



Trustees Annual Report for the year ended 31 December 2020

Registered Charity Number 1176219

Principal office:

1A Llanthony Road, Gloucester, GL2 5QX

Trustees for this period

*Brad Ainslie, Richard Evans, Steve Smith, Amy Westall, Rob Kingston, Pat
Prosser*

Current Trustees

*Richard Evans, Steve Smith, Rob Kingston, Pat Prosser, Peter Taylor, Andrew
Holloway*

1. Structure, Governance & Management

Mariners Gloucester ('MG') was registered as a CIO (see below) by the Charity Commission on 11 December 2017. Its constitution provides that trustees are elected for no more than 3 year terms. MG became a charitable incorporated organisation (CIO) with effect from 6 April 2018. No policy has been adopted for the induction and training of trustees, but as a matter of procedure new trustees are sent a copy of the Charity Commission's document "The essential trustee: what you need to know, what you need to do" and they are asked to read it.

2. Objectives and Activities

The principal object of MG is the advancement of the Christian faith in the City of Gloucester according to the doctrine of the Church of England as defined in Canon A5 of the canons of the Church of England.

In seeking to achieve this object, MG engages in a range of activities either on its own or with others, including:

(a) the celebration of public worship. Prior to the outbreak of Covid-19 and subsequent Government restrictions, MG held two acts of worship on Sundays, in the morning and in the evening. Both services had seen steady attendance in the past twelve months. In the Spring of 2020, the morning service averaged 125 attendants and the evening around 30. Additionally, there were many opportunities for corporate prayer each month and there is a permanent prayer space set up in one of our buildings. In March 2020, due to the first Covid-19 lockdown, our Sunday celebration content moved online using both Facebook and YouTube. In an average week, our total viewership is between 200-300 on Facebook, and approximately 100 on YouTube. When the Covid-19 restrictions eased in the summer of 2020, a few Sunday celebrations were held outdoors. With regards to corporate prayer, this now takes place weekly online, with occasional prayer and fasting days which again, are delivered by online means.

(b) the Teaching of the Christian faith. Prior to Covid-19, this was done at our Sunday services and through other activities taking place throughout each week, e.g., home-based small groups, courses (e.g., on parenting), mentoring, teaching groups for men, women, youth and children, etc. The foregoing has resulted in a number of people really growing and maturing in their Christian faith, as seen in their expression of it. Since the implementing of Government restrictions, much of this has been achieved by both our online content, but also the increasingly central role of home-based small groups (Life Groups). These Life Groups have ensured that teaching and discipleship have been able to continue, mainly meeting on Zoom, staying in touch via WhatsApp and when safe, meeting in outdoor spaces.

(c) mission and evangelism. Life Groups have been encouraged to consider where they might engage with mission and evangelism. Some of those groups have done so in practical ways, such as providing food for the local Foodbank. Others have sought to invite friends and colleagues to social occasions. Our Football group has continued to be well attended with many guests from outside of the church, and this has met when Covid-19 restrictions have allowed. MG would normally run an Alpha course each season but due to Covid-19 no courses were run in 2020. A very successful Youth Alpha course was run in early 2021 for secondary school age children.

(d) pastoral work including working with the sick and bereaved. This is shared across the life of the church by many members of the congregation including the SLT and Life Group leaders. During Covid-19, a Pastoral Response Team was formed in order to meet any practical needs that may arise. This team have been able to visit the elderly, pick up shopping for those who are shielding, check in with regular telephone calls and provide outdoor pastoral visits when suitably safe.

(e) the provision of facilities with a Christian ethos for the local community, including (but not restricted to) the elderly, the young, and other groups with particular needs. Prior to Covid-19 MG ran a weekly parent and preschooler group which was attended by parents mainly from outside the church. This was very popular and had a loyal following. MG also ran weekly meal provision for the homeless and vulnerable, and a café for the same guests. Subsequent to lockdown, these groups have been suspended. However, it is our intention to resume some community-orientated activities in the months to come, including the possibility of being a satellite pick-up point for the local food bank.

(f) the support of other charities working in the UK and overseas. MG provides financial support for mission work in Malawi, Spain and Israel. Locally, it provides volunteers and financial support to Listening Post, Gloucester City Mission, Street Pastors, Gloucester Foodbank, the Diocese of Gloucester, and the Church Society.

Most of these activities are delivered by one full-time ministry staff member, a part-time administrator, a dedicated Senior Leadership team, and a large number of volunteers. In addition, all of this is overseen and supported by an excellent team of Trustees.

Prior to the first Covid-19 lockdown in March 2020, MG used three buildings for their work:

1. King's school hall and ancillary rooms on a Sunday morning, rented from the school.
2. Mariners Hall comprising a small hall, commercial kitchen, ancillary rooms, offices and a three bedroom flat (rented out to young adults connecting with MG).
3. Mariners church. A 're-ordering' project has been underway to renovate and modernize the church. So far, the work has been in the design, specification, and approval phase. Outline 'Faculty' approval from the relevant Anglican church authorities was given in September

2018 for the installation of a disabled toilet and kitchenette, new flooring, heating and lighting, new seating (replacing the pews) and a general redecoration of the building. We are raising funds for this the project, and are currently reviewing what is required to start the work.

