

AMERICAN INTERNATIONAL CHURCH

England & Wales · Charity number 1188087

Details

Status	Registered
Legal form	Charitable company
Company number	12074982
Registered	2020-02-20
Register	View on the Charity Commission register

Contact

Address	American International Church Whitefield Memorial Church Tottenham Court Road London W1T 4TD
Phone	02075802791
Email	info@amchurch.co.uk
Website	http://amchurch.co.uk/

Activities

Objects: THE CHARITY'S OBJECTS ARE TO ADVANCE THE CHRISTIAN FAITH FOR THE BENEFIT OF THE PUBLIC BY PROVIDING FOR THE WORSHIP OF GOD, THE STUDY OF FAITH AND SCRIPTURES, THE DEVELOPMENT OF CHRISTIAN COMMUNITY AND SUCH OTHER ACTIVITIES THAT MAY ADVANCE THE KINGDOM OF GOD AND IN PARTICULAR BUT WITHOUT LIMITATION BY OPERATING AS THE AMERICAN INTERNATIONAL CHURCH.

Activities: The American International Church provides for the worship of God, the study of faith and scriptures, the development of Christian community and other such activities that may advance the Kingdom of God and the church.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Other Finance, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Religious Activities
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£538,385	£703,495	£1,096,711	15
2023-12-31	£509,270	£637,080	£1,228,312	6
2022-12-31	£597,650	£519,300	£1,356,122	7
2021-12-31	£358,589	£464,870	-	-
2020-12-31	£0	£0	-	-

Trustees

Name	Role	Appointed
Dr Preethi John		2023-04-23
Elodie Lasserre		2021-09-26
Helene Donnelly		2024-03-17
Isabelle Borfiga		2025-03-23
Jake Penny		2023-04-23
Michelle Miller		2021-09-26
Oliver Lewis		2024-03-17
Rev Jared Jagers		2022-03-20
Rev Jennifer Noelle Mills-Knutsen		2019-06-28
Tangy Morgan		2021-09-26

Accounts

Company registration number 12074982 (England and Wales)

Charity registration number 1188087 (England and Wales)

**AMERICAN INTERNATIONAL CHURCH
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

AMERICAN INTERNATIONAL CHURCH

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Rev J Mills-Knutsen	
	M Miller, Secretary	
	E Lasserre, President	
	Dr P John	
	Rev J Jagers	
	T Morgan	
	J Penny	
	O Lewis, Assistant Treasurer	(Appointed 17 March 2024)
	H Donnelly	(Appointed 17 March 2024)
	I Borfiga	(Appointed 23 March 2025)
Country of incorporation	United Kingdom (England and Wales)	12074982
Charity registration	England and Wales	1188087
Registered office	79a Tottenham Court Road London W1T 4TD	
Independent examiner	Michelle Westbury FCCA West & Berry Limited Nile House Nile Street Brighton BN1 1HW	

AMERICAN INTERNATIONAL CHURCH

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AMERICAN INTERNATIONAL CHURCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their annual report and financial statements for the Year ended 31 December 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

Objectives and activities

The objects of the American International Church are to advance the Christian faith for the benefit of the public by providing for the worship of God, the study of faith and scriptures, the development of Christian community and such other activities that may advance the Kingdom of God.

AIC is a church open and operating seven days a week, dedicated to activities to advance the Christian faith and worship of God. We grow and nurture Christian faith by offering weekly Sunday worship, monthly Jazz Vespers, a choir, weekly Bible Study, programmes for children and youth, and regular community and fellowship activities. We also engage in outreach beyond on-site events via our social media, worship livestream and nurturing relationships with members of the theatre community, Soup Kitchen guests and market traders on our property.

We understand advancing the Kingdom of God as the work of loving and caring for our neighbours, that the world might be "on earth as it is in heaven," shaping communities of peace, justice, equality and plenty. We do this by supporting the Soup Kitchen with shared space, hosting the Camden Cold Weather Shelter weekly for 22 weeks/year, operating a bi-monthly Refugee Supper Club, and pursuing environmental sustainability.

All our activities are open to the public, including people of all faiths and no faith, and we see regular engagement from the public. This is not an exhaustive list, but representative examples from various activities in 2024:

- We average 2-5 visitors a week in our worship services, from tourists to rough sleepers to spiritual seekers.
- The Camden Cold Weather Shelter we host invites up to 16 homeless guests to stay with us one night a week, 20 weeks a year. Our members are joined by volunteers from local businesses and social groups to prepare dinner, make beds and oversee breakfast. In 2024, we had more than 50 volunteers drawn from the public.
- We worked with The Fitzrovia Partnership Business Improvement District to organise a series of meetings to address the growing tent encampments along Tottenham Court Road. We hosted multiple meetings involving local businesses, Met Police, Camden Council, charity partners and residents to find ways to address anti-social behaviour while responding with compassion to vulnerable neighbours who are rough-sleeping.
- Our livestream worship on YouTube generates an average of 40 views/week. These are predominately not from our own members, but members of the public seeking Christian connection.
- Our Refugee Befriending Supper Clubs, open to all and in partnership with the charity HostNation, hosted six evening supper clubs where around 50 refugees or asylum seekers met with neighbours for the purpose of creating friendships and community cohesion. Both sponsorship and volunteers came from local businesses, educational institutions and community organisations. We hired caterers from a refugee background who have started small businesses. These events demonstrated wide diversity of nationality, ethnicity, language and religious identity.

AMERICAN INTERNATIONAL CHURCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

Strategies for achieving aims and objectives

Volunteers

As a church, our work is led by a host of volunteers. From serving as Trustees to singing in the choir to serving at the Cold Weather Shelter to organising small group meals to teaching children, volunteers are involved at every level of our organisation. We estimate more than 200 volunteers support our programmes across the year, including church members, outside groups and individual members of the public.

We pay special attention to the recruitment, supervision and training of volunteers who serve as Trustees or work with children and vulnerable adults, including requiring safeguarding training.

Grantmaking

Grantmaking forms a small part of the charity's overall operations and mission. AIC did not engage in any grantmaking activity in 2024.

Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

Significant activities and achievements against objectives

Review of Activities

Below is a list of highlights and key accomplishments from our various activities in 2024.

- We took significant steps to improve our environmental sustainability and reduce our carbon footprint:

In April, we earned a Bronze award from A Rocha UK's Eco Church programme.

We were awarded a grant from the Camden Climate Challenge that provided an energy audit and resulted in behavioural and structural changes that reduced our energy use by nearly 10%.

We received a grant from Veolia and implemented a building-wise recycling programme.

- We organised Listening Group campaign among our members, hosting eight small groups involving more than 40 people. The conversations generated a clear sense of shared values, purpose and direction for our church, as well as new friendships and increased connection among our members.
- Our monthly Jazz Vespers service, begun in 2022, reached a consistent average attendance of 54, with a record high of 115 at one service. The attendees mostly come from outside our regular worship community, and we have seen a growing group of regulars.
- We joined Citizens UK to further our justice work. Our staff have represented AIC in public leadership roles at major Citizens assemblies, and our network of relationships and partnerships has grown significantly.
- Our children's programme began an occasional choir, who rehearsed and performed during two Sunday worship services in the autumn of 2024. This work generated new participation among children and youth, as well as building their own Christian faith through music.

AMERICAN INTERNATIONAL CHURCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

- In July, we hosted an art exhibit entitled "Open to All" by the Rev. Dr. Elizabeth Gray-King. The colourful paintings explore values of inclusion and Jesus' love for all people. The exhibit gave us an opportunity to open our doors to the public and engage in conversation about our understanding of Christ's love that extends to everyone — including those excluded from some communities, like members of the LGBTQ+ community.
- Our youth group learned about Christianity in action by gathering to go on a tour led by Soup Kitchen staff, that taught them about the lived experience of rough sleepers in London. They also prepared a meal and made beds for the Cold Weather Shelter.
- In partnership with the Equiano Society and Camden Council, we welcomed the installation of a plaque in memory of Olaudah Equiano. The plaque, facing Whitefield Gardens, commemorates Equiano's work as an abolitionist, writer and businessman, along with mention of his burial in the churchyard.

Financial review

In 2024, our longtime bookkeeper and accountant became unwell and unable to keep up. The Trustees agreed in January 2025 to seek a new provider for 2025 after completion of 2024 accounts. However, his illness increased, and he was unable to complete 2024 accounts. The Trustees hired West & Berry in May 2025, to rework and update accounts for 2024.

Though 2024 shows a substantial loss, the Trustees made decisions to invest in new programmes and activities to further our mission. This has worked, and we expect 2025 to show significant improvement.

Financial summary of results

Income for the year totalled £538,385 (2023: £509,270) and of this £1,035 was restricted (2023: £12,000). Total expenditure for the year was £703,495 (2023: £637,080) and of this £45,360 was restricted. There was a net gain on investments in the year of £33,509 (2023: £nil). The overall results for the year was a deficit of £131,601 (2023: £127,810).

At the balance sheet date the charity had restricted fund balances of £182 (2023: £44,507) and unrestricted funds of £1,096,529 (2023: £1,183,805).

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Reserves policy

The Trustees have a working Investment and Reserve Policy that conforms to Charity Commission guidance. The policy requires cash reserves of £50,000, approximately two months' working capital. The policy governs management of investment funds, and it is reviewed annually by the Trustees.

Investment policy

Our Trustees take a moderately conservative approach to managing our investment portfolio, aimed at providing regular income to the charity and a reserve fund in case of emergency needs, especially capital projects. The Trustees have designated a subcommittee to review the performance annually and make recommendations to the Trustees for any changes or actions. Our Reserve and Investment Policy governs management and usage of all funds, and it is reviewed annually by the Trustees.

AMERICAN INTERNATIONAL CHURCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

Major risks

We maintain and regularly update our Risk Register, which is reviewed in detail by the Trustees annually. Risks listed as the highest probability and medium-to-high impact are listed below. The Trustees reviewed, documented and actioned mitigations for each of these risks.

- Funding Shortfall leaving us unable to pay staff or conduct programmes.
- Cybersecurity breach or attack (i.e. ransomware) resulting in data theft, financial loss and reputational damage
- Phishing and social engineering scams that result in compromise of sensitive information and financial loss
- Vandalism
- Theft and Burglary

In addition, risk assessments are undertaken annually for the entire property. Every building user (charity or outside) is required to conduct a programme risk assessment as well, to be reviewed annually for regular activities.

Plans for future periods

Our plans for 2025 emerge directly from the opportunities, challenges and activities described above.

- Launch a new Revenue Team to grow our income from grants, congregational giving, sponsorships and business sources.
- Move forward with investigation on significant building works to improve our carbon footprint, with hopes of installing a new heating system and potentially also solar panels in 2026.
- Strengthen ties within our worshipping community and neighbourhood through a focus on one-to-one meetings, volunteer opportunities, and public events.
- Grow the AIC community by equipping church members to invite friends and neighbours to participate in worship, volunteering or other activities.

