

CROSSWAY STRATFORD

(A company limited by guarantee)

UNAUDITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

CROSSWAY STRATFORD
(A company limited by guarantee)

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND
ADVISERS**
FOR THE YEAR ENDED 31 DECEMBER 2021

Trustees	Reverend Jamie Child Alasdair Henderson Daniel McIntosh Michael Bajomo (appointed 28 April 2021)
Company registered number	10498312
Charity registered number	1172415
Registered office	194 Humberstone Road London E13 9NQ
Treasurer	Alan Bright
Company secretary	Yasmin Bartlett
Accountants	Griffin Stone Moscrop & Co Chartered Accountants 21-27 Lamb's Conduit Street London WC1N 3GS

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FOR THE YEAR ENDED 31 DECEMBER 2021

Context:

Crossway Stratford is primarily focused on the Stratford and New Town area of East London, but in keeping with the character of Stratford, we connect with East London's networker population such that our mission extends beyond the strict boundaries of the Stratford and New Town area to reach many in East London with the gospel of Jesus Christ.

The immediate area, following the continued Olympics legacy, is still undergoing rapid growth and the wider borough of Newham is home to over 300,000 people, with a radically diverse population. Businesses, universities, and other enterprises continue to move to the area, with Newham population figures estimated to grow towards 400,000 by 2025.

During the calendar year 2021, as a church with no permanent building, we were meeting on Zoom during the earlier part of the year (January – May) as a result of COVID-19 restrictions. During this time the church met four times on Saturday at other local churches who made their building available for our use. At the end of May Crossway managed to secure hire at Vue Cinema in Stratford for morning services with the evening services and midweek groups online.

With effect from 1 August 2021 we commenced a contract with School 21 Stratford for use of their hall hire and classrooms for the children's ministry, and have continued to host both morning, evening and midweek groups there since then. For the congregation this form of stability was received positively as it meant face-to-face meetings again in one building and slowly life in church resumed as a place to fellowship, listen to God's word, talk, pray and sing together.

During November 2021 our Midweek groups moved location to meet at St Matthew, West Ham. The vision to reach many in East London and beyond has remained the same and Crossway Stratford is committed to making use of technology to continue our mission.

Achievements and performance:

Crossway Stratford is a church meeting in Stratford, East London. It began its life in September 2016 with a group of approximately 60 adults and 10 children.

Crossway Stratford was granted charitable status on 4 April 2017. It functions as a church within the structures of the Church of England, having been granted a Bishop's Mission Order (BMO) from the beginning of September 2017. The Senior Minister Reverend Jamie Child was granted a licence by Chelmsford Diocese in July 2018.

For the period of January to end of May 2021, there was an average attendance of 175 adults and 20 children at our online morning meetings and an average of 53 people for the evening services with an approximation of 160 at our online midweek groups and small gatherings in homes when restrictions lifted. We had more people attending online overall than when we started meeting at the Vue Cinema. This was probably due to the venue itself as well as people not been comfortable meeting again in person.

From the time we moved to School 21 at the beginning of August until the end of December 2021 we had an average of 126 adults and 39 children regularly attending services. Our midweek groups resumed at School 21 with an average attendance of 160.

1. Discipleship and pastoral support:

Sunday meetings

Crossway Sunday meetings (whether online or in person) centre on the faithful teaching of the Scriptures and Christian education. During the reporting year we have taught through the books of Hosea, 2 Samuel, Psalms, Matthew 1-4 and Haggai as well as topical series on 'the means of Grace' and 'seeing the glory of God'.

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FOR THE YEAR ENDED 31 DECEMBER 2021

For the beginning of the year the Church was meeting online, then when COVID-19 restrictions lifted we started meeting at the Vue Cinema for morning services only with one screening room for the main meeting, another for an all-age Crossway kids group and a third for those who had small babies and toddlers. We offered parents/carers a chance to hear God's word from the preacher as a mini version of the sermon preached later in the main meeting room.

By August 2021, our morning, evening and midweek groups were meeting in person at School 21, Stratford.

Midweek small groups

Approximately 160 people are members of small groups which met on Wednesday and Thursday evenings on Zoom for the earlier part of the year working through finishing the book of John and then during the latter part of the year started working through the book of Romans in person at School 21.

