



**RIDGEWAY CHURCH, ST. ALBANS**

**Charitable Incorporated Organisation no. 1179002**

**REPORT AND ACCOUNTS**

**YEAR ENDED 31 DECEMBER 2022**

**RIDGEWAY CHURCH, ST. ALBANS**  
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**YEAR ENDED 31 DECEMBER 2022**

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**RIDGEWAY CHURCH, ST. ALBANS**  
**Charitable Incorporated Organisation no. 1179002**

**TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2022**

Psalm 122 verse 1: I was glad when they said to me, "Let us go to the house of the Lord." We share that joy with the psalmist; it has been a great encouragement to us to return to our normal routine of meeting for public worship with no restrictions.

The trustees present their report with the financial statements of the charity for the year ending 31st December 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: applicable to charities preparing their financial statements on a Receipts and Payments basis CC16b.

## **OBJECTIVES AND ACTIVITIES**

### **Objectives and Aims**

The trustees have based their report on the Charity Commission's guidance on public benefit. The church's objectives, activities and their decision making related to that are, in the opinion of the trustees, compliant with that guidance.

The primary objective of the church is the advancement of the Christian faith, both in the UK and overseas, by the teaching of the Bible and by promoting prayer and fellowship amongst Christian believers. The church also seeks the advancement of public benefit through religious education of the Christian faith.

### **The Church's Pastoral Team**

Our pastoral team comprises a Senior Pastor, Simon Ogbourn and an Assistant Pastor, Charles Reid. Charles joined the team in August after our previous Assistant Pastor Ian Randall left to join Christchurch Harpenden.

### **The Church's Ministries**

The regular public meetings of the church are held at Sandringham School and at the Jersey Farm Community Centre and on an ad hoc basis other locations in and around St Albans.

The Sunday morning services at Sandringham School are also broadcast weekly on the church's YouTube channel for the benefit of church members, who would otherwise be unable to attend, and for anyone worldwide who chooses to join us. During the morning service we run a creche for children up to nursery age, Bible club classes for primary aged children and Crossway for early secondary aged children (up to Year 9).

Our weeknight meetings continued throughout 2022, alternating small group Bible studies and church prayer meetings. We continue to use Zoom for occasional meetings: once a month we meet on Zoom for the Sunday evening service; every few months we meet for our week night church prayer meeting on Zoom; some week night Bible study groups use a hybrid arrangement, with some members meeting face to face and others joining using Zoom. The hybrid style meeting allows all church members the opportunity to meet for Bible study and prayer and to enjoy the encouragement of Christian fellowship.

Other ministry groups continued this year: the women's Bible study groups; the men's and women's Saturday morning breakfast. It was not possible to meet monthly at Park Side View residential care home and only four meetings were possible in 2022.

The weekly cafe at the Jersey Farm Community Centre has continued to be a significant link with the wider community, with a good attendance on a Friday afternoon. The annual MacMillan cafe in September raised £404 for the charity.

Through 2022 we have seen an increase in the number of Hong Kong families joining our congregation. We have had a number of events aimed at helping these families adjust to our culture. In February we hosted a Chinese New Year event to which more than 300 people came. This New Year event gave the church a greater visibility to the Hong Kong community in St Albans and we followed it up with three 'International Cafe' events (iCafe). These three events had the focus of: idiomatic use of English and greetings; accessing health care and the NHS; and the English education system. We used the experience of professionals in health care and education in our church fellowship to develop our own material for the iCafe events. The events were well received and provided some of the visitors with the cultural understanding and tools to flourish in St Albans.

We plan to continue to host New Year and iCafe events in 2023.

We had our church Away Day on 30th April 2022 at All Nations Christian College. Rev Dr Nick Tucker was the speaker for the event and he chose as his topic the theme of his recent book: '12 Things God Cannot Do'. The day was a time of great fellowship and stimulating teaching in the beautiful environment of the college.

We have for a number of years distributed invitations to the Marshalswick and Jersey Farm housing estates. At Christmas we added open-air carol singing to our distribution of invitations. We were very encouraged by the number of people who joined us in singing carols. Our annual carol singing at the Blackberry Jack pub in Jersey Farm was also very well attended.