Structure, governance and management

The charity is a charitable company limited by guarantee and was incorporated on 28th June 2019 (company number 12074982). It is registered with the Charity Commission (charity number 1188087). The charity is controlled by its governing document, Memorandum & Articles of Association, which were filed on 28th June 2019.

The trustees, who are also the directors for the purpose of company law, and who served during the Year and up to the date of signature of the financial statements were:

Rev J Mills-Knutsen
M Miller, Secretary
E Lasserre, President
Dr P John

Rev J Jaggars

T Morgan

J Penny

E Dema

S Ramin, Treasurer

O Lewis, Assistant Treasurer

H Donnelly

I Borfiga

(Resigned 17 March 2024)

(Resigned 23 March 2025)

(Appointed 17 March 2024)

(Appointed 17 March 2024)

(Appointed 23 March 2025)

AMERICAN INTERNATIONAL CHURCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

Recruitment and appointment of trustees

The Charity's management is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association. Trustees undergo a selection process via the Nominating Committee of the Charity and are elected at the Annual General Meeting by all members. New trustees are given a full induction to the Charity and their responsibilities under Charity Law, including safeguarding training and adherence to our Code of Conduct.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Organisational structure

The church council acts as trustees. They meet monthly to review the programme and finances, set and approve policy, oversee the church's vision and direction, and ensure best practices of governance and management in accordance with the Articles of Association and Regulations of the Charity.

Some decisions require approval of the Membership of the American International Church. The congregation meets at least once a year to receive the Annual Report, approve the budget, elect new Trustees and address any other business.

The Council delegates the day-to-day operations of the church to the Senior Minister as head of staff, along with other staff and committees.

Remuneration policy

The Charity has two Trustees who are paid members of the staff: Rev. Jennifer Mills-Knutsen, Senior Minister and Rev. Jared Jagers, Associate Minister. They do not ever form a majority of the trustees and they recuse themselves from all conversations reviewing their salaries, which are approved separately by the other Trustees. The provisions for their status as Ex Officio Trustees is governed by the Articles Association. Salaries are reviewed annually and in line with fair market rates for similar positions.

The Rev. Jennifer Mills-Knutsen was paid a salary of £54,265 in 2024 (2023: £59,843). Benefits including tuition for her child and travel reimbursement totalled £15,062 (2023: £13,217), and pension and life insurance totalled £4,694 (2023: £2,810). In addition, she lives in church-owned accommodation, which is not counted as a benefit because it is a requirement of her employment.

The Rev. Jared Jagers was paid a salary of £44,716 in 2024 (2023: £48,862).

Disclosure of Expenses Paid to Trustees

The Rev. Jennifer Mills-Knutsen who also acts as a Trustee was reimbursed expenses of £2,535 (2023: £2,084) for travel and office costs.

Employees and Staff Costs

The church employed five full-time and ten part-time staff throughout 2024.

The total costs for all staff were £352,313.

Other matters

Report of Latchcourt Limited, Subsidiary Charitable Corporation

Latchcourt Limited is private limited company registered with Companies House (company number 02461112). The American International Church owns 100% of the share capital of Latchcourt Limited and each year the entire net proceeds from the company are gifted to the church, as it functions as the hiring agent for booking space at the American International Church.

In a change since 2024, AIC acts as employer for all Latchcourt staff.

AMERICAN INTERNATIONAL CHURCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees' report was approved by the Board of Trustees.



.....
Rev J Mills-Knutsen
Senior Minister and Trustee

Date: 23.Oct.2025.....

AMERICAN INTERNATIONAL CHURCH

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF AMERICAN INTERNATIONAL CHURCH

I report to the trustees on my examination of the financial statements of American International Church (the charity) for the Year ended 31 December 2024.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of Association of Chartered Certified 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 that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- 4 the financial statements 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 financial statements 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 financial statements to be reached.

Michelle Westbury FCCA

Michelle Westbury FCCA

West & Berry Limited

Nile House

Nile Street

Brighton

BN1 1HW

Date: 23 Oct 2025.....

AMERICAN INTERNATIONAL CHURCH

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	3	486,162	1,035	487,197	476,970	12,000	488,970
Charitable activities	4	30,505	-	30,505	-	-	-
Investments	5	20,683	-	20,683	20,300	-	20,300
Total income		<u>537,350</u>	<u>1,035</u>	<u>538,385</u>	<u>497,270</u>	<u>12,000</u>	<u>509,270</u>
Expenditure on:							
Charitable activities	6	626,502	45,360	671,862	637,080	-	637,080
Other expenditure	11	31,633	-	31,633	-	-	-
Total expenditure		<u>658,135</u>	<u>45,360</u>	<u>703,495</u>	<u>637,080</u>	<u>-</u>	<u>637,080</u>
Net gains/(losses) on investments	12	<u>33,509</u>	<u>-</u>	<u>33,509</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net expenditure and movement in funds		<u>(87,276)</u>	<u>(44,325)</u>	<u>(131,601)</u>	<u>(139,810)</u>	<u>12,000</u>	<u>(127,810)</u>
Reconciliation of funds:							
Fund balances at 1 January 2024		<u>1,183,805</u>	<u>44,507</u>	<u>1,228,312</u>	<u>1,323,615</u>	<u>32,507</u>	<u>1,356,122</u>
Fund balances at 31 December 2024		<u>1,096,529</u>	<u>182</u>	<u>1,096,711</u>	<u>1,183,805</u>	<u>44,507</u>	<u>1,228,312</u>

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

AMERICAN INTERNATIONAL CHURCH

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	14		334,577		181,012
Investments	15		774,118		905,420
			<u>1,108,695</u>		<u>1,086,432</u>
Current assets					
Debtors	16	13,413		5,331	
Cash at bank and in hand		23,442		159,549	
		<u>36,855</u>		<u>164,880</u>	
Creditors: amounts falling due within one year	18	(25,839)		-	
Net current assets			<u>11,016</u>		<u>164,880</u>
Total assets less current liabilities			<u>1,119,711</u>		<u>1,251,312</u>
Creditors: amounts falling due after more than one year	19	(23,000)		(23,000)	
Net assets			<u><u>1,096,711</u></u>		<u><u>1,228,312</u></u>
The funds of the charity					
Restricted income funds	22		182		44,507
Unrestricted funds	23		1,096,529		1,183,805
			<u>1,096,711</u>		<u>1,228,312</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the Year ended 31 December 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the Year in question in accordance with section 476.

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

The financial statements were approved by the trustees on 23 Oct 2025.



Rev J Mills-Knutsen

Senior Minister and Trustee

AMERICAN INTERNATIONAL CHURCH

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash absorbed by operations	27		(204,495)		(117,674)
Investing activities					
Purchase of investments		(2)		-	
Proceeds from disposal of investments		45,000		110,966	
Investment income received		20,683		20,300	
Net cash generated from investing activities			65,681		131,266
Financing activities					
Repayment of borrowings		-		(10,000)	
Net cash used in financing activities			-		(10,000)
Net (decrease)/increase in cash and cash equivalents			(138,814)		3,592
Cash and cash equivalents at beginning of Year			159,549		155,957
Cash and cash equivalents at end of Year			20,735		159,549
Relating to:					
Cash at bank and in hand			23,442		159,549
Bank overdrafts included in creditors payable within one year			(2,707)		-

AMERICAN INTERNATIONAL CHURCH

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

Charity information

American International Church is a private company limited by guarantee incorporated in England and Wales. The registered office is 79a Tottenham Court Road, London, W1T 4TD.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

AMERICAN INTERNATIONAL CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

(Continued)

1.5 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 is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements

Over the lease term

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

AMERICAN INTERNATIONAL CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

(Continued)

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

AMERICAN INTERNATIONAL CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	486,162	535	486,697	473,970	-	473,970
Grants	-	500	500	3,000	12,000	15,000
	<u>486,162</u>	<u>1,035</u>	<u>487,197</u>	<u>476,970</u>	<u>12,000</u>	<u>488,970</u>
Donations and gifts						
Donations - Latchcourt / AICF	436,347	-	436,347	416,486	-	416,486
Donations - general	40,120	535	40,655	15,338	-	15,338
Gift aid	5,259	-	5,259	5,000	-	5,000
Gifts	4,436	-	4,436	37,146	-	37,146
	<u>486,162</u>	<u>535</u>	<u>486,697</u>	<u>473,970</u>	<u>-</u>	<u>473,970</u>

4 Income from charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Charitable Activity		
Other income	19,375	-
Other trading income		
Rental Income	11,130	-
	<u>30,505</u>	<u>-</u>

5 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Investment income	20,078	20,300
Interest receivable	605	-
	<u>20,683</u>	<u>20,300</u>

AMERICAN INTERNATIONAL CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

6 Expenditure on charitable activities

	Total 2024 £	Total 2023 £
Direct costs		
Staff costs	352,313	323,432
Other personnel costs	72,993	-
Activities	24,929	21,073
Church	118,608	124,868
Manse - Parkhill	(3,629)	25,977
Stuart Tower (Manse)	16,044	7,940
Rent	21,420	21,420
Staff training and pastoral development	1,019	-
Insurance	20,082	14,465
	<u>623,779</u>	<u>539,175</u>
Share of support and governance costs (see note 7)		
Support	48,083	97,905
	<u>671,862</u>	<u>637,080</u>
Analysis by fund		
Unrestricted funds	626,502	637,080
Restricted funds	45,360	-
	<u>671,862</u>	<u>637,080</u>

7 Support costs allocated to activities

	Total 2024 £	Total 2023 £
Office expenses	21,290	28,187
Marketing & advertising	3,928	15,797
Office equipment maintenance	-	1,766
Health & safety	48	3,003
Travel	6,671	5,021
Sundry expenses	757	-
Bank charges	1,200	911
Governance	14,189	43,220
	<u>48,083</u>	<u>97,905</u>

AMERICAN INTERNATIONAL CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

8	Net movement in funds	2024	2023
		£	£
	The net movement in funds is stated after charging/(crediting):		
	Fees payable to the charity's independent examiner:		
	- for the independent examination of the charity's financial statements	5,040	-
	- for other financial services	288	-
		<u> </u>	<u> </u>

9 Trustees

Two Trustees are also paid members of the staff: Rev. Jennifer Mills-Knutsen, Senior Minister, and Rev. Jared Jagers, Associate Minister. They do not form the majority of trustees, and they recuse themselves from all conversations reviewing their salaries, which are approved separately by the other Trustees. The provisions for their status as Ex Officio Trustees is governed by the Articles of Incorporation. Salaries are reviewed annually, and in line with fair market rates for similar positions.

The Rev. Jennifer Mills-Knutsen was paid a salary of £54,265 in 2024 (2023: £59,843), benefits including tuition for her child and travel reimbursement totalled £15,062 (2023: £13,217), and pension and life insurance totalled £4,694 (2023: £2,810). In addition, she lives in church-owned accommodation which is not counted as a benefit because it is a requirement of her employment.

The Rev. Jared Jagers was paid a salary of £44,716 (2023: £48,862).

