

# WORSHIP AND LEADERSHIP ACADEMY

England & Wales · Charity number 1163747

## Details

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**Other names** WLA

**Status** Registered

**Legal form** CIO

**Registered** 2015-09-28

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

## Contact

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**Address** Bethel Church  
Spon End  
Coventry  
CV1 3HB

**Phone** 02476256874

**Email** [hello@wlademy.org.uk](mailto:hello@wlademy.org.uk)

**Website** [www.wlademy.org.uk](http://www.wlademy.org.uk)

## Activities

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**Objects:** THE OBJECTS OF THE CIO ARE, FOR THE PUBLIC BENEFIT:-4.1. THE ADVANCEMENT OF THE CHRISTIAN FAITH IN ACCORDANCE WITH THE STATEMENT OF FAITH; AND4.2. THE ADVANCEMENT OF EDUCATION.

**Activities:** Providing educational services within the Christian and non-faith based sector. Providing an operational platform for a number of community based initiatives within the West Midlands, including a community cafe and community allotment. Courses include 2 and 3 year theology courses including an in-house certified course (Hands-On) and the provision of a learning hub for a BA (Hons) course.

## Classification

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- **How:** Provides Other Finance, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Religious Activities
- **Who:** The General Public/mankind

## Geography

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- Coventry City

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-04-05	£11,136	£18,303	-	-
2024-04-05	£18,474	£28,584	-	-
2023-04-05	£40,489	£42,573	-	-
2022-04-05	£28,184	£21,346	-	-
2021-04-05	£26,301	£18,185	-	-

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## Trustees

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Name	Role	Appointed
CHRISTOPHER ROBERT PAGE		2015-09-28
Joshua Daniel Kindness		2020-09-29
Karen Sprouse		2024-04-29

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**WORSHIP AND LEADERSHIP ACADEMY**

England & Wales - Charity number 1163747

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# Accounts

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**Worship and Leadership Academy**  
**Report of the Trustees and Financial Statements**  
**for the year ended 5<sup>th</sup> April 2024**

**Charity Information :**

Registered Charity Number	1163747
Trustees	Rev Dr Andrew Hardy (resigned 29/4/2024) Christopher Robert Page Joshua Daniel Kindness Karen Sprouse (appointed 29/4/2024)
Registered Office	Bethel Church Spon End Coventry CV1 3HB
Independent Examiner	Gavin Kibble 1 Kineton Road Coventry CV2 3NR

*Worship and Leadership Academy 2025*

**Worship and Leadership Academy**  
**Report of the Trustees and Financial Statements**  
**for the year ended 5<sup>th</sup> April 2025**

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# ***Worship and Leadership Academy 2025***

## **Trustees Report**

The trustees submit their report for the year ended 5<sup>th</sup> April, 2025.

### **Introduction**

The last financial year has been a challenge for the Worship and Leadership Academy (“WLA”) and again most of it’s focus has been invested in the Oasis Café project. The training arm of WLA has been severely affected by the general downturn of smaller education providers including the closure of a former higher education partner. The Trustees are investigating various avenues and talking to a number of potential partners to restart what has traditionally been the heart of WLA.

### **Major Activities and Achievements**

The accounting year for the WLA CIO runs to April 5th of each year. The main activity of the WLA is the provision of community facing projects and ministry training for church-based organisations and individuals.

The Oasis café is an essential service to local Spon End residents, literally a lifeline to some who without it would suffer from social exclusion, loneliness and poor mental health. It still operates at a small loss but the future towards sustainability is looking positive.

The Incredible Edible gardening project is continuing and has been bringing people together around gardening and providing free fresh fruit and vegetables to the local community.

The Trustees ‘Friends of WLA’ scheme has continued with a small number of faithful donors and these funds have been used to support members of our community.

The Trustees of the WLA are investigating viable ways to re-introducing training which has always been at the heart of WLA and would also like to expand the project offering to include professional counselling, therapy support for young people with disabilities and supporting young people and families who have experienced school exclusion.

The WLA runs out of Bethel Church, Coventry and currently does not attract any facility lease costs unless funding allows.

### **The Upcoming Year**

The short-term future of the charity is secured however the Trustees are actively seeking to expand the offering of WLA in the upcoming year.

Such areas for potential income might include:

- Expanding into counselling services for young people and those suffering with addictions in partnership with external professionals.
- Introducing support for parents and young people with disabilities in partnership with external professionals.
- Expanding the current Oasis Café offering to a wider range of people in the community

## ***Worship and Leadership Academy 2025***

### **Trustees Report (continued)**

#### **Risk Policy**

The trustees have identified the risks which might affect the charity and have provided relevant training as advised. The trustees review the charity's policies and procedures regularly to minimise any risks identified.

#### **Reserves Policy**

The trustees' policy is to review the reserves of the charity on a regular basis. This review encompasses the nature of income and expenditure streams, and the trustees have determined that a general reserve of one month's unrestricted expenditure should be maintained.

Signed on behalf of the Trustees *Ashua Kindness* Date **16/01/26**

## ***Worship and Leadership Academy 2025***

### **Independent examiner's report to Trustees of Worship and Leadership Academy**

I report on the accounts for the year ended 5<sup>th</sup> April, 2025 which are set out on pages 6 to 11.

#### **Respective responsibilities of the trustees and the examiner**

The trustees consider that an audit is not required for this year under section 144 (2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioner section 145 (5) (b) of the 2011 Act; and
- state whether particular matters have come to my attention.

#### **Basis of Independent Examiner's Statement**

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes considering any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

#### **Independent examiner's statement**

In connection with my examination, no matters have come to my attention:

- (1) which give me reasonable cause to believe that in any material respect the requirements
- to keep accounting records in accordance with section 130 of the 2011 Act; or
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 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.



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Gavin Kibble 24<sup>th</sup> December, 2025  
1 Kineton Road,  
Wyken,  
Coventry,  
CV2 3NR

## ***Worship and Leadership Academy 2025***

### **Statement of Financial Activities for the year ended 5<sup>th</sup> April, 2025**

		2025			2024
		Unrestricted	Restricted	Total	Total
	Note	Funds	Funds	Funds	Funds
		£	£	£	£
<b>Incoming Resources:</b>					
Donations and Grants	2	1,614	10,514	12,128	10,350
Charitable Activities	3	9,510	-	9,510	8,124
Other Income	4	12	-	12	-
<b>Total Incoming Resources</b>		<b>11,136</b>	<b>10,514</b>	<b>21,650</b>	<b>18,474</b>
<b>Resources Expended:</b>					
Expenditure on Charitable Activities	5	16,849	3,783	20,632	25,644
Management and Administration	6	1,454	736	2,190	2,940
<b>Total Resources Expended</b>		<b>18,303</b>	<b>4,519</b>	<b>22,822</b>	<b>28,584</b>
Net incoming/ (outgoing) resources before transfers		(7,167)	5,995	(1,172)	(10,110)
Transfers between funds		1,557	(1,557)	-	-
Net incoming/ (outgoing) resources		(5,610)	4,438	(1,172)	(10,110)
Reconciliation of funds :					
Total funds brought forward		6,016	1,743	7,759	17,868
<b>Total funds carried forward</b>	9	<b>406</b>	<b>6,181</b>	<b>6,587</b>	<b>7,758</b>

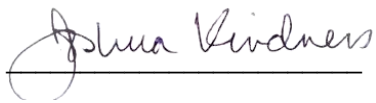
The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

## ***Worship and Leadership Academy 2025***

### **Statement of Assets and Liabilities as at 5<sup>th</sup> April, 2025**

	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
<b>Monetary Assets</b>	£	£	£	£
Cash at bank and in hand	406	6,181	6,587	7,758
<b>Other Assets</b>				
Unclaimed gift aid	362	-	362	317
<b>Liabilities</b>				
Sundry creditors	350	-	350	350

The financial statements were approved by the trustees on 18/ 01 /26 and were signed on its behalf by :



on behalf of the Trustees

The notes on pages **8 to 11** form part of these financial statements.