### **Grant Making**

The church supports a number of individuals and organisations. We support a family living and working in Japan; in Sapporo on the island of Hokkaido. The family are members of the OMF missionary organisation.

All grants are approved by the Church Business Meeting and are included in the annual budget. The grants are reviewed regularly to assess the needs of the recipients and the availability of funds.

As part of our concern for different causes, including local secular charities as well as Christian relief agencies, we have appeals at Christmas and at Harvest (September) to raise money for their support. (See page 13).

### **Receipt of Grants**

In 2022 grants of £9,000 were received to assist in the support of our Assistant Pastor.

## **ACHIEVEMENT AND PERFORMANCE**

### **Charitable Activities**

The church has continued to focus on the teaching of the Bible and promoting prayer and fellowship through the teaching and outreach ministries outlined above.

## **FINANCIAL REVIEW**

### **Principal Funding Sources**

Ridgeway Church St Albans continues to be primarily dependent upon the donations made by the church members. We are grateful to God for the continued financial support from the Ridgeway Church fellowship throughout 2022.

### **Investment Policy and Objectives**

The church's sole property asset is a 74.55659% share in the home of the Senior Pastor.

## **Reserves Policy**

It is not the policy of the church to increase general reserves. At the end of 2022 the church had reserves equivalent to an expenditure of 14 weeks. In our Balance Sheet we have a designated Building Fund Reserve which currently stands at £50,431.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing Document**

The church's governing document is the written Constitution approved at a church members' meeting held on 3rd May 2018. The church is a Charitable Incorporated Organisation with registration number 1179002.

### **Recruitment and Appointment of New Trustees**

Recommendations to appoint new Trustees are brought to the Church Business Meeting by the Trustees. They are appointed at a church meeting by a resolution that must be passed by a majority of 75% of the quorum then present. The trustees comprise the Senior Pastor, the Assistant Pastor and three non-pastoral team members. The recruitment of trustees is set out in the Church's Handbook and Constitution. The non-pastoral team trustees are appointed for a five year term of office; the pastoral team trustees remain trustees until they resign as pastoral team members.

### **Recruitment and Appointment of the Treasurer**

Recommendations to appoint a new treasurer are brought to the Church Business Meeting by the trustees. The treasurer is appointed at the church meeting by a resolution that must be passed by a majority of 75% of the quorum then present. The treasurer is appointed for a five year term of office.

### **Organisational Structure**

The trustees meet fortnightly alternating between prayer and church business. They also regularly meet with the treasurer to review and discuss the financial affairs of the church.

The agenda for the Church Business Meetings (CBM) is set by the trustees; CBMs are held regularly throughout the year. At these meetings members review and make decisions in response to the leadership and work of the trustees and treasurer. All important matters concerning finance are brought to the church members for decision. The annual budget is approved by the Church Business Meeting normally held in November, before the start of our new financial year.

One trustee meets regularly with the treasurer to discuss financial aspects of the church's work. Another trustee has the responsibility for safeguarding; to ensure that the church complies with the policy approved by church members.

### **Induction and Training of New Trustees and Treasurers**

New trustees and treasurers are briefed as necessary on their obligations under charity law, the Ridgeway Church St Albans Constitution and the decision-making processes of the church.

### **Risk Management**

The trustees routinely assess the risks that the church faces including financial, pastoral and other physical risks. These include but are not limited to: completing Risk Assessment forms to cover each church activity; arranging appropriate insurance cover; safeguarding risks for church activities.

Safeguarding is the responsibility of all church members, particularly those involved in leading church ministries. The safeguarding training that each volunteer must attend emphasises the fact that each person has a responsibility for the care of each child and vulnerable adult. Every volunteer involved is routinely DBS checked and encouraged to sign up to the DBS update service. Final responsibility for safeguarding ultimately lies with the trustees and the trustee responsible for safeguarding submits an annual safeguarding report to the trustees.

