach them to see if they will be willing to stand and the other Trustees are informed of this by email or post. If interested, the individual is invited to the next Trustees meeting to learn more about the charity and the role of Trustees. They are then invited to join.

New Trustees meet with the Director prior to their first Trustees meeting, who explains the work and objectives of the charity. They are given a full set of our publications and also a copy of the Roles of Trustees and generic guidelines on being a Trustee from the Charity Commission. One individual joined the Trustees during this financial year; this is Revd David Primrose who brings with him a great deal of experience in community engagement and cohesion as well as working within a diocese.

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to its operations and finances, and are satisfied that systems are in place to minimise exposure to those risks.

GOVERNANCE ACTIVITY

During the year trustees held four trustees' meetings in June, September, December and March. Our **Finance & Risk Committee** meets a few weeks in advance of each of these meetings and then reports to full Trustees. Trustees are also sent the minutes of the Finance & Risk Committee meetings. Two of these meetings took place digitally, on Microsoft Teams. Our December and March meetings were hybrids, with several trustees there in person and others on Teams.

The Finance and Risk Committee oversees the **management of the finance**, monitoring expenditure against budget over the financial year. This includes the **preparation of the charity's annual accounts** and the routine financial management. This committee also considers the **risks to the charity** and the **projects being delivered by the charity**. The risk log is considered and updated at each meeting. The Finance and Risk Committee were also consulted regarding **changes to working practices** brought about by COVID-19 and the decisions regarding returning to the office. These included plans, risk assessment and protocols for returning to the office and restarting our volunteer group.

GOVERNANCE ACTIVITY continued

This committee reports to the **full board of Trustees** which is responsible for approval of the budget and the **annual accounts**. This committee met four times this year.

Members: Oliver Goode, Sarah Ellison, Alex Glanville. Also attending: Harriet Carty, Prue Dakin and Anna Wilde.

2021/2022 marked the development of the new **Business Plan**. A draft plan was circulated prior to our March meeting where it was discussed. During this meeting we decided to have another **facilitated Trustees meeting** in June 2022, led by Revd Mark Betson the National Rural Officer for the Church of England. Once the Business Plan is completed we will set up a new Start and Finish Group.

The **Project Champions** meet or speak to the member of staff responsible for a project prior to the full board of Trustees' meetings. They then **present the report** written by staff on their particular project and **add their views and information**. They take a lead in the governance of the projects for which they are champion.

- **The Beautiful Burial Ground champion is Catherine McCarthy**
- **Biodiversity Hotspots in Mid Wales champion is Alex Glanville**
- **Welsh Burial Grounds for Wildlife champion is Alex Glanville**
- **The CfGA Conservation Volunteers champion is Anni Holden**
- **Celebrating Birmingham's Burial Grounds champion is Judith Leigh**

Governance and support for the Director is given via the full board of Trustees and also through quarterly informal meetings between the **Chair of Trustees Oliver Goode** and the **Director Harriet Carty**.

We have a **Steering Group for the Beautiful Burial Ground** project in delivery, which did not meet during this reporting period. This group includes experts in **ecology, built heritage, recording systems** as well as the **Church of England, Church in Wales** plus four of our Trustees.

Members: Lisa Chilton (NBN), Jenifer White (Historic England), Catherine Ross (CofE), James Miles (CofE), Tina Andrews (CinW), Charlie Bell (Stepping Stones), Caroline Uff (independent), Dan Wrench (Shropshire Council), Judith Leigh, Gill Binks, Oliver Goode, Catherine MacCarthy (trustees).

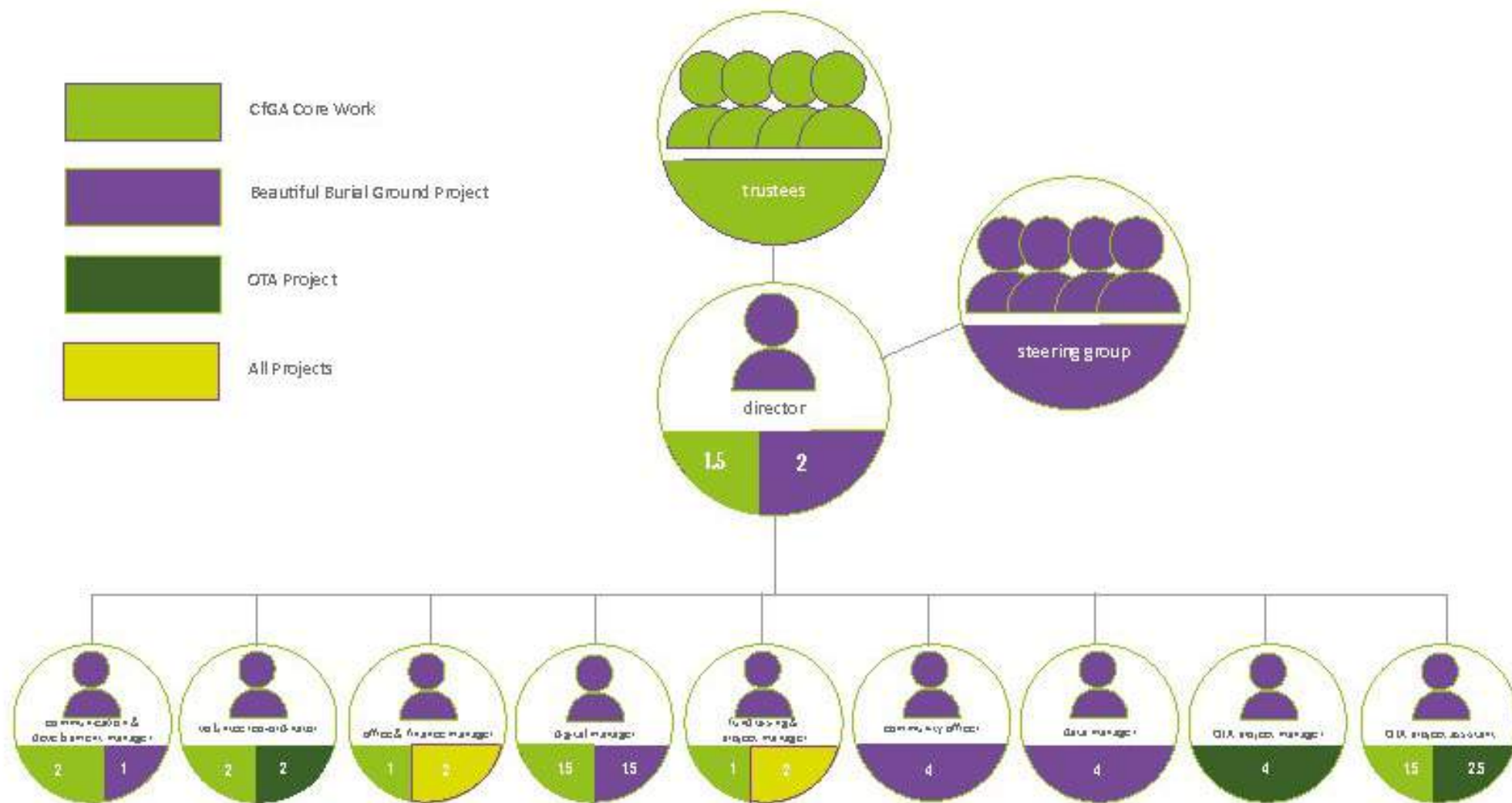
STAFF

During this reporting period we have retained all of our staff:

Harriet Carty	Director, 3.5 days per week
Andrea Gilpin	Communications & Development Manager, 3 days per week
Prue Dakin	Office Manager, 3 days per week
Anna Wilde	Digital Manager, 3 days per week
Mick Clifton	Fund Raiser and Project Manager, 3 days per week
Alex Logan	Volunteer Coordinator, 4 days per week
George Sharp	Beautiful Burial Ground Community Coordinator, 4 days per week
Liam Taylor	Beautiful Burial Ground Data Manager, 4 days per week

In November 2021 we successfully recruited for our new project Opening the Ark, adding 2 new members of staff:

Kirsty Stevens	Opening the Ark Project Manager, 4 days per week
Megan Gallant	Opening the Ark Project Assistant, 4 days per week



Caring for God's Acre Organisational Chart

at April 30th 2022

FINANCIAL REPORTS

RESERVES POLICY

The Trustees believe that the Charity should hold financial reserves because:

- **It is promoted as best practice by the Charity Commission**
- **It has no endowment funding for its various projects and is dependent upon income from donor funding, which is inevitably subject to fluctuation.**
- **It requires protection against and the ability to continue operating in the event of any possible future damaging events**

The Trustees believe that the minimum level of balance on reserves should be the equivalent of at least three months operating costs for the Charity as a whole. This will be calculated, reviewed and approved annually. The reserves should be built up to the desired level in stages consistent with the Charity's overall financial position and its need to maintain and develop its objectives. Based on the latest financial statements, three months operating costs amount to approximately £60,000 and this is covered by the reserves held.

TREASURER'S REPORT FOR THE FINANCIAL YEAR 1ST MAY 2021 – 30TH APRIL 2022

This year's accounts show a surplus which is reduced from the previous year because of the ending of the furlough scheme.

Income for the year was £268,220 and expenditure was £250,655, giving a surplus of income over expenditure of £17,565.

The Trustees and staff are very aware that the main funded project The Beautiful Burial Ground will be coming to an end in December 2022, along with various other small projects. The Trustees will be looking intensively at future funding and staffing plans in the run up to these projects coming to an end with budget forecasts being prepared for various eventualities.

We are grateful for the support we have received, and particular mention should be made of:

- **National Lottery Heritage Fund**
- **Natural Resources Wales and Welsh Government**
- **Prince of Wales's Charitable Fund**
- **Historic England**
- **The Millichope Foundation**
- **GML Ltd**
- **Bishop's Castle Town Council**
- **Southall Trust**
- **Patsy Wood Trust**
- **Groundwork UK**
- **Leonard Laity Stoate Charitable Trust**

Following Joe Manifold's resignation at the AGM in November 2021 I have taken on the role of Treasurer through the Enterprise Initiative project based at Enterprise House in Bishop's Castle. I would like to thank Joe for his generous help with the handover.

I am enjoying the role and working with Prue and the Trustees and finding out about the many strands of work the charity undertakes.

Sarah Ellison

ANNUAL ACCOUNTS

CARING FOR GOD'S ACRE

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES OF CARING FOR GOD'S ACRE

I report on the Accounts of the Charities for the year ended 30 April 2022, which are set out on pages 3 to 19.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND INDEPENDENT EXAMINER

The Charities' Trustees are responsible for the preparation of Accounts. The Charities' Trustees consider that an audit is not required for this year under Section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:-

- examine the Accounts under Section 145 of the Charities' Act,
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the Charities Act), and
- to state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS' REPORT

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Charities and a comparison of the Accounts presented with those records. It also includes consideration of any unusual items or disclosure in the Accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all evidence that would be required in an audit, and consequently no opinion is given as to whether the Accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

INDEPENDENT EXAMINERS' STATEMENT

In connection with my examination, no matter has come to my attention: -

(1) which gives me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with Section 130 of the Charities Act; and
- to prepare Accounts which accord with the accounting records and to comply with the accounting requirements of the Charities Act;

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the Accounts to be reached.