## ***Worship and Leadership Academy 2025***

### **Notes to the Financial Statements for the year ended 5<sup>th</sup> April, 2024**

#### **1: Accounting Policies**

##### **Basis of preparing the financial statements**

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011. The accounts have been produced in the receipts and payments basis.

##### **Incoming resources and resources expended**

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Expenditure is accounted for on an income and expenditure basis and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### **Going Concern**

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charity's objectives at the discretion of the trustees. Restricted funds can only be used for the particular purposes specified by the donor or when funds are raised for particular restricted purposes.

<b>2: Donations and Grants</b>	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2025	2024
	£	£	£	£
Income from grants and donations	1,614	10,514	12,128	10,350
Gift aid recovered	-	-	-	-
	<u>1,614</u>	<u>10,514</u>	<u>12,128</u>	<u>10,350</u>

<b>3: Income from Charitable Activities</b>	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2025	2024
	£	£	£	£
Oasis Café	9,510	-	9,510	8,104
Allotment project/ Incredible Edibles	-	-	-	20
	<u>9,510</u>	<u>-</u>	<u>9,510</u>	<u>8,124</u>

## Worship and Leadership Academy 2025

### Notes to the Financial Statements for the year ended 5<sup>th</sup> April 2025 (continued)

4: Other Income	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2025	2024
	£	£	£	£
Other income	12	-	12	-
	12	-	12	-
	12	-	12	-

5: Expenditure on Charitable Activities	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2025	2024
	£	£	£	£
Café running costs	3,331	2,250	5,581	4,158
Café wages costs	12,986	1,533	14,519	10,787
Café refurbishment	-	-	-	10,207
Allotment costs/ Incredible Edibles	532	-	532	48
Gifts	-	-	-	444
	16,849	3,783	20,632	25,644
	16,849	3,783	20,632	25,644

6: Management and Administration Costs	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2025	2024
	£	£	£	£
Expenses	155	-	155	27
Bookkeeping	362	240	602	440
Insurance	330	-	330	198
Advertising	-	436	436	-
Software and IT services	77	60	137	1,008
Independent Examination	350	-	350	350
Training	-	-	-	500
Equipment (small value)	-	-	-	200
Travel	-	-	-	37
Other	180	-	180	180
	1,454	736	2,190	2,940
	1,454	736	2,190	2,940

### 7: Staff and Staff Costs

The average monthly headcount was 2 (2024: 2) and the average monthly full time equivalent headcount (including part-time staff) was 2 (2024 : 2). No employee received a salary in excess of £60,000.

## **Worship and Leadership Academy 2025**

### **Notes to the Financial Statements for the year ended 5<sup>th</sup> April 2025 (continued)**

<b>8: Movement of Restricted Funds</b>	Balance				Balance
	06/04/2024	Income	Expenditure	Transfers	05/04/2025
	£	£	£	£	£
Severn Trent Grant	186	9,564	(4,083)	-	5,667
Citizen Grant (for advertising)	-	950	(436)	-	514
Oasis Café Furniture	1,557	-	-	(1,557)	-
<b>Total Restricted Funds</b>	<b>1,743</b>	<b>10,514</b>	<b>(4,519)</b>	<b>(1,557)</b>	<b>6,181</b>

	Balance				Balance
	06/04/2023	Income	Expenditure	Transfers	05/04/2024
	£	£	£	£	£
Oasis Café	-	5,175	(5,175)	-	-
Severn Trent Grant	9,950	-	(9,764)	-	186
Warm Hub Grants	-	3,995	(3,995)	-	-
Oasis Café Furniture	1,000	1,000	(443)	-	1,557
<b>Total Restricted Funds</b>	<b>10,950</b>	<b>10,170</b>	<b>(19,377)</b>	<b>-</b>	<b>1,743</b>

#### **Description of Restricted Funds :**

- Oasis Café : These are funds specifically received in the form of grants to support the running of the café.
- Severn Trent Grant : This grant is intended to refurbish the new café space
- Community Matters Grants : Funds available to operate a “Warm Hub”
- Oasis Café Furniture : Grant to purchase furniture for the café.

#### **9: Trustees Remuneration and Expenses**

The charity trustees were not paid or received any other benefits from employment with the Charity in the year (2024: nil) neither were they reimbursed for expenses relating to their roles as trustees during the year (2024: nil).

#### **10: Related Party Transactions**

Mrs H Kindness, the wife of one of the trustees received £602 (2024 : £440) for bookkeeping services.

## ***Worship and Leadership Academy 2025***

### **Prior Year Statement of Financial Activities**

	Note	2024			2023
		Unrestricted	Restricted	Total	Total
		Funds	Funds	Funds	Funds
<b>Incoming Resources:</b>		£	£	£	£
Donations and Grants	2	180	10,170	10,350	25,140
Charitable Activities	3	8,124	-	8,124	10,678
Other Income	4	-	-	-	4,671
<b>Total Incoming Resources</b>		<b>8,304</b>	<b>10,170</b>	<b>18,474</b>	<b>40,489</b>
<b>Resources Expended:</b>					
Expenditure on Charitable Activities	5	6,267	19,377	25,644	35,218
Management and Administration	6	2,940	-	2,940	7,355
<b>Total Resources Expended</b>		<b>9,207</b>	<b>19,377</b>	<b>28,584</b>	<b>42,573</b>
Net incoming/ (outgoing) resources before transfers		(903)	(9,207)	(10,110)	(2,084)
Transfers between funds		-	-	-	-
Net incoming/ (outgoing) resources		(903)	(9,207)	(10,110)	(2,084)
Reconciliation of funds :					
Total funds brought forward		6,919	10,950	17,868	19,952
<b>Total funds carried forward</b>	9	<b>6,016</b>	<b>1,743</b>	<b>7,758</b>	<b>17,868</b>

**WORSHIP AND LEADERSHIP ACADEMY**

England & Wales - Charity number 1163747

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# Accounts

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**Worship and Leadership Academy**  
**Report of the Trustees and Financial Statements**  
**for the year ended 5<sup>th</sup> April 2024**

**Charity Information :**

Registered Charity Number	1163747
Trustees	Rev Dr Andrew Hardy (resigned 29/4/2024) Christopher Robert Page Joshua Daniel Kindness Karen Sprouse (appointed 29/4/2024)
Registered Office	Bethel Church Spon End Coventry CV1 3HB
Independent Examiner	Gavin Kibble 1 Kineton Road Coventry CV2 3NR

*Worship and Leadership Academy 2024*

**Worship and Leadership Academy**  
**Report of the Trustees and Financial Statements**  
**for the year ended 5<sup>th</sup> April 2024**

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# ***Worship and Leadership Academy 2024***

## **Trustees Report**

The trustees submit their report for the year ended 5<sup>th</sup> April, 2024.

### **Introduction**

Over the last financial year, the Worship and Leadership Academy (“WLA”) has primarily focused its energies on running the Oasis Café which went through some quite major changes including a premises move. This past year has seen the offering within the Oasis Café project being widened to include external partners offering services within the café space. The training aspect of WLA has taken somewhat a back seat as key members of the organisation have moved on to other external projects. This aspect of the Academy is being reviewed and a plan for the forthcoming year is being finalised to introduce training streams and a wider range of projects once again.

### **Major Activities and Achievements**

The accounting year for the WLA CIO runs to April 5th of each year. The main activity of the WLA is the provision of community facing projects and ministry training for church-based organisations and individuals.

The Oasis café is an essential service to local Spon End residents, literally a lifeline to some who without it would suffer from social exclusion, loneliness and poor mental health. It still operates at a small loss but the future towards sustainability is looking positive.