Trustees' expenses

The two ministers who also serve as Trustees received reimbursed expenses of £2,535 (2023: £2,084) incurred on behalf of the charity, in the normal day to day running of activities.

10 Employees

The average monthly number of employees during the Year was:

	2024	2023
	Number	Number
	15	6
	<u> </u>	<u> </u>
Employment costs	2024	2023
	£	£
Wages and salaries	316,854	323,432
Social security costs	25,992	-
Other pension costs	9,467	-
	<u> </u>	<u> </u>
	352,313	323,432
	<u> </u>	<u> </u>

Employee numbers has increased as staff costs have not been re-charged to Latchcourt Limited in 2024.

AMERICAN INTERNATIONAL CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

10 Employees

(Continued)

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
£60,001 - £70,000	1	1

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024 £	2023 £
Aggregate compensation	80,254	75,871

11 Other expenditure

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Other expenditure	31,633	-

Other expenditure represents the correction of opening balances, including historic errors relating to the accounting treatment of the revaluation of investments at fair value.

12 Gains and losses on investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Gains/(losses) arising on:		
Revaluation of investments	33,509	-

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

AMERICAN INTERNATIONAL CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

14 Tangible fixed assets

	Leasehold improvements £
Cost	
At 1 January 2024	181,012
Reallocation from investments	153,565
At 31 December 2024	334,577
Carrying amount	
At 31 December 2024	334,577
At 31 December 2023	181,012

15 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 January 2024	905,420
Reallocation to tangible fixed assets	(153,565)
Valuation changes	33,509
Valuation changes - correction to prior years	33,752
Disposals	(45,000)
At 31 December 2024	774,116
Carrying amount	
At 31 December 2024	774,116
At 31 December 2023	905,420

	Notes	2024 £	2023 £
Other investments comprise:			
Investments in subsidiaries	26	2	2

16 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Other debtors	13,413	5,331

AMERICAN INTERNATIONAL CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

17 Loans and overdrafts

	2024 £	2023 £
Bank overdrafts	2,707	-
Other loans	23,000	23,000
	<u>25,707</u>	<u>23,000</u>
Payable within one year	2,707	-
Payable after one year	<u>23,000</u>	<u>23,000</u>

The long-term loan from the UFC is unsecured with no repayment terms. No interest is payable on this loan.

18 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Bank overdrafts	17	2,707	-
Deferred income	20	5,948	-
Other creditors		5,350	-
Accruals		11,834	-
		<u>25,839</u>	<u>-</u>

19 Creditors: amounts falling due after more than one year

	2024 £	2023 £
Borrowings	<u>23,000</u>	<u>23,000</u>

20 Deferred income

	2024 £	2023 £
Other deferred income	<u>5,948</u>	<u>-</u>

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	<u>5,948</u>	<u>-</u>

Movements in the Year:

AMERICAN INTERNATIONAL CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

20 Deferred income (Continued)

Deferred income at 1 January 2024	-	-
Resources deferred in the Year	5,948	-
	<u>5,948</u>	<u>-</u>
Deferred income at 31 December 2024	<u>5,948</u>	<u>-</u>

21 Retirement benefit schemes

	2024	2023
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	9,467	-
	<u>9,467</u>	<u>-</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

22 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2024	Incoming resources	Resources expended	At 31 December 2024
	£	£	£	£
Grants	44,507	-	(44,507)	-
Refugee programme donations	-	314	(314)	-
Shelter donations	-	221	(221)	-
Veolia grant - towards recycling improvements	-	500	(318)	182
	<u>44,507</u>	<u>1,035</u>	<u>(45,360)</u>	<u>182</u>

Previous Year:

	At 1 January 2023	Incoming resources	Resources expended	At 31 December 2023
	£	£	£	£
Grants	32,507	12,000	-	44,507
	<u>32,507</u>	<u>12,000</u>	<u>-</u>	<u>44,507</u>

AMERICAN INTERNATIONAL CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

23 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2024	Incoming resources	Resources expended	Gains and losses	At 31 December 2024
	£	£	£	£	£
General funds	1,183,805	537,350	(658,135)	33,509	1,096,529
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Previous Year:	At 1 January 2023	Incoming resources	Resources expended	Gains and losses	At 31 December 2023
	£	£	£	£	£
General funds	1,323,615	497,270	(637,080)	-	1,183,805
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

24 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 December 2024:			
Tangible assets	334,577	-	334,577
Investments	774,118	-	774,118
Current assets/(liabilities)	10,834	182	11,016
Long term liabilities	(23,000)	-	(23,000)
	<u>1,096,529</u>	<u>182</u>	<u>1,096,711</u>
	<u> </u>	<u> </u>	<u> </u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 December 2023:			
Tangible assets	181,012	-	181,012
Investments	905,420	-	905,420
Current assets/(liabilities)	120,373	44,507	164,880
Long term liabilities	(23,000)	-	(23,000)
	<u>1,183,805</u>	<u>44,507</u>	<u>1,228,312</u>
	<u> </u>	<u> </u>	<u> </u>

25 Related party transactions

AMERICAN INTERNATIONAL CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

25 Related party transactions

(Continued)

Latchcourt Limited is a private limited company registered with Companies House (company number 02461112). The American International Church owns 100% of the share capital for Latchcourt.

The entire net proceeds from Latchcourt are gifted to the church, as it functions as a hiring agent for booking space at the American International Church. In 2024, £426,046 was donated to the charity from Latchcourt Ltd (2023: £350,514).

Donations were received in the year from trustees of the charity. The aggregate total received was £2,535.

26 Subsidiaries

These financial statements are separate charity financial statements for American International Church Limited.

The American International Church is exempt from preparing consolidated accounts on the basis that the gross income of the group (net of any consolidation adjustments) is under the threshold for preparing group accounts.

Details of the charity's subsidiaries at 31 December 2024 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held	
				Direct	Indirect
Latchcourt Limited	79a Tottenham Court Road, London W1T 4TD	Property rental	Ordinary	100.00	

The aggregate capital and reserves and the result for the year of subsidiaries excluded from consolidation was as follows:

Name of undertaking	Profit/(Loss)	Capital and Reserves
	£	£
Latchcourt Limited	(22)	(20)

The investment in subsidiary is stated at cost.

AMERICAN INTERNATIONAL CHURCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

27	Cash absorbed by operations	2024	2023
		£	£
	Deficit for the Year	(131,601)	(127,810)
	Adjustments for:		
	Investment income recognised in statement of financial activities	(20,683)	(20,300)
	Fair value gains and losses on investments	(33,509)	-
	Fair value gains and losses on investments - correction to prior years	(33,752)	-
	Movements in working capital:		
	(Increase)/decrease in debtors	(8,082)	44,951
	Increase/(decrease) in creditors	17,184	(14,515)
	Increase in deferred income	5,948	-
	Cash absorbed by operations	(204,495)	(117,674)

28	Analysis of changes in net debt	At 1 January 2024	Cash flows	At 31 December 2024
		£	£	£
	Cash at bank and in hand	159,549	(136,107)	23,442
	Bank overdrafts	-	(2,707)	(2,707)
		159,549	(138,814)	20,735
	Loans falling due after more than one year	(23,000)	-	(23,000)
		136,549	(138,814)	(2,265)

Tamper Verification

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Signed By

Signer: Jennifer Mills-Knutsen (jmk@amchurch.co.uk)

Identity Check: Email Authentication

Signature Type: Mouse or hand drawn

Time Zone: UTC+01:00, Europe/London (British Summer Time)

Signer: Michelle Westbury (documents@westandberry.co.uk)

Identity Check: Login with account

Signature Type: Typed

Time Zone: UTC+01:00, Europe/London (British Summer Time)

Event Log

Oct 23, 2025, 9:31:00 AM - Email notification sent to Jennifer Mills-Knutsen (jmk@amchurch.co.uk).

Oct 23, 2025, 9:31:00 AM - Email notification delivered to Jennifer Mills-Knutsen (jmk@amchurch.co.uk).

Oct 23, 2025, 10:04:42 AM - Jennifer Mills-Knutsen (jmk@amchurch.co.uk) opened the email notification (estimated), from 142.250.32.2.

Oct 23, 2025, 10:04:42 AM - Jennifer Mills-Knutsen (jmk@amchurch.co.uk) opened the email notification (estimated), from 142.250.32.10.

Oct 23, 2025, 12:25:53 PM - Jennifer Mills-Knutsen (jmk@amchurch.co.uk) viewed the document(s), from 195.26.125.66.

Oct 23, 2025, 12:26:49 PM - Jennifer Mills-Knutsen (jmk@amchurch.co.uk) electronically signed or completed the document(s), from 195.26.125.66.

Oct 23, 2025, 12:27:16 PM - Email notification sent to Michelle Westbury (documents@westandberry.co.uk).

Oct 23, 2025, 12:27:16 PM - Email notification delivered to Michelle Westbury (documents@westandberry.co.uk).

Oct 23, 2025, 9:42:42 PM - Michelle Westbury (documents@westandberry.co.uk) viewed the document(s), from 86.170.250.221.

Oct 23, 2025, 9:43:01 PM - Michelle Westbury (documents@westandberry.co.uk) electronically signed or completed the document(s), from 86.170.250.221.

END OF LOG

Accounts

American International Church Trustees' Report for The Year Ending 31st December 2023

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISORS FOR THE YEAR ENDING 31ST DECEMBER 2023

Trustees

Elodie Lasserre, President
Serge Ramin, Treasurer
Michelle Miller, Secretary
Emily Dema
Rev. Jared Jaggers
Nicole Joffe
Elodie Lasserre
Rev. Jennifer Mills-Knutsen
Tangy Morgan
Jake Penny
Preethi John

Charity Registered Number

1188087

Principal Office

The American International Church
79A Tottenham Court Road
London
W1T 4TD

Independent Examiner and Accountants

Brayan & Spencer Associates Ltd
25 Leeming Road
Borehamwood, Hertfordshire
WD6 4EB

Bankers

HSBC plc	Barclays Bank plc
196 Oxford Street	15-17 Tottenham Court Road
London W1D 1NT	London W1T 4BJ

BMO (now Columbia Threadneedle)
PO Box 9040
Chelmsford, Essex CM99 2XH

American International Church Trustees' Report for The Year Ending 31st December 2023

The Trustees present their annual report together with the financial statements of the Charity for the period 1st January 2023 to 31st December 2023 and confirm that they comply with the requirements of the Charities Act 2011, the Charity's Bylaws, and the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP 2015).

OBJECTIVES & ACTIVITIES

A. Our Aims & Objectives

The objects of the American International Church are to advance the Christian faith for the benefit of the public by providing for the worship of God, the study of faith and scriptures, the development of Christian community and such other activities that may advance the Kingdom of God.

B. Activities for Achieving Objectives

See subsequent pages for detailed narrative of this year's activities.

C. Public Benefit

In setting these aims and activities, the Trustees have had due regard to the Charity Commission's guidance on public benefit. See subsequent pages for detailed narrative of this year's activities and demonstrated public benefit.