The church is a 'Gold' member of the Christian Safeguarding Services (<https://thecss.co.uk/>). The church's safeguarding policy was revised in 2021, based on the model policy prepared by Christian Safeguarding Services, and is updated regularly based on advice from CSS. The gold membership of CSS also allows us to use the advice service offered by CSS.

The church has a GDPR policy and all data held by the church complies with the provisions of the policy.

### **Membership of other organisations**

Ridgeway Church St Albans is a member of the Fellowship of Independent Evangelical Churches (FIEC) and the Evangelical Alliance (EA).

### **REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Charity Number** 1179002

**Principal Address** 34 Wynchlands Crescent, St Albans, Hertfordshire AL4 0XL

**Trustees and elders** Simon Ogbourn, Senior Pastor  
Ian Randall, Assistant Pastor (resigned July 2022)  
Charles Reid, Assistant Pastor (appointed August 2022)  
Peter Buckley (appointed May 2022 for a term of 5 years)  
Jonathan Kefas (appointed May 2019 for a term of 4 years)  
Gift Mlalazi (appointed May 2019 for a term of 5 years)

**Independent Examiner** P Dean F.C.I.E  
7 Stirling Close  
Uxbridge  
Middlesex  
UB8 2BA

**Treasurer** David Warner (appointed May 2019 for a term of 5 years)

**Bankers** Lloyds TSB Bank plc  
St. Albans Branch  
PO Box 1000 BX1 1LT

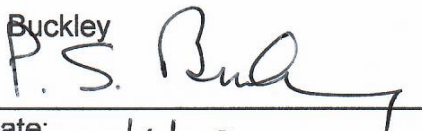
**Church Website** [www.ridgewaychurch.net](http://www.ridgewaychurch.net)

**FIEC Registration number** 5364


**EA Membership number** 240379

Approved by the Elders and Trustees and signed on their behalf by:

P Buckley

  
Date: 4/6/23

J Kefas

  
4/6/23



**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF  
RIDGEWAY CHURCH, ST. ALBANS  
Charitable Incorporated Organisation no. 1179002**

I report on the accounts for the period ended 31 December 2022 set out on pages 6 to 14.

**Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 [the Charities Act] and that an independent examination is required.

It is my responsibility to:

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

**Basis of the independent examiner's report**

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

**Independent examiner's statement**

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

[1] which gives me reasonable cause to believe that, in any material respect, the requirements

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

have not been met; or

[2] to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



P Dean F.C.I.E  
7 Stirling Close  
Uxbridge  
Middlesex  
UB8 2BA

Date: 5-6-2023

**RIDGEWAY CHURCH, ST. ALBANS**  
**Charitable Incorporated Organisation no. 1179002**

**CHARITY COMMISSION STATEMENT OF FINANCIAL ACTIVITIES**  
**[INCLUDING INCOME AND EXPENDITURE ACCOUNT]**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

	Note	Unrestricted funds £	Restricted income funds £	2022 £	2021 £
<b>Incoming resources</b>					
<b>Incoming resources from generated funds</b>					
Voluntary income		120838	12148	<b>132986</b>	<b>115927</b>
Activities for generating funds		965		<b>965</b>	<b>448</b>
Charitable Activities Income		4650		<b>4650</b>	<b>1412</b>
Investment income		354		<b>354</b>	<b>77</b>
Building Reserve					<b>20</b>
<b>Total incoming resources</b>	<b>2</b>	<b>126807</b>	<b>12148</b>	<b>138955</b>	<b>117884</b>
<b>Resources expended</b>					
<b>Costs of Generating Funds</b>					
Fundraising trading costs	3	677		<b>677</b>	<b>616</b>
Charitable activities	4	136517	5385	<b>141902</b>	<b>129327</b>
<b>Total resources expended</b>		<b>137194</b>	<b>5385</b>	<b>142579</b>	<b>129943</b>
<b>Net incoming / [outgoing] resources before transfers</b>		[10387]	6763	<b>[3624]</b>	<b>[12059]</b>
<b>Gross transfers between funds</b>	10	9176	[9176]		
<b>Net movement in funds</b>		[1211]	[2413]	<b>[3624]</b>	<b>[12059]</b>
<b>Funds brought forward from 2021</b>		318142	6703	<b>324845</b>	<b>336904</b>
<b>Total funds carried forward</b>		<b>316931</b>	<b>4290</b>	<b>321221</b>	<b>324845</b>