The Incredible Edible gardening project is continuing and has been bringing people together around gardening and providing free fresh fruit and vegetables to the local community.

The Trustees ‘Friends of WLA’ scheme has continued with a small number of faithful donors and these funds have been used to support members of our community.

The Trustees of the WLA are planning towards re-introducing training again but also looking at expanding the core projects to include counselling, professional support for young people with disabilities and supporting young people who have experienced school exclusion.

The Oasis Café project has benefitted from external grant funding which has contributed towards staffing and equipment costs this year. The other major outgoings for WLA consist of:

- Donations to non-WLA projects and people in line with the charity’s constitution
- Food hygiene training and first aid training for café staff
- Subsidising ad-hoc training when it arises

In addition to supporting various training and seminar activities, the WLA CIO also has general costs to pay out which include:

- Expenses for meetings
- External training costs
- Technology costs related to the café
- Monthly software subscription costs
- Café costs (insurance etc)

## ***Worship and Leadership Academy 2024***

### **Trustees Report (continued)**

The WLA runs out of Bethel Church, Coventry and currently does not attract any facility lease costs, which is a huge bonus for a relatively new CIO.

### **The Upcoming Year**

The short-term future of the charity is secured however the Trustees are actively seeking to expand the offering of WLA in the upcoming year.

Such areas for potential income might include:

- Expanding into counselling services for young people and those suffering with addictions in partnership with external professionals.
- Introducing support for parents and young people with disabilities in partnership with external professionals.
- Exploring the possibility of a gap-year programme in partnership with ForMission College where participants can access student finance or cover the costs
- Expanding the current Oasis Café offering to a wider range of people in the community

### **Financial Summary**

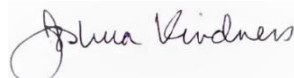
The net balance of funds as of 5th April 2024 stands at: £7,758 (2023: £17,868). This decrease was largely due to costs associated with the refurbishment of the café which used grant funds received in the prior year.

### **Risk Policy**

The trustees have identified the risks which might affect the charity and have provided relevant training as advised. The trustees review the charity's policies and procedures regularly to minimise any risks identified.

### **Reserves Policy**

The trustees' policy is to review the reserves of the charity on a regular basis. This review encompasses the nature of income and expenditure streams, and the trustees have determined that a general reserve of one month's unrestricted expenditure should be maintained. At the end of this year this target is £767 (2023 : £1,924). The unrestricted cash balance at the year-end of was £6,016 (2023: £6,919).



**Signed on behalf of the Trustees** \_\_\_\_\_

Date

**03 / 09 / 2024**

## **Worship and Leadership Academy 2024**

### **Independent examiner's report to Trustees of Worship and Leadership Academy**

I report on the accounts for the year ended 5<sup>th</sup> April, 2024 which are set out on pages 6 to 10.

#### **Respective responsibilities of the trustees and the examiner**

The trustees consider that an audit is not required for this year under section 144 (2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioner section 145 (5) (b) of the 2011 Act; and
- state whether particular matters have come to my attention.

#### **Basis of Independent Examiner's Statement**

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes considering any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

#### **Independent examiner's statement**

In connection with my examination, no matters have come to my attention:

- (1) which give me reasonable cause to believe that in any material respect the requirements
  - to keep accounting records in accordance with section 130 of the 2011 Act; or
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Acthave 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.



---

Gavin Kibble 20<sup>th</sup> August, 2024  
1 Kineton Road,  
Wyken,  
Coventry,  
CV2 3NR

## Worship and Leadership Academy 2024

### Statement of Financial Activities for the year ended 5<sup>th</sup> April, 2024

	Note	2024			2023		
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
		Funds	Funds	Funds	Funds	Funds	Funds
<b>Incoming Resources:</b>		£	£	£	£	£	£
Donations and Grants	2	180	10,170	10,350	380	24,760	25,140
Charitable Activities	3	8,124	-	8,124	10,678	-	10,678
Other Income	4	-	-	-	4,671	-	4,671
<b>Total Incoming Resources</b>		<b>8,304</b>	<b>10,170</b>	<b>18,474</b>	<b>15,729</b>	<b>24,760</b>	<b>40,489</b>
<hr/>							
<b>Resources Expended:</b>							
Expenditure on Charitable Activities	5	6,267	19,377	25,644	15,829	19,389	35,218
Management and Administration	6	2,940	-	2,940	7,256	99	7,355
<b>Total Resources Expended</b>		<b>9,207</b>	<b>19,377</b>	<b>28,584</b>	<b>23,085</b>	<b>19,488</b>	<b>42,573</b>
<hr/>							
Net incoming/ (outgoing) resources before transfers		(903)	(9,207)	(10,110)	(7,356)	5,272	(2,084)
Transfers between funds		-	-	-	(3,798)	3,798	-
Net incoming/ (outgoing) resources		(903)	(9,207)	(10,110)	(11,153)	9,070	(2,084)
<hr/>							
Reconciliation of funds :							
Total funds brought forward		6,919	10,950	17,868	18,072	1,880	19,952
<b>Total funds carried forward</b>	<b>8</b>	<b>6,016</b>	<b>1,743</b>	<b>7,758</b>	<b>6,919</b>	<b>10,950</b>	<b>17,868</b>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

## Worship and Leadership Academy 2024

### Statement of Assets and Liabilities as at 5<sup>th</sup> April, 2024

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£	£	£	£
<b>Monetary Assets</b>						
Cash at bank and in hand	6,016	1,743	7,758	6,919	10,950	17,868
<b>Other Assets</b>						
Unclaimed gift aid	317	-	317	272	-	272
<b>Liabilities</b>						
Sundry creditors	350	-	350	350	-	350

The financial statements were approved by the trustees on 03/09/2024 and were signed on its behalf by :



on behalf of the Trustees

The notes on pages **8 to 10** form part of these financial statements.

## ***Worship and Leadership Academy 2024***

### **Notes to the Financial Statements for the year ended 5<sup>th</sup> April, 2024**

#### **1: Accounting Policies**

##### **Basis of preparing the financial statements**

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011. The accounts have been produced in the receipts and payments basis.

##### **Incoming resources and resources expended**

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Expenditure is accounted for on an income and expenditure basis and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### **Going Concern**

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charity's objectives at the discretion of the trustees.

Restricted funds can only be used for the particular purposes specified by the donor or when funds are raised for particular restricted purposes.

<b>2: Donations and Grants</b>	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2024	2023
	£	£	£	£
Income from grants and donations	180	10,170	10,350	25,140
Gift aid recovered	-	-	-	-
	<u>180</u>	<u>10,170</u>	<u>10,350</u>	<u>25,140</u>

<b>3: Income from Charitable Activities</b>	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2024	2023
	£	£	£	£
Oasis café	8,104	-	8,104	8,378
Allotment project/ Incredible Edibles	20	-	20	-
Bonhoeffer training programme	-	-	-	2,300
Courses income	-	-	-	0
	<u>8,124</u>	<u>-</u>	<u>8,124</u>	<u>10,678</u>

## Worship and Leadership Academy 2024

### Notes to the Financial Statements for the year ended 5<sup>th</sup> April 2024 (continued)

4: Other Income	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Missions programmes	-	-	-	2,850
Other income	-	-	-	1,821
	-	-	-	<u>4,671</u>

5: Expenditure on Charitable Activities	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Café running costs	4,158	-	4,158	11,108
Café wages costs	1,617	9,170	10,787	15,729
Café refurbishment	-	10,207	10,207	-
Allotment costs	48	-	48	77
Mission costs	-	-	-	2,520
Creation Fest	-	-	-	2,124
Gifts	444	-	444	-
Warm Hub (contribution to utility costs)	-	-	-	3,660
	<u>6,267</u>	<u>19,377</u>	<u>25,644</u>	<u>35,218</u>

6: Management and Administration Costs	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Expenses	27	-	27	811
Administration Wages	440	-	440	4,174
Insurance	198	-	198	632
Advertising	-	-	-	159
Software and IT services	1,008	-	1,008	1,104
Independent Examination	350	-	350	300
Training	500	-	500	115
Equipment (small value)	200	-	200	-
Travel	37	-	37	60
Other	180	-	180	-
	<u>2,940</u>	<u>-</u>	<u>2,940</u>	<u>7,355</u>

### 7: Staff and Staff Costs

The average monthly headcount was 2 (2023: 2) and the average monthly full time equivalent headcount (including part-time staff) was 2 (2023 : 2). No employee received a salary in excess of £60,000.