D. Volunteers

As a church, our work is led by a host of volunteers. From serving as Trustees to singing in the choir to serving at the Cold Weather Shelter to organising small group meals to teaching children, volunteers are involved at every level of our organisation.

We pay special attention to the recruitment, supervision and training of volunteers who serve as Trustees or work with children and vulnerable adults, including requiring safeguarding training.

E. Grantmaking

Grantmaking forms a small part of the charity's overall operations and mission. We offer small financial support to organisations with whom we partner in outreach and mission. Those organisations and amounts for 2023 are listed below.

C4WS Homeless Project £1,200
Communitas £1,200
International Justice Mission £1,200
Stewardship UK, for Health Outreach to the Middle East £1,500

American International Church Trustees' Report for The Year Ending 31st December 2023

ACHIEVEMENTS & PERFORMANCE

A. Review of Activities

See subsequent pages for detailed narrative of this year's activities.

FINANCIAL REVIEW

A. Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

B. Financial Summary and Reserves Policy

See the final pages of the Annual Report for the Treasurer's report for interpretation and financial summary.

The Trustees have a working Investment and Reserve Policy that confirms to Charity Commission guidance. The policy requires cash reserves of £50,000, approximately two months' working capital. The policy governs management of investment funds, and it is reviewed annually by the Trustees.

STRUCTURE, GOVERNANCE AND MANAGEMENT

A. Constitution

The charity is governed by its Articles of Incorporation, which were filed on 28 June 2019.

B. Method of Appointment of Election of Trustees

The Charity's management is the responsibility of the Trustees, who are elected and co-opted under the terms of the Articles of Association. Trustees undergo a selection process via the Nominating Committee of the Charity, and are elected at the Annual General Meeting by all members. New trustees are given a full induction to the Charity and their responsibilities under Charity Law, including safeguarding training and adherence to our Code of Conduct.

C. Disclosure of Paid Trustees

The Charity has two Trustees who are paid members of the staff: Rev. Jennifer Mills-Knutsen, Senior Minister and Rev. Jared Jagers, Associate Minister. They do not ever form a majority of the trustees, and they recuse themselves from all conversations reviewing their salaries, which are approved

American International Church Trustees' Report for The Year Ending 31st December 2023

separately by the other Trustees. The provisions for their status as Ex Officio Trustees is governed by the Articles of Incorporation. Salaries are reviewed annually, and in line with fair market rates for similar positions.

The Rev. Jennifer Mills-Knutsen was paid a salary of £59,843.20 in 2023. Benefits including tuition for her child and travel reimbursement totalled £13,217.48, and pension and life insurance totalled £2,810.41. In addition, she lives in church-owned accommodation, which is not counted as a benefit because it is a requirement of her employment.

The Rev. Jared Jaggers was paid a salary of £48,862 in 2023.

D. Disclosure of Expenses Paid to Trustees

The two ministers who serve as Trustees receive expenses. Most qualify as routine out-of-pocket expenses and are paid to third parties via a church-owned credit card. One category that requires special disclosure is entertainment costs (usually food and drink for church events or meals), which totalled £2,084.

E. Employees and Staff Costs

The church employed four full-time and three part-time staff throughout 2023, though one full time position was in vacancy from 3 March to 1 October in 2023.

The total costs for all staff were £255,620.

F. Report of Latchcourt Limited, Subsidiary Charitable Corporation

Latchcourt Limited is registered with Companies House as a charitable company. The entirety of Latchcourt shares are owned by the American International Church. The entire net proceeds from Latchcourt are gifted to the church, as it functions as the hiring agent for booking space at the American International Church. Latchcourt has eleven part-time staff.

ORGANISATIONAL STRUCTURE AND DECISION-MAKING

The Church Council acts as Trustees. They meet monthly to review the program and finances, set and approve policy, oversee the church's vision and direction, and ensure best practices of governance and management, in accordance with the Articles of Incorporation and Regulations of the Charity.

Some decisions require approval of the Membership of the American International Church. The congregation meets at least once a year to receive the Annual Report, approve the budget, elect new Trustees and address any other business.

The Council delegates the day-to-day operations of the church to the Senior Minister as head of staff, along with other staff and committees.

American International Church Trustees' Report for The Year Ending 31st December 2023

PLANS FOR FUTURE PERIODS

See subsequent pages for detailed narrative of plans for next year's activities.

This report was approved by the Trustees, on 24 September and signed on their behalf by:



Rev. Jennifer Mills-Knutsen, Senior Minister and Trustee

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 December 2023
for
American International Church

American International Church

Contents of the Financial Statements
for the Year Ended 31 December 2023

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American International Church

Report of the Trustees

for the Year Ended 31 December 2023

The Trustees present their annual report together with the financial statements of the Charity for the period 1st January 2023 to 31st December 2023 and confirm that they comply with the requirements of the Charities Act 2011, the Charity's Bylaws, and the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP 2015).

OBJECTIVES AND ACTIVITIES

The objects of the American International Church are to advance the Christian faith for the benefit of the public by providing for the worship of God, the study of faith and scriptures, the development of Christian community and such other activities that may advance the Kingdom of God.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Charity constitution

The charity is governed by its Articles of Incorporation, which were filed on 28 June 2019.

Recruitment and appointment of new trustees

The Charity's management is the responsibility of the Trustees, who are elected and co-opted under the terms of the Articles of Association. Trustees undergo a selection process via the Nominating Committee of the Charity, and are elected at the Annual General Meeting by all members. New trustees are given a full induction to the Charity and their responsibilities under Charity Law, including safeguarding training and adherence to our Code of Conduct.

Organisational structure

The Church Council acts as Trustees. They meet monthly to review the program and finances, set and approve policy, oversee the church's vision and direction, and ensure best practices of governance and management, in accordance with the Articles of Incorporation and Regulations of the Charity.

Decision making

Some decisions require approval of the Membership of the American International Church. The congregation meets at least once a year to receive the Annual Report, approve the budget, elect new Trustees and address any other business. The Council delegates the day-to-day operations of the church to the Senior Minister as head of staff, along with other staff and committees.

Key management remuneration

The Charity has two Trustees who are paid members of the staff: Rev. Jennifer Mills-Knutsen, Senior Minister and Rev. Jared Jagers, Associate Minister. They do not ever form a majority of the trustees, and they recuse themselves from all conversations reviewing their salaries, which are approved separately by the other Trustees. The provisions for their status as Ex Officio Trustees is governed by the Articles of Incorporation. Salaries are reviewed annually, and in line with fair market rates for similar positions.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

12074982 (England and Wales)

Registered Charity number

1188087

Registered office

The American International Church
79A Tottenham Court Road
London
W1T 4TD

American International Church

Report of the Trustees
for the Year Ended 31 December 2023

Trustees

Elodie LASSERRE President
Serge Patrick RAMIN Treasurer
Michelle MILLER Secretary
Emily DEMA
Rev. Jennifer Mills-Knutsen
Nicole Elizabeth JOFFE
Rev. Jared JAGGERS
Tangy MORGAN
Jake PENNY
Preethi JOHN

Company Secretary

Michelle MILLER

Independent Examiner

Brayan and Spencer Associates Limited
25 Leeming Road
Borehamwood
England
WD6 4EB

Approved by order of the board of trustees on 24 September 2024 and signed on its behalf by:



Rev. Jennifer Mills-Knutsen - Trustee

Independent Examiner's Report to the Trustees of
American International Church

Independent examiner's report to the trustees of American International Church ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (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 the 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 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 your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified 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 the 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.



Pat Sharma
The Association of Chartered Certified Accountants

Brayan and Spencer Associates Limited
25 Leeming Road
Borehamwood
England
WD6 4EB

20 September 2024

American International Church

Statement of Financial Activities
for the Year Ended 31 December 2023

	Notes	Unrestricted funds £	Restricted fund £	31.12.23 Total funds £	31.12.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	476,970	12,000	488,970	489,411
Investment income	3	20,300	-	20,300	20,570
Other income		-	-	-	105,799
Total		<u>497,270</u>	<u>12,000</u>	<u>509,270</u>	<u>615,780</u>
EXPENDITURE ON					
Charitable activities	4	637,080	-	637,080	519,300
Charitable Activities		<u>637,080</u>	<u>-</u>	<u>637,080</u>	<u>519,300</u>
NET INCOME/(EXPENDITURE)		(139,810)	12,000	(127,810)	96,480
RECONCILIATION OF FUNDS					
Total funds brought forward		1,323,615	32,507	1,356,122	1,259,642
TOTAL FUNDS CARRIED FORWARD		<u>1,183,805</u>	<u>44,507</u>	<u>1,228,312</u>	<u>1,356,122</u>

The notes form part of these financial statements

American International Church

Statement of Financial Position
31 December 2023

	Notes	Unrestricted funds £	Restricted fund £	31.12.23 Total funds £	31.12.22 Total funds £
FIXED ASSETS					
Tangible assets	8	181,012	-	181,012	181,012
Investments	9	<u>905,420</u>	<u>-</u>	<u>905,420</u>	<u>1,016,386</u>
		1,086,432	-	1,086,432	1,197,398
CURRENT ASSETS					
Debtors	10	5,331	-	5,331	50,282
Cash at bank		<u>115,042</u>	<u>44,507</u>	<u>159,549</u>	<u>155,957</u>
		120,373	44,507	164,880	206,239
CREDITORS					
Amounts falling due within one year	11	-	-	-	(14,515)
NET CURRENT ASSETS		<u>120,373</u>	<u>44,507</u>	<u>164,880</u>	<u>191,724</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		1,206,805	44,507	1,251,312	1,389,122
CREDITORS					
Amounts falling due after more than one year	12	(23,000)	-	(23,000)	(33,000)
NET ASSETS		<u>1,183,805</u>	<u>44,507</u>	<u>1,228,312</u>	<u>1,356,122</u>
FUNDS	13				
Unrestricted funds				1,183,805	1,323,615
Restricted funds				<u>44,507</u>	<u>32,507</u>
TOTAL FUNDS				<u>1,228,312</u>	<u>1,356,122</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

American International Church

Statement of Financial Position - continued
31 December 2023

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies' regime.