As well as providing further opportunity for Bible study and prayer these groups also provided a significant amount of pastoral support, by creating smaller settings in which care could better be provided for.

These groups have offered support for people struggling with mental, physical and financial problems as well as creating a forum for strengthened relationships.

The groups are overseen by the senior leadership and staff of Crossway.

Sunday school ('Crossway Kids')

Throughout 2021 the Crossway Kids teams have operated in various different ways to teach children (aged 3 to 11) the Bible at Crossway.

Crossway Kids Online took place via Zoom when we could not meet in person. These sessions took place at the same time as the online Sunday morning meeting. Age-appropriate resources for parents to utilise with their children at home were emailed out in advance. These resources linked with the Zoom teaching sessions and often this material matched what the adults were learning in the online Sunday morning meeting.

When we have been able to meet physically at Vue and also School 21, we have run in-person sessions following the Government's COVID-19 guidance. These sessions have involved splitting children into smaller groups according to age, and then delivering age-appropriate lessons. Follow up material, for parents to utilise with their children at home, was given when the children were collected from their sessions.

Throughout 2021 Crossway Crèche has operated in various different ways to teach children (aged 6 months to 3 years) the Bible at Crossway.

Crossway Crèche generally included free play, Bible stories and Bible songs. There was a period where we could not provide this form of childcare due to COVID-19 guidance. When this was the case, parents/carers would gather together physically with their child/ren for 'Noisy Church'. They would bring resources for their own child and would enjoy a short talk from the preacher, where a shorter version of the sermon from the Sunday Morning Meeting was given. A leader would then read some Bible stories to the children and parents.

All of the above groups were resourced by a trained and DBS-checked group of volunteers, the 3 groups had an overall average attendance of approximately 28 children per week, not including the 11 creche-aged children.

Training was provided for the leaders of the children's groups on how to lead Sunday school groups (both physical and on Zoom) and in safeguarding.

The leadership also sought to regularly include child-friendly content in the Sunday meetings to help the children engage, and we held some All Age Services where all children remained in the main meeting throughout its duration.

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Similar childcare arrangements were provided when Crossway ran weekends away or Saturday teaching mornings.

Youth Group ('Youth Extra' and 'Friday night youth')

Members of the church family aged 11-18 remained in the Sunday morning meeting for the duration of that meeting. To help them engage, learn and pray more effectively, Crossway ran a meeting after the main meeting for this group. In the 45 minutes they had together after the Sunday morning meeting, the group played games, talked about the sermon and prayed together in a way that best served that age group, led by a trained and DBS checked group of volunteers.

Youth Extra took place online, via the platform of Zoom, to serve the same purpose when the church was unable to meet in person due to COVID-19 restrictions.

On Friday evenings at the Ridley Centre in Forest Gate, the church also hosted gatherings for teenagers where they played games, heard a Bible talk and enjoyed talking together. Many of the teenagers from Youth Extra also attended this but there were also a number of teenagers who were not regular attendees at church on Sundays who would also come along.

Occasionally, the Youth groups enjoyed social outings, including lunch gatherings and hangouts in the park, in order to build relationships and continue conversations that aimed to grow the young people in their Christian maturity.

Weekends away

Crossway Stratford had two weekends away during 2021. The first was a combination of in-person time at All Saints church, West Ham and then online material on the Sunday morning. This reflected the situation with COVID-19. The teaching content of the weekend was taught by Matt Fuller, Senior pastor of Christ Church Mayfair, from Isaiah 40. The other was a residential weekend away in November 2021 under the title 'Welcome Home' and involved teaching on 'Gospel culture'. A total of 109 adults together with 50 infants and children attended and benefited from this weekend.

Workplace ministry

Crossway Stratford continues to reach out to those whose jobs are based in The International Quarter and 'Here East,' with the focus of the ministry being the weekly 'Stratford Talks.'. The meeting took place in the Bat and Ball pub in the Westfield shopping centre with an aim is to serve Christians and interested enquirers into the Christian faith.