S. E Hardwick
Accountant

45 Etnam Street
Leominster
Herefordshire
HR6 8AE

CARING FOR GOD'S ACRE

STATEMENT OF ACCOUNTING POLICIES YEAR ENDED 30 APRIL 2022

The Financial Statements have been prepared under the historical cost convention as modified by the revaluation of investments and in accordance with the Statement of Recommended Practice, Accounting by Charities.

INCOMING RESOURCES

All incoming resources are recognised when the charity becomes entitled to them, virtually certain of receipt and the amount can be measured with sufficient reliability.

Investment income is recorded when receivable.

RESOURCES EXPENDED

Expenditure is included in the accounts on an accruals basis. Irrecoverable VAT is charged to the Statement of Financial Activities as incurred.

FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds are unrestricted funds set aside at the discretion of the trustees for specific purposes.

Restricted funds are those donated for use in a particular area or for a specific purpose, the use of which is restricted to that area or purpose.

TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets are stated at cost less depreciation. Where tangible assets have been donated they are stated at their market value at the date of the donation.

Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Equipment	15%	Reducing Balance Basis
Computer Equipment	33%	Reducing Balance Basis
Website	3 Years	Straight Line Basis

INVESTMENTS

These are stated at the market value at the Balance Sheet date. Realised and unrealised gains and losses on investments are taken to the Income and Expenditure Account.

CARING FOR GOD'S ACRE

STATEMENT OF FINANCIAL ACTIVITIES YEAR ENDED 30 APRIL 2022

	Notes	Un- Restricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Income and Endowments					
Grants and Donations		21,941	201,175	223,116	188,832
Other Income:					
Investment Income		46	-	46	36
Other Income		6,337	-	6,337	2,137
Members Subscriptions		5,821	-	5,821	4,148
Charitable Activities					
Operational Programmes		26,923	5,977	32,900	32,549
Total Income		£61,068	£207,152	£268,220	£227,702
Expenditure:					
Expenditure on Charitable Activities	7	29,421	178,482	207,903	160,458
Support Costs	8	5,287	37,465	42,752	29,483
Total Expenditure		£34,708	£215,947	£250,655	£189,941
Net Income before Gains on Investments		26,360	(8,795)	17,565	37,761
Gains on Investment Assets					
Realised		-	-	-	-
Unrealised		-	-	-	-
Transfers between Funds		-	-	-	-
NET MOVEMENT IN FUNDS		26,360	(8,795)	17,565	37,761
TOTAL FUNDS BROUGHT FORWARD		113,297	37,170	150,467	£112,706
TOTAL FUNDS CARRIED FORWARD	9	£139,657	£28,375	£168,032	£150,467

The Accounting Policies and Notes on pages 14 and 17 to 19 form an integral part of these Accounts.

CARING FOR GOD'S ACRE

BALANCE SHEET 30 APRIL 2022

	NOTES	2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible Assets	1		11,647		6,713
			<u>11,647</u>		<u>6,713</u>
CURRENT ASSETS					
Debtors	2	62,276		15,110	
Cash at Bank and In Hand		162,676		133,020	
		<u>224,952</u>		<u>148,130</u>	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	3	(68,567)		(4,376)	
NET CURRENT ASSETS			<u>156,385</u>	<u>143,754</u>	
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>168,032</u>	<u>150,467</u>	
FUNDS					
Unrestricted Funds	9		139,657		124,133
Restricted Funds	9		28,375		26,334
			<u>168,032</u>	<u>150,467</u>	

Approved by the Trustees on
and signed on their behalf

Mr O Goode

Chairman

The Accounting Policies and Notes on pages 14 and 17 to 19 form an integral part of these Accounts.

CARING FOR GOD'S ACRE

NOTES TO THE ACCOUNTS 30 APRIL 2022

1. TANGIBLE FIXED ASSETS

	Equipment	Total
COST	£	£
Brought Forward	23,695	23,695
Additions	9,010	9,010
Disposals	-	-
As at 30 April 2022	<u>32,705</u>	<u>32,705</u>
DEPRECIATION		
Brought Forward	(16,982)	(16,982)
Charge for Year	(4,076)	(4,076)
On Disposals	-	-
As at 30 April 2022	<u>(21,058)</u>	<u>(21,058)</u>
NET BOOK VALUE		
As at 30 April 2022	<u>11,647</u>	<u>11,647</u>
As at 30 April 2021	<u>6,713</u>	<u>6,713</u>

2. DEBTORS

	2022	2021
	£	£
Grant Debtors	59,470	14,390
Other Debtors	2,806	720
	<u>62,276</u>	<u>15,110</u>

3. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Accruals	1,775	1,691
Other Creditors	66,792	2,685
	<u>68,567</u>	<u>4,376</u>

CARING FOR GOD'S ACRE

NOTES TO THE ACCOUNTS 30 APRIL 2022

4. STAFF COSTS	2022 £	2021 £
Wages and Salaries	181,951	122,779
	181,951	122,779
The average number of full time equivalent employees was 7, in respect of which expenditure was in the following ratios:-		
	%	%
Direct Charitable Expenditure	84	84
Management and Administration	16	16
	100	100

5. TRUSTEES REMUNERATION AND EXPENSES

None of the Trustees received any remuneration in respect of their activities as Trustees.

6. NET EXPENDITURE FOR THE YEAR

This is stated after charging:

	£	£
Depreciation	4,076	4,628
Independent Examiners Fees	1,775	1,691

7. CHARITABLE ACTIVITIES

	£	£
Salaries	153,214	105,590
Consumables	2,612	-
Small Projects	-	6,315
Training & Events	9,864	16,082
Travel Expenses	8,424	2,710
Publicity & Information	14,071	8,663
Professional Fees	15,642	16,470
Depreciation	4,076	4,628
	207,903	160,458

CARING FOR GOD'S ACRE

NOTES TO THE ACCOUNTS 30 APRIL 2022

8. SUPPORT COSTS

	2022 £	2021 £
Salaries	28,737	17,189
Rent & Office Expenses	11,656	10,062
Accountancy Fees	2,330	2,232
Sundry Expenses	29	-
	<u>42,752</u>	<u>29,483</u>

9. MOVEMENT ON FUNDS

Restricted	Fund Balance B/F	Incoming Resources	Outgoing Resources	Transfer Funds	Fund Balance C/F
Churchyard Task Team	26,334	9,727	(25,438)	-	10,623
Beautiful Burial Ground	10,836	143,081	(143,847)	-	10,070
Opening The Ark	-	22,099	(21,237)	-	862
Prince of Wales Fund	-	11,750	(11,750)	-	-
Natural Resources Wales	-	8,620	(5,055)	-	3,565
Historic England	-	11,875	(8,620)	-	3,255
	<u>37,170</u>	<u>207,152</u>	<u>(215,947)</u>	<u>-</u>	<u>28,375</u>

Unrestricted	Fund Balance B/F	Incoming Resources	Outgoing Resources	Transfer Funds	Fund Balance C/F
General	106,584	61,068	(34,708)	(4,934)	128,010
Designated Funds: Fixed Assets	6,713	-	-	4,934	11,647
	<u>113,297</u>	<u>61,068</u>	<u>(34,708)</u>	<u>-</u>	<u>139,657</u>

CARING FOR GOD'S ACRE

CHARITY NO: 1155536

DETAILED MANAGEMENT ACCOUNTS

YEAR ENDED 30 APRIL 2022

ARMSTRONG ROGERS & CO
Accountants
LEOMINSTER

**CARING FOR GOD'S ACRE
FUNDING INCOME & EXPENDITURE ACCOUNT
YEAR ENDED 30 APRIL 2022**

		Churchyard	Beautiful
		Task	Burial
	Total	Team	Ground
	£	£	£
INCOME			
Grants & Donations	223,116	21,941	3,750
Interest Received	46	46	-
Members Subscriptions	5,821	5,821	-
Other Income	6,337	6,337	-
Operational Programmes	32,900	26,923	5,977
Total Income	268,220	61,068	9,727
CHARITABLE ACTIVITIES			
Salaries	153,214	14,109	21,531
Consumables	2,612	1,181	75
Training & Events	9,864	329	245
Travel Expenses	8,424	2,003	2,507
Publicity & Information	14,071	6,092	-
Professional Fees	15,642	4,287	170
Depreciation	4,076	1,420	910
	207,903	29,421	25,438
MANAGEMENT & ADMINISTRATION			
Salaries	28,737	28,737	-
Rent & Office Expenses	11,656	6,459	-
Accountancy Fees	2,330	2,330	-
Sundry Expenses	29	29	-
Office Cost Recovery	-	(32,268)	-
	42,752	5,287	-
Total Expenditure	250,655	34,708	25,438
EXCESS INCOME OVER EXPENDITURE	17,565	26,360	(15,711)
FUNDS BROUGHT FORWARD	150,467	113,297	26,334
TRANSFERS BETWEEN FUNDS	-	-	-
FUNDS CARRIED FORWARD	168,032	139,657	10,623