The financial statements were approved by the Board of Trustees and authorised for issue on ²⁴~~20~~ September 2024 and were signed on its behalf by:



Jennifer Mills-Knutsen - Trustee

American International Church

Statement of Cash Flows
for the Year Ended 31 December 2023

	Notes	31.12.23 £	31.12.22 £
Cash flows from operating activities			
Cash generated from operations	1	(107,374)	82,769
Net cash (used in)/provided by operating activities		(107,374)	82,769
Cash flows from investing activities			
Purchase of financial investments		-	(28,527)
Sale of financial investments		110,966	-
Net cash provided by/(used in) investing activities		110,966	(28,527)
Change in cash and cash equivalents in the reporting period		3,592	54,242
Cash and cash equivalents at the beginning of the reporting period		155,957	101,715
Cash and cash equivalents at the end of the reporting period		159,549	155,957

The notes form part of these financial statements

Notes to the Statement of Cash Flows
for the Year Ended 31 December 2023

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.12.23 £	31.12.22 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(127,810)	96,480
Adjustments for:		
Decrease/(increase) in debtors	44,951	(13,711)
Decrease in creditors	<u>(24,515)</u>	<u>-</u>
Net cash (used in)/provided by operations	<u>(107,374)</u>	<u>82,769</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.23 £	Cash flow £	At 31.12.23 £
Net cash			
Cash at bank	<u>155,957</u>	<u>3,592</u>	<u>159,549</u>
	<u>155,957</u>	<u>3,592</u>	<u>159,549</u>
Total	<u>155,957</u>	<u>3,592</u>	<u>159,549</u>

Notes to the Financial Statements
for the Year Ended 31 December 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. DONATIONS AND LEGACIES

	31.12.23	31.12.22
	£	£
Donations (Latchcourt/AICF)	416,486	355,421
Donations	15,338	115,860
Gift aid	5,000	-
Grants	15,000	-
Gifts	37,146	18,130
	<u>488,970</u>	<u>489,411</u>

Grants received, included in the above, are as follows:

	31.12.23	31.12.22
	£	£
Grants - Unrestricted (Camden)	<u>15,000</u>	<u>-</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

3. INVESTMENT INCOME

	31.12.23	31.12.22
	£	£
Investment Income	<u>20,300</u>	<u>20,570</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs £
Charitable Activities	<u>637,080</u>

5. TRUSTEES' REMUNERATION AND BENEFITS

The Charity has two Trustees who are paid members of the staff: Rev. Jennifer Mills-Knutsen, Senior Minister and Rev. Jared Jagers, Associate Minister. They do not ever form a majority of the trustees, and they recuse themselves from all conversations reviewing their salaries, which are approved separately by the other Trustees. The provisions for their status as Ex Officio Trustees is governed by the Articles of Incorporation. Salaries are reviewed annually, and in line with fair market rates for similar positions.

The Rev. Jennifer Mills-Knutsen was paid a salary of £59,843.20 in 2023. Benefits including tuition for her child and travel reimbursement totalled £13,217.48, and pension and life insurance totalled £2,810.41. In addition, she lives in church-owned accommodation, which is not counted as a benefit because it is a requirement of her employment.

The Rev. Jared Jagers was paid a salary of £48,862 in 2023.

Trustees' expenses

The two ministers who serve as Trustees receive expenses. Most qualify as routine out-of-pocket expenses and are paid to third parties via a church-owned credit card. One category that requires special disclosure is entertainment costs (usually food and drink for church events or meals), which totalled £2,084.

6. STAFF COSTS

The church employed four full-time and three part-time staff throughout 2023, though one full time position was in vacancy from 3 March to 1 October in 2023.

The total costs for all staff were £255,620.

The average monthly number of employees during the year was as follows:

	31.12.23	31.12.22
Average number of employees	<u>6</u>	<u>7</u>

One employee, Rev. Jennifer Mills-Knutsen, received compensation in excess of £60,000, totalling £73,060.68.

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	471,281	18,130	489,411
Investment income	20,570	-	20,570
Other income	105,799	-	105,799
Total	<u>597,650</u>	<u>18,130</u>	<u>615,780</u>
EXPENDITURE ON			
Charitable activities			
Charitable Activities	<u>519,300</u>	<u>-</u>	<u>519,300</u>
NET INCOME	78,350	18,130	96,480
RECONCILIATION OF FUNDS			
Total funds brought forward	1,245,265	14,377	1,259,642
TOTAL FUNDS CARRIED FORWARD	<u>1,323,615</u>	<u>32,507</u>	<u>1,356,122</u>

8. TANGIBLE FIXED ASSETS

	Long leasehold £
COST	
At 1 January 2023 and 31 December 2023	<u>181,012</u>
NET BOOK VALUE	
At 31 December 2023	<u>181,012</u>
At 31 December 2022	<u>181,012</u>

9. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1 January 2023	1,016,386
Disposals	<u>(110,966)</u>
At 31 December 2023	<u>905,420</u>
NET BOOK VALUE	
At 31 December 2023	<u>905,420</u>
At 31 December 2022	<u>1,016,386</u>

There were no investment assets outside the UK.

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.23	31.12.22
	£	£
Trade debtors	-	33,815
Other debtors	5,331	16,467
	<u>5,331</u>	<u>50,282</u>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.23	31.12.22
	£	£
Trade creditors	-	14,515

12. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	31.12.23	31.12.22
	£	£
URC LOAN	<u>23,000</u>	<u>33,000</u>

13. MOVEMENT IN FUNDS

	At 1.1.23	Net movement in funds	At 31.12.23
	£	£	£
Unrestricted funds			
General fund	1,323,615	(139,810)	1,183,805
Restricted funds			
Restricted Fund	32,507	12,000	44,507
TOTAL FUNDS	<u>1,356,122</u>	<u>(127,810)</u>	<u>1,228,312</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	497,270	(637,080)	(139,810)
Restricted funds			
Restricted Fund	12,000	-	12,000
TOTAL FUNDS	<u>509,270</u>	<u>(637,080)</u>	<u>(127,810)</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

13. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.22 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	1,245,265	78,350	1,323,615
Restricted funds			
Restricted Fund	14,377	18,130	32,507
TOTAL FUNDS	<u>1,259,642</u>	<u>96,480</u>	<u>1,356,122</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	597,650	(519,300)	78,350
Restricted funds			
Restricted Fund	18,130	-	18,130
TOTAL FUNDS	<u>615,780</u>	<u>(519,300)</u>	<u>96,480</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.22 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	1,245,265	(61,460)	1,183,805
Restricted funds			
Restricted Fund	14,377	30,130	44,507
TOTAL FUNDS	<u>1,259,642</u>	<u>(31,330)</u>	<u>1,228,312</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

13. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,094,920	(1,156,380)	(61,460)
Restricted funds			
Restricted Fund	30,130	-	30,130
TOTAL FUNDS	<u>1,125,050</u>	<u>(1,156,380)</u>	<u>(31,330)</u>

14. RELATED PARTY DISCLOSURES

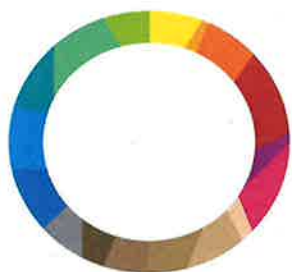
Latchcourt Limited is registered with Companies House as a charitable company. The entirety of Latchcourt shares are owned by the American International Church. The entire net proceeds from Latchcourt are gifted to the church, as it functions as the hiring agent for booking space at the American International Church. Latchcourt has eleven part-time staff.

American International Church

Detailed Statement of Financial Activities
for the Year Ended 31 December 2023

	31.12.23 £	31.12.22 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations (Latchcourt/AICF)	416,486	355,421
Donations	15,338	115,860
Gift aid	5,000	-
Grants	15,000	-
Gifts	<u>37,146</u>	<u>18,130</u>
	488,970	489,411
Investment income		
Investment Income	20,300	20,570
Other income		
Insurance Proceeds	<u>-</u>	<u>105,799</u>
Total incoming resources	509,270	615,780
EXPENDITURE		
Charitable activities		
Bank Charges	911	1,370
Activities	21,073	60,397
Church	124,868	98,438
Insurance	14,465	10,583
Travelling	5,021	6,977
Office Expenses	28,187	35,922
Legal Fees	43,220	10,061
Manse 1 - Parkhill	25,977	3,948
Manse - Stuart Tower	7,940	7,362
Office Equipment Maintenance	1,766	2,087
Personnel	323,432	281,966
Health & Safety	3,003	189
Marketing & Communication	15,797	-
URC - M & M Fund (Rent)	<u>21,420</u>	<u>-</u>
	<u>637,080</u>	<u>519,300</u>
Total resources expended	<u>637,080</u>	<u>519,300</u>
Net (expenditure)/income	<u>(127,810)</u>	<u>96,480</u>

This page does not form part of the statutory financial statements



American
International
Church

At the Whitefield Memorial Church
79A Tottenham Court Road, London W1T 4TD

020 7580 2791 | www.amchurch.co.uk
A Congregation of the United Reformed Church

2023 Annual Report



Senior Minister's Report

In 2022, we launched a host of efforts to re-engage and revitalise all aspects of AIC, resulting in a host of events, experiments and trials. That newness continued in the first half of 2023, with a shift in the autumn to make the activities like Jazz Vespers and the Refugee Supper Club grow into sustainable programs.

My work has focused on growing the depths of faith and community through AIC and expanding our breadth of welcome and inclusion to more people in Jesus' name.

Worship and Faith Formation

You shall love the Lord your God with all your heart, and with all your soul, and with all your mind. This is the greatest and first commandment. --Matthew 22:37-38

While AIC is a lot of things, we are first and foremost a church worshipping God and growing disciples of Jesus. This year, our Sunday morning worship focused on practices of discipleship throughout the year. In Lent, the "Stop and See God" series invited us to fast from things like work and worry to attend to God's presence. In Easteride, we preached "Come to the Feast," about God's gifts and our response to them. In the autumn, "Ordinary Saints" told stories of average people of God upon whose acts of faith God changed history. We saw special services like Easter, Christmas, Thanksgiving and Remembrance Sunday return to pre-pandemic levels of participation this year.

Beyond Sunday mornings, the Jazz Vespers service under the leadership of Jared Jagers and Scott Stroman shaped into a new congregation one Wednesday evening each month. Bible study, Sunday outings and our All-Church Summer Read of Cole Arthur Riley's *This Here Flesh* helped us engage in wider questions of faith in the world.

The American Thanksgiving Service at St. Paul's Cathedral was one to remember. Our sister church in Surrey withdrew their participation, which made space for AIC to involve five lay readers plus Jared and I, showcasing our congregation's diversity and leadership. The service itself proved exciting, as two women from Just Stop Oil staged a silent protest as I entered the pulpit. The Spirit knew what I did not, and the sermon I had prayerfully written addressed their concerns and de-escalated the situation. We have since seen a significant number of newcomers attending AIC as a result of this event.

The most significant impact on worship involved the sanctuary itself, with the installation of new art in the chancel, designed and created by Nicole Joffe. Covering the dark 70-year old fabric, the new design features a central cross with rays of colour emerging from it. Nicole's artistic vision came from the sunlight in the sanctuary during worship, the diversity and energy of our church community, and AIC's outreach beyond the sanctuary walls. In addition to gifting her time, talent and art, Nicole and her husband Mark Walton also contributed much of the cost of the project. The new and vibrant work was unveiled on Pentecost Sunday, with much acclaim. Thank you, Nicole!

Serving our Neighbours

And a second is like it: You shall love your neighbour as yourself. On these two commandments hang all the law and the prophets. --Matthew 22:39-40

Former Archbishop of Canterbury William Temple once said that "the church is the only society that exists for the benefit of non-members." Our devotion is to God and to our neighbours. This year, AIC has expanded profoundly its service to those who are not our members.