3. Achievements and Performance

Before Covid – 19 MG maintained a steady congregation of around the 200 mark. It has been difficult to keep up with trends, with services being streamed live on Face Book and You Tube but the sign up to these events has been very encouraging. One factor that has affected numbers and performance of MG has been the termination of Andy Osmond as senior leader in March 2020. The Senior Leadership team and Trustees, together with our Patrons the Church Society, pursued the recruitment of new senior leader in the second half of 2020. This was successful, with an offer being made to the Rev Kieran Douglass in November 2020 to take up the role as Senior Leader. Kieran moved to Gloucester in April 2021 and took up his role then.

Seb Cummings ably fulfilled the role of Assistant Minister up to October 2020 (acting as the senior leader from March 2020 onwards). In October 2020, Seb resigned his role in order to start Ordination Training for the Church of England. MG was led by the remaining members of the Senior Leadership Team until Kieran took up his role in April 2021.

The Life Groups have proved invaluable during the various Covid-19 lockdowns, providing fellowship and support to members. There are currently 6 Life Groups, with a total membership across all groups of about 70 adults.

The income of the charity has fallen slightly as a few members left after the termination of Rev Osmond as Senior Leader. However, the charity's bank balances have generally increased during 2020, as the salary outgoings have been considerably lower. Please see the Financial Report for more details.

4. Financial Review

See separate report.

5. Public Benefit Statement

The trustees have complied with their duty to have due regard to the guidance on public benefit published by the commission in exercising their powers or duties.

6. Plans for future periods

Our goal for the upcoming year will be one of stabilization for MG, with Kieran now in post as our Senior Leader, supported by the SLT and Trustees. Covid-19 continues to bring uncertainty and affect how we can meet together. We will re-start meeting face-face as restrictions are eased, (as of June 2021, we now meet weekly outdoors in a local park on Sunday mornings). We will also be reviewing which other activities to re-start, including those serving and reaching out to the community.

7. Fundraising Practices

This does not apply as we only raise money from our members and grants from grant making bodies (to help fund a staff member and for the church refurbishment work).

Trustees of Mariners CIO. August 2021



Section A

Independent Examiner's Report

Report to the trustees/
members of

Mariners Gloucester CIO

On accounts for the
period

01/01/2020 to 31/12/2020

Charity no
(if any)

N/A

Set out on pages

2 to 6

Responsibilities and
basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the period ended **31/12/2020**.

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

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Signed:

Date:

25/05/2021

Name:

Mr Stephen Youngs FCCA

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

Fellow of the Association of Chartered Certified Accountants

Address:

Bibstone House, Bibstone, Wotton-under-Edge, GL12 8AD.

Mariners Gloucester CIO - y/e – 31/12/2020

Statement of Financial Activities y/e 31/12/20

Income	Unrestricted funds £	Restricted funds £	Total y/e 31.12.20	Total y/e 31.12.19 £	Notes
<i>Voluntary Income:</i>					
Monthly Giving	83,054		83,054	104,636	
Weekly Celebration Collections	3,009		3,009	12,033	
Gift Aid	28,561		28,561	32,029	
Additional Donations	54		54	38,587	
Visitor Giving	565		565	1,283	
<i>Project Income</i>					
Re-ordering Project donations	0		0	3,331	
Hall project Grant		51,718	51,718	15,000	6
<i>Income from Charitable Activities</i>					
Ministry (Contributions, fees etc.)	107		107	5,323	
Occasional Offices			0	1,448	
<i>Activities for generating funds</i>					
Income from properties	9,135		9,135	10,410	
Product Sales	63		63	156	
<i>Investment Income:</i>					
Interest	26		26	58	
<i>Other incoming resources:</i>					
Ministry Grants		4,000	4,000	14,000	6
Events (Focus, Christmas, Weekend)	1,276		1,276	8,897	10
Total Income Resources	125,850	55,718	181,569	247,191	

Statement of Financial Activities y/e 31/12/20 (continued)