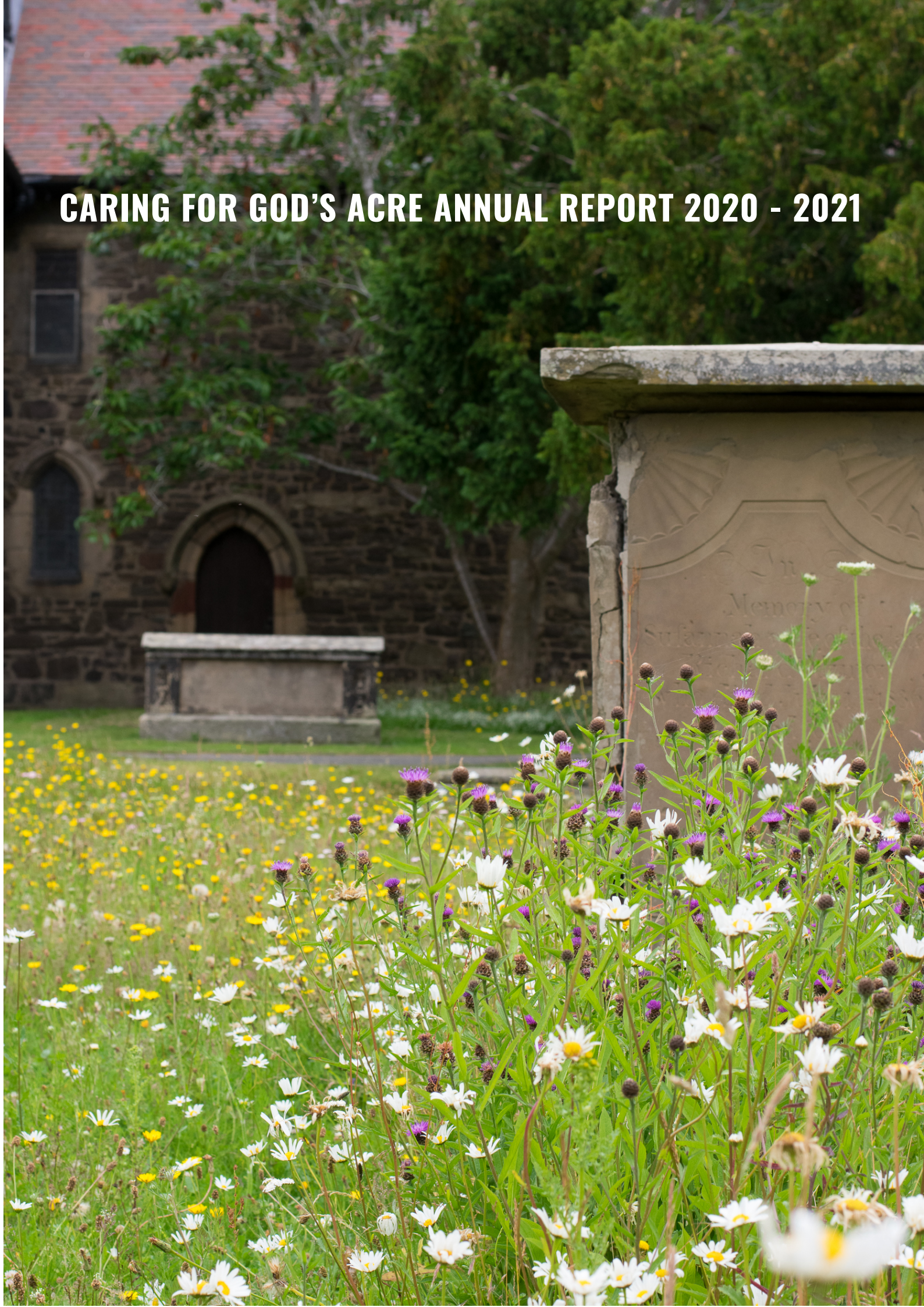
Opening The Ark	Prince of Wales Fund	Natural Resources Wales	Historic England
£	£	£	£
22,099	11,750	8,620	11,875
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
22,099	11,750	8,620	11,875
15,792	-	3,668	1,779
45	22		-
400	-		4,856
504	-	88	804
48	2,192	-	-
	2,158	795	132
424	-	-	-
17,213	4,372	4,551	7,571
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
4,024	7,378	504	1,049
4,024	7,378	504	1,049
21,237	11,750	5,055	8,620
862	-	3,565	3,255
-	-	-	-
-	-	-	-
862	-	3,565	3,255

SCHEDULE OF FIXED ASSETS
YEAR ENDED 30 APRIL 2022

	C O S T				D E P R E C I A T I O N					NET BOOK VALUE 30.4.2022 £
	As at 1.5.2021 £	Additions £	Disposals £	As at 30.4.2022 £	As at 1.5.2021 £	On Disposals £	Rate	This Year £	As at 30.4.2022 £	
EQUIPMENT										
Scythes	3,906	3,395		7,301	(1,431)		15	(881)	(2,312)	4,989
Garden Tools	449			449	(385)		15	(10)	(395)	54
Wheeled Trimmer	839			839	(824)		33	(5)	(829)	10
Hand Hay Baler	220			220	(216)		33	(1)	(217)	3
Wheeled Trimmer	839			839	(824)		33	(5)	(829)	10
Hand Hay Baler	350			350	(344)		33	(2)	(346)	4
19" TFT Monitor	129			129	(118)		33	(4)	(122)	7
Olympus Camera	430			430	(425)		33	(2)	(427)	3
Computer Equipment	800			800	(786)		33	(5)	(791)	9
2 Book cases	336			336	(327)		33	(3)	(330)	6
3 Tables and Chairs	586			586	(570)		33	(5)	(575)	11
Perch Office Stool	150			150	(130)		33	(7)	(137)	13
Website	6,600			6,600	(6,600)		3yrs		(6,600)	
Filming Equipment	1,379			1,379	(760)		33	(204)	(964)	415
Dell Laptop	2,442			2,442	(1,346)		33	(362)	(1,708)	734
Samsung Tablet	433			433	(239)		33	(64)	(303)	130
IT Equipment	475			475	(262)		33	(70)	(332)	143
Laptop	555			555	(306)		33	(82)	(388)	167
Office Chair	351			351	(98)		15	(38)	(136)	215
Microsoft Surface	649			649	(358)		33	(96)	(454)	195
Zoom Recorder	213			213	(117)		33	(32)	(149)	64
Dell Laptop	485			485	(160)		33	(107)	(267)	218
Asus ExpertBook	1,079			1,079	(356)		33	(239)	(595)	484
Printer		204		204			33	(67)	(67)	137
Office Chair		410		410			33	(135)	(135)	275
Asus Laptop		526		526			33	(174)	(174)	352
Dell Laptop & Monitor		759		759			33	(250)	(250)	509
Vostro 3515 Laptop		809		809			33	(267)	(267)	542
Cycle		2,907		2,907			33	(959)	(959)	1,948
TOTAL	£23,695	£9,010		£32,705	(£16,982)			(£4,076)	(£21,058)	£11,647

Accounts

CARING FOR GOD'S ACRE ANNUAL REPORT 2020 - 2021



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REPORT FROM THE CHAIR



I am sure many of you reading this Report will have been touched by Coronavirus over the last 12 months, how its virulence and tenacity have taken us all by surprise! But with help and the extraordinary dedication and generosity of so many people we have adapted the everyday to begin to live with it and the losses we have suffered both here and throughout the world.

Caring for God's Acre is lucky to have such a robust and adaptable staff group who, as you read here, have adapted our technology during the last year, with help of

a grant from the National Lottery, to redesign aspects of our work and reach out further to connect with even more of you on line and open a virtual door to the natural world on your doorstep.

We have been so lucky to have the steadfast support of so many of our funders through the pandemic which has given us the confidence to think creatively and do our best to support so many of you who keep the teeming biodiverse life in our burial grounds open to all.

When faced with the challenges of the last year, the Charity is lucky to have personnel throughout, members, trustees, staff and volunteers, who are not frightened of change, but who are excited by it and who have, I hope you agree, done their best to adapt what we do and get us to a position where we can grow sustainably.

I do hope you will enjoy reading this Report.

Oliver Goode, Chair, Caring for God's Acre

November 2021

GENERAL INFORMATION

PRESIDENT

HRH The Prince of Wales

PATRONS

Lawrence Banks CBE, DL., VMH.

Sir Roy Strong, CH

The Rt Revd Dr Alan Smith, The Bishop of St Albans

Dr George Peterken OBE

Prof Chris Baines

Prof Stefan Buczacki

TRUSTEES

Oliver Goode Chair

Gillian Binks Vice Chair

Joe Manifold Treasurer

Lisette Davies Secretary

Anni Holden

Judith Leigh

Catherine MacCarthy

Alex Glanville

Simon Cooter

STAFF

Harriet Carty Director

Andrea Gilpin Development & Communications Manager

Alex Logan Conservation Volunteer Manager

Prue Dakin Office Manager

Georgina Sharp Beautiful Burial Ground Community Coordinator

Liam Taylor Beautiful Burial Ground Data Manager

Mick Clifton Fund Raiser and Project Manager

Anna Wilde Project Support Officer

BANKERS

HSBC, 6 High Street, Bishop's Castle, Shropshire, SY9 5BJ

INDEPENDENT EXAMINER

S.E. Hardwick, Armstrong Rogers & Co., 45 Etnam Street, Leominster
Herefordshire, HR6 8AE

CONTACT

11 Drover's House, The Auction Yard, Craven Arms, Shropshire SY7 9BZ

01588 673041 - info@cfga.org.uk - www.caringforgodsacre.org.uk

Charity Registration Number 1155536.

CfGA commenced operations as a Charitable Incorporated Organisation (CIO) on 1st May 2014 - CIO Number CE000722.

OBJECTIVES OF THE CHARITY

The charity's objectives are to promote, for the benefit of the public and for the advancement of education, the conservation, enhancement and interpretation of the natural and built features of burial grounds of all types and denominations.

ACTIVITIES

- To carry out projects as they arise in the furtherance of the objectives stated above
- To encourage the public to investigate, research and record within burial grounds thus adding to the body of information and records made
- To assist those with responsibility for burial ground maintenance with advice and support
- To promote public awareness of burial ground importance and conservation
- The Trustees have complied with the duty in section 4 of the Charities Act 2006 to have due regard to guidance published by the Commission concerning public benefit.

REVIEW OF COMMUNICATIONS

Communication developments are led by Andrea Gilpin and Anna Wilde

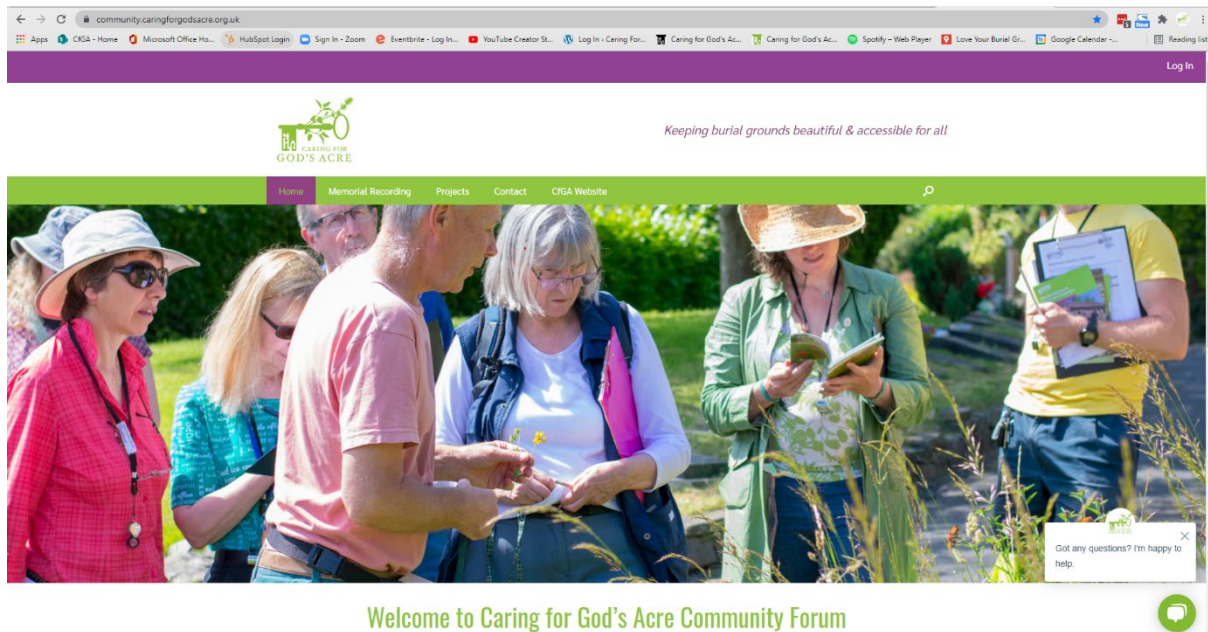
All of our project and core work relies on excellent communications and we have focussed on this over the year, partly as a response to the lack of face-to-face meetings and activities. This has resulted in a marked increase in our reach via digital platforms including our own website and social media.