Due to the departure of Jonathan Miller at the start of the year, Jared and I stepped in to cover the Cold Weather Shelter coordination for the second half of the season. I saw in those weeks the profound impact of this program in the lives of guests and volunteers. What we offer is more than "Open. Kind. Space." Shelter offers a sense of community and care that includes both guests and volunteers. This ministry blesses all who participate and becomes the point of entry for many people into AIC.

I also stepped in during the transition to lead the nascent refugee ministry launched with funding from Camden Giving. The team of Preethi John, Robin Appleby, Holly Howard, Natalie Tikhonovsky and Jonathan Ho initially imagined a one-to-one befriending scheme and began to plan accordingly. When Holly discovered HostNation, a charity doing similar work, we met with founder Anneke Elwes and assistant director Rossana Horsley and felt an immediate connection. They had hundreds of one-on-one pairs of refugees and befrienders, but few had ever met one another. As a church, bringing people together for fellowship and food is what we do all the time, making a natural way for us to come alongside as partners. The Refugee Supper Club was launched in late June, with nearly 100 people attending the first event, which included food catered by the refugee-owned Syrian Sunflower and huge event planning support from our intern Kessley Janvier. At the second event in October, fifty guests enjoying food gifted by Jack Srimuang, owner of the Thai market stall in front of AIC. A Christmas supper featuring a traditional British turkey dinner followed in December. This is a great new partnership, and the Supper Club every other month has become a highlight for me and many.

With the addition of Brooke Rowan to our staff in October, these programs handed over to her leadership, but I am grateful to have been able to shepherd them for a season. Meanwhile, I maintain a seat on the Board of the Soup Kitchen and will be working with Jared to further our connection with Citizens UK in 2024.



Leadership and Administration

Whoever is faithful in a very little is faithful also in much; and whoever is dishonest in very little is dishonest also in much. --Luke 16:10

Everything we do as a church is built on trust. From preaching to Latchcourt business to pastoral care to serving people in need to asking for donations, we are only as effective as the amount of trust we sustain. This is why transparency and accountability in all our administration matters so much.

Since my arrival, and especially since the launch of our UK charity status in 2020, we have been working to develop policies and procedures that meet the standards of best practice for charities and churches. This year has seen huge steps forward in that process, and we are nearing completion of creating and implementing all the required policies. In 2023 alone, 18 policies were thoroughly reviewed and updated, three new ones created, and four more written to be approved by Council in early 2024. A policy handbook is now available online to Council and staff, as well as a paper copy in reception for anyone who needs it. This work can seem like a distraction from the work of ministry, but being a good employer and well-run charity is critical to inspiring trust.

Other noteworthy accomplishments in 2023 include negotiating a formula with the URC to establish our annual contribution; working with Chris to launch our contactless giving machine; working with the finance team to review all accounts and processes; applying for our first grant and realising income from the AIC Foundation; working with Monty and the URC to renew leases for all the market traders; and addressing paperwork related to the sale of a flat at Parkhill Road, where AIC is the freeholder.

The most significant work of the year involved the significant staff transitions and disruptions. Jonathan Miller departed his role at AIC early in the year, which afforded an opportunity to revisit the job description for our changing needs. There was a long vacancy to review our hiring process and consider what we need next, before engaging a process to hire a new Community Engagement and Volunteer Coordinator, Brooke Rowan, who started on 1 October. Brooke has been a great addition to our team, bringing strong organisation, church experience, and a professional social work background. Many thanks to our hiring committee: Nicole Joffe, Oliver Lewis, Preethi John, Rev. Kate Dean of Rosslyn Hill Unitarian and Jared Jagers.

In addition, I worked to cover parental leave for Jared, offer more one-on-one time with key staff, overhaul the staff handbook, and attend two courses on management, one on UK regulations and one specific to clergy.

Sharing Good News

Proclaim the message: be persistent whether time is favourable or unfavourable; convince, rebuke and encourage, with the utmost patience in teaching. --2 Timothy 4:2

In 2022, we crafted our Welcome Statement, then engaged Speed Agency to design a new logo reflecting our values and vitality. In 2023, we expanded that message across multiple platforms.

Our new website launched on Maundy Thursday, 6 April, just in time for Easter. Speed Agency handled the initial design, with AIC staff providing the content and filling the templates. Within weeks, we saw an increase in contact to our staff via the website, and that has increased throughout the year. The site now accurately reflects our community and ministries, so those who search us online feel encouraged to connect. Those contacts have led to new volunteers for the Soup Kitchen and Cold Weather Shelter, Latchcourt clients booking rooms, Bible Study participants and, of course, worship attendance.

The next step took us into social media. Jared and I attended training events, then met in early spring to craft AIC's online personality, using words like open, kind, curious, caring and joyful. We were stretched too thin to move forward until we were blessed by the presence of Kessley Janvier as a summer intern. Over five short weeks, Kessley developed a strategy and plan for our social media presence that Jared and I could carry forward for the foreseeable future. Thanks to her investment of time up front, Jared and I have maintained a pattern of 4-5 posts per week across four different social media platforms. This is already engaging new audiences, and we are expanding our use of tags for clients and community partners to build our network online.

We also attended to our visibility on Tottenham Court Road. We ordered new gazebos for the World Food Market bearing our logo and tagline "Open. Kind. Space." These are visible to those buying lunch, walking down the road, and passing above on the double-deckers.

In December, we installed new outdoor signage. The signs showcase our logo and tagline with a sleek and contemporary look that draws the eyes of passersby. In addition to worship, there is information about the Soup Kitchen, World Food Market and Space for Hire on display, and special cases for temporary signage to advertise upcoming events. We have already seen an increase in people attending activities based on this new signage.

We have good news to share about AIC, what God is doing here and how lives are being changed—we will continue to work on sharing it more broadly in 2024.

Conclusion

I noticed in reviewing this report that I use "we" far more than "I" to describe the work. That is because almost everything I do in ministry I do not do alone—it requires working together with our staff, Council, church members, community volunteers, colleagues and more. I am grateful every day for the faith, generosity, creativity, wisdom and aspiration of each and every one of you. It is an honour and a privilege to serve at AIC.

Faithfully,
Rev. Jennifer Mills-Knutsen



Associate Minister's Report



Gratitude is the only proper way to begin my report of our year together in 2023 and the growth that we have experienced. Most of you know that I welcomed my first child at the end of April and will always treasure every moment of the parental leave that AIC generously granted. And then you all gave Hannah and I more to treasure as we returned in June with the AIC choir singing "Isn't She Lovely" by Stevie Wonder (thank you, Scott) and so many of you offering us support and sharing in our joy. Thank you all for making it a beautiful year for our family.

I'm also thankful that the growth I've experienced personally has been shared in our ministries together. Last year I wrote to you about the roots that had been planted in my first two years with you that allowed for the expansion and quickened pace of our third year together. Well, this fourth year of my ministry at AIC has been about slowing down and about returning to the depth of those roots.

The ministries I oversee have not been about starting new things in 2023 or about picking up the pace of activities and programmes, but about strengthening relationships and refining the work that we have already begun together.

Following our discussions and growth in regard to inclusion, sexuality, and marriage, we have had many discussions that have led to sharing personal stories, becoming more vulnerable about our pain and our doubts, and even learning to accept more disagreements and differences in our community. There are confidential stories I wish I could share, but you should know that people are sharing mental health struggles and accepting prayer and companionship at AIC; people are sharing stories of deep questions and discomfort with the faith they've been taught and are finding new ways to relate to God through AIC. From Bible study to conversations after Sunday morning worship, I think that we are a healthier community because we have learned to have these conversations and to share ourselves more openly.

We have grown through beginning a new form of worship in Jazz Vespers. We have a group of returning attendees at that service, but I hear each month from someone who came for the first time and tells me about how it was a peaceful experience they needed in a tumultuous time of life. Most of these people are honestly never going to join the church or even come on a Sunday morning, but don't miss the fact that this is part of our worship and our ministry. We are finding new ways to invite people into God's presence to taste the peace that passes all understanding.

We are growing because we are learning to tell our stories and more boldly invite people in. I'm particularly thinking about our online presence. We have grown because of people like our marketing team who helped us rebrand, and like Kessley Janvier whose summer internship helped us create a social media strategy. We still have a lot of growing to do, but we are learning share who we are with the world and we now have a recognisable presence that reaches far beyond the boundaries of our property on Tottenham Court Road and communicates to people that the Church of Jesus Christ is open to them.

Finally, we're growing together because our relationships with the broader community are getting stronger. Part of my ministry alongside you has been developing new partnerships. Of course a lot of this great work is part of Brooke's work, so I'm only telling part of the story that we're working on together. Some of you came with me to find out about London Prisons Mission and how to support incarcerated people. Some of us have participated in renewed relationships with the Communities and Third Sector team in our local Council. Some of us have found meaningful mental health support through Talk for Health. And you're going to be hearing a lot more about an exciting and growing partnership with CitizensUK as we try to join our voice with others for the welfare of our city. And of course, if any of those things spark your curiosity, let's have a chat about how you can be involved.

I believe that everything I've outlined here, and all the stories of people serving and sharing and growing together, are all evidence that we are following the Spirit of God and learning to embody the love and grace of Jesus Christ in our context. I'm proud of what we're doing together and I'm truly grateful to embrace my calling here with you. Thank you.

Rev. Jared Jagers



Community Engagement and Volunteer Coordinator's Report

As I reflect on the first several months in the role of Community Engagement and Volunteer Coordinator, I am filled with gratitude for the warm welcome to this community I have received from you all. Joining AIC in October 2023 has been a highlight of the year for me, personally and professionally. It has been a joy to learn more about the ways AIC engages the local community and how volunteers are a large asset to the community facing programs here. The years of prior work and dedication sown into these programs allowed me to step into the role with confidence and a degree of creativity.

Building upon the strong foundation laid out in previous years, I am excited to report on the progress and developments we have achieved together in 2023. Our commitment to fostering a culture of inclusivity and welcome has remained at the forefront of our efforts, and I am proud to see the tangible impact of our collective work.

Cold Weather Shelter

While I stepped into the world of C4WS here at AIC only a month prior to the 2023-2024 season, there were months of preparation that had already taken place. Robin Appleby and Tina Patel were instrumental in helping to organise and take inventory for shelter during the summer. Their work greatly contributed to my own during my first few weeks in the role. While preparing for shelter season ahead of November, various donations allowed us to purchase 20 new beds, 10 duvets, new mugs, and new laundry items (among other small items as well). The change in beds have not only brought an increase in storage space, but also are easier for volunteers to assemble and allow our guests to sleep slightly elevated off the ground now.

In 2023, we welcomed several new volunteers and groups. Numerous volunteers with a Taiwanese Fellowship Team led by Yufen Chen became consistent regulars and were a tremendous help during the months of November and December. Their ability to connect with guests was a joy to witness, and some also brought kind donations or shared with us their artistic talent by drawing portraits of guests. Fresh Fitness Food also provided continual volunteer sign-ups, helping deliver nutritious and delicious meals to our guests. Their art of presentation was certainly appreciated by guests - one night guests even gave a round of applause! Finally, a book group led by Michelle Miller joined along and provided an American experience to guests with their fantastic chili.