Prior to March 2021 'The Stratford Talks' met weekly on Wednesday lunchtimes and had an attendance of around 25 people each week. From September 2021 a monthly prayer meeting was introduced with a short Bible devotion and gathered up to 10 people either at lunchtime or in the evening; this continued until June 2021, before a summer break. Andrew Holt joined Crossway as Assistant Minister in September 2021 with 50% of his role being oversight of the workplace ministry. Physical meetings were able to restart in October 2021, but with many still working from home, regular attendance remained at 10 per week. Then, in December, when restrictions returned to Plan B advising people to work from home, further meetings became untenable, and this ministry was put on pause.

Alongside the Stratford Talks meeting, Andrew was involved in giving Bible talks – mostly in-person, some online – at the fortnightly 'Here I Am' ministry based at Here East and leading the monthly HMRC Christian Union meetings – mostly online, some in-person – and has been asked to provide Chaplaincy services to the HMRC Stratford Regional Centre office.

Trainees at Crossway

As of September 2021 there have been no trainees at Crossway but we very much hope this will be a normal part of church life together in the years to come. We have been pleased to support two 'London City Mission pioneers.' They are trainees on London City Mission's training scheme which involved them being placed at

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Crossway. We played an active role in supporting and resourcing their ministry and training.

Staff movements

Crossway Stratford made two new full time staff appointments during 2021. Andrew Holt joined the team in September 2021 as Assistant Minister at Crossway Stratford and Jennifer Westbrook in December 2021 as a second Operations Manager. At the end of 2021 our women's worker Lizzie Cobbald was on maternity leave planning to return part-time in July 2022. Yasmin Bartlett our first Operations Manager is due to start her maternity leave in late January 2022.

Other informal ministries

Crossway Stratford makes a point of trying to stimulate, support and equip people for more spontaneous expressions of pastoral support and discipleship outside of the formal structures that have been put in place to enable this.

These include but are not limited to: book groups that read and discuss Christian literature; 1-1 meetings to enable individuals to find pastoral support, study the scriptures and find out more about the Christian faith; midweek women's groups which discuss the Sunday sermon together; preaching practice groups; and Bible study training groups.

Our specific COVID-19 Hardship Fund for members of Crossway Stratford (which was set up last year by the generous donation of members of Crossway Stratford) has benefited a number of church members and continues to exist for the extent it will be needed or funds run out.

Lockdown Baby Club

A group of mothers from our congregation, set up what became known as the 'Lockdown Baby Club' (LBC). During restrictions they had weekly 1-1 walks around the QEOP and West Ham Park serving tea/coffee and baked goods. They also distributed Ginger Making Kits; Easter Activity Craft packs & 'The Easter Fix' storybooks to 40 families and donated to LBC from Jenius Social.

As restrictions eased, they hosted weekly clubs at Signorelli IQL and Clarnico Club, in Stratford, with 9-16 attendees. Local volunteer guest speakers made appearances to discuss a range of topics with attendees such as Paediatric First Aid, Music etc.

For Christmas they hosted a Christmas Special at The Timber Lodge in Stratford Olympic Park with a very good attendance of 60 adults and children. This event was repeated at St Matthew's Stratford Church. Both events included gospel storytelling, craft and gospel storybook giveaways and live music to promote our Carol service that took place later in December.

Crossway Football Ministry

During 2021, an attempt was made to get a football ministry running. This was aimed at adults and young people living in the East London who enjoyed football. Sessions consisted of a warm up, football drills, a gospel talk and a match afterwards. Sessions took place on Mondays for young people aged for 11-15 year old and an adult football session for age 16 + to adults. However, due to restrictions, this did not flourish as intended and the aim is to relaunch this again for 2022.

2. Evangelism and outreach:

Sunday meetings

For the online Sunday meetings, which took place on Youtube on the Crossway Stratford Youtube, were advertised on our website. This provided an avenue for those searching to find a local church and for whatever reason could not meet in person, allowed people to join our live streaming sessions and then afterwards members and guests met together in breakout rooms via a 'virtual zoom coffee session'.

When meetings resumed at the Vue Cinema in Stratford, the location provided a good venue for those attending

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the shopping centre, to join if they so wished to. Due to restrictions, members and guests were encouraged to socialise out in the open or at the local restaurants as per government requirements. Once the church was based at School 21 restrictions had lifted somewhat, and being in a local residential area there was a slight increase in new people attending, some who stayed while others moved on.