**RIDGEWAY CHURCH, ST. ALBANS**  
Charitable Incorporated Organisation no. 1179002

**BALANCE SHEET**  
**AS AT 31 DECEMBER 2022**

	Note	Unrestricted funds £	Restricted income funds £	2022 £	2021 £
<b>Fixed assets</b>					
Investments	7	227560	0	<b>227560</b>	<b>227560</b>
<b>Total fixed assets</b>		<b>227560</b>	<b>0</b>	<b>227560</b>	<b>227560</b>
<b>Current assets</b>					
Cash at bank and in hand		89371	4290	<b>93661</b>	<b>97285</b>
<b>Total current assets</b>		<b>89371</b>	<b>4290</b>	<b>93661</b>	<b>97585</b>
<b>Net current assets / [liabilities]</b>		<b>89371</b>	<b>4290</b>	<b>93661</b>	<b>97285</b>
<b>Total assets less current liabilities</b>		<b>316931</b>	<b>4290</b>	<b>321221</b>	<b>324845</b>
<b>Provisions for liabilities and charges</b>		<b>0</b>	<b>0</b>	<b>0</b>	
<b>Net assets</b>		<b>316931</b>	<b>4290</b>	<b>321221</b>	<b>324845</b>
<b>Funds of the Charity</b>					
Unrestricted funds		38940	0	<b>38940</b>	<b>40482</b>
Designated funds	8	277991	0	<b>277991</b>	<b>277660</b>
Restricted income funds	9	0	4290	<b>4290</b>	<b>6703</b>
<b>Total funds</b>		<b>316931</b>	<b>4290</b>	<b>321221</b>	<b>324845</b>

Approved by the Elders and Trustees and signed on their behalf by:

P Buckley

P. S. Buckley

Date:

4/6/23

J Kefas

J Kefas  
4/6/23

**RIDGEWAY CHURCH, ST. ALBANS**  
**Charitable Incorporated Organisation no. 1179002**

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022**

**1. ACCOUNTING POLICIES**

**1.1 Basis of preparation**

The 2022 accounts are prepared on a receipts and payments basis.

**1.2 Funds**

General funds represent those funds of the church that are not subject to any restrictions regarding their use. Where general funds are set aside for a particular purpose, these funds are also unrestricted.

**1.3 Investments**

Investments are carried in the Balance Sheet at cost.

**1.4 Gifts in kind**

Gifts in kind are accounted for at a reasonable estimate of their value to the church. Gifts in kind for use by the church are included in the SOFA as incoming resources when receivable.

**1.5 Tangible fixed assets**

Fixed assets are expensed in the Statement of Financial Activities in the year of acquisition. Items over £200 purchased in 2022 were streaming equipment case £1104

**1.6 Pensions**

The church contributes 6% of salary into the employee's personal pension scheme. This is expensed as incurred.

**1.7 Excepted charity status**

The church obtained its own charity number 1179002 on 2<sup>nd</sup> July 2018 and the transfer of all net assets and liabilities to the C.I.O. was completed on 31<sup>st</sup> December 2018.

**1.8 Grants received**

In 2022 two grants of £5000 and £4000 was received to support the appointment and training of an Assistant Pastor.