The **website** continues to be well used. There has been a **35% increase** in the number of visitors to **10,700** during the period 1st October 2020 – 31st March 2021; visitors viewed **33,884 pages** over this time. During March 21 (when Churches Count on Nature was gathering momentum) **the number of visitors more than doubled**. The majority of visitors are finding us via Google search, although social media continues to send traffic to the site, with Facebook sending the highest number. Engagement via Twitter was also good.

To support the work done for Diocese of Chester and for the Biodiversity Hotspots across Wales Project we set up another website at <https://community.caringforgodsacre.org.uk>. This site can be logged into by groups participating in these projects and they can see content such as **webinar recordings, downloads and links** specific to certain topics which were covered in talks. There is also a **forum chat feature** for the visitors to leave questions and to interact with each other.

Publicity and communication via social media continues:

- 2,636 subscribers to our E-newsletter
- 2,976 followers on Twitter
- 1,359 followers on Facebook



Screenshot from the home page of <https://community.caringforgodsacre.org.uk>

REVIEW OF PROJECT ACTIVITY

Project activity undertaken this year:

- 1 **The Beautiful Burial Ground including Churches Count on Nature**
 - 2 **Emergency Fund project**
 - 3 **Caring for God's Acre Conservation Volunteers**
 - 4 **Biodiversity Hotspots in Mid Wales**
 - 5 **Celebrating Birmingham's Burial Grounds**
 - 6 **Welsh Burial Grounds for Wildlife**
 - 7 **The Georgians in Stone – Listed Monument Conservation Project**
 - 8 **Restoring Shropshire's Verges Project**
-

1 THE BEAUTIFUL BURIAL GROUND

Delivered by Harriet Carty, Georgina Sharp and Liam Taylor, supported by Prue Dakin, Andrea Gilpin, Anna Wilde and Mick Clifton

The **Beautiful Burial Ground (BBG)** project was running for the whole of this reporting period. It started in May 2018 and is scheduled to end by December 2022.

This remains our largest project, it involves **two dedicated members of staff**, George (4 days) and Liam (4 days), plus combined nine days per week from Prue (2 days), Andrea (1 day), Anna (1½ days) and Harriet (2½ days). Mick Clifton joined the BBG team and has worked throughout this year (2 days). The third year of the Beautiful Burial Ground Project has been seriously interrupted by Covid-19 and lockdowns but **much has continued and gone well.**

All of our training activities on site were stopped completely during the first lockdown then resumed in reduced and controlled ways once this lifted. These activities are seasonal, with most taking place in the spring and summer. Biological recording takes place in the main during these seasons (apart from autumn fungi) and built heritage /social history recording tends to run in warmer months as this is pleasanter for participants. **The cancelling of training until mid-July 2020 meant in effect that we lost the best part of a year of activity.**

Some of the BBG staff were furloughed or worked reduced hours (see Staff section for details).

We have continued to work in partnership with the **National Biodiversity Network, the Church of England and the Church in Wales** to deliver this project and continue to build relationships with interest groups.

BUDGET

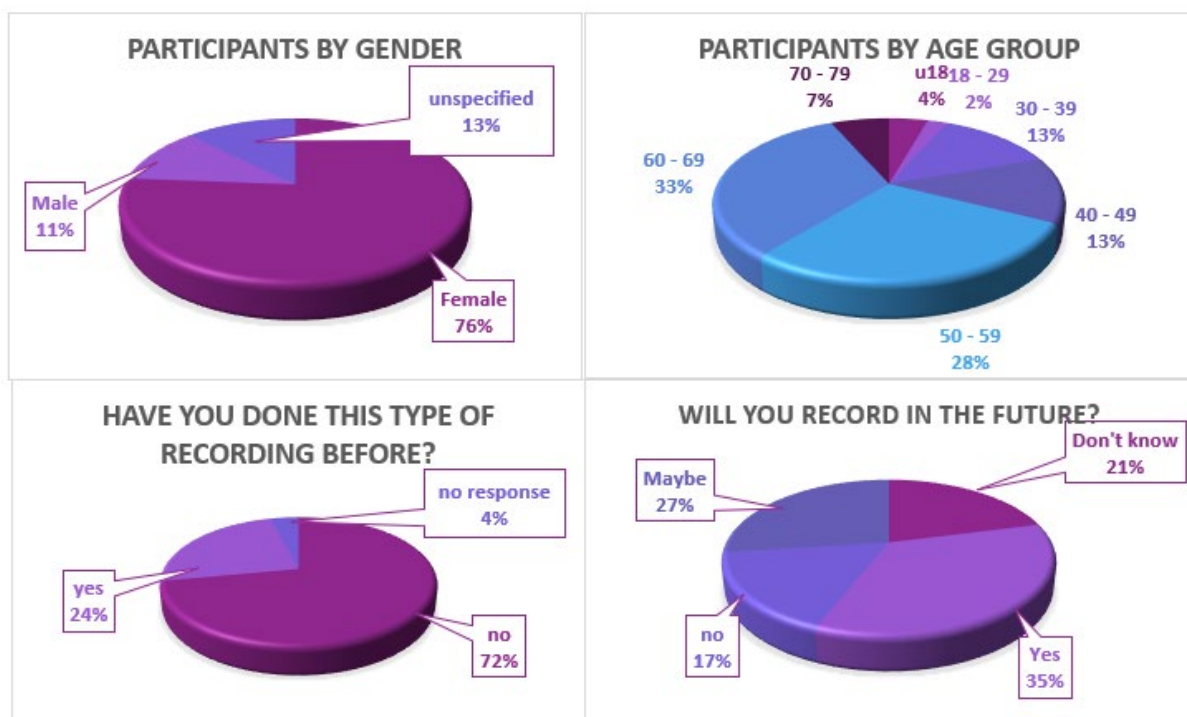
Spend was reduced this year by just under £28k, largely due to very few training sessions with groups taking place during lockdowns.

In December 2020 we **applied to the Heritage Fund for an uplift of £26,736 which was granted**. This will cover the costs of maintaining staff and running activities until December 2022. Initially BBG was due to complete by May 2022 so **this extension will give us a further spring and summer for training activities and encouraging recording**.

TRAINING AND EVENTS

We have run **94 events in the project so far against a target of 124 for the whole project**.

Due to Covid restrictions we were only able to run four botanical sessions and five fungi sessions this year.



UNDER-REPRESENTED GROUPS

We are working with **three groups of people**, frequently under-represented in heritage projects that we have identified as being particularly suited to our type of activity. These are **families with younger children, people with disabilities and people with mental health issues**. **40** sessions have taken place in the project so far, many facilitated by partner organisations. **764** people have been engaged with the project. No activities for these groups were possible in this year due to Covid-19.



Learning about small mammals in burial grounds in a British Sign Language interpreted session.

DATA MANAGEMENT

54,272 records have been shared with the project

38,312 gathered independently, and **4,180** generated through BBG sessions

325 recorders submitting data who have not submitted data on burial grounds into systems previously

Volunteer recorder time equivalent to **£363,363**



We have finished **mapping the burial grounds of England and Wales**, and now have complete coverage across England but lack cemeteries and non-conformist chapel yards in Wales.

RAISING THE PROFILE OF THE PROJECT



724 subscribers to our 12 e-newsletters



72 articles in partner newsletters, local newsletters and national press



10 webinars to **724** people



37 Presentations to interest groups capturing **2099** people



21,832 direct hits to BBG website pages



2823 followers



1,254 followers **274** posts reaching **111,751** people



Regularly updated website



Gwnaed yn bosibl gan

**Cronfa
Treftadaeth**

Made possible with

**Heritage
Fund**

CHURCHES COUNT ON NATURE

This initiative is part of the BBG project and is a partnership between **Caring for God's Acre, the Church of England, the Church in Wales and A Rocha** (a Christian charity who run the Eco church award). **Churches of all denominations** were encouraged to take part in Churches Count on Nature and to run **biological recording events**. The first event took place during **Love Your Burial Ground Week** (p.26) in **June 2021** so is out of this reporting period, but the planning took place during it. All participants were directed to the CfGA website which contained information, Frequently Asked Questions and registration forms.



Screenshot of FAQs for Churches Count on Nature

2 EMERGENCY FUND

Delivered by Mick Clifton, Anna Wilde and Andrea Gilpin

In October 2019 we were **awarded a grant of £40,500** by the **National Lottery Heritage Fund** under their Emergency funding stream, this project finished in January 2020.

This project allowed us to make a series of **technological advancements** to both increase our ability to manage under Covid-19 restrictions and also to equip us going forward. In addition, the Fund helped us to **maintain our Conservation Volunteering** in the face of social distancing restrictions and additional costs such as increased volunteer mileage as we could not lift share.

We have:

- Upgraded our systems to **enhance distance working and communications**.
- Initiated a series of **16 podcasts** which will go live in 2021 – 2022.
- Run **6 webinars** with more taking place in 2021 – 2022.
- Carried out **9 practical conservation tasks** in Shropshire with Covid-19 safety systems in place and reduced volunteer numbers.

- Created **3 minifilms** – Love Your Burial Ground Week, Sites to Inspire, Using the Botanical Companion.
- Set up an **online forum** space for specific groups such as participants in a particular project or those sharing a particular interest.
- Develop of system of **virtual site visits** to allow us to give management advice without the need for an actual site visit. Initiated during lockdown, this will be useful once all restrictions are lifted too.

The Emergency Fund is funded by the National Lottery Heritage Fund, thanks to National Lottery players.



3 THE CARING FOR GOD'S ACRE CONSERVATION VOLUNTEERS

Delivered by Alex Logan

This project is on-going and the team have been active now for **over a decade**. We continue to build our conservation volunteers and to seek funding for their work.

This year has been difficult for the Conservation Volunteer team due to Covid-19 and lockdowns. Alex was unable to lead work parties and was furloughed from 25th March to 25th June and then again from 3rd November to 31 March 2021. He was able to resume work at the end of June 2020 and then again in March 2021 with strict Covid-19 protocols in place and reduced numbers of volunteers. He has been able to run conservation tasks since then, managing to keep on top of the work within **42 burial grounds** that the team visit. With the support of our church contacts and volunteers, the CfGA volunteers completed **64 task days**. We've given advice, support or practical assistance to burial grounds in Shropshire, Herefordshire and Powys, having taken on **another three sites** within this period.



Over 1,440 volunteer hours were given in the management of churchyards and burial grounds, supporting community and church groups and the work of CfGA.