At our Sunday meetings, the aim has been to be as welcoming as possible to people who do not yet consider themselves part of the church and especially those in need and who wanted to enquire into the Christian faith. The meetings were designed to be as accessible as possible, and the church family does an excellent job of welcoming those who are new.

Guest Sundays

Each term we have had a specific Sunday with a guest speaker and a talk subject designed to engage those who are looking into the Christian faith.

In July there was a Guest Sunday at the Vue Cinema where Mickey Mantle read from the book of John 'What does true love look like? In the evening looking in the book of Luke we explored 'Who is true love for?' In October Andrew Holt spoke at the morning and evening meetings under the headings '#blessed' and '#grateful' exploring how the Gospel answers our sense of being blessed and our desire to express gratitude.

The Sundays before Christmas in 2021 saw Crossway host 4 carol services (2 in the morning and then 2 in the evening). One was an all-age carol service designed to engage people at every stage of life, the other service was a morning of carols with a Crossway Kids Christmas special. The evening services were a more reflective form of meeting.

Christianity Explored

In 2021 we ran one 'Christianity Explored' course online. These courses are designed to be really accessible to those looking into the Christian faith, a place to ask questions and explore what Christianity is all about.

Youth Outreach ('Friday night Youth')

Since June 2021 the youth group were able to resume meeting in person, weekly on Friday nights at the Ridley Centre (a London City Mission building) in Forest Gate during school term times. Attendance varied each week, but in general around 6-12 young people consistently attended. The group exists to engage local youth with the Christian message and provides a good opportunity for young people engaged in Crossway church life to reach out to and invite their friends to join.

Regular termly youth group socials have been well attended and enjoyable occasions to continue building good relationships, including group meals, trips to trampoline parks, craft nights and games nights. The youth group is led by a team of trained and DBS checked volunteer leaders.

Missionary support

Crossway supports five missionaries; Luigi Palombo (currently in London studying theology full time in anticipation of returning to Italy for the long term); Lea Laurovicova (in Bratislava, Slovakia); the Pope family (in Santiago, Chile); Portia Yiadom (in Accra, Ghana) and the Tandy family (in Paris, France). All these mission-partners work full-time to proclaim the Christian gospel, bringing people to believe in Jesus and live in keeping with his teachings. Crossway supports these missionaries financially, in prayer and in practical support where possible.

Christians Against Poverty

There has been steady progress in the growth of this ministry as the year has gone on. Crossway pays Chris Chambers to work part-time running the debt-centre and also funds the debt-centre's running costs. There is now an established team of 'Befrienders' (church volunteers who look to support CAP clients through the debt counselling process and build a relationship with them) and we have had contact with 14 clients, some of whom are still in progress, some who have dropped out, and a handful who have completed the whole debt counselling process.

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FOR THE YEAR ENDED 31 DECEMBER 2021

Looking forward

In early 2021, at our Annual meeting, the church leadership began a church-wide discussion, to begin a process of planning for the next 5-10 years. The next step in that process was to start a discussion among the church family about various different opportunities including purchasing a building, planting new churches, supporting new workers and supporting other new or existing ministries. The conversation continues on.

In the summer of 2021, the church leadership were approached by the Bishop of Barking to consider adopting St Matthew West Ham into the wider ministry. St Matthew's is a small evangelical church in the Church of England that was deemed financially unsustainable by the Diocese of Chelmsford. After consultation with the church council, the Elders decided to agree to moving forward with the conversation. After meeting with the St Matthew's PCC in late October, the church Elders decided that there was sufficient agreement from St Matthew's that it should start a conversation with the church family more widely as to the best way to take on the ministry at St Matthew's. That conversation was ongoing at the end of 2022.

Financial Review:

The accounts are for the year to 31 December 2021.

Total unrestricted income during this period was £381,559

Total unrestricted expenditure in the period was £364,609

The income was almost exclusively made up of giving and other expenditure from members of the congregation. 70% of giving was in the form of regular donations (including claimed Gift Aid).