**RIDGEWAY CHURCH, ST. ALBANS**  
**Charitable Incorporated Organisation no. 1179002**

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022**

**2. ANALYSIS OF INCOMING RESOURCES**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Giving	<b>121463</b>	<b>106012</b>
Fellowship Fund		<b>200</b>
International Cafe	<b>600</b>	
Tear Fund	<b>536</b>	<b>1456</b>
Christmas Appeal	<b>586</b>	<b>1759</b>
Other Restricted	<b>801</b>	<b>1500</b>
Building Reserve		<b>20</b>
<b>Voluntary income</b>	<b>123986</b>	<b>110947</b>
Bookstall	<b>657</b>	<b>448</b>
Other Income	<b>308</b>	<b>0</b>
<b>Activities for generating funds</b>	<b>965</b>	<b>448</b>
Interest received	<b>354</b>	<b>77</b>
<b>Investment income</b>	<b>354</b>	<b>77</b>
Tots Time	<b>0</b>	<b>79</b>
Cafe Income	<b>2279</b>	<b>1333</b>
Away Day Income	<b>1776</b>	<b>0</b>
Events Income	<b>595</b>	
<b>Charitable Activities Income</b>	<b>4650</b>	<b>1412</b>
Assistant Pastor Grants received	<b>9000</b>	<b>5000</b>
<b>Non- recurring Income</b>	<b>9000</b>	<b>5000</b>
<b>Total Incoming Resources</b>	<b>138955</b>	<b>117884</b>

**RIDGEWAY CHURCH, ST. ALBANS**  
**Charitable Incorporated Organisation no. 1179002**

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022**

**3. FUNDRAISING TRADING COSTS**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Bookstall	574	481
Newspaper for resale [Evangelicals Now]	103	135
	<b>677</b>	<b>616</b>

**4. CHARITABLE ACTIVITIES**

	<b>Note</b>	<b>2022</b>	<b>2021</b>
		<b>£</b>	<b>£</b>
Gifts / grants to Individuals	6	2322	2650
Gifts / grants to Institutions	6	15490	17610
Administration and support	5	90596	78428
Ass. Pastor College Expenses	5	0	2862
Rent		15025	8181
Insurance		373	602
Equipment purchased & repairs		1288	4326
Printing, stationery and office costs		2384	2332
Website		979	911
Refreshments		0	45
Publicity and Books for general use		1051	657
Subscriptions and memberships		3744	4005
Bible Club		266	312
Youth work		22	29
Visiting Preachers		430	200
Events / Mission		379	2159
Travel & subsistence		1473	670
Repairs & maintenance		2260	693
Jersey Farm Community Cafe		703	403
Away Day		1804	0
Tots Time		0	0
Account Independent Examination	11	450	990
Professional fees	11	718	1140
Bank charges		145	122
Trustees meetings – hire of facilities		0	0
		<b>141902</b>	<b>129327</b>

**RIDGEWAY CHURCH, ST. ALBANS**  
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**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022**

**5. STAFF COSTS**

The staff costs during the year were:

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Salaries	<b>80812</b>	<b>72800</b>
Employers National Insurance costs	<b>2806</b>	<b>1947</b>
Pension costs	<b>4074</b>	<b>3681</b>
Other Expenses	<b>2904</b>	<b>2862</b>
<b>Total staff costs</b>	<b>90596</b>	<b>78145</b>

	<b>2022</b>	<b>2021</b>
The average number of ministers and full-time equivalent employees in the period was:	<b>2.6</b>	<b>2.3</b>

No Trustees received any remuneration or reimbursed expenses in their capacity as Trustees.

Simon Ogbourn received remuneration for pastoral work, including a contribution of 6 percent of stipend into his own pension scheme. Ian Randall joined as part-time Assistant Pastor in September 2017 and received remuneration for pastoral work and 6 percent of stipend into the church pension scheme with NEST. Ian Randall resigned on 31<sup>st</sup> July 2022 to take up a post at Harpenden Evangelical Church. Charles Reid was appointed Assistant Pastor from 1<sup>st</sup> August 2022 on a three year full-time contract, including a payment of 6% of stipend into the church pension scheme with NEST. Both the Pastor and Assistant Pastor received reimbursement for expenses incurred on behalf of the charity.