The support of our enthusiastic volunteers was vital in enabling this to happen and thanks go to them for their fantastic efforts and continued support. We have **72 volunteers registered** (three more than the previous year) and **37** of these come out on tasks regularly. There are usually up to **16** of our regular volunteers on a task, often joined by local people, although this was reduced to follow the varying government guidelines which were in place over the year.

PARTNERSHIP WORKING

This year saw the CfGA Conservation Volunteers **working with several partners to deliver conservation management to as many burial grounds as possible**. Partnerships included:

- **The Shropshire Council Outdoor Team**
- **Shrewsbury Town Council volunteers**
- **Friends of Longden Road Cemetery**
- **South Shropshire Youth Forum**
- **Friends of Cressage Churchyard**
- **Connexus Housing Association**
- **Shropshire Dormouse Group**
- **Shropshire Hills Discovery Centre (Grow Cook Learn)**
- **The Environment Agency**
- **The National Trust**

The volunteer team have always been interested in the biodiversity of the sites they visit and this year we started **recording species more systematically and making biological records** after each task. These records are submitted to the local record centre and to NBN.

This year we have widened the type of work that we do, and our volunteers have been involved in building and **siting of an additional 36 dormouse boxes** at one site known to have dormice. Volunteers have been making **open-fronted bird nest boxes to target spotted flycatchers**, which have been installed at several sites.

Conservation Volunteer Fred Porton in Bromfield Churchyard with the 36 dormouse boxes and a tawny owl box he made



Despite the unprecedented circumstances during this period, **the volunteers collected well over a kilo of yellow rattle seed** from local meadows some of which we used to enhance our churchyard sites and some was sold, **creating much needed funds for the project**. We also ran several volunteering days near Bishops Castle where we were paid to provide conservation work on a scheduled monument. This involved thistle removal, scything and sowing yellow rattle seed. Our part in the **National Trust Stepping Stones Project** was a little reduced by the lockdowns however Alex did **run two scythe courses** for National Trust volunteers and staff as well as local smallholders, this also generated scythe sales through our CfGA shop. We also **manage 2 roundabouts in Presteigne**, introducing meadow species including oxeye daisy, red clover and yellow rattle. Working with the **South Shropshire Youth Forum** we ran joint activity days for young people who learnt about the importance of churchyards and their associated wildlife.

ENVIRONMENT AGENCY GRANT

The Conservation Volunteer team **received a grant of £1,500** from the Environment Agency towards work to improve the biodiversity within churchyards in the **catchment of the River Clun**. This grant covered visits to



churchyards within this catchment and the Environment Agency also purchased a range of habitat boxes including a Barn and Owl box, bat boxes to go in trees and other bird boxes. These will be erected in churchyards in the Clun catchment during 2021-2022.

4 BIODIVERSITY HOTSPOTS ACROSS WALES

Delivered by Andrea Gilpin and Mick Clifton

This project started on 1st October 2020 and will continue until 31st March 2023.

This is the first year of a **three-year project** which is enabling and supporting managers of burial grounds to **help preserve and enhance their flower rich grassland and engage the wider community**. The project runs across the counties of **Wrexham, Flintshire, Denbighshire, Ceredigion and Powys**.

Since the 1940s over 97% of flower-rich grassland, that was once widespread in the countryside, has vanished, with burial grounds remaining one of the few strongholds of this incredibly important habitat. As a response to this we are offering a range of free services to burial ground managers across the project area which include:

- **Receive free training on a variety of topics such as grassland management, involving the community, species surveying, looking after veteran trees, writing a management brief**
- **Have a grassland survey undertaken of their burial ground**
- **Enjoy a supportive network of peer to peer support with input from specialists**
- **Have access to our new improved advice material**
- **Receive a base map of their site**
- **Receive support in writing a Management Brief for their site**
- **Receive advice on their ancient/veteran trees (our resources for this will concentrate in Wrexham, Flintshire and Denbighshire)**
- **Have their site showcased as a best practice site or case studies for others to be inspired by and learn from.**

The majority of work to date has been spent on planning the project, developing resources, undertaking awareness and publicity and developing electronic systems for the project to flow over the three years lifespan. Currently, **we now have 51 burial grounds registered with the scheme**.

A series of **7 training webinars** have been developed with the first two of these running in April 2021 (*What's so special about churchyards* and *Blooming and Beautiful – getting the balance right*) which were very well attended by participating burial ground managers.

An element of this project includes a **limited number of free grassland surveys** to be undertaken of burial grounds (to be completed over the summer of 2021) so that this information can be used to help develop management plans for specific sites. Nominations for grassland surveys opened in April 2021 and it is expected that **over 20 sites** will be surveyed later in the year.

Biodiversity Hotspots across Wales is funded by the Welsh Government via Natural Resources Wales.



5 CELEBRATING BIRMINGHAM'S BURIAL GROUNDS

Delivered by George Sharp, Harriet Carty and Anna Wilde

This project started in December 2019 and will continue until December 2022. This project is primarily concerned with **social history** and it takes place within **5 burial grounds in Birmingham**, which are:

- **Handsworth Cemetery**
- **Brandwood End Cemetery**
- **Key Hill Cemetery**
- **Warstone Lane Cemetery**
- **St Barnabas Churchyard**

Local people are encouraged to **discover the interesting social history** to be explored in these burial grounds which were chosen by Birmingham City Council bereavement staff, focusing on sites **representing particularly multi-cultural communities**. The sites were mapped using a mapping and recording system called the **Burial Ground Management System** which has been created by Atlantic Geomatics, a private company. The system allows users to interrogate data, searching for specific names, dates or other parameters. Once full of monument records, this will be **invaluable for local history research** and will be stored within the Birmingham archive.

Progress on the public aspects of this project were hampered by the successive lockdowns and their effect on our ability to run sessions. This hiatus did give us the opportunity to make connections with friends' groups and partners that we are working with on this project.

As lockdown eased it became evident that the Handsworth Municipal Cemetery was not the site for this stage in the project. It is a busy cemetery with lots of grave visitors and multiple digging teams active. Unlike other cemeteries we operate in there was not an 'older, unvisited' area but new and regularly visited graves were amongst the oldest graves in every section. We felt the opportunity for upsetting the recently bereaved and grave visitors was too high to be bringing in groups of memorial recorders, although recording in pairs once people were trained up remains a possibility.

Still wishing to be active in the Handsworth area we have turned our attention to the burial ground of **Handsworth Parish Church (St Mary's)**. There has been a church on the site since at least the 1200s and the burial ground has **some interesting memorials from the Georgian period** as well as some memorialising the **local Roma encampment** and other notable locals. The mappers have been out to collect the data from this site, and we expect the map by the autumn.

St Barnabas Churchyard in Erdington has had all its memorials recorded and photographed and added to the map thanks to the efforts of two people from the Erdington Historical Society. There is a wider churchyard project here to try and make the churchyard a safer and more pleasant place to spend time. Through the project we are supporting the church team in **setting up a Friends group** and moving their churchyard initiative forward.



In the **Jewellery Quarter Cemeteries**, we are ready to start recording as soon as restrictions allow. We are working with the **Jewellery Quarter Cemeteries Project Officer Josie Wall** and the Friends group to stimulate interest and arrange some sessions.

The **Friends Group at Brandwood End Cemetery** are keen, key partners and we are planning a programme of recording sessions over the summer

Celebrating Birmingham's Burial Grounds is funded by the National Heritage Lottery Fund, Historic England and the Garfield Weston Foundation.



6 WELSH BURIAL GROUNDS FOR WILDLIFE

Delivered by Mick Clifton and Harriet Carty

This project started in November 2019 and will continue until December 2022.

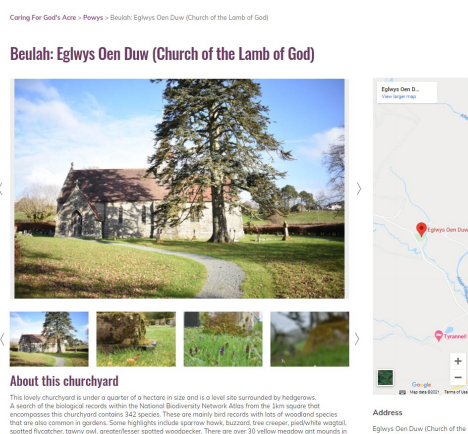
The project will build on the work done by the Beautiful Burial Ground, taking the raw, biodiversity information that is being generated by this project and using it to **influence management**. Whilst most of the project will be Wales based, some aspects span Wales and England. **The project will now last for 3 years**, as the funders have agreed to an extension, it will end in December 2022.

We will:

- Create a **bespoke IT system** which links **the Burial Grounds Portal on the NBN Atlas** with both the **Church Heritage Cymru and the Church Heritage Record** which are built heritage systems used in planning change in churches and burial grounds. This will summarise the **key biodiversity information** that is needed by managers
- Produce **toolkits and minifilms** on topics of interest to burial ground managers such as **Veteran Trees, Interpretation and Meadow Management**
- Identify the most **important Welsh burial grounds for wildlife** (using the Burial Ground Portal) and contact the people who are managing these sites, offering advice and resources
- Raise the **profile of the charity and increase membership**, including improving our systems for distance working

- Create a **network of excellent sites across England and Wales** which can give inspiration and peer-to-peer support. 'Badge' participating sites as **Burial Grounds to Inspire** and supply resources including publicity material

So far we have made a good start and are **close to creating the bespoke IT system** linking the Burial Grounds Portal with the two Church Heritage systems. **Wales is now mapped and visible within the Burial Grounds Portal** and we are encouraging recorders to **visit sites and submit records**. We launched our membership drive at the start of 2020 and now have **162** members, an increase of **56** since we launched this drive. We have developed a system for selecting the **'excellent' sites across England and Wales** and have been contacting churchwardens or other site managers of the chosen sites. We have **28 sites up on the webpage** with **13 more in the pipeline** awaiting full information from the site managers.



Screenshot from CfGA website showing a page from Burial Grounds to Inspire section

Three of the four toolkits are nearing completion and one minifilm awaiting editing. It is not possible to identify the most important sites for wildlife until the Summary Field has been created on the Church Heritage Record and Church Heritage Cymru. This work is currently underway with completion expected by autumn 2021.

Welsh Burial Grounds for Wildlife is funded by the Prince of Wales's Charitable Fund.



**THE PRINCE OF WALES'S
CHARITABLE FUND**

7 THE GEORGIANS IN STONE – Listed Monument Conservation Project

Delivered by Harriet Carty and Prue Dakin

This project started in April 2019, it was due to end in October 2020 but was extended because of COVID-19 until June 2021.

It is a **built heritage project**, based around the restoration of **12 listed Georgian tombs** in St John the Baptist churchyard of Bishop's Castle, Shropshire.