Reserves policy

Crossway Stratford intends to pursue a reserves policy of holding the equivalent of three months' unrestricted operating and staff costs. At the end of 2021 these reserves were in place within the Crossway Stratford account.

Risks and uncertainties

The main risks and uncertainties facing Crossway Stratford are as follows:

Operational risks to health and safety and safeguarding of children and vulnerable adults

The church safeguarding officer in 2021 was Hanna Dirksen who left for Germany in January. She continued in the role remotely as was appropriate given that the church existed only. The position was filled by Rosie Lisser who was appointed in June 2021 and now regularly liaises with the Chelmsford Diocese safeguarding team. Crossway Stratford has adopted the Church of England's National Safeguarding Policy. Ms Lisser liaises with the trustees on any safeguarding matters.

Financial risks

The trustees recognise that the main financial uncertainties arise from the need to provide financially for the staff members and to provide adequate meeting space for the church. These uncertainties have been managed on a day-to-day basis by the Church Operations Manager, Senior Minister and Church Treasurer with regular oversight by the trustees.

Structures and governance:

Crossway Stratford obtained Company status (10498312) on 25 November 2016, and Charity Status (1172415) on 4 April 2017. It is managed by its trustees, under the terms of its constitution, and is a Public Benefit Entity. The Reverend Jamie Child, Mr Alasdair Henderson, Mr Mike Bajomo and Mr Daniel McIntosh are trustees on fixed terms and renewed by congregational votes at the end of their respective terms as laid out in the constitution. They meet six or seven times a year.

The church has a 'Council' which met three times in 2021. This comprises a godly, mature group of 10-12 men

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and women to whom the trustees look for wisdom and guidance in their decision-making.

Crossway also has a group of trained small group leaders who represent an excellent source of wisdom and leadership in the life of the church.

Crossway Stratford also has two external referees who are available for support and accountability in certain circumstances as laid out in the constitution of Crossway Stratford.

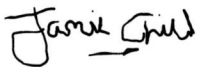
The Church held its Annual General Meeting (also referred to as the 'Annual Vision Meeting') in April 2021 for the whole church family and will hold its next Annual General Meeting on 27th April 2022.

Volunteers

The life of Crossway Stratford is in large part dependent upon the generous partnership of volunteers who consider themselves part of the church family. Most of what has been achieved, under God, would not have been possible without their time, gifts, resources and commitment.

The trustees want to put on record their gratitude to God and these volunteers.

Approved by order of the members of the board of trustees and signed on their behalf by:



.....
Reverend Jamie Child
(Trustee)

Date: 26/9/2022

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INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021

Independent examiner's report to the trustees of Crossway Stratford ('the charitable company')

I report to the charity trustees on my examination of the accounts of the charitable company for the year ended 31 December 2021.

Responsibilities and basis of report

As the trustees of the charitable company (and 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 the charitable company 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 the charitable company's accounts 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 the charitable company's 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 Institute of Chartered Accountants in England and Wales, 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 the charitable company 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.

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charitable company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for my work or for this report.

Signed: *Richard Hill*

Dated: 27/9/2022

Richard Hill FCA

Griffin Stone Moscrop & Co
Chartered Accountants
21-27 Lamb's Conduit Street
London
WC1N 3GS

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**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations	3	360,797	10,671	371,468	363,004
Charitable activities	4	20,201	-	20,201	1,102
Investments	5	561	-	561	610
Total income		381,559	10,671	392,230	364,716
Expenditure on:					
Charitable activities	6	364,609	8,989	373,598	274,465
Total expenditure		364,609	8,989	373,598	274,465
Net income		16,950	1,682	18,632	90,251
Transfers between funds	15	5,097	(5,097)	-	-
Net movement in funds		22,047	(3,415)	18,632	90,251
Reconciliation of funds:					
Total funds brought forward		334,388	25,140	359,528	269,277
Net movement in funds		22,047	(3,415)	18,632	90,251
Total funds carried forward		356,435	21,725	378,160	359,528

The statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 12 to 26 form part of these financial statements.