We also had a few individual volunteers who came along for the first time. Russell Black heard about AIC's shelter via a friend at the local food bank he volunteers with. He wanted to "try it out" during week 1, and suddenly by the end of December, Russell was a volunteer who had joined us every week! His dedication and ability to lead the dinner shift team with room/bed set up has been such a gift this season. We also welcomed Henri Williams along to the morning shift. Henri heard of us through London Business School and was a great help with breakfast during the end of 2023.

Additionally, we had many returning volunteers as well and could not have done it all without each one of them. In particular, I'd like to thank Tina Patel and Robin Appleby for all of their help in getting shelter ready for the beginning of the 2023 season. A big expression of appreciation for Tina and her leadership as well. She stepped into the role of Team Leader in 2023 and helped the dinner shift run smoothly and with care on numerous evenings. We are grateful for all of her contributions! Also a big thanks to Elodie Lasserre for her leadership in the kitchen on various nights. I can't thank Preethi John, Stuart Brown, and Stephen Howard enough either for their commitment to consistently signing up to stay overnight with our guests. Lastly, thank you to Michèle Copeland and Abi Stacey for returning this season and being such a wonderful help to our guests during the breakfast shift!

And to all of the volunteers who helped with laundry services - thank you for your (often easily unseen) help with this essential volunteer role. Each week there is a lot of laundering which needs to take place, and you all helped keep our shelter stocked and ready to go each Wednesday. There were approximately 35 loads washed from Nov 2023-Dec 2023 alone! Further, I am deeply grateful to all those who have volunteered their time and resources or provided donations to CWS. Week after week, I have been reminded how important every person who can contribute in some way is in allowing AIC to provide a safe and welcoming space for our guests during the winter months.

Finally, I would like to thank C4WS for all of the vital and wonderful work they do not only during winter, but year round. A special extension of gratitude for Curd de Vries and his vital role at AIC's shelter each week for the guests and with our volunteers. Thanks also to Lorraine Kinnear for all of the organisational and behind the scenes support she provides each shelter and to Nikki Barnett for her leadership, direction, and dedication to this work.

Refugee Befriending Program

In relation to our work with refugees and asylum seekers, one of the key initiatives we have continued to cultivate in 2023 is the Refugee Befriending Program. The program is funded via the grant received from Camden Giving's Equality Fund and aims to foster integration, community building, and cultural understanding/exchange between refugees, asylum-seekers, charities, and those local to London through gatherings hosted at AIC. The biggest and most consistent opportunity to do so centres on our Supper Club



partnership with HostNation. These events allow a collaborative dynamic to exist between AIC, our volunteers, and those who are connected with HostNation.

My first week in post incorporated a Supper Club event in October. At this event, we were able to host around 50 guests and had a team of around 6 volunteers. It was an evening filled with lots of conversation and delicious Thai food provided by Jack, a vendor at our World Food Market. It was also an opportunity for HostNation to present a series of films related to refugee and asylum seeker experiences.

Building on that event, we hosted another Supper Club around Christmas as well. At this event, we welcomed around 80 guests and volunteers and had a theme of "A British Christmas." Of course, this meant the menu involved British Christmas classics like turkey, roast potatoes, root veg, peas, brussels sprouts, stuffing balls, bread sauce, cranberry sauce, and yorkshire puddings. Guests also experienced the joy of

Christmas Crackers and mince pies. We were even joined by Father Christmas (big thanks to Orlando Brooke for dressing in the AIC Santa Suit!) and he, along with Pastor Jennifer, led everyone in singing and acting out The Twelve Days of Christmas. It was a time of joy and connection, as well as many "firsts" for so many. The evening could not have been done without the HostNation team, our numerous volunteers, and Josh Mills-Knutsen. Thank you to everyone who helped cook elements of the meal and/or contributed in some way!

Continuing with further thanks, The Refugee Befriending Supper Club Events could certainly not exist in the way they do without the wonderful team at HostNation. To Anneke Elwes and Rossana Horsley in specific, we are immensely grateful for your partnership and the ways you have helped nurture and develop this program. The Supper Clubs also could not function so effortlessly without our amazing volunteers. Thanks in particular to Preethi John, Natalie Tikhonovsky, and Holly Howard for their willingness in volunteering at several Supper Club events in 2023.

Through the dedication of our volunteers and the generosity of our community, we have seen meaningful connections forged through just one year of this program and its Supper Club events. A hope for the program over the next year is to also grow in areas of partnership with other community organisations that operate in the realm of refugees/asylum seekers related work. The future of this program appears very exciting and we look forward to what is to come!

Eco Church

Working from the audit completed by 3 Acorns (which covered the church, Soup Kitchen and food market), in 2023 we were able to review the recommendations and practical actions laid out for AIC to take in the coming years as we strive to be more environmentally conscientious. In the first few months of my role, I ensured AIC is registered with Eco Church, an A Rocha UK project, run in partnership with Christian Aid, The Church of England, The Methodist Church, Tearfund, The United Reformed Church and Allchurches Trust Limited. We hope to work toward Bronze status over the next year, which will be an outwardly observable indicator of our commitment to environmental sustainability. Our efforts to implement climate-friendly initiatives have so far been met with enthusiasm and support, as we strive to reduce our ecological footprint and steward the planet for future generations.

Expanding our work relationally

As with most community based work, collaboration with others is of key importance. This is why I would like to take some time to emphasise our commitment to fostering partnerships and relational networks. Being new to this role especially, a great way I was introduced to so many contacts has been through meeting with them and sharing about our programs and discussing shared mutual interest. This was a good way for me to meet people already invested in the work with C4WS or with our Refugee Befriending Program, but it was also a great way to connect with new people and groups as well. Through these scheduled meetings, I've been able to engage in intentional dialogue, learning more about the unique passions and talents so many of you bring.

With relational connections in mind, there are many organisations and charities also engaged in similar veins of work. For a few, we were able to provide grant allocations at the end of the year. The 2023 Mission and Community Allocations for the 2023 year were as follows: £1200 to CARIS Camden (C4WS Homeless Project); £1200 to World Harvest Mission (for Oli and Constance Smith); £1200 to International Justice Mission; £400 to Inclusive Church.

As we look ahead to the remainder of 2024 and beyond, I am filled with hope and anticipation for the continued growth and development of our community-facing programs. Together, we have the opportunity to expand our welcome and engage with a broader cross-section of London's diverse population. I am excited to embark on this journey with each of you, as we work collaboratively to create more spaces and opportunities where inclusion and compassion coincide. Thank you for your ongoing dedication and support, and I look forward to the many meaningful moments and milestones that lie ahead.

With gratitude,

Brooke Rowan

Community Engagement and Volunteer Coordinator





Fellowship

Creating a community is at the heart of our calling as a church – when we can come together in a trustworthy and loving group of people, we are opened to discovering God in fresh ways. We have continued our mainstays of Fellowship and have found ways to expand our connections and relationships.

Throughout the year, Sunday coffee hour has been the core of our Fellowship together, providing a time for relationships to grow and for us to minister to each other. We held several shared meals to mark seasons and special days with a farewell meal after worship to celebrate

Jonathan Miller's ministry with us, a Maundy Thursday dinner & communion, an International Potluck Luncheon on Pentecost Sunday, summer picnics in the park after church, and an autumn Harvest Party with a chili luncheon for all. We also celebrated together with festive treats and mince pies in December. On Jazz Vespers Wednesdays, we also found plenty of time to fellowship over wine and cheese before and after the service.

Of course, the high point of our Fellowship year came with the Thanksgiving Luncheon in November. Many of you worked hard and contributed to a day to be grateful for and with each other, and to enjoy a taste of home – whether that was American pumpkin pie, Spanish tortilla, French quiche, Indian chicken 65, or Filipino adobo – thank you. Our international Thanksgiving brought joy to us all.

Thank you to all who have participated in creating a community together. You may have hosted a coffee hour, contributed food to a meal, or helped with setup and cleanup. For some of you, 2023 was the first year that you volunteered in these ways and we give you special thanks. Whatever role you played, it was an essential part of our Fellowship. In fact, AIC doesn't just need some helping hands to make these events happen, but these events only become Christian Fellowship when we join in together. Thank you.

Intermingled with the joy of our shared relationships, we should also pause to express our sadness and gratitude both upon the departure of the Joffe-Walton family. Nicole was the key leader of our Fellowship ministry right up until their flight departed. They have relocated away from London and their presence is already missed. Thank you to the whole family, and especially to Nicole, for your leadership that brought us all closer together in 2023.

Rev. Jared Jagers
Associate Minister



Membership and Outreach



AIC has always been a place defined by and dedicated to welcome and hospitality. In the past two years, our roots have grown as a place of warmth and inclusion, striving to deepen our relationships and our diversity.

Our outreach has expanded in those areas as we enjoyed 2023 as our first full calendar year since we have vocalised and publicised our inclusiveness through becoming an "equal marriage congregation" and adopting our statement of welcome & inclusion. We consistently hear stories reflecting the experience of Christians and spiritual seekers looking for a faith community that is

holistically inclusive for people often excluded because of their sexual identity. We have multiple new members, choir members, online worshippers, and Bible study attendees who have come because of our inclusive posture.

Two other aspects of our church life proved to be key avenues for outreach – our online presence and our monthly Jazz Vespers services. Our pastors both report email contacts, neighbourhood encounters, and worship guests who mention that they see our social media, our new website, and our live-streamed worship services and that these things shape their perception of us. We have both in-person visitors and online worshippers who have found us because of our improved online presence. Similarly, Jazz Vespers has become an aspect of worship that is an easy entry point to our community and has gained some momentum in 2023. We have consistently had 40-50 attendees, with some months exceeding that number as did December's Jazz Carols with just under 90 in attendance. We are most proud of the fact that our attendance is less reliant on church members and Sunday attenders as Jazz Vespers has now become a congregation of its own.

Throughout the year, our attendance has become more predictable, in line with patterns prior to the 2020 pandemic. We have added at least 15 new regular worship attenders, 5 of whom formally joined the church as members, with 4 more joining in early 2024.

We are striving to be inclusive, and we are succeeding along the journey as we welcome more people who God sends our way.

Emily Dema
Church Council, Membership & Outreach

Rev. Jared Jagers
Associate Minister of Faith Formation



Personnel

Serving as Personnel Chair provided me a unique and uniquely fulfilling view of AIC. Every day and in every way, I felt God's hand guiding AIC's Staff to do good works on Tottenham Court Road and in the wider world. AIC's staff is thriving, striving and delivering Christ's love and Christian compassion to our congregation, our neighbours and our world.

The Council's Personnel work is meant to equip our staff with more, and more reliable, support for their work and wellbeing. To put it simply: we aim to take care of our staff, so they can take care of all God's children!