In addition to the **stone conservation work**, the project has seen volunteers from Bishops Castle Heritage Resource Centre **investigating all things to do with Georgian times** in the locality and specifically, what information exists about the people **commemorated by the 12 tombs**. A local folk singer and song writer, **John Kirkpatrick** has been working with **pupils from the local secondary school** and events have taken place including **a heritage drop-in** to showcase the information discovered by the volunteers. A **History Day** with several speakers took place digitally in March 2021 and the project will close with a **final celebration** in May 2021.



Georgians in Stone Project, May 2021

This project was submitted by the PCC of St John the Baptist, Bishop's Castle with support from CfGA. It is funded by the National Lottery Heritage Fund, with thanks to the National Lottery players.



8 RESTORING SHROPSHIRE'S VERGES PROJECT

This project started in August 2019 and was due to run for 12 months but has been extended due to COVID-19 until August 2021. It is a partnership project between CfGA, the National Trust, Plantlife, Shropshire Council and several Parish Councils. The project aims to manage 10km of flower rich verges well, showcasing how this can be achieved, how attractive and good for biodiversity this is and also how cost effective.

- Raising profile via talks and a Verges Action Day
- Producing a short film
- Assessing verges for biodiversity, safety and suitability for cutting with available volunteers and machinery
- Managing the selected verges by cutting in July or August, collecting and composting the cuttings and then sowing Yellow Rattle seed.

The project was going well until lockdown stopped activity with over 10km of verges selected, surveyed and managed, and 5 talks given by local volunteers. The film was completed in August 2020 and is on our website and the Action Day is taking place in July 2021 as part of a larger Hay Meadow Festival. A leaflet is in the design stage at the end of this year. In addition, RSVP has widened to include several members of the local community and has become a Constituted Group. RSVP has been working closely with Shropshire Council and Kier, their main contractor for verge cutting and are in discussion regarding embedding this improved management of verges into council policy and contractor work plans.

This project is funded by the National Lottery Heritage Fund, with thanks to the National Lottery players.



REVIEW OF CORE ACTIVITIES

Delivered by Andrea Gilpin and Harriet Carty with office support from Prue Dakin and Anna Wilde.

- 1 Support local communities, groups and individuals who manage burial grounds
 - 2 Charity and project development plus general fundraising
 - 3 General management of the charity, its staff, governance, office
 - 4 Organising Love Your Burial Ground Week
 - 5 Supporting and increasing membership including Diocesan Membership
 - 6 Responding to the Covid-19 pandemic
-

1 SUPPORT LOCAL COMMUNITIES, GROUPS & INDIVIDUALS WHO MANAGE BURIAL GROUNDS

We offer **support and guidance** to anybody involved in **managing a burial ground**. We encourage them to consider the full range of features within their site; **biodiversity, built heritage and social history** plus the opportunities to involve their local communities and inform their visitors. We advocate **investigation, recording and research** within burial grounds, to increase the body of knowledge about these fascinating places.

This is achieved through a combination of **phone calls, emails, public speaking and visits**, and through the **provision of resources** including written material, video, website content and social media. This year we added **virtual visits** to our methods of reaching and supporting burial ground managers.

CfGA also supports burial ground managers through the resources that we provide: our **Action Pack, Education Pack, Field Studies Council Fold-out Chart, Botanical Companion, Beautiful Burial Ground DVD and Starter Guide**. All of these are available to download and/or buy via our website. The **Starter Guide is currently sent out in hard copy to anybody who requests it as part of the BBG project**. In addition, we now have **14 mini-films available** on our website.

2 CHARITY & PROJECT DEVELOPMENT PLUS GENERAL FUNDRAISING

During this year, focus has been on continuing the delivery of the Beautiful Burial Ground project plus **building resources via grant applications** and increasing the income raised by staff through management planning and paid practical work for our volunteer manager. We have been building projects which were submitted during this financial year or shortly afterwards by Mick Clifton our Fund Raiser.

These include:

Opening the Ark: a project aimed at spreading the biodiversity from within a burial ground into the wider community, involving people in improving their locality. At the end of April 2021 we were awaiting a decision on this.

Hotspots for Wales: expanding the successful Hotspots project to new areas of Wales including Mid Wales and North-East Wales. This was successful and is now in delivery.

Covid-19 Emergency Funding: this was submitted in September 2020 and delivered by January 2021.

Small grants for our Conservation Volunteers and other aspects of our work: numerous applications have been made to other trusts and agencies, many of which have been successful. Successful applications were:

The Golden Bottle Trust	£500 - conservation volunteering
Powys County Council Nature Partnership Fund	£600 - volunteer training
The Lennox Hannay Trust	£1,000 – conservation volunteering
The Rowlands Trust	£1,000 – conservation volunteering
The Southall Trust	£2,000 – conservation volunteering
The Church of England	£300 - Churches Count on Nature
	£5,000 – Wildlife poster and research work
Tesco Plastic Bag Grant	£1,000 – conservation volunteering

3 GENERAL MANAGEMENT OF THE CHARITY

Core staff are charged with management of the charity including:

- Managing the finances of the charity to ensure best value for all expenditure
 - Maintaining and improving office systems to maximise effectiveness of human resources
 - Reducing our carbon footprint and increasing sustainability
 - Following CfGA policies and updating and checking those policies
 - Organising meetings and reporting to trustees to allow robust governance
 - Keeping up to date with changes in charity policies and systems.
 - Organising the AGM which took place digitally
-

4 ORGANISING LOVE YOUR BURIAL GROUND WEEK

This national event takes place in the second week of June, spanning two weekends. People are encouraged to run **an event of their choice to encourage the public to visit their burial ground**, learn something about it and have an enjoyable time. Events are logged on the CfGA website. This was cancelled in 2020 due to COVID-19.

6 SUPPORTING & INCREASING MEMBERSHIP INCLUDING DIOCESAN MEMBERSHIP

INDIVIDUAL AND GROUP MEMBERSHIP

The individual and group membership of CfGA stood at **162 individual or group members** at the end of April 2021. Two editions of the members' newsletter, **The Lychgate** were produced and

distributed.

This year we ran a **virtual AGM on Zoom**, the speaker was **Professor Harold Mytum** whose talk was titled **Recording Monuments**. **64** people attended the AGM.



DIOCESAN MEMBERSHIP WITH LICHFIELD DIOCESE

We have a rolling membership with the **Lichfield Diocese** through which CfGA supply a range of services including **advice, support, communications** and our **printed resources**. The Lichfield Diocese commit to **monthly financial support** of the charity.

We have:

- **Produced a monthly article for the Bishop's Letter**
 - **Taken on the role of Environmental Adviser to the diocese, fielding enquiries on environmental matters**
 - **Publicised Lichfield activity and key messages that fit with CfGA aims**
 - **Produced an Action Pack sheet on burial ground accessibility following our meeting the previous year**
 - **Become a member of the Lichfield diocese Land & Biodiversity Group**
 - **Offered a reduction on printed material and membership**
-

7 RESPONDING TO THE COVID-19 PANDEMIC

All of our work was greatly affected by COVID-19 throughout the year. During April of 2020 we furloughed 3 members of staff who became unable to do their work as a result of lockdown. We have continued to improve our **distance working systems and protocols for working and for volunteers returning** once it became safe to do so. We kept up to date with advice from a variety of sources including government websites, ACAS website and the Small Charities Coalition. **The Finance and Risk Committee** gave governance to the decision-making taking place which needed to react to rapidly changing conditions.

STAFF AND GOVERNANCE

TRUSTEES

The trustees who held office during the financial year and at the date of this report are:

Oliver Goode	Chair
Gillian Binks	Vice Chair
Joe Manifold	Treasurer
Lisette Davies	Secretary
Anni Holden	
Judith Leigh	
Catherine MacCarthy	
Alex Glanville	
Simon Cooter	

New trustees are recruited as needed, either by appointment at the AGM or by co-option. In 2015 we carried out an initial **skills audit of trustees** which is updated annually. New trustees are **recruited as needed** and we have invited **Revd David Primrose** to join the trustees in June 2021. The charity is governed by its constitution.

TRUSTEE RECRUITMENT

CfGA Director or existing trustees suggest potential new trustees and identify the skills and experience which they would bring to the group. This is then considered by the Director and Chair of Trustees, assessing whether the new individual will fit with the existing skills of the trustees and whether a balance is being maintained regarding skills and experience and the objectives of the charity. If the potential new trustee is deemed to be suitable then either the Director or Chair of Trustees will approach them to see if they will be willing to stand and the other trustees are informed of this by email or post. If interested, the individual is invited to the next trustees meeting to learn more about the charity and the role of trustees. They are then invited to join.

New trustees meet with the Director prior to their first trustees meeting, who explains the work and objectives of the charity. They are given a full set of our publications and also a copy of the Roles of Trustees and generic guidelines on being a trustee from the Charity Commission. One individual was invited to join the trustees during this financial year; this is Revd David Primrose who brings with him

a great deal of experience in community engagement and cohesion as well as working within a diocese.

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to its operations and finances, and are satisfied that systems are in place to minimise exposure to those risks.

GOVERNANCE ACTIVITY

During the year trustees held four trustees' meetings in June, September, December and March. Our **Finance & Risk Committee** meets a few weeks in advance of each of these meetings and then reports to full trustees. Trustees are also sent the minutes of the Finance & Risk Committee meetings. All of these meetings took place digitally, on Microsoft Teams.

The Finance and Risk Committee oversees the **management of the finance**, monitoring expenditure against budget over the financial year. This includes the **preparation of the charity's annual accounts** and the routine financial management. This committee also considers **the risks to the charity** and the **projects being delivered** by the charity. The risk log is considered and updated at each meeting. The Finance and Risk Committee were also consulted regarding **changes to working practices** brought about by COVID-19. These included decisions to furlough and unfurlough staff, decisions regarding whether staff returned fully or partially to work and also plans, risk assessment and protocols for returning to the office and restarting our volunteer group.

This committee reports to the **full board of trustees** which is responsible for approval of the budget and **the annual accounts**. This committee met four times this year.

Members: Oliver Goode, Joe Manifold, Alex Glanville. Also attending: Harriet Carty, Prue Dakin.

2020 was the year of the **mid-term review** of the BBG project and marked the start of the development of the new **Business Plan**. We held a **facilitated trustees meeting** in June, led by our **BBG evaluator Kate Measures** and also a facilitated meeting of the BBG steering group to start discussion of both BBG and the Business Plan. Once the Business Plan is completed we will set up a new **Start and Finish Group**.

The **Project Champions** meet or speak to the member of staff responsible for a project prior to the full board of trustees' meetings. They then **present the report** written by staff on their particular

project and **add their views and information**. They take a lead in the governance of the projects for which they are champion.

- **The Beautiful Burial Ground champion is Catherine McCarthy**
- **Biodiversity Hotspots in Mid Wales champion is Alex Glanville**
- **Welsh Burial Grounds for Wildlife champion is Alex Glanville**
- **The CfGA Conservation Volunteers champion is Anni Holden**
- **Celebrating Birmingham's Burial Grounds champion is Judith Leigh**

Governance and support for the Director is given via the full board of trustees and also through quarterly informal meetings between the **Chair of Trustees Oliver Goode** and the **Director Harriet Carty**.