## **Worship and Leadership Academy 2024**

### **Notes to the Financial Statements for the year ended 5<sup>th</sup> April 2024 (continued)**

<b>8: Movement of Restricted Funds</b>	Balance				Balance			Balance
	06/04//2022	Income	Expenditure	Transfers	06/04/2023	Income	Expenditure	05/04/2024
	£	£	£	£	£	£	£	£
Oasis Café	1,880	10,150	(15,828)	3,798	-	5,175	(5,175)	-
Severn Trent Grant	-	9,950	-	-	9,950	-	(9,764)	186
Warm Hub Grants	-	3,660	(3,660)	-	-	3,995	(3,995)	-
Oasis Café Furniture	-	1,000	-	-	1,000	1,000	(443)	1,557
<b>Total Restricted Funds</b>	<b>1,880</b>	<b>24,760</b>	<b>(19,488)</b>	<b>3,798</b>	<b>10,950</b>	<b>10,170</b>	<b>(19,377)</b>	<b>1,743</b>

#### **Description of Restricted Funds :**

- Oasis Café : These are funds specifically received in the form of grants to support the running of the café.
- Severn Trent Grant : This grant is intended to refurbish the new café space
- Community Matters Grants : Funds available to operate a “Warm Hub”
- Oasis Café Furniture : Grant to purchase furniture for the café.

#### **9: Trustees Remuneration and Expenses**

The charity trustees were not paid or received any other benefits from employment with the Charity in the year (2023: nil) neither were they reimbursed for expenses relating to their roles as trustees during the year (2023: nil).

#### **10: Related Party Transactions**

Mrs H Kindness, the wife of one of the trustees received £440 for bookkeeping services. (2023: £480).

**WORSHIP AND LEADERSHIP ACADEMY**

England & Wales - Charity number 1163747

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# Accounts

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**Worship and Leadership Academy**  
**Report of the Trustees and Financial Statements**  
**for the year ended 5<sup>th</sup> April 2023**

**Charity Information :**

Registered Charity Number	1163747
Trustees	Rev Dr Andrew Hardy Christopher Robert Page Joshua Daniel Kindness
Registered Office	Bethel Church Spon End Coventry CV1 3HB
Independent Examiner	Gavin Kibble 1 Kineton Road Coventry CV2 3NR

*Worship and Leadership Academy 2023*

**Worship and Leadership Academy**  
**Report of the Trustees and Financial Statements**  
**for the year ended 5<sup>th</sup> April 2023**

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Independent Examiners Report	6
Statement of Financial Activities	7
Statement of Assets and Liabilities	8
Notes to Financial Statements	9 - 10

## ***Worship and Leadership Academy 2023***

### **Trustees Report**

The trustees submit their report for the year ended 5<sup>th</sup> April, 2023.

#### **Introduction**

Over the last year The Worship and Leadership Academy has focussed less on training due to the impact of COVID-19 on the education sector and internal capacity. However at it's core it still continues to seek to train the UK Church and broader Christian through one-off seminars, events, formal and otherwise. WLA has also continued its support of the Oasis Café project, facilitating the raising of grants for the café project and relocating to new premises. The Café project is now one of its core projects alongside the 'Incredible Edible' gardening project.

#### **Major Activities and Achievements**

The accounting year for the WLA CIO runs to April 5<sup>th</sup> of each year. The main activity of the WLA is the provision of community facing projects and ministry training for church-based organisations and individuals.

- BA (Hons) Theology & Mission - in partnership with our course material provider Formission College, Birmingham (accredited by Newman University). There has been very little engagement as Formission has struggled for student numbers post-Covid.
- Hands-On – our very own in-house, part time training course is designed to encourage students into learning and practical ministry but can also act as an access course to the BA (Hons). Student numbers have also been limited for the same reasons.
- A community café (Oasis) which continues to provide an essential community space where people from all backgrounds, many with learning difficulties are welcomed and accepted. This operates at a small loss still – but is managed and visible.
- Incredible Edible gardening project seeks to bring people together around gardening and providing free fresh fruit and vegetables to the local community.
- The Trustees 'Friends of WLA' scheme has continued with a small number of faithful donors.

The Trustees of the WLA are putting in place a range of measures to increase awareness of the current training offering and looking to expand this to reach a wider audience.

The Oasis Café project has benefitted from external grant funding which helped with the move to a new location with much lower costs. Staff at the café continue to be employed through lottery funding which runs until April 2023. Other outgoings for WLA consist of;

- Donations to non-WLA projects and people in line with the charity's constitution
- Food hygiene training and first aid training for café staff
- Subsidising ad-hoc training when it arises

In addition to supporting various training and seminar activities, the WLA CIO also has general costs to pay out which include:

#### **Trustees Report (continued)**

- Lecturer fees for Hands-On
- Expenses for mileage/meeting attendance
- Books for the in-house library
- Monthly software subscription costs
- Café costs (lease, domestic bills, insurance)

## **Worship and Leadership Academy 2023**

### **Trustees Report (continued)**

The WLA runs out of Bethel Church, Coventry and currently does not attract any facility hire costs, which is a huge bonus for a relatively new CIO.

### **The Upcoming Year**

The Trustees have secured the medium term future for Oasis Café although this still needs to attract more revenue and/or gran funding to secure its long term future

Such areas for potential income might include:

- Creating a greater awareness of the current offering
- Exploring the possibility of a gap-year programme in partnership with ForMission College where participants can access student finance or cover the costs
- Expanding the current Oasis Café offering to a wider range of people in the community
- Recruiting more students for our core courses (e.g. BA/Hands-On).

### **Financial Summary**

The net balance of funds as of 5th April 2022 stands at: £17,868 (2022: £19,952). This decrease was largely due to costs associated with the café project and the decrease of training income.

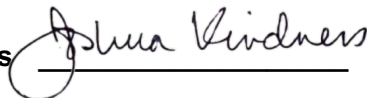
### **Risk Policy**

The trustees have identified the risks which might affect the charity and have provided relevant training as advised. The trustees review the charity's policies and procedures regularly to minimise any risks identified.

### **Reserves Policy**

The trustees' policy is to review the reserves of the charity on a regular basis. This review encompasses the nature of income and expenditure streams, and the trustees have determined that a general reserve of one month's unrestricted expenditure should be maintained. At the end of this year this target is £1,924 (2022 : £1,056). The unrestricted cash balance at the year-end of was £6,919 (2022: £18,072).

Signed on behalf of the Trustees



Date

30/01/2024

## ***Worship and Leadership Academy 2023***

### **Independent examiner's report to Trustees of Worship and Leadership Academy**

I report on the accounts for the year ended 5<sup>th</sup> April, 2023 which are set out on pages 6 to 10.

#### **Respective responsibilities of the trustees and the examiner**

The trustees consider that an audit is not required for this year under section 144 (2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioner section 145 (5) (b) of the 2011 Act; and
- state whether particular matters have come to my attention.