Expenditure	Unrestricted funds £	Restricted funds £	Total y/e 31.12.20 £	Total y/e 31.12.19 £	Notes
Staffing costs:					
Salary (inc Tax & NI)	57,424	4000	61,424	102,366	7
Staff Expenses	760		760	2,087	
Pension	14,354		14,354	3,393	
HR & recruitment costs	11107		11,107	613	
Other Charitable Expenditure					
Ministry & Outreach Expenses (inc. Alpha)	5,320		5,320	19,679	
Building Expenses (inc. maintenance)	7,864		7,864	18,246	
Support Costs (Office, Kitchen, AV etc)	4,708		4,708	5,777	
Advertising, Printing & Publicity	228		228	2,636	
Events (Focus, Christmas, Weekend Away)	0		0	9,097	10
Product Purchases	0		0	64	
Other Expenditure	119		119	3,189	
Giving to other causes:					
Mission/Evangelism/ Ministry	12,545		12,545	11,823	5
Discretionary fund	543		543	350	
Major expenditure:					
Hall project costs	13,372	51,718	65,090	19,236	9
Governance costs	70		70	0	
Total resources expended	128,414	55,718	184,131	198,556	
Net incoming/(outgoing) resources			(2,562)	48,635	

Statement of Funds & Assets

Funds	Opening Balance 1st Jan 2020 £	Income £	Expenditure £	Closing Balance 31st Dec 2020 £	
Unrestricted	70,695	125,850	128,414	68,133	
Restricted	13,279	55,718	55,718	13,279	6, 8
Total Funds	83,974			81,412	

Assets	Opening Balance 1st Jan 2020	Closing Balance 31st Dec 2020
Bank balances		
Mariners Main Current Account	19,858	28,832
Reserves Account	50,837	39,301
Project Account	13,279	13,279
Total	83,974	81,412
Total Assets	83,974	81,412

NOTES TO THE ACCOUNTS

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the United Kingdom statement of recommended practice, SORP2015 and the Church of England accounting regulations. The receipts and payments basis for accounting were used in 2020.

The principal accounting policies have been applied consistently.

2. LEGAL ENTITY

Mariners Gloucester became a Charitable Incorporated Organisation (CIO) on 6th April 2018. These accounts relate to the accounting period from 01/01/2020 to 31/12/2020, with 2019 comparatives

3. FUNDS

(a) Unrestricted Funds-

These are general funds which can be used for ordinary purposes

(b) Restricted Funds– e.g. Re-Ordering Project Account, Grants received for specific purposes.

These funds represent gifts and receipts raised for specific works and objects where the donor has specifically restricted its use.

(c) Designated Funds –These are funds set aside out of general funds for specific designated purposes.

4. RESERVES POLICY

In setting the level of the reserves the Trustees take account of the guidance issued by the Charity Commission. Mariners Gloucester provides services to its members and the community and the Trustees wish to hold reserves at a level sufficient to maintain its services in the event of a reduction in income. The present policy is to have reserves of at least 3 months of operational costs. The Trustees may hold further amounts in reserves as a general contingency or for expected capital expenditure.

5. GIVING

The table below shows the payments which were made to third parties (charities, mission partners etc.), as part of the church tithe.

Giving to Third Parties	2020
Christians Against Poverty	£600
Church Society	£500
CMJ	£600
Gloucester City Mission	£500
Gloucester Diocese	£500
Gloucester Food Bank	£1,500
Gloucester Historic Churches Trust	£250
Gloucester Street Pastors	£500
Hope for Justice	£600
J & A Diederiks (YWAM)	£1,200
Pioneers	£2,000
Salt Malawi	£800
Worldshare	£120
Wycliffe Bible Translators	£2,325
Other	£550
Total	£12,545

6. GRANTS RECEIVED

Grant Income Received	2020 £
Diocesan Development Fund - Grant towards the salary costs of the assistant minister	£4,000.00
Heritage Lottery Fund - from Southgate street scheme towards Hall repair costs	£51,718.00
TOTAL	£55,718.00

All grant funds received were spent in the year.

7. STAFF

Mariners employed 4 people at 01/01/20 and 1 person at 31/12/20. The Senior minister was dismissed during the year and the post was vacant at the year-end. The average number of staff during the year corresponded to 1.6 FTE.

No member of staff received remuneration and benefits exceeding £60,000

The Senior Minister was also the Chair of trustees and was paid a stipend and housing allowance in accordance with the provisions of the Mariners constitution. In 2020 he was paid total remuneration of £15161 together with pension contributions of £11371. This included pension contribution arrears from 2019 of £9360. No other trustee was paid remuneration during the year

8. CHURCH RE-ORDERING PROJECT

During 2020 little progress was made on reordering due to the impact of Covid and staff changes.

Church Re-Ordering Project	2020
	£
Receipts	0
Expenses	0
Opening Balance	13,279
Closing Balance	13,279

9. HALL RENOVATION PROJECT

In 2019 Mariners commenced repair work of the Mariners Hall. The project was completed in March 2020.

The work involved repairs to the stonework and windows

Hall Renovation Project	2020
	£
Receipts - grant	51,718
Expenses	65,090
Net cost from general reserves	13,372

10. EVENTS

No events held this year due to covid-19. Income shown comprises late card receipts from Christmas 2019 events

R D Kingston, Treasurer

Approved at trustees meeting 08/02/2021



Section A

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R D Kingston, Treasurer

Approved at trustees meeting 08/02/2021