**RIDGEWAY CHURCH, ST ALBANS**  
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**NOTES TO THE ACCOUNTS FOR THE PERIOD ENDED 31 DECEMBER 2022**

**6. GRANTS AND GIFTS**

	<b>Grants to Institutions</b>		<b>Grants to Individuals</b>	
	<b>2022</b>	<b>2021</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Ukraine	401	0		
Tear Fund	536	1456		
Zion Church St Ives - T Dennick	1000	1000		
St Albans & District Foodbank	638	1704		
STEP	300	300		
Fellowship Fund	350	1000	1822	1850
Barnabus	638	0		
Preparation for Christian ministry			400	800
OMF - John & Sian Newton	8400	8400	100	
OMF – L & A Blacker	0	250		
Friends International - Sarah Dawkins	1500	2000		
International cafe refund	227	0		
UCCF – S Redmayne	1500	1500		
	<b>15490</b>	<b>17610</b>	<b>2322</b>	<b>2650</b>

**7. INVESTMENTS**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
At cost		
1 January 2022 balance brought forward	227560	227560
31 December 2022	<b>227560</b>	<b>227560</b>

The investment is the property situated at 34 Wynchlands Crescent, and is part-owned by Simon Ogbourn [Pastor-Elder]. The investment was transferred by the Independent Chapel [Spicer Street] on the church's formation, evidenced by a Deed of Assignment dated 13<sup>th</sup> December 2010. This represented the Independent Chapel's 74.55% interest in the property.

Since the investment property is occupied solely for church purposes, the Trustees and Treasurer consider the significant cost of an independent valuation at the year end to be excessive compared with the additional benefit derived by the users of the accounts in assessing the Trustees and Treasurer's stewardship of the asset. In the opinion of the Trustees and Treasurer the net realisable value, assuming vacant possession, of the property would exceed the book value shown in the accounts.

**RIDGEWAY CHURCH, ST. ALBANS**  
**Charitable Incorporated Organisation no. 1179002**

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022**

**8. DESIGNATED FUNDS**

<b>Fund names</b>	<b>Funds Brought Forward 2021 £</b>	<b>Incoming resources £</b>	<b>Outgoing resources £</b>	<b>Transfers £</b>	<b>Fund balances carried forward £</b>
* 34 Wynchlands Crescent	227560		-	-	227560
Building Reserve	50100	331			50431
	277660	331	-		277991

\* This reserve is maintained at an amount equal to the sum expended on the property at 34 Wynchlands Crescent.

**9. RESTRICTED FUNDS**

<b>Fund names</b>	<b>Funds Brought Forward 2021 £</b>	<b>Incoming resources £</b>	<b>Outgoing resources £</b>	<b>Transfers £</b>	<b>Fund balances carried forward £</b>
Fellowship Fund	4355		2172	1812	3995
Christmas Appeal	985	586	1276	-	295
Other Restricted	0	801	801		0
Tear Fund	0	536	536	-	0
Assistant Pastor Grants	1363	9625	-	[10988]	0
International Cafe		600	600		
	6703	12148	5385	[9176]	4290

The Fellowship Fund is used to express love and concern for one another and others with whom the church are in touch. From the total of the giving to the church, 1.5 percent of undesignated gifts is transferred to this fund.

Tear Fund is a Christian organisation for whom the church collected specific donations from the congregation. The Christmas Appeal is allocated to Christian organisations nominated by the Elders and approved by members. A Payment of £638 was made to St Albans and District Foodbank and £638 to Barnabus Fund from the 2021 Christmas Appeal.

Ian Randall was appointed as Assistant Pastor on 1<sup>st</sup> September 2017 working 3 days per week on a 3 year contract.

The church agreed an extension to Ian Randall's contract to 31<sup>st</sup> August 2021 to enable him to study at London Seminary for 3 years commencing September 2018. In 2021 his contract was further extended to 31<sup>st</sup> July 2022 working 4 days per week.



**RIDGEWAY CHURCH, ST. ALBANS**  
**Charitable Incorporated Organisation no. 1179002**  
**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022**

**10. TRANSFERS BETWEEN FUNDS**

<b>From Fund</b>	<b>To Fund</b>	<b>Reason</b>	<b>£</b>
General	Fellowship	1.5% of general funds transferred as per Constitution	<b>[1812]</b>
Other Restricted	General	Equipment purchase	<b>0</b>
Assistant Pastor	General	Monthly salary transfer of grants	<b>10988</b>
		<b>General Fund movement</b>	<b><u>9176</u></b>

**11. PROFESSIONAL FEES**

Professional fees are for the Independent Examination of the accounts £450 Payroll Services £594, ICO £35, DBS provider £49 and £40 Trustee training