#### **Basis of Independent Examiner's Statement**

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes considering any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

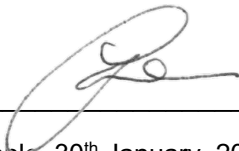
#### **Independent examiner's statement**

In connection with my examination, no matters have come to my attention:

- (1) which give me reasonable cause to believe that in any material respect the requirements
  - to keep accounting records in accordance with section 130 of the 2011 Act; or
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 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.



---

Gavin Kibble 30<sup>th</sup> January, 2024  
1 Kineton Road,  
Wyken,  
Coventry,  
CV2 3NR

## Worship and Leadership Academy 2023

### Statement of Financial Activities for the year ended 5<sup>th</sup> April, 2023

	Note	2023			2022		
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
		Funds	Funds	Funds	Funds	Funds	Funds
<b>Incoming Resources:</b>		£	£	£	£	£	£
Donations and Grants	2	380	24,760	25,140	710	10,125	10,835
Charitable Activities	3	10,678	-	10,678	16,793	-	16,793
Other Income	4	4,671	-	4,671	556	-	556
<b>Total Incoming Resources</b>		<b>15,729</b>	<b>24,760</b>	<b>40,489</b>	<b>18,059</b>	<b>10,125</b>	<b>28,184</b>
<b>Resources Expended:</b>							
Expenditure on Charitable Activities	5	15,829	19,389	35,218	9,731	8,677	18,408
Management and Administration	6	7,256	99	7,355	2,938	-	2,938
<b>Total Resources Expended</b>		<b>23,085</b>	<b>19,488</b>	<b>42,573</b>	<b>12,669</b>	<b>8,677</b>	<b>21,346</b>
Net incoming/(outgoing) resources before transfers		(7,356)	5,272	(2,084)	5,390	1,448	6,838
Transfers between funds		(3,798)	3,798	-	-	-	-
Net incoming/ (outgoing) resources		(11,153)	9,070	(2,084)	5,390	1,448	6,838
Reconciliation of funds :							
Total funds brought forward		18,072	1,880	19,952	12,682	432	13,114
<b>Total funds carried forward</b>	9	<b>6,919</b>	<b>10,950</b>	<b>17,868</b>	<b>18,072</b>	<b>1,880</b>	<b>19,952</b>

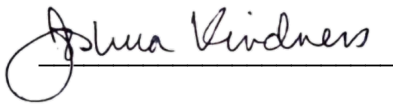
The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

## ***Worship and Leadership Academy 2023***

### **Statement of Assets and Liabilities as at 5<sup>th</sup> April, 2023**

Note	Unrestricted Funds	Restricted Funds	Total Funds 2023	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£	£	£	£
<b>Monetary Assets</b>						
Cash at bank and in hand	6,919	10,950	17,868	18,072	1,880	19,952
<b>Other Assets</b>						
Unclaimed gift aid	272	-	272	177	-	177
<b>Liabilities</b>						
Sundry creditors	350	-	350	300	-	300

The financial statements were approved by the trustees on 30/01/24 and were signed on its behalf by :

  
\_\_\_\_\_

on behalf of the Trustees

The notes on pages **8 to 10** form part of these financial statements.

## ***Worship and Leadership Academy 2023***

### **Notes to the Financial Statements for the year ended 5<sup>th</sup> April, 2023**

#### **1: Accounting Policies**

##### **Basis of preparing the financial statements**

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011. The accounts have been produced in the receipts and payments basis.

##### **Incoming resources and resources expended**

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Expenditure is accounted for on an income and expenditure basis and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### **Going Concern**

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charity's objectives at the discretion of the trustees.

Restricted funds can only be used for the particular purposes specified by the donor or when funds are raised for particular restricted purposes.

<b>2: Donations and Grants</b>	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2023	2022
	£	£	£	£
Income from grants and donations	380	24,760	25,140	10,835
Gift aid recovered	-	-	-	-
	380	24,760	25,140	10,835

<b>3: Income from Charitable Activities</b>	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2023	2022
	£	£	£	£
Oasis café	8,378	-	8,378	13,708
Allotment project/ Incredible Edibles	-	-	-	10
Bonhoeffer training programme	2,300	-	2,300	1,950
Courses income	-	-	-	1,125
	10,678	-	10,678	16,793

## Worship and Leadership Academy 2023

### Notes to the Financial Statements for the year ended 5<sup>th</sup> April 2023 (continued)

4: Other Income	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Missions programmes	2,850	-	2,850	280
Other income	1,821	-	1,821	276
	4,671	-	4,671	950

5: Expenditure on Charitable Activities	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Café running costs	11,108	-	11,108	8,942
Café wages costs	-	15,729	15,729	8,522
Allotment costs	77	-	77	-
Mission costs	2,520	-	2,520	483
Creation Fest	2,124	-	2,124	-
Warm Hub costs (contribution to utility costs)	-	3,660	3,660	-
Teaching costs	-	-	-	461
	15,829	19,389	35,218	18,408

6: Management and Administration Costs	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Expenses	811	-	811	704
Administration Wages	4,174	-	4,174	305
Insurance	632	-	632	-
Advertising	60	99	159	-
Software and IT services	1,104	-	1,104	1,093
Independent Examination	300	-	300	300
Training	115	-	115	536
Travel	60	-	60	-
	7,256	99	7,355	2,938

### 7: Staff and Staff Costs

The average monthly headcount was 2 (2022 : 1) and the average monthly full time equivalent headcount (including part-time staff) was 2 (2022 : 1). No employee received a salary in excess of £60,000.

## **Worship and Leadership Academy 2023**

### **Notes to the Financial Statements for the year ended 5<sup>th</sup> April 2023 (continued)**

#### **8: Movement of Restricted Funds**

	Balance			Balance			Transfers	Balance
	06/04/21	Income	Expenditure	06/04/22	Income	Expenditure		
	£	£	£	£	£	£	£	05/04/23
								£
Oasis Café	432	10,125	(8,677)	1,880	10,150	(15,828)	3,798	-
Severn Trent Grant	-	-	-	-	9,950	-	-	9,950
Community Matters Grant	-	-	-	-	3,660	(3,660)	-	-
Oasis Café Furniture	-	-	-	-	1,000	-	-	1,000
<b>Total Restricted Funds</b>	<b>432</b>	<b>10,125</b>	<b>(8,677)</b>	<b>1,880</b>	<b>24,760</b>	<b>(19,488)</b>	<b>3,798</b>	<b>10,950</b>

#### Description of Restricted Funds :

- Oasis Café : These are funds specifically received in the form of grants to support the running of the café.
- Severn Trent Grant : This grant is intended to refurbish the new café space
- Community Matters Grants : Funds available to operate a "Warm Hub"
- Oasis Café Furniture : Grant to purchase furniture for the café.

#### **9: Trustees Remuneration and Expenses**

The charity trustees were not paid or received any other benefits from employment with the Charity in the year (2022: nil) neither were they reimbursed for expenses relating to their roles as trustees during the year (2022: nil).

#### **10: Related Party Transactions**

Mrs H Kindness, the wife of one of the trustees received £480 for bookkeeping services. (2022: £305).

**WORSHIP AND LEADERSHIP ACADEMY**

England & Wales - Charity number 1163747

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# Accounts

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**Worship and Leadership Academy**  
**Report of the Trustees and Financial Statements**  
**for the year ended 5<sup>th</sup> April 2022**

**Charity Information :**

Registered Charity Number	1163747
Trustees	Andrew James Hall Rev Dr Andrew Hardy Christopher Robert Page Joshua Daniel Kindness Lindsey Pearce Rev Keith Foster
Registered Office	Bethel Church Spon End Coventry CV1 3HB
Independent Examiner	Gavin Kibble 1 Kineton Road Coventry CV2 3NR

**Worship and Leadership Academy**  
**Report of the Trustees and Financial Statements**  
**for the year ended 5<sup>th</sup> April 2022**

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## ***Worship and Leadership Academy 2022***

### **Trustees Report**

The trustees submit their report for the year ended 5<sup>th</sup> April, 2022.