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REGISTERED NUMBER: 10498312

BALANCE SHEET
AS AT 31 DECEMBER 2021

	Note	2021 £	2020 £
Current assets			
Debtors	12	8,955	10,558
Cash at bank and in hand		381,950	352,360
		<u>390,905</u>	<u>362,918</u>
Creditors: amounts falling due within one year	13	(12,745)	(3,390)
Net current assets		<u>378,160</u>	359,528
Total net assets		<u><u>378,160</u></u>	<u><u>359,528</u></u>
Charity funds			
Restricted funds	15	21,725	25,140
Unrestricted funds	15	356,435	334,388
Total funds		<u><u>378,160</u></u>	<u><u>359,528</u></u>

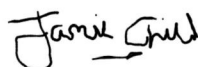
The charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the trustees and signed on their behalf by:



.....
Reverend Jamie Child
 (Trustee)
 Date: 26/9/2022

The notes on pages 12 to 26 form part of these financial statements.

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

1. General information

Crossway Stratford is a private company limited by guarantee without share capital, and is incorporated in the United Kingdom and registered in England and Wales. It is also registered as a charity with the Charity Commission for England and Wales. Crossway Stratford's registered office address is 194 Humberstone Road, London, E13 9NQ.

The financial statements are prepared in sterling and are rounded to the nearest £1.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Crossway Stratford meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

At the time of approving the financial statements the trustees have a reasonable expectation that the charitable company 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.

2.3 Income

Planned giving, collections and similar donations are recognised when received. Tax refunds are recognised when the incoming resource to which they relate is received. Interest is accounted for when received.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charitable company's objectives, as well as any associated support costs.

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

2. Accounting policies (continued)

2.4 Expenditure (continued)

Any Common Fund contributions (none currently) are accounted for when payable. Any amount pledged but unpaid at 31 December is shown as a creditor in the balance sheet. Grants and donations are accounted for when paid, or when awarded, if that award creates a binding obligation.

All other expenditure is accounted for on the accruals basis.

All expenditure is inclusive of irrecoverable VAT.

2.5 Tangible fixed assets and depreciation

Tangible fixed assets costing more than £2,000 are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Individual items of equipment with a purchase price of £2,000 or less are written off when the asset is acquired.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Equipment used within the church premises is depreciated on a straight-line basis over three years.

2.6 Debtors

Debtors are recognised at the settlement amount.

2.7 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charitable company anticipates it will pay to settle the debt.

2.9 Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

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**NOTES TO THE FINANCIAL STATEMENTS
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2. Accounting policies (continued)

2.10 Pensions

The charitable company operates a defined contribution pension scheme. The pension charge represents the amounts payable by the charitable company to the fund in respect of the year plus amounts recharged by the Great St Helen's Trust in respect of the Reverend Jamie Child.

2.11 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Regular donations (excluding Gift Aid)	212,427	-	212,427	212,005
One-off donations (excluding Gift Aid)	93,962	-	93,962	95,717
Gift Aid	52,118	-	52,118	47,227
Workplace Ministry Fund (restricted)	-	8,081	8,081	8,025
Weekends support fund	-	795	795	-
Leaving gifts	-	1,795	1,795	-
Other unrestricted income	2,290	-	2,290	30
Total 2021	360,797	10,671	371,468	363,004
Total 2020	334,129	28,875	363,004	

All the above income is unrestricted unless otherwise indicated.

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4. Income from charitable activities

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Weekend Away income	17,881	17,881	77
Books	994	994	1,025
Refreshments	1,326	1,326	-
Total 2021	<u>20,201</u>	<u>20,201</u>	<u>1,102</u>
Total 2020	<u>1,102</u>	<u>1,102</u>	

5. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Bank interest	561	561	610
Total 2020	<u>610</u>	<u>610</u>	

6. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Charitable activities	364,609	8,989	373,598	274,465
Total 2020	<u>267,482</u>	<u>6,983</u>	<u>274,465</u>	

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6. Analysis of expenditure on charitable activities (continued)

Summary by expenditure type

	Staff costs 2021 £	Other costs 2021 £	Total funds 2021 £	Total funds 2020 £
Charitable activities	214,104	159,494	373,598	274,465
Total 2020	196,568	77,897	274,465	

