

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31ST DECEMBER 2021

CHRIST CHURCH
SOUTHAMPTON

(Charitable Incorporated Organisation)

CHARITY REGISTRATION No: 1164459

CHRIST CHURCH SOUTHAMPTON
(Charitable Incorporated Organisation)

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CHRIST CHURCH SOUTHAMPTON
(Charitable Incorporated Organisation)

LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1164459
DATE OF REGISTRATION	18th November 2015
START OF FINANCIAL YEAR	1st January 2021
END OF FINANCIAL YEAR	31st December 2021
TRUSTEES AS AT 31st DECEMBER 2021	S.T. Aellen (Elder) P.J. Bentley-Taylor (Pastor, Elder) N.P. Bridges (Elder) E.M. Brownlee (Elder) (Appointed 8 February 2022) J. Helps (Elder) M.D. Hill (Elder) D.M. Lawson (Elder) (Appointed 8 February 2022) F.E.O. Saer (Pastor, Elder) J.E.P. Taylor (Pastor, Elder)
LEGAL STATUS	Charitable Incorporated Organisation
GOVERNING INSTRUMENT	CIO Foundation Registered 18th November 2015
OBJECTS	1) THE ADVANCEMENT OF THE CHRISTIAN FAITH IN ACCORDANCE WITH THE BASIS OF FAITH PRIMARILY BUT NOT EXCLUSIVELY WITHIN SOUTHAMPTON AND THE ADJACENT AREAS 2) SUCH OTHER CHARITABLE PURPOSES AS SHALL, IN THE OPINION OF THE CHARITY TRUSTEES, FACILITATE THE WORK OF THE CHURCH, PROVIDED THAT SUCH PURPOSES MUST FIRST BE APPROVED BY A RESOLUTION OF THE PARTNERS OF THE CHURCH AND MUST BE CARRIED OUT IN A MANNER CONSISTENT WITH THE BASIS OF FAITH.
CORRESPONDENCE ADDRESS	Burgess Road Library Burgess Road Southampton SO16 3HF
PRIMARY BANKERS	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4TA
INDEPENDENT EXAMINER	G W Schulz ACMA Independent Examiners Ltd Unit 2 The Broadbridge Business Centre Delling Lane Bosham

CHRIST CHURCH SOUTHAMPTON
(Charitable Incorporated Organisation)

PO18 8NF

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 December 2021 which are set out on pages 8 to 17.

Respective responsibilities of Trustees and examiner

As the charity's Trustees of Christ Church Southampton (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of Christ Church Southampton are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since Christ Church Southampton gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Chartered Institute of Management Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of Christ Church Southampton as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



G W Schulz ACMA

Dated 31 August 2022

CHRIST CHURCH SOUTHAMPTON
(Charitable Incorporated Organisation)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST DECEMBER 2021

Charitable Objects

The objects of the church are

- 1) The advancement of the Christian faith in accordance with the basis of faith primarily but not exclusively within Southampton and the adjacent areas.
- 2) Such other charitable purposes as shall, in the opinion of the charity trustees, facilitate the work of the church, provided that such purposes must first be approved by a resolution of the partners of the church and must be carried out in a manner consistent with the basis of faith.

Structure, Governance and Management

The Church as a legal entity is a Charitable Incorporated Organisation, affiliated to the Fellowship of Independent Evangelical Churches (FIEC). It is governed by a Constitution dated 4 November 2015.

Registered Charity status was granted on 18 November 2015 under Registration Number 1164459.

The Charity is also Corporate Trustee for Freemantle Evangelical Church through a Pre-merger Vesting Declaration signed 7 May 2020.

The Charity is governed by a board of Trustees who also constitute the members of the Charity and the leadership of the Church. They meet regularly (normally fortnightly) to set policy and review the activities of the Church, and their decisions are subject to the scrutiny of the members of the Church body (normally twice yearly) in accordance with 'Church Life and Conduct', a document which sets out the practical workings of the Church.

Significant financial decisions are taken with the approval of the members of the Church body through a formal vote.

Trustees are appointed by existing trustees where they have satisfied themselves of the need of further trustees and the qualifications – spiritual and otherwise – of the person proposed for the role, through consultation with the Church body as specified in 'Church Life and Conduct'.

All trustees served without remuneration in their capacity as Trustees. Those Trustees who are Pastors receive remuneration in that capacity at levels determined by non-Pastor Trustees, as well as – in some cases – rent payments in connection with the Church Manses at levels determined by the non-Pastor Trustees, meeting separately, at or below the appropriate market levels for the relevant property. The Pastors themselves do not participate in any determination of the remuneration they receive. No other Trustees have a beneficial interest in the Charity.

Review of Activities

When planning and reviewing the objectives of the activities the Church, due consideration has been given to the Charity Commission's general guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. In particular, the church sets out to enable ordinary people to live out their faith as part of our church in their local communities.

The Church is committed to reaching, teaching, discipling and training Christians to carry out Gospel ministry in Southampton and further afield. The Church welcomes members and attenders from all backgrounds and actively seeks to invite members of both the Church and the local community to benefit from its ministries.

CHRIST CHURCH SOUTHAMPTON
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TRUSTEES' REPORT (Continued)
FOR THE YEAR ENDED 31ST DECEMBER 2021

Review of Activities (continued)

The ministries of the Church are overseen by its leadership, and are carried forward both by the Church staff and by the extensive involvement of over 100 volunteers drawn from Church members and other regular attendees. This pattern is seen in all areas of the life of the Church.

Through the year, the Church held a series of weekend and midweek meetings and activities in Southampton and/or online, and in addition provided financial support and pastoral care to individuals and also supported other organisations involved in Christian mission and training. A number of activities remained curtailed, reformatted or otherwise affected as a result of the global pandemic, but most regular activities operated in some form for most of the year.

Activities included student groups meeting on Sundays, reading groups, retreats (online and in person) and individual meetings. International students were taught about English culture and the Christian faith. English language lessons were provided free of charge to those recently arrived in the UK and connected with the neighbouring university.

The children's and families work also continued to develop. As well as Sunday activities for children and young people, special events for members of the local community were held. A weekly Toddlers group was held for local parents/carers and their children.

A number of other small groups met to teach enquirers about the Christian faith, and to nurture those who are already committed to the faith. These include groups for women (at which a crèche is provided), a network of groups for those in their 20s, a youth group, other groups with more general membership and regular 'Partnership Courses' for those exploring becoming a member of the Church.

A community library – the largest in the city – was operated by the charity in cooperation with Southampton City Council and the Burgess Road Library Management Team.

There is a strong training ethos, and opportunities are provided for self-funded, full-time volunteers, generally known as 'Ministry Trainees, to learn about Christian ministry in the context of the church. Other volunteers are given training in various areas, including music, children's work, student work, group leadership, safeguarding and general Christian ministry. Some of this is provided in-house; other elements are achieved through attendance at conferences and training courses further afield. Some of the above, however, was reduced during 2021 as a result of public health regulations and restrictions.

The Church used a number of venues (including family homes) to host their various activities. However, most activities took place in a community library and a secondary school in Southampton, or were conducted digitally via Zoom or YouTube platforms.

Finance

Receipts, outgoings and balances are as shown in the statement of financial activities and balance sheet appended.

The Charity's funding principally comes from gifts and donations made by members of the congregation together with associated Gift Aid. In addition a significant amount came in the form of grants from external bodies.

A reserves policy exists whereby – in normal circumstances – cash reserves should be retained amounting to 3 months basic operating costs (such costs being estimated at a nominal 80% of the full current-year charity budget). In the 2021 financial year this target was again met.

CHRIST CHURCH SOUTHAMPTON
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TRUSTEES' REPORT (Continued)
FOR THE YEAR ENDED 31ST DECEMBER 2021

Plans for future periods

It is anticipated that the Charity will continue its activities and overall ministry in a similar manner as for the year ended 31 December 2021. However plans for the following year (2022) included the establishment of a new church in Salisbury and the provision of a new training course, both of which would likely affect the Charity in financial ways or with regard to personnel.

Responsibilities of the Trustees

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that period. In preparing the financial statements the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to assume that the Charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the governing document. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's websites. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report was approved by the Trustees of the Church on 30 August 2022 and signed on their behalf by:



S. T. Aellen
30 August 2022

CHRIST CHURCH SOUTHAMPTON
(Charitable Incorporated Organisation)

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2021**

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL 2021 £	TOTAL 2020 £
INCOMING RESOURCES					
Incoming Resources from Generated Funds					
Donations, Legacies & Similar Income	4a	368,780	18,455	387,235	404,833
Investment Income	4b	164	-	164	74
Charitable Activities	4c	29,353	332	29,685	10,051
TOTAL INCOMING RESOURCES		398,297	18,787	417,084	414,958
RESOURCES EXPENDED					
Costs of Generating Funds					
Charitable Activities	5a	379,235	27,832	407,067	341,846
Governance Costs	5b	890	-	890	3,077
TOTAL RESOURCES EXPENDED		380,125	27,832	407,957	344,923
NET INCOMING (OUTGOING) RESOURCES		18,172	(9,045)	9,127	70,035
Total Funds Brought Forward		177,306	311,780	489,086	120,990
Acquisition of assets		-	-	-	298,061
Loss on Disposal of Fixed Assets		-	-	-	-
TOTAL FUNDS CARRIED FORWARD		195,478	302,735	498,213	489,086

Movements on all reserves and all recognised gains and losses are shown above. All of the organisation's operations are classed as continuing.

The notes on pages 10 to 17 form part of these financial statements.

CHRIST CHURCH SOUTHAMPTON
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BALANCE SHEET
AS AT 31ST DECEMBER 2021

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL 2021 £	TOTAL 2020 £
Fixed Assets					
Tangible Assets	2	899	270,828	271,727	278,529
Investments	3	-	-	-	-
Total Fixed Assets		<u>899</u>	<u>270,828</u>	<u>271,727</u>	<u>278,529</u>
Current Assets					
Debtors & Prepayments	8	62,795	882	63,677	18,533
Cash at Bank and in Hand	7	141,592	31,025	172,617	200,078
Total Current Assets		<u>204,387</u>	<u>31,907</u>	<u>236,294</u>	<u>218,611</u>
Creditors: Amounts falling due within one year	9	9,808	-	9,808	8,054
NET CURRENT ASSETS		<u>194,579</u>	<u>31,907</u>	<u>226,486</u>	<u>210,557</u>
TOTAL ASSETS less current liabilities		<u>195,478</u>	<u>302,735</u>	<u>498,213</u>	<u>489,086</u>
NET ASSETS		<u>195,478</u>	<u>302,735</u>	<u>498,213</u>	<u>489,086</u>
Funds of the Charity					
General Funds		195,478		195,478	177,306
Restricted Funds	6		302,735	302,735	311,780
Total Funds		<u>195,478</u>	<u>302,735</u>	<u>498,213</u>	<u>489,086</u>

Approved by the Trustees on 30/8/2022

Signed on their behalf by Trustee S Allen

Print Name: SIMON ALLEN

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2021

1. ACCOUNTING POLICIES

Basis of Preparation & Assessment of Going Concern

Basis of Preparation

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes. 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 (FRS102) (effective 1 January 2015) - (Charities SORP - FRS102) and the Charities Act 2011.

The Charity meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost unless otherwise stated in the relevant accounting policy notes.

Assessment of Going Concern

Preparation of the accounts is on a going concern basis. The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

Incoming Resources

Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

Incoming Resources with Related Expenditure

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA,

Grants and Donations

Grants and Donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

Tax Reclaims on Donations and Gifts

Incoming resources from tax reclaims are included in the SOFA at the same time as the gift to which they relate.

Contractual Income and Performance Related Grants

This is only included in the SOFA once the related goods or services has been delivered.

Gifts in Kind

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SOFA as incoming resources when receivable.

Donated Services and Facilities

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received,

Volunteer Help

The value of any voluntary help received is not included in the accounts,

Investment Income

This is included in the accounts when receivable.

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST DECEMBER 2021

1. ACCOUNTING POLICIES (continued)

Investment Gains and Losses

This included any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

Expenditure and Liabilities

Liability Recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Governance Costs

Include costs of the preparation and examination of statutory accounts, the costs of the trustees' meetings and cost of any legal advice to trustees on governance or constitutional matters.

Grants with Performance Conditions

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SOFA once the recipient of the grant has provided the specified service or output.

Grants Payable without Performance Conditions

These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to a grant which remain in control of the charity.

Support Costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of the resources, e.g. allocating property costs by floor areas, or per capital employed, staff costs by the time spent and other costs by their usage.

Investments

Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.

Pensions

Pension contributions are charged to the Statement of Financial Activities as they become payable.

Unrestricted Funds

These funds can be used for the general objectives of the charity as set out in the trustees' report. The movements of the unrestricted funds are given in the Statement of Financial Activities.

Restricted Funds

These funds are where the donor has specified a purpose for the donation made. These restrictions often arise as a result of the regular appeals for special offerings made at the Sunday fellowship meetings.

Designated Funds

These funds are funds set aside by the trustees out of unrestricted general funds for specific purposes or projects.

Fixed Assets

Fixed Assets are capitalised if they can be used for more than one year and cost at least £1,500. They are valued at cost or, if gifted, at the value to the charity on receipt.

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NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST DECEMBER 2021

1. ACCOUNTING POLICIES (continued)

Stock

Stock is held at the lower of cost and net realisable value.

Depreciation Expense

Depreciation is calculated at a rate to write off the cost of tangible fixed assets on a straight line basis over their estimated useful lives. The rates applied per annum are as follows:

Land & Buildings	2%
Motor vehicles	20%

2. TANGIBLE FIXED ASSETS

		Land & Building £	Motor Vehicles £	Fixtures Fittings & Equipment £	2021 TOTAL £
Cost	01-Jan-21	280,167	5,995	-	286,162
Additions		-	-	-	-
Disposals		-	-	-	-
Cost Value at	31-Dec-21	<u>280,167</u>	<u>5,995</u>	<u>-</u>	<u>286,162</u>
Depreciation	01-Jan-21	3,736	3,897	-	7,633
Charge		5,603	1,199	-	6,802
Disposal		-	-	-	-
Depreciation at	31-Dec-21	<u>9,339</u>	<u>5,096</u>	<u>-</u>	<u>14,435</u>
Net Book Value	31-Dec-21	<u>270,828</u>	<u>899</u>	<u>-</u>	<u>271,727</u>
Net Book Value	31-Dec-20	<u>276,431</u>	<u>2,098</u>	<u>-</u>	<u>278,529</u>

The annual commitments under non-cancelling operating leases and capital commitments are as follows:

31st December 2021: None

31st December 2020: None

3. INVESTMENTS

The CIO held no fixed investments during this or the previous financial period.

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NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST DECEMBER 2021

4. INCOMING RESOURCES

	Unrestricted Funds £	Restricted Funds £	TOTAL 2021 £	TOTAL 2020 £
a) Donations, Legacies & Similar Income				
Gifts, Tithes & Offerings	295,017	9,809	304,826	290,369
Gift Aid Tax Recovered	59,263	670	59,933	58,964
Grants	14,500	7,976	22,476	50,500
Legacies	-	-	-	5,000
	368,780	18,455	387,235	404,833
b) Investment Income				
Interest Received	164	-	164	74
	164	-	164	74
c) Charitable Activities				
Activities & Events	19,838	-	19,838	-
Age Specific Activities	-	-	-	334
Bookstall Income	1,092	-	1,092	1,210
Food Contributions	7,277	-	7,277	3,063
MYC	418	-	418	5,374
Other Income	728	332	1,060	70
	29,353	332	29,685	10,051

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NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST DECEMBER 2021

5. RESOURCES EXPENDED

	Unrestricted Funds £	Restricted Funds £	TOTAL 2021 £	TOTAL 2020 £
a) Charitable Activities				
<u>Church Activities</u>				
Staff Costs	251,641	13,976	265,617	241,439
Ministry Support to Members	-	585	585	500
Church Planting Support	-	-	-	22,725
<u>Church Costs</u>				
Depreciation Expense	1,199	5,603	6,802	4,935
Premises Costs	21,612	3,744	25,356	14,134
Office Costs	14,720	387	15,107	11,749
Vehicle Costs	2,343	-	2,343	2,396
Venue Hire	13,243	-	13,243	6,379
<u>Cost of Activities</u>				
Age Specific Activities	7,883	-	7,883	1,709
Bookstall Costs	6,401	-	6,401	4,071
Food Costs	13,655	-	13,655	7,325
MYC	570	-	570	6,103
Activities & Events	22,491	-	22,491	-
Running Costs	13,266	-	13,266	11,848
<u>External Expenses</u>				
External Ministry Support	5,526	3,537	9,063	3,638
Affiliations	4,685	-	4,685	2,895
	379,235	27,832	407,067	341,846

b) Governance Costs

Independent Examiners Fees	890	-	890	850
Legal & Professional Fees	-	-	-	2,227
	890	-	890	3,077

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NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST DECEMBER 2021

6. RESTRICTED FUNDS

	Balance 01-Jan-21 £	Income £	Expenditure £	Transfer £	Balance 31-Dec-21 £
Christ Church Southampton	17,921	11,093	(16,025)	346	13,335
Freemantle	293,859	7,694	(11,807)	(346)	289,400
	<u>311,780</u>	<u>18,787</u>	<u>(27,832)</u>	<u>0</u>	<u>302,735</u>

From 7 May 2020 the trustees took over the ownership and responsibility for Freemantle Evangelical Church in Shirley, Southampton. Its assets were acquired from that date gratis and consisted of liquid assets of £17,894 and Freehold Property current use professionally valued at £275,000, capitalised with acquisition costs of £5,167. All transactions relating to Freemantle since ownership have been incorporated into these accounts.

7. CASH AT BANK AND IN HAND

	Unrestricted Fund £	Restricted Fund £	TOTAL 31-Dec-21 £	TOTAL 31-Dec-20 £
Cash at Bank & in Hand	141,592	31,025	172,617	200,078
	<u>141,592</u>	<u>31,025</u>	<u>172,617</u>	<u>200,078</u>

8. DEBTORS AND PREPAYMENTS

	Unrestricted Fund £	Restricted Fund £	TOTAL 31-Dec-21 £	TOTAL 31-Dec-20 £
Sundry Debtors	62,795	882	63,677	18,533
	<u>62,795</u>	<u>882</u>	<u>63,677</u>	<u>18,533</u>

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Unrestricted Fund £	Restricted Fund £	TOTAL 31-Dec-21 £	TOTAL 31-Dec-20 £
Sundry Creditors	2,414	-	2,414	3,564
Deferred Income	1,431	-	1,431	-
PAYE & NI	5,063	-	5,063	3,640
Independent Examiners Fees	900	-	900	850
	<u>9,808</u>	<u>-</u>	<u>9,808</u>	<u>8,054</u>

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NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST DECEMBER 2021

10. STAFF COSTS AND NUMBERS

	2021	2020
	£	£
Gross Wages & Salaries	177,669	157,790
Staff Accommodation Costs	62,778	60,178
Social Security Costs	11,284	10,078
Pension Contributions	13,886	13,393
	<u>265,617</u>	<u>241,439</u>

Employees who were engaged in each of the following activities:

	2021	2020
	TOTAL	TOTAL
Activities in furtherance of organisation's objects	<u>6</u>	<u>6</u>
	<u>6</u>	<u>6</u>

No employees received emoluments in excess of £60,000 (2020: None)

12. PAYMENTS TO TRUSTEES AND OTHER RELATED PARTY TRANSACTIONS

During the financial year Trustee P.J. Bentley-Taylor received £27,732 (2020: £26,642) in salary related payments, £2,500 (2020: £2,500) in Pension Contributions and £12,000 (2020: £12,000) in accommodation costs in his capacity as Assistant Pastor of Christ Church Southampton in furthering the Charity's objects.

During the financial year Trustee F.E.O. Saer received £29,080 (2020: £27,973) in salary related payments, £4,516 (2020: £4,516) in Pension Contributions and £24,778 (2020: £24,778) in accommodation costs in his capacity as Senior Pastor of Christ Church Southampton in furthering the Charity's objects.

During the financial year Trustee J.P. Taylor received £26,013 (2020: £24,945) in salary related payments, £2,500 (2020: £2,500) in Pension Contribution and £15,000 (2020: £15,000) in accommodation costs in his capacity as Assistant Pastor of Christ Church Southampton in furthering the Charity's objects.

The only other payments made to the trustees or any person connected with them consisted of reimbursements for items purchased on behalf of the Church in furthering the Charity's objects.

No other material transactions took place between the organisation and a trustee or any person connected with them. No other trustees received any remuneration or benefits in kind during the financial year.

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST DECEMBER 2021

13. RISK ASSESSMENT

The trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

14. RESERVES POLICY

The trustees have considered the level of reserves they wish to retain, appropriate to the CIO's needs. This is based on the CIO's size and the level of financial commitments held. The trustees aim to ensure the CIO will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The trustees will endeavour not to set aside funds unnecessarily. A more detailed description of the Reserves Policy can be found in the Annual Trustees' Report on page 6.

15. PUBLIC BENEFIT

The CIO acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the CIO has achieved this are provided in the Trustees report. The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the CIO should undertake.