#### **Introduction**

The Worship and Leadership Academy continues to seek to train the UK Church and broader Christian through one-off seminars, events, formal and otherwise. This is facilitated through The Bonhoeffer Project a one-year disciple making journey for church leaders, Hands-On a two-year vocational training course and also in partnership with ForMission College helping to deliver training on their three-year BA programme in Theology. WLA has also continued its support of the Oasis Café project, which may need to change in the next financial year as its current lease with Coventry City Council ends.

#### **Major Activities and Achievements**

The accounting year for the WLA CIO runs to April 5<sup>th</sup> of each year. The main activity of the WLA is the provision of ministry training for church-based organisations and individuals with two main theology courses on offer, a disciple making course and some local community projects:

- BA (Hons) Theology & Mission - in partnership with our course material provider Formission College, Birmingham (accredited by Newman University). There has been very little engagement as Formission has struggled for student numbers post-Covid.
- Hands-On – our very own in-house, part time training course is designed to encourage students into learning and practical ministry but can also act as an access course to the BA (Hons). Student numbers have also been limited for the same reasons.
- A community café (Oasis) which continues to provide an essential community space where people from all backgrounds, many with learning difficulties are welcomed and accepted. This operates at a small loss still – but is managed and visible.
- The Trustees 'Friends of WLA' scheme has continued with a small number of faithful donors.
- The Bonhoeffer UK discipleship project continues to engage churches across the country and discussions are taking place to look at licensing the material to larger denominations and training organisations which should over time increase revenue.

The education sector has been greatly affected by and post-Covid with student numbers at most universities drastically down on 2018/19 numbers. The training courses offered at WLA have equally been affected with Hands on and the BA in partnership with ForMission College bringing in very little revenue. The Trustees of the WLA are putting in place a range of measures to increase awareness of the current offering.

The Oasis Café project has benefitted specifically from Covid business support and this has assisted in keeping the impact of the café running costs this year to a minimum. Staff at the café continue to be employed through lottery funding which runs until April 2023. Other outgoings for WLA consist of;

- Donations to non-WLA projects and people in line with the charity's constitution
- Food hygiene training and first aid training for café staff
- Subsidising ad-hoc training when it arises

In addition to supporting various training and seminar activities, the WLA CIO also has general costs to pay out which include:

## ***Worship and Leadership Academy 2022***

### **Trustees Report (continued)**

- Lecturer fees for Hands-On
- Expenses for mileage/meeting attendance
- Books for the in-house library
- Monthly software subscription costs
- Café costs (lease, domestic bills, insurance)

The WLA runs out of Bethel Church, Coventry and currently does not attract any facility hire costs, which is a huge bonus for a relatively new CIO.

### **The Upcoming Year**

The Trustees are considering the future of the Oasis Café project as the current lease renews in the next financial year and also recognise the need to continue to develop other areas of potential income.

Such areas for potential income might include:

- Creating a greater awareness of the current offering
- Exploring the possibility of a gap-year programme in partnership with ForMission College where participants can access student finance to cover the costs
- Partnerships with other denominations and training organisations effectively licensing The Bonhoeffer Project.
- Recruiting more students for our core courses (e.g. BA/Hands-On).

### **Financial Summary**

The net balance of funds as of 5th April 2022 stands at: £19,952 (2021: £13,144). This increase was largely due to an influx of grant funding which the café projected attracted post-Covid though it is envisaged much of this will be spent in the following financial year through the café.

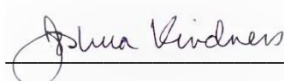
### **Risk Policy**

The trustees have identified the risks which might affect the charity and have provided relevant training as advised. The trustees review the charity's policies and procedures regularly to minimise any risks identified.

### **Reserves Policy**

The trustees' policy is to review the reserves of the charity on a regular basis. This review encompasses the nature of income and expenditure streams, and the trustees have determined that a general reserve of one month's unrestricted expenditure should be maintained. At the end of this year this target is £1,056 (2021 : £1,122). The unrestricted cash balance at the year-end of was £18,072 (2021: £12,682).

**Signed on behalf of the Trustees**



Date

20 / 12 / 22

## ***Worship and Leadership Academy 2022***

### **Independent examiner's report to Trustees of Worship and Leadership Academy**

I report on the accounts for the year ended 5<sup>th</sup> April, 2022 which are set out on pages 6 to 10.

#### **Respective responsibilities of the trustees and the examiner**

The trustees consider that an audit is not required for this year under section 144 (2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioner section 145 (5) (b) of the 2011 Act; and
- state whether particular matters have come to my attention.

#### **Basis of Independent Examiner's Statement**

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes considering any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

#### **Independent examiner's statement**

In connection with my examination, no matters have come to my attention:

- (1) which give me reasonable cause to believe that in any material respect the requirements
  - to keep accounting records in accordance with section 130 of the 2011 Act; or
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 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.



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Gavin Kibble 4<sup>th</sup> December 2022  
1 Kineton Road,  
Wyken,  
Coventry,  
CV2 3NR

## Worship and Leadership Academy 2022

### Statement of Financial Activities for the year ended 5<sup>th</sup> April, 2022

	Note	2022			2021		
		Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
<b>Incoming Resources:</b>		£	£	£	£	£	£
Donations and Grants	2	710	10,125	10,835	10,931	-	10,931
Charitable Activities	3	16,793	-	16,793	9,270	5,150	14,420
Other Income	4	556	-	556	950	-	950
<b>Total Incoming Resources</b>		<b>18,059</b>	<b>10,125</b>	<b>28,184</b>	<b>21,151</b>	<b>5,150</b>	<b>26,301</b>
<b>Resources Expended:</b>							
Expenditure on Charitable Activities	5	9,731	8,677	18,408	10,549	4,718	15,267
Management and Administration	6	2,938	-	2,938	2,918	-	2,918
<b>Total Resources Expended</b>		<b>12,669</b>	<b>8,677</b>	<b>21,346</b>	<b>13,467</b>	<b>4,718</b>	<b>18,185</b>
Net incoming/ (outgoing) resources		5,390	1,448	6,838	7,684	432	8,116
Reconciliation of funds :							
Total funds brought forward		12,682	432	13,114	4,998	-	4,998
<b>Total funds carried forward</b>		<b>18,072</b>	<b>1,880</b>	<b>19,952</b>	<b>12,682</b>	<b>432</b>	<b>13,114</b>

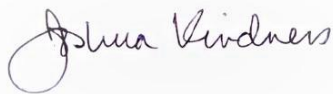
The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

## Worship and Leadership Academy 2022

### Statement of Assets and Liabilities as at 5<sup>th</sup> April, 2022

	Note	2022			2021		Total
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Funds
		Funds	Funds	Funds	Funds	Funds	Funds
		£	£	£	£	£	£
<b>Monetary Assets</b>							
Cash at bank and in hand		18,072	1,880	19,952	12,682	432	13,114
<b>Other Assets</b>							
Unclaimed gift aid		177	-	177	-	-	-
<b>Liabilities</b>							
Sundry creditors		300	-	300	300	-	300

The financial statements were approved by the trustees on 20 /12/ 22 and were signed on its behalf by :



– On behalf of the Trustees

The notes on pages 8 to 10 form part of these financial statements.

## **Worship and Leadership Academy 2022**

### **Notes to the Financial Statements for the year ended 5<sup>th</sup> April, 2022**

#### **1: Accounting Policies**

##### **Basis of preparing the financial statements**

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

##### **Incoming resources and resources expended**

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Expenditure is accounted for on an income and expenditure basis and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### **Going Concern**

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charity's objectives at the discretion of the trustees.

Restricted funds can only be used for the particular purposes specified by the donor or when funds are raised for particular restricted purposes.