We have a **Steering Group for the Beautiful Burial Ground** project in delivery, which met virtually once in July via Zoom. This was a facilitated meeting, looking back at progress in the first half of the project and forward to the second half and the project legacy.

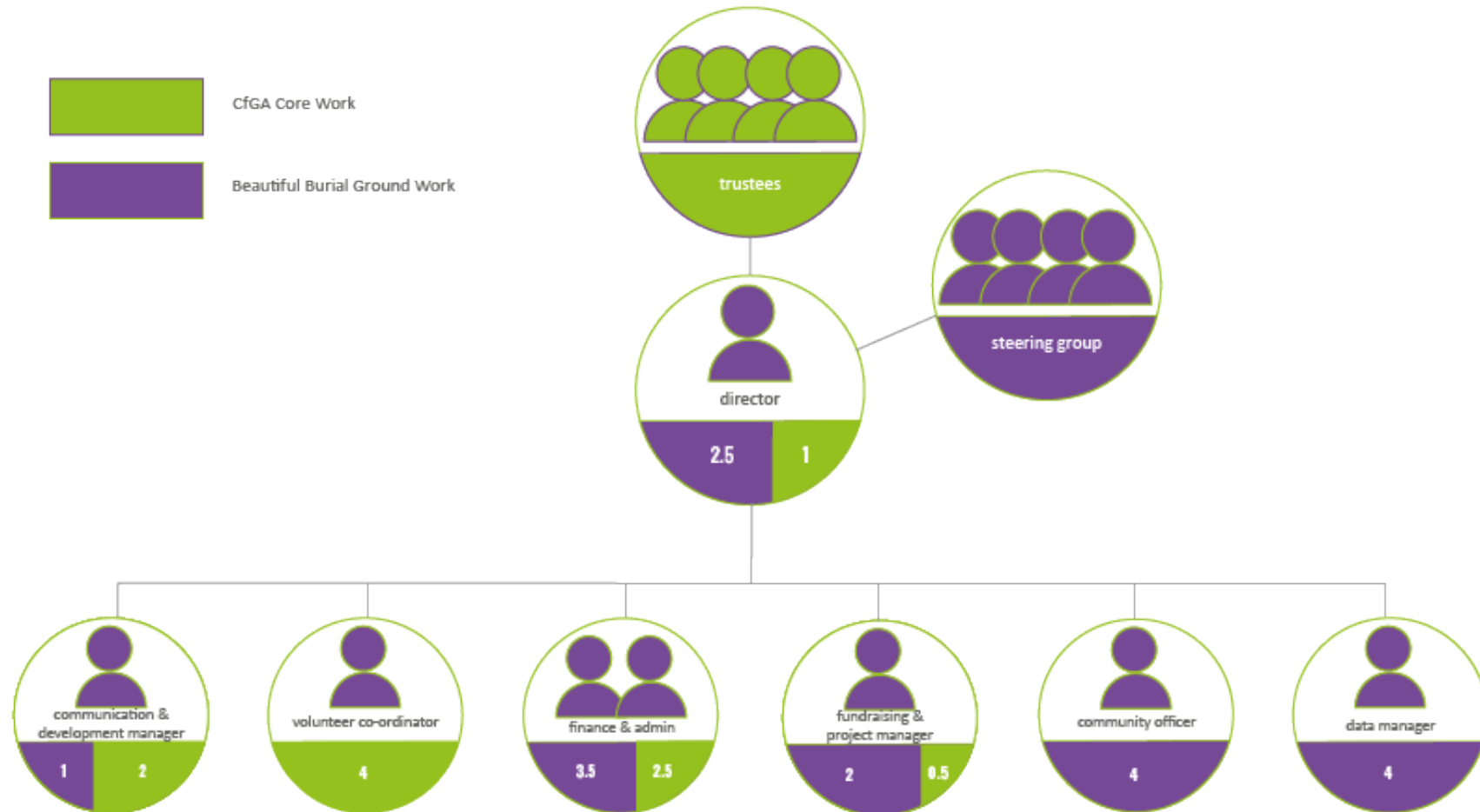
This group includes experts in **ecology, built heritage, recording systems** as well as the **Church of England, Church in Wales** plus four of our trustees.

Members: Jo Judge (NBN), Jenifer White (Historic England), Catherine Ross (CofE), James Miles (CofE), Tina Andrews (CinW), Sue Townsend (FSC), Charlie Bell (FSC), Caroline Uff (National Trust), Dan Wrench (Shropshire Council), Judith Leigh, Gill Binks, Oliver Goode, Catherine MacCarthy

STAFF

George Sharp, Andrea Gilpin and Alex Logan were furloughed at various times over the year, having all been furloughed in April 2020:

- May – George and Andrea furloughed, Alex worked one 4-day week, furloughed the rest of the month
 - June – George furloughed, Andrea worked 3 days in the month, Alex worked 6 days in the month
 - July – George and Andrea worked 4 days in the month, Alex came off furlough
 - August – George and Andrea worked 2 days per week, Alex continued off furlough
 - September & October– no-one furloughed
 - November – Only Alex furloughed
 - December – no-one furloughed
 - January & February – George furloughed 2 days per week, Alex furloughed
 - March - George furloughed 2 days per week for part of the month, reducing to 1 day per week, Alex worked for 3 days in the month
 - April – no-one was furloughed
-



Caring for God's Acre Organisational Chart

TREASURER'S REPORT 2020 - 2021

RESERVES POLICY

The Trustees believe that the Charity should hold financial reserves because:

- **It is promoted as best practice by the Charity Commission**
- **It has no endowment funding for its various projects and is dependent upon income from donor funding, which is inevitably subject to fluctuation.**
- **It requires protection against and the ability to continue operating in the event of any possible future damaging events**

The Trustees believe that the minimum level of balance on reserves should be the equivalent of at least three months operating costs for the Charity as a whole. This will be calculated, reviewed and approved annually. The reserves should be built up to the desired level in stages consistent with the Charity's overall financial position and its need to maintain and develop its objectives. Based on the latest financial statements, three months operating costs amount to approximately £50,000 and this is more than covered by the reserves held.

TREASURER'S REPORT FOR THE FINANCIAL YEAR 1ST MAY 2020 – 30TH APRIL 2021

This year's accounts show a significant surplus primarily due to the flexibility of staff and management in dealing with the financial impact of COVID 19, which if not handled well could have had a very adverse effect on the ability of the Charity to continue.

Income for the year was £13,000 less than that of the previous year, but expenditure was reduced by over £60,000. These figures reflect funds successfully realised from the government furlough scheme, £20,000; the HLF emergency fund, £18,000; and Shropshire Council, £5,000. This funding is partly shown in increased income and partly in reduced expenditure.

The outcome is that at the end of year funds have risen from £113,000 at the beginning of the year to £150,000 at the end of the year. It should be noted that at the beginning of the year the Charity liquidated its equity investments held in the Sarasin Fund (approximately £26,000) in view of the potential instability of the equities market. All funds are now held as cash deposits.

We are grateful for the support we have received, and particular mention should be made of:

National Lottery Heritage Fund

Natural Resources Wales and Welsh Government

Prince of Wales's Charitable Fund
Historic England

The Millichope Foundation
Garfield Weston Foundation
GML Ltd
Bishop's Castle Town Council

We are also grateful for support from The Lennox Hannay Charitable Trust, The Rowlands Trust, The Environment Agency, Golden Bottle Trust, The Southall Trust, Tesco Plastic Bag Grant and Shropshire Council through their Covid Recovery grant scheme.

Following the Annual General Meeting, I will be relinquishing my positions as Treasurer and Trustee and a plan has been established for succession.

I wish the Charity every success in continuing the valuable work it undertakes.

Joe Manifold

ANNUAL ACCOUNTS 2020 – 2021

CARING FOR GOD'S ACRE

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES OF CARING FOR GOD'S ACRE

I report on the Accounts of the Charities for the year ended 30 April 2021, which are set out on pages 3 to 19.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND INDEPENDENT EXAMINER

The Charities' Trustees are responsible for the preparation of Accounts. The Charities' Trustees consider that an audit is not required for this year under Section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:-

- examine the Accounts under Section 145 of the Charities' Act,
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the Charities Act), and
- to state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS' REPORT

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Charities and a comparison of the Accounts presented with those records. It also includes consideration of any unusual items or disclosure in the Accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all evidence that would be required in an audit, and consequently no opinion is given as to whether the Accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

INDEPENDENT EXAMINERS' STATEMENT

In connection with my examination, no matter has come to my attention: -

(1) which gives me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with Section 130 of the Charities Act; and
- to prepare Accounts which accord with the accounting records and to comply with the accounting requirements of the Charities Act;

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the Accounts to be reached.

S. E Hardwick
Accountant

45 Etnam Street
Leominster
Herefordshire
HR6 8AE

CARING FOR GOD'S ACRE

STATEMENT OF ACCOUNTING POLICIES YEAR ENDED 30 APRIL 2021

The Financial Statements have been prepared under the historical cost convention as modified by the revaluation of investments and in accordance with the Statement of Recommended Practice, Accounting by Charities.

INCOMING RESOURCES

All incoming resources are recognised when the charity becomes entitled to them, virtually certain of receipt and the amount can be measured with sufficient reliability.

Investment income is recorded when receivable.

RESOURCES EXPENDED

Expenditure is included in the accounts on an accruals basis. Irrecoverable VAT is charged to the Statement of Financial Activities as incurred.

FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds are unrestricted funds set aside at the discretion of the trustees for specific purposes.

Restricted funds are those donated for use in a particular area or for a specific purpose, the use of which is restricted to that area or purpose.

TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets are stated at cost less depreciation. Where tangible assets have been donated they are stated at their market value at the date of the donation.

Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Equipment	15%	Reducing Balance Basis
Computer Equipment	33%	Reducing Balance Basis
Website	3 Years	Straight Line Basis

INVESTMENTS

These are stated at the market value at the Balance Sheet date. Realised and unrealised gains and losses on investments are taken to the Income and Expenditure Account.

CARING FOR GOD'S ACRE

STATEMENT OF FINANCIAL ACTIVITIES YEAR ENDED 30 APRIL 2021

	Notes	Un- Restricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Income and Endowments					
Grants and Donations		61,538	127,294	188,832	216,240
Other Income:					
Investment Income		36	-	36	219
Other Income		2,106	31	2,137	4,353
Members Subscriptions		4,148	-	4,148	3,288
Charitable Activities					
Operational Programmes		23,099	9,450	32,549	16,477
Total Income		£90,927	£136,775	£227,702	£240,577
Expenditure:					
Expenditure on Charitable Activities	8	30,073	130,385	160,458	193,962
Support Costs	9	27,848	1,635	29,483	40,712
Total Expenditure		£57,921	£132,020	£189,941	£234,674
Net Expenditure before Gains on Investments		33,006	4,755	37,761	5,903
Losses on Investment Assets					
Realised		-	-	-	(118)
Unrealised		-	-	-	-
Transfers between Funds		10,836	(10,836)	-	-
NET MOVEMENT IN FUNDS		43,842	(6,081)	37,761	5,785
TOTAL FUNDS BROUGHT FORWARD		80,291	32,415	112,706	£106,921
TOTAL FUNDS CARRIED FORWARD	10	£124,133	£26,334	£150,467	£112,706

The Accounting Policies and Notes on pages 14 and 17 to 19 form an integral part of these Accounts.