Accordingly, in 2023, AIC matured as an employer in several key ways. As Senior Pastor, Jennifer ably guided such efforts as formalizing the hiring process, codifying workplace policies and successfully deploying flexible staffing models, among many others. This administrative work is done "behind the scenes" on weekdays in the office, rather than in the sanctuary on a Sunday. This is as it should be. At first glance, you may not think such efforts are linked to AIC's ministry. After all, when Pastor Jared delivers a powerful sermon or Pastor Jennifer provides compassionate care as a family sits bedside vigil, we don't attribute their meaningful impacts to administrivia. This is as it should be. Yet, I have seen first-hand that functional improvements actually do enable our beloved staff to minister better to a world in need.

As a few examples of how Personnel matters impacted on AIC's ministry in 2023:

- In Winter, we said farewell to Jonathan Miller. Over lunch and song, we celebrated Jonathan's eight years of service to AIC's ministries and our partnerships in the wider London faith community. We are pleased Jonathan developed community-building skills at AIC to take out into the world.
- In the Spring, Pastor Jared took parental leave when he and Hannah welcomed new daughter, Sunny. We are delighted this family had time to bond and enjoy precious time together.
- In preparation and throughout his leave, all members of staff, and even parishioners and mission partners, stepped up to cover Jared's preaching, Bible study and day-to-day responsibilities. In doing so, they demonstrated not only how the Lord provides, but also how wonderful it can be to have a diversity of views and styles. We are grateful.
- In the Summer, AIC hired Brooke Rowan as Community Engagement and Volunteer Coordinator. Brooke hit the ground running immediately with the Cold Weather Shelter. She is also making great impact with AIC's refugee programming and other community ministries enabled by grants. Brooke's hiring process gave AIC the chance to make minor changes to remits to improve alignment with AIC's vision, mission and objectives.
- As well, we took this opportunity to further codify AIC's approach to recruiting, interviewing and on-boarding new employees. Doing so enabled AIC to make a wonderful selection in Brooke. AIC can now deploy this more replicable methodology in the future, rather than investing precious time and resources re-inventing the wheel on the rare occasions when AIC hires new employees.
- Over the Summer, Kessley Janvier worked as an intern. Kessley did great work on two key projects: creating an effective template for our first Refugee Befriending Supper Club with HostNation, and standing up a reliable framework for AIC's social media strategy. Her impact will long outlast her weeks of employment. Internships provide a more flexible approach to completing certain types of work. AIC is able to use adaptable staffing models to accomplish project-oriented tasks.
- In the Fall, AIC invested in our pastors through on-going education and retreat time. AIC provided both Jennifer and Jared with the time and space to pursue life-long learning which will benefit them as well as our church. And, Jennifer took a five day retreat for reflection, meditation and rejuvenation. Council approved and funded these activities. Importantly, Council also agreed all pastors should have the time and support to retreat each and every year, for their own well-being and, ultimately, to benefit AIC's ministry.
- Throughout the autumn, we worked to revise AIC's Staff Handbook, first created in 2017 but not reviewed since then. With the help of consultant Lexie Sims, we have brought our employment policies up to date, clarified responsibilities for employees, and provided a clear and transparent message of support for all our staff.

I have been proud to serve as Council's Personnel Chair. Whilst this work is administrative in nature, it is essential for AIC's staff to deliver Christian love and ministry to our members and the wider world. Thank you for the opportunity to serve God and our congregation in this way.

Nicole Joffe
Church Council, Personnel



Faith Formation

Children

Our familiar Sunday School continued in 2023 with our children going to their worship space during the Sunday morning service. We have had some new teachers step up and experienced teachers renew their commitment to the children of AIC, creating a caring space where faith is nurtured for our young church members. Thank you to all of our volunteer teachers!

We also continued to couple together events for children alongside gatherings for families and the entire congregation. On Easter Sunday, we had an egg hunt in which youth helped to hide the eggs for children to find. And in the Autumn, we held a Harvest Party with some simple outdoor games in conjunction with the church wide fellowship lunch.

Our creche offered space for our little ones to be cared for while their parents worshipped and served on Sunday mornings. Our two paid creche workers, Fatima and Gul, have been faithful parts of our children's ministry.

Youth

Our youth gatherings centred around a few opportunities to serve in 2023. They began the year by preparing dinner for the guests at our Cold Weather Shelter. They made enchiladas and baked brownies, then ended the evening with some Fellowship time and eating dinner together. They also turned up when called upon to help hide Easter eggs for the children, to help set up for church luncheons, and to join in the Nativity Play.

Our youth also gathered during Holy Week to attend our Good Friday service and then to have lunch and some games in the park afterward.

In September, we sent off one of our active youth leaders to university with AIC's blessing and prayers in Sunday worship. The church gifted David with a membership to Student Christian Movement and a Bible from AIC with favourite passages marked by pastors Jennifer and Jared.

Children & Youth Together

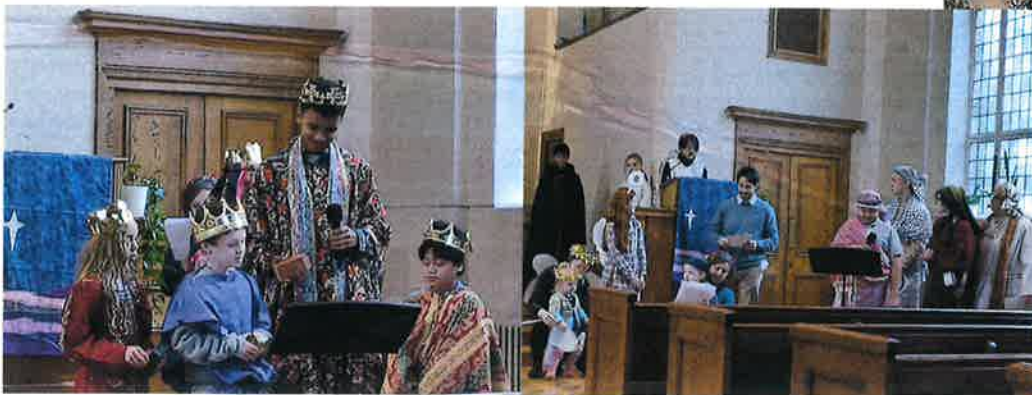
In December, our tradition of an Unrehearsed Nativity Play brought together nearly all our active children and youth. Participants included 10 children, 8 youth, and 10 adults. I offered a short reflection on the play that emphasised the truth it displayed for the church – it is unrehearsed, inclusive, and embodied. This is how God works in our world and it requires all of us.

Adults

Sunday morning Zoom Bible study has been the core adult faith formation with a group of 12 from locations from Nairobi to Zurich who consistently attended.

We are a church that is growing together as we learn and listen to the Spirit of God.

Rev. Jared Jagers
Associate Minister of Faith Formation



Annual General Meeting

Sunday, 23 April 2023

The meeting was quorate as at least 20 members were in attendance.

I. Call to Order

A. Council President Stephen Howard called the meeting to order at 12:10 pm.

1. Stephen reminded the congregation that our charter requires us to meet every Spring where we review the previous year's Annual Report, submit the current year's Budget and slate of committee members for approval as well as share a general update of what's happening at AIC and where we are as a congregation and where we are going.
2. 2022 was a busy year with increasing momentum and increasing our outreach efforts (welcome statement, jazz vespers, marketing initiatives). Stephen referred to our solid financials and that AIC's cash balance and investment account are in a good place. AIC exceeded its budget in 2022.

II. Financial Matters

A. Treasurer's Report

1. Council Treasurer Serge Ramin took the congregation through a 2022 review, reminding them about the uncertainty that surrounded the budget planning as we came out of Covid. The budget forecast had been a 20K surplus due to 100K insurance payout so effectively being an 80K loss. He also reminded the congregation that we last dipped into some of our reserves in 2021 because of this uncertainty. However our final 2022 numbers resulted in 97K surplus taking into account the 105K insurance payout and so only a 5k loss overall. Serge referred to the three-page financial handout for the detailed numbers and on the 2nd page where he lays out the reconciliation of 2022's budget vs results. Largely the results were driven by Latchcourt greatly exceeding its forecast, receiving a Camden grant and while Giving was less than expected we finalised the Foundation set-up (NB The AIC Foundation Limited was set up for US taxpayers and dual UK/US taxpayers to donate in a tax-effective way, and the account is eligible for Gift Aid) and we are starting to see the contributions come in near the end of 2022. Investments were made in personnel (new church secretary) and marketing (logo & website). In regards to maintenance, there were some savings as there was a big push in 2021 and less so in 2022. In regards to office spend, Serge said they are confident this will decrease in 2023.
2. Separate from the numbers, Serge relayed a few additional important actions that took place. Firstly, we reached a resolution with the URC regarding the contributions we make to their mission fund for the use of this building. Previously it lacked clarity as to how it was assessed. We now have agreed with the URC the way forward and agreed to their methodology, and they have agreed that the contributions we have made are in line with the obligation from their formula. Secondly, in regards to the investment account, movement is due to market changes; we haven't added or taken out funds.
3. Comment from the congregation was made about the investment account that the balance of 750 should be 980 taking into account inflation and that there is concern we are withdrawing funds at a pace that will deplete the account. Stephen reminded the congregation that the investment account was set up from sale of property to use funds for emergencies. It is the understanding that we would spend the income, not the gains, from the account. Also we have a sizable cash balance (@100K) and we will look to reinvest when markets stabilise more. Serge added that the current situation is showing some stability and putting aside any unexpected events, we do not anticipate having to dip into our funds. Without further questions, we moved onto the 2023 budget.

B. 2023 Budget

1. Council Treasurer Serge Ramin highlighted that the key themes when putting together the budget were protecting our staff (cost of living/inflation impact) and that we plan to continue investments such as jazz vespers and marketing. He walked the congregation through page three of his financial handout that shows how we get from 2022's 98K surplus to 2023's expected 2K surplus. The reconciliation is largely driven from: we expect more income from market stalls, we expect Giving to increase especially with the Foundation being fully set-up, and we won't have an insurance payout like we had in 2022. The liquidity will largely stay the same; the only big cash outlay that we plan on is the 30K loan to be repaid to URC. We will continue to assess the market situation as to whether we want to reinvest any of the cash balance.
2. Members asked questions about:

- a) Clarity around office expenses. Serge commented that these expenses were squeezed in 2020 and 2021. We need to work on expense allocation. We have done a lot of work with our accountant to streamline the procedure and monthly reconciliation. Serge took this opportunity to acknowledge the work of Munish, our accountant who has volunteered his time and service to AIC for over ten years which is a huge benefit to us and a real tangible contribution he makes to the running of the church.
 - b) Jonathan's replacement. We are assuming we will replace him so no changes in this regard in the budget numbers. In regards to the accommodation that was provided as part of the role, we will decide if we rent, sell or use it for his replacement hire.
 - c) Thanks given to Serge for his stellar work as Council Treasurer and all his efforts.
3. Stephen asked the congregation to vote to approve the 2023 Budget and this was approved by a congregational show of hands vote.

III. Election of Council and Nominating Committee Members

- A. Nominations Committee member Oliver Lewis thanked those council members who are continuing their service and particular thanks to Stephen Howard who after six years on the council is departing. He also thanked Shirley Reyes for serving on the Nomination Committee with himself. He