<b>3: Income from Charitable Activities</b>	Unrestricted	Restricted	Total Funds	Unrestricted	Restricted	Total Funds
	Funds	Funds	2022	Funds	Funds	2021
	£	£	£	£	£	£
Oasis café	13,708	-	13,708	442	5,150	5,592
Allotment project/ Incredible	10	-	10	310	-	310
Bonhoeffer training programme	1,950	-	1,950	6,000	-	6,000
Courses income	1,125	-	1,125	2,518	-	2,518
	<b>16,793</b>	<b>-</b>	<b>16,793</b>	<b>9,270</b>	<b>5,150</b>	<b>14,420</b>

<b>4: Other Income</b>	Unrestricted	Restricted	Total Funds	Unrestricted	Restricted	Total Funds
	Funds	Funds	2022	Funds	Funds	2021
	£	£	£	£	£	£
Missions programmes	280	-	280	950	-	950
Other income	276	-	276	-	-	-
	<b>556</b>	<b>-</b>	<b>556</b>	<b>950</b>	<b>-</b>	<b>950</b>

## Worship and Leadership Academy 2022

### Notes to the Financial Statements for the year ended 5<sup>th</sup> April 2022 (continued)

4: Other Income	Unrestricted	Restricted	Total Funds	Unrestricted	Restricted	Total Funds
	Funds	Funds	2022	Funds	Funds	2021
	£	£	£	£	£	£
Missions programmes	280	-	280	950	-	950
Other income	276	-	276	-	-	-
	<u>556</u>	<u>-</u>	<u>556</u>	<u>950</u>	<u>-</u>	<u>950</u>

5: Expenditure on Charitable Activities	Unrestricted	Restricted	Total Funds	Unrestricted	Restricted	Total Funds
	Funds	Funds	2022	Funds	Funds	2021
	£	£	£	£	£	£
Café running costs	8,787	155	8,942	5,963	994	6,957
Café wages costs	-	8,522	8,522	-	3,724	3,724
Allotment costs	-	-	-	46	-	46
Mission costs	483	-	483	2,100	-	2,100
Gifts	-	-	-	716	-	716
Teaching costs	461	-	461	1,724	-	1,724
	<u>9,731</u>	<u>8,677</u>	<u>18,408</u>	<u>10,549</u>	<u>4,718</u>	<u>15,267</u>

6: Management and Administration Costs	Unrestricted	Restricted	Total Funds	Unrestricted	Restricted	Total Funds
	Funds	Funds	2022	Funds	Funds	2021
	£	£	£	£	£	£
Expenses	704	-	704	1,410	-	1,410
Administration Wages	305	-	305	-	-	-
Software and IT services	1,093	-	1,093	858	-	858
Independent Examination	300	-	300	300	-	300
Training	536	-	536	-	-	0
Painting	-	-	-	200	-	200
Books	-	-	-	150	-	150
	<u>2,938</u>	<u>-</u>	<u>2,938</u>	<u>2,918</u>	<u>-</u>	<u>2,918</u>

7: Wages and Salaries	2022	2021
	£	£
Wages and Salaries	<u>8,522</u>	<u>3,724</u>

The average monthly headcount was 2 (2021 : 1) and the average monthly full time equivalent headcount (including part-time staff) was 1 (2021 : 1/2). No employee received a salary in excess of £60,000.

8: Movement of Restricted Funds	Balance			Balance			Balance
	06/04/2020	Income	Expenditure	06/04/2021	Income	Expenditure	05/04/2022
	£	£	£	£	£	£	£
Oasis Café	-	5,150	(4,718)	432	10,125	(8,677)	1,880

Description of Restricted Funds :

Oasis café : These are funds specifically received in the form of grants to support the running of the café.

## ***Worship and Leadership Academy 2022***

### **Notes to the Financial Statements for the year ended 5<sup>th</sup> April 2022 (continued)**

#### **9: Trustees Remuneration and Expenses**

The charity trustees were not paid or received any other benefits from employment with the Charity in the year (2021: nil) neither were they reimbursed for expenses during the year (2021: nil).

#### **10: Related Party Transactions**

The were no related party transaction during the year (2021: nil).

**WORSHIP AND LEADERSHIP ACADEMY**

England & Wales - Charity number 1163747

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# Accounts

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***Worship and Leadership Academy 2021***

**Worship and Leadership Academy  
Report of the Trustees and Financial Statements  
for the year ended 5<sup>th</sup> April 2021**

**Charity Information :**

Registered Charity Number

1163747

Trustees

Andrew James Hall

Rev Dr Andrew Hardy

Christopher Robert Page

Rev Keith Foster

Lindsey Margaret Pearce

Joshua Daniel Kindness

Registered Office

Bethel Church

Spon End

Coventry

CV1 3HB

Independent Examiner

Gavin Kibble

1 Kineton Road

Coventry

CV2 3NR

***Worship and Leadership Academy 2021***

**Worship and Leadership Academy  
Report of the Trustees and Financial Statements  
for the year ended 5<sup>th</sup> April 2021**

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Statement of Financial Activities	7
Statement of Assets and Liabilities	8
Notes to Financial Statements	9 - 10

# ***Worship and Leadership Academy 2021***

## **Trustees Report**

The trustees submit their report for the year ended 5<sup>th</sup> April, 2021.

### **Introduction**

The Worship and Leadership Academy continues to offer training and support within the Christian sector. With the recent pandemic student numbers across our courses have declined, which reflects the wider educational sector in the UK. As such income from these was severely limited however The Bonhoeffer Project which offers training in the development of organisational disciple making to UK churches continued over Zoom. The WLA continues to support the Oasis Café project which has benefitted from some local government Covid support and has helped underwrite some of the ongoing costs.

### **Major Activities and Achievements**

The accounting year for the WLA CIO runs to April 5<sup>th</sup> of each year. The main activity of the WLA is the provision of ministry training for church-based organisations, with two main theology courses on offer, plus several community projects:

- BA (Hons) Theology & Mission - in partnership with our course material provider Formission College, Birmingham (now accredited by Newman University). The college is now under new management and there appears to be some new opportunities to work closely with them in the near future.
- Hands-On - our very own in-house, part time training course is designed to encourage students into learning and practical ministry but can also act as an access course to the BA (Hons) should they so wish - numbers depleted because of the pandemic but there is a lot of interest going forwards.
- A community café (Oasis) which continues to provide an essential community space. This operates at a small loss still but has been bolstered by recent funding.
- The Trustees 'Friends of WLA' scheme continues to provide a small regular amount of support in the region Of £100 a month plus gift aid;
- The Bonhoeffer UK discipleship project had it's best year in spite of the pandemic and is on course to grow more year on year.

The surplus from the courses that the student fees generate plus the 'friends of WLA scheme', are utilised to fund a broad range of activities for people within Bethel Church and the wider region of the West Midlands - this has included:

- Start-up costs for the disciple making partnership with Bonhoeffer.
- Subsidising the community café.
- Donations to non-WLA projects - ie Children's services team day away.
- Food hygiene training for café staff.
- Subsidising youth staff training weekends.

In addition to supporting various training and seminar activities, the WLA CIO also has general costs to pay out which include:

### **Trustees Report (continued)**

## ***Worship and Leadership Academy 2021***

- Lecturer fees for Hands-On
- Expenses for mileage/meeting attendance
- Books for the in-house library
- Monthly software subscription costs
- Café costs (lease, domestic bills, insurance)

The WLA runs out of Bethel Church, Coventry and currently does not attract any facility hire costs, which is a huge bonus for a relatively new CIO.

### **The Upcoming Year**

The Trustees recognise the need to continue to broaden their income streams and to potentially have a year of cost consolidation in order to build up the reserves for the WLA CIO.