7. Analysis of expenditure by activities

	Activities undertaken directly (see below) 2021 £	Grant funding of activities (note 8) 2021 £	Support costs (see below) 2021 £	Total funds 2021 £	Total funds 2020 £
Charitable activities	338,422	16,154	19,022	373,598	274,465
Total 2020	249,546	16,140	8,779	274,465	

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7. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Activities 2021 £	Total funds 2021 £	Total funds 2020 £
Staff costs (note 10)	214,104	214,104	196,568
Mission Partners	24,562	24,562	19,080
Crossway Kids	282	282	664
Guest events	341	341	598
Weekend Away cost	29,858	29,858	-
Staff training	7,382	7,382	6,870
Music and IT	9,497	9,497	18,984
Books	1,251	1,251	906
Lord's Supper	193	193	70
Bibles and Gospels	119	119	195
Refreshments	2,138	2,138	575
Rent (venue)	48,445	48,445	5,036
Payroll processing	250	250	-
Total 2021	<u>338,422</u>	<u>338,422</u>	<u>249,546</u>
Total 2020	<u>249,546</u>	<u>249,546</u>	

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7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2021 £	Total funds 2021 £	Total funds 2020 £
Rent (office)	1,200	1,200	894
Hospitality	581	581	438
Travel	446	446	487
Printing, postage and stationery	1,600	1,600	2,507
Internet	500	500	66
Repairs and maintenance	1,156	1,156	27
Insurance	393	393	390
Bank charges	257	257	110
Payroll processing	738	738	680
Gifts	1,795	1,795	-
Promotion	480	480	374
Legal and consultancy fees	5,591	5,591	-
Recruitment expenses	1,098	1,098	-
Other expenses	402	402	93
Governance costs: Preparation and examination of annual financial statements	2,785	2,785	2,713
Total 2021	<u>19,022</u>	<u>19,022</u>	<u>8,779</u>
Total 2020	<u>8,779</u>	<u>8,779</u>	

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8. Analysis of grants

	Grants to institutions 2021 £	Grants and gifts to individuals 2021 £	Total funds 2021 £	Total funds 2020 £
Charitable grants	9,000	7,154	16,154	16,140
Total 2020	13,350	2,790	16,140	

9. Governance costs - independent examiner's remuneration

	2021 £	2020 £
Preparation and independent examination of annual financial statements	2,772	2,713

10. Staff costs

	2021 £	2020 £
Gross salaries (including clergy stipend)	152,744	137,374
Employers' NI	9,737	9,020
Pension costs (including clergy pension)	25,335	24,003
Clergy rental costs	26,287	26,171
	214,103	196,568

The average number of persons employed by the charitable company during the year was as follows:

	2021 No.	2020 No.
Full-time staff	4	4

No employee received remuneration amounting to more than £60,000 in either year.

The highest remunerated member of staff was Reverend Jamie Child (as detailed in note 11).

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11. Trustees' remuneration and expenses

During the year ended 31 December 2021, the Reverend Jamie Child was paid a stipend, pension and accommodation costs which were in accordance with the Diocese of London standard rates for the period.

Reverend Jamie Child was paid through the Diocese of London for the whole period (though all his costs are recharged by the Great St Helen's Trust, a trust associated with St Helen's Bishopsgate, and covered by Crossway Stratford through Crossway Stratford's own bank account).

Crossway Stratford provides accommodation for the Reverend Jamie Child, and rent was paid by Crossway Stratford for 192 Portway to the Great St Helen's Trust, a trust associated with St Helen's Bishopsgate.

The intention is for the Reverend Jamie Child and his family to continue to occupy 192 Portway, with a rental agreement in place with the Great St Helen's Trust.

Trustees' remuneration and expenses (continued)

During the year the following amounts were paid:

		2021	2020
		£	£
Reverend Jamie Child	Stipend	27,600	29,900
	Pension contributions paid	10,000	10,000
	Other benefits	26,287	26,171

During the year ended 31 December 2021, expenses totalling £370 were reimbursed or paid directly to trustee (2020 - £1,743 to 1 trustee).