CARING FOR GOD'S ACRE

BALANCE SHEET 30 APRIL 2021

	NOTES	2021	2020
		£	£
FIXED ASSETS			
Tangible Assets	1	6,713	7,832
Investments	2	-	-
		<u>6,713</u>	<u>7,832</u>
CURRENT ASSETS			
Debtors	3	15,110	11,620
Cash at Bank and In Hand		133,020	95,383
		<u>148,130</u>	<u>107,003</u>
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	4	(4,376)	(2,129)
NET CURRENT ASSETS		<u>143,754</u>	<u>104,874</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>150,467</u>	<u>112,706</u>
FUNDS			
Unrestricted Funds	10	124,133	80,291
Restricted Funds	10	26,334	32,415
		<u>150,467</u>	<u>112,706</u>

Approved by the Trustees on
and signed on their behalf

Mr O Goode

Chairman

The Accounting Policies and Notes on pages 14 and 17 to 19 form an integral part of these Accounts.

CARING FOR GOD'S ACRE

NOTES TO THE ACCOUNTS 30 APRIL 2021

1. TANGIBLE FIXED ASSETS

	Equipment	Total
COST	£	£
Brought Forward	20,186	20,186
Additions	3,509	3,509
Disposals	-	-
As at 30 April 2021	<u>23,695</u>	<u>23,695</u>
DEPRECIATION		
Brought Forward	(12,354)	(12,354)
Charge for Year	(4,628)	(4,628)
On Disposals	-	-
As at 30 April 2021	<u>(16,982)</u>	<u>(16,982)</u>
NET BOOK VALUE		
As at 30 April 2021	<u>6,713</u>	<u>6,713</u>
As at 30 April 2020	<u>7,832</u>	<u>7,832</u>

2. FIXED ASSETS INVESTMENTS

	2021	2020
Quoted Investments:	£	£
Market Value at 1 May	-	26,500
Additions	-	-
Disposals	-	(26,382)
Realised Investment Losses	-	(118)
Net Unrealised Investment Gains	-	-
Market Value at 30 April	<u>-</u>	<u>-</u>
Historical Cost at 30 April	<u>-</u>	<u>-</u>

3. DEBTORS

	2021	2020
Debtors	£	£
Debtors	14,390	10,915
Other Debtors	720	705
	<u>15,110</u>	<u>11,620</u>

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
Accruals	£	£
Accruals	1,691	2,129
Other Creditors	2,685	-
	<u>4,376</u>	<u>2,129</u>

CARING FOR GOD'S ACRE

NOTES TO THE ACCOUNTS 30 APRIL 2021

5. STAFF COSTS	2021 £	2020 £
Wages and Salaries	122,779	143,114
	<u>122,779</u>	<u>143,114</u>
The average number of full time equivalent employees was 8, in respect of which expenditure was in the following ratios:-		
	%	%
Direct Charitable Expenditure	84	84
Management and Administration	16	16
	<u>100</u>	<u>100</u>

6. TRUSTEES REMUNERATION AND EXPENSES

None of the Trustees received any remuneration in respect of their activities as Trustees.

7. NET EXPENDITURE FOR THE YEAR

This is stated after charging:	£	£
Depreciation	4,628	4,552
Loss on Disposals	-	1,264
Independent Examiners Fees	1,691	1,642
	<u>1,691</u>	<u>1,642</u>

8. CHARITABLE ACTIVITIES

	£	£
Salaries	105,590	120,216
Fundraising Costs	-	1,549
Small Projects	6,315	-
Training & Events	16,082	41,452
Travel Expenses	2,710	10,752
Repairs & Renewals	-	-
Publicity & Information	8,663	8,623
Professional Fees	16,470	5,554
Loss on Disposals	-	1,264
Depreciation	4,628	4,552
	<u>160,458</u>	<u>193,962</u>

CARING FOR GOD'S ACRE

NOTES TO THE ACCOUNTS 30 APRIL 2021

9. SUPPORT COSTS	2021 £	2020 £
Salaries	17,189	22,898
Development & Management	-	2,011
Rent & Office Expenses	10,062	11,508
Accountancy Fees	2,232	2,171
Sundry Expenses	-	2,124
	<u>29,483</u>	<u>40,712</u>

10. MOVEMENT ON FUNDS

Restricted	Fund Balance B/F	Incoming Resources	Outgoing Resources	Transfer Funds	Fund Balance C/F
Churchyard Task Team	29,389	10,501	(13,556)	-	26,334
Beautiful Burial Grounds	3,026	126,274	(118,464)	(10,836)	-
	<u>32,415</u>	<u>136,775</u>	<u>(132,020)</u>	<u>(10,836)</u>	<u>26,334</u>
Unrestricted	Fund Balance B/F	Incoming Resources	Outgoing Resources	Transfer Funds	Fund Balance C/F
General	72,459	90,927	(57,921)	11,955	117,420
Designated Funds: Fixed Assets	7,832	-	-	(1,119)	6,713
	<u>80,291</u>	<u>90,927</u>	<u>(57,921)</u>	<u>10,836</u>	<u>124,133</u>

CARING FOR GOD'S ACRE

CHARITY NO: 1155536

DETAILED MANAGEMENT ACCOUNTS

YEAR ENDED 30 APRIL 2021

ARMSTRONG ROGERS & CO
Accountants
LEOMINSTER

**CARING FOR GOD'S ACRE
FUNDING INCOME & EXPENDITURE ACCOUNT
YEAR ENDED 30 APRIL 2021**

	Total	General	Churchyard Task Team	Beautiful Burial Ground
	£	£	£	£
INCOME				
Grants & Donations	188,832	61,538	1,020	126,274
Interest Received	36	36	-	-
Members Subscriptions	4,148	4,148	-	-
Other Income	2,137	2,106	31	-
Operational Programmes	32,549	23,099	9,450	-
Total Income	227,702	90,927	10,501	126,274
CHARITABLE ACTIVITIES				
Salaries	105,590	13,033	12,434	80,123
Small Projects	6,315	6,315	-	-
Training & Events	16,082	89	-	15,993
Travel Expenses	2,710	873	1,122	715
Publicity & Information	8,663	4,992	-	3,671
Professional Fees	16,470	143	-	16,327
Depreciation	4,628	4,628	-	-
	160,458	30,073	13,556	116,829
MANAGEMENT & ADMINISTRATION				
Salaries	17,189	17,189	-	-
Rent & Office Expenses	10,062	8,427	-	1,635
Accountancy Fees	2,232	2,232	-	-
	29,483	27,848	-	1,635
Total Expenditure	189,941	57,921	13,556	118,464
EXCESS EXPENDITURE OVER INCOME	37,761	33,006	(3,055)	7,810
FUNDS BROUGHT FORWARD	112,706	80,291	29,389	3,026
TRANSFERS BETWEEN FUNDS	-	10,836	-	(10,836)
FUNDS CARRIED FORWARD	150,467	124,133	26,334	-

CARING FOR GOD'S ACRE

DETAILED INCOME & EXPENDITURE ACCOUNT YEAR ENDED 30 APRIL 2021

	2021		2020	
	£	£	£	£
INCOME				
Un-restricted - Grants & Donations	61,538		59,558	
- Interest Received	36		219	
- Members Subscriptions	4,148		3,288	
- Other Income	2,106		2,351	
- Operational Programmes	23,099		11,016	
		90,927		76,432
Restricted - Grants & Donations	127,294		156,682	
- Operational Programmes	9,450		5,461	
- Other Income	31		2,002	
		136,775		164,145
CHARITABLE ACTIVITIES				
Salaries	105,590		120,216	
Fundraising Costs	-		1,549	
Small Projects	6,315		-	
Training & Events	16,082		41,452	
Travel Expenses	2,710		10,752	
Publicity & Information	8,663		8,623	
Professional Fees	16,470		5,554	
Loss on Disposals	-		1,264	
Depreciation	4,628		4,552	
		(160,458)		(193,962)
MANAGEMENT & ADMINISTRATION				
Salaries	17,189		22,898	
Development & Management	-		2,011	
Rent & Office Expenses	10,062		11,508	
Accountancy Fees	2,232		2,171	
Sundry Expenses	-		2,124	
		(29,483)		(40,712)
EXCESS OF EXPENDITURE OVER INCOME		£37,761		£5,903

SCHEDULE OF FIXED ASSETS
YEAR ENDED 30 APRIL 2021

	C O S T				D E P R E C I A T I O N				NET BOOK	
	As at 1.5.2020	Additions	Disposals	As at 30.4.2021	As at 1.5.2020	On Disposals	Rate	This Year	As at 30.4.2021	VALUE 30.4.2021
	£	£	£	£	£	£		£	£	£
EQUIPMENT										
Scythes	1,961	1,945		3,906	(994)		15	(437)	(1,431)	2,475
Garden Tools	449			449	(374)		15	(11)	(385)	64
Wheeled Trimmer	839			839	(816)		33	(8)	(824)	15
Hand Hay Baler	220			220	(214)		33	(2)	(216)	4
Wheeled Trimmer	839			839	(816)		33	(8)	(824)	15
Hand Hay Baler	350			350	(341)		33	(3)	(344)	6
19" TFT Monitor	129			129	(112)		33	(6)	(118)	11
Olympus Camera	430			430	(423)		33	(2)	(425)	5
Computer Equipment	800			800	(779)		33	(7)	(786)	14
2 Book cases	336			336	(322)		33	(5)	(327)	9
3 Tables and Chairs	586			586	(562)		33	(8)	(570)	16
Perch Office Stool	150			150	(120)		33	(10)	(130)	20
Website	6,600			6,600	(4,400)		3yrs	(2,200)	(6,600)	
Filming Equipment	1,379			1,379	(455)		33	(305)	(760)	619
Dell Laptop	2,442			2,442	(806)		33	(540)	(1,346)	1,096
Samsung Tablet	433			433	(143)		33	(96)	(239)	194
IT Equipment	475			475	(157)		33	(105)	(262)	213
Laptop	555			555	(183)		33	(123)	(306)	249
Office Chair	351			351	(53)		15	(45)	(98)	253
Microsoft Surface	649			649	(214)		33	(144)	(358)	291
Zoom Recorder	213			213	(70)		33	(47)	(117)	96
Dell Laptop		485		485			33	(160)	(160)	325
Asus ExpertBook		1,079		1,079			33	(356)	(356)	723
TOTAL	£20,186	£3,509		£23,695	(£12,354)			(£4,628)	(£16,982)	£6,713