Such areas for potential income might include:

- Continuing to develop the 'friends of WLA' scheme where people can regularly donate to the charity.
- The ongoing development of a local community café, which it is envisaged will be able to attract further grant funding.
- Partnerships with a broader range of organisations - The Bonhoeffer Project is one such organisation.
- Recruiting more students for our core courses (e.g. BA/Hands-On).

### **Financial Summary**

The net balance of funds as of 5th April 2021 stands at: £13,144 (2020: £4,998). This increase was largely due to grant funding and the increase in students to the Bonhoeffer Project.

### **Risk Policy**

The trustees have identified the risks which might affect the charity and have provided relevant training as advised. The trustees review the charity's policies and procedures regularly to minimise any risks identified.

### **Reserves Policy**

The trustees' policy is to review the reserves of the charity on a regular basis. This review encompasses the nature of income and expenditure streams, and the trustees have determined that a general reserve of one month's unrestricted expenditure should be maintained. At the end of this year this target is £1,122 (2020 : £2,066). The unrestricted cash balance at the year-end of was £12,682 (2020: £4,998).

### **Signed on behalf of the Trustees**

## **Worship and Leadership Academy 2021**

*Ashua Kindness*

  01  /  03  /  22   Date

### **Independent examiner's report to Trustees of Worship and Leadership Academy**

I report on the accounts for the year ended 5<sup>th</sup> April, 2021 which are set out on pages 6 to 10.

#### **Respective responsibilities of the trustees and the examiner**

The trustees consider that an audit is not required for this year under section 144 (2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioner section 145 (5) (b) of the 2011 Act; and
- state whether particular matters have come to my attention.

#### **Basis of Independent Examiner's Statement**

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes considering any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

#### **Independent examiner's statement**

In connection with my examination, no matters have come to my attention:

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

- to keep accounting records in accordance with section 130 of the 2011 Act; or
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 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.

## Worship and Leadership Academy 2021

Gavin Kibble 5th March, 2022  
1 Kineton Road,  
Wyken,  
Coventry,  
CV2 3NR

### Statement of Financial Activities for the year ended 5<sup>th</sup> April, 2021X

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2021	Unrestricted Funds	Restricted Funds	Total Funds 2020
		£	£	£	£	£	£
<b>Incoming Resources:</b>							
Donations and Grants	2	10,931	-	10,931	3,969	-	3,969
Charitable Activities	3	9,270	5,150	14,420	16,544	-	16,544
Other Income	4	950	-	950	2,100	-	2,100
<b>Total Incoming Resources</b>		<b>21,151</b>	<b>5,150</b>	<b>26,301</b>	<b>22,613</b>	<b>-</b>	<b>22,613</b>
<b>Resources Expended:</b>							
Expenditure on Charitable Activities	5	10,549	4,718	15,267	22,468	-	22,468
Management and Administration	6	2,918	-	2,918	2,324	-	2,324
<b>Total Resources Expended</b>		<b>13,467</b>	<b>4,718</b>	<b>18,185</b>	<b>24,792</b>	<b>-</b>	<b>24,792</b>
Net incoming/ (outgoing) resources		7,684	432	8,116	(2,179)	-	(2,179)
Reconciliation of funds :							
Total funds brought forward		4,998	-	4,998	7,177	-	7,177
<b>Total funds carried forward</b>	7	<b>12,682</b>	<b>432</b>	<b>13,114</b>	<b>4,998</b>	<b>-</b>	<b>4,998</b>

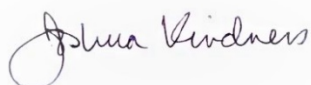
## **Worship and Leadership Academy 2021**

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

### **Statement of Assets and Liabilities as at 5<sup>th</sup> April, 2021**

	Not e	Unrestrict ed Funds	Restrict ed Funds	Total Funds 2021	Total Funds 2020
<b>Monetary Assets</b>		£	£	£	£
Cash at bank and in hand		12,682	432	13,114	4,998
<b>Other Assets</b>					
Unclaimed gift aid		-	-	-	24
Advanced payments		-	-	-	4,503
<b>Liabilities</b>					
Sundry creditors		300	-	300	300
Refundable deposits		-	-	-	2,100

The financial statements were approved by the trustees on 01 / 03 /2022 and were signed on its behalf by :



## ***Worship and Leadership Academy 2021***

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The notes on pages **8 to 10** form part of these financial statements.

### **Notes to the Financial Statements for the year ended 5<sup>th</sup> April, 2021**

#### **1: Accounting Policies**

##### **Basis of preparing the financial statements**

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

##### **Incoming resources and resources expended**

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Expenditure is accounted for on an income and expenditure basis and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charity's objectives at the discretion of the trustees. Restricted funds can only be used for the particular purposes specified by the donor or when funds are raised for particular restricted purposes.

## **Worship and Leadership Academy 2021**

<b>2: Donations and Grants</b>	Unrestricted	Restricted	Total Funds	
	Funds	Funds	2021	2020
	£	£	£	£
Income from grants and donations	10,855	-	10,855	3,325
Gift aid recovered	76	-	76	644
	<b>10,931</b>	<b>-</b>	<b>10,931</b>	<b>3,969</b>

The Charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are not included in our annual report. In accordance with accounting standards, the economic contribution of volunteers is not measured in the accounts.

### **Notes to the Financial Statements for the year ended 5<sup>th</sup> April 2021 (continued)**

## Worship and Leadership Academy 2021

<b>3: Income from Charitable Activities</b>	Unrestricted	Restricted	Total Funds	
	Funds	Funds	2021	2020
	£	£	£	£
Oasis café	442	5,150	5,592	3,883
Allotment project	310	-	310	-
Bonhoeffer training programme	6,000	-	6,000	7,239
Courses income	2,518	-	2,518	5,422
	<b>9,270</b>	<b>5,150</b>	<b>14,420</b>	<b>16,544</b>
<b>4: Other Income</b>	Unrestricted	Restricted	Total Funds	
	Funds	Funds	2021	2020
	£	£	£	£
Missions programmes	950	-	950	2,100
	<b>950</b>	<b>-</b>	<b>950</b>	<b>2,100</b>
<b>5: Expenditure on Charitable Activities</b>	Unrestricted	Restricted	Total Funds	
	Funds	Funds	2021	2020
	£	£	£	£
Café running costs	5,963	994	6,957	7,252
Café wages costs	-	3,724	3,724	-
Allotment costs	46	-	46	191
Mission costs	2,100	-	2,100	4,548
Gifts	716	-	716	-
Discipleship training costs	-	-	-	9,492
Teaching costs	1,724	-	1,724	985
	<b>10,549</b>	<b>4,718</b>	<b>15,267</b>	<b>22,468</b>
<b>6: Management and Administration Costs</b>	Unrestricted	Restricted	Total Funds	
	Funds	Funds	2021	2020
	£	£	£	£
Expenses	1,410	-	1,410	1,172
Conferences	-	-	-	50
Software and IT services	858	-	858	801
Independent Examination	300	-	300	300
Bank and credit card charges	-	-	-	1
Painting	200	-	200	-
Books	150	-	150	-
	<b>2,918</b>	<b>-</b>	<b>2,918</b>	<b>2,324</b>

**Notes to the Financial Statements for the year ended 5<sup>th</sup> April 2021  
(continued)**

## ***Worship and Leadership Academy 2021***

<b>7 Movement of : Restricted Funds</b>	Opening Balance 6/4/2020	Income	Expenditure	Closing Balance 5/4/2021
	£	£	£	£
Oasis Café	-	5,150	(4,718)	432

Description of Restricted Fund :

Oasis café : This is a specific community based café project.

### **8: Trustees Remuneration and Expenses**

The charity trustees were not paid or received any other benefits from employment with the Charity in the year (2020: nil) neither were they reimbursed for expenses during the year (2020: nil).

### **9: Related Party Transactions**

The were no related party transaction during the year (2020: nil).