12. Debtors

	2021	2020
	£	£
Due within one year		
Tax recoverable	8,955	10,558
	8,955	10,558

13. Creditors: amounts falling due within one year

	2021	2020
	£	£
Accruals	12,745	3,390

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14. Financial instruments

	2021 £	2020 £
Financial assets		
Financial assets measured at fair value through income and expenditure	381,950	352,360

Financial assets measured at fair value through income and expenditure comprise cash at bank and in hand.

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15. Statement of funds

Statement of funds - current year

	Balance at 1 January 2021 £	Income £	Expenditure £	Transfers in/(out) £	Balance at 31 December 2021 £
Unrestricted funds					
Designated fund					
Futures Fund	110,000	-	-	-	110,000
General funds					
General Funds - all funds	224,388	381,559	(364,609)	5,097	246,435
Total unrestricted funds	334,388	381,559	(364,609)	5,097	356,435
Restricted funds					
Workplace Ministry Fund	5,365	8,081	(1,341)	(4,700)	7,405
Weekends Support Fund	435	795	-	(430)	800
Hardship Fund	19,340	-	(5,820)	-	13,520
Leaving gifts	-	1,795	(1,828)	33	-
	25,140	10,671	(8,989)	(5,097)	21,725
Total funds 2020	359,528	392,230	(373,598)	-	378,160

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15. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 January 2020 £	Income £	Expenditure £	Transfers in/(out) £	Balance at 31 December 2020 £
Unrestricted funds					
Designated fund					
Futures Fund	80,000	-	-	30,000	110,000
General funds					
General Fund	187,276	335,841	(267,482)	(31,247)	224,388
Total unrestricted funds	267,276	335,841	(267,482)	(1,247)	334,388
Restricted funds					
Workplace Ministry Fund	2,001	8,025	(5,473)	812	5,365
Weekends Support Fund	-	-	-	435	435
Hardship Fund	-	20,850	(1,510)	-	19,340
	2,001	28,875	(6,983)	1,247	25,140
Total funds 2019	269,277	364,716	(274,465)	-	359,528

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15. Statement of funds (continued)

The aims and uses of the major designated and restricted funds are as follows:

Futures Fund – funds designated by the elders for church planting from Crossway and for building purchase – either for the church to meet in or for staff housing. The intention is that 10% of the church's annual budget has this future focus.

Workplace Ministry Fund – for funds received relating to the establishment and continuation of a Workplace Ministry in Stratford named 'Stratford Talks'.

Weekends Support Fund – funds received specifically for helping people to attend church weekends away.

Hardship Fund – for funds received specifically towards relieving hardship within the local community as and when it arises.

Leaving gifts Fund – for funds received for leaving staff members and trainees.

Only the Workplace Ministry Fund attracts Gift Aid.

16. Summary of funds

Summary of funds - current year

	Balance at 1 January 2021 £	Income £	Expenditure £	Transfers in/(out) £	Balance at 31 December 2021 £
Designated funds	110,000	-	-	-	110,000
General funds	224,388	381,559	(364,609)	5,097	246,435
Restricted funds	25,140	10,671	(8,989)	(5,097)	21,725
Total funds 2020	359,528	392,230	(373,598)	-	378,160

Summary of funds - prior year

	Balance at 1 January 2020 £	Income £	Expenditure £	Transfers in/(out) £	Balance at 31 December 2020 £
Designated funds	80,000	-	-	30,000	110,000
General funds	187,276	335,841	(267,482)	(31,247)	224,388
Restricted funds	2,001	28,875	(6,983)	1,247	25,140
Total funds 2019	269,277	364,716	(274,465)	-	359,528

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17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Current assets	369,181	21,725	390,906
Creditors due within one year	(12,746)	-	(12,746)
Total	356,435	21,725	378,160

Analysis of net assets between funds - prior year

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Current assets	337,778	25,140	362,918
Creditors due within one year	(3,390)	-	(3,390)
Total	334,388	25,140	359,528

18. Pension costs

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently-administered fund. The pension cost charge represents contributions payable by the charitable company to the fund plus amounts recharged by the Great St Helen's Trust in respect of the Reverend Jamie Child and amounted to £25,335 (2020 - £24,003).

19. Members' liability

In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member.

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20. Related party transactions

	2021	2020
	£	£
Donations made by the trustees and treasurer	81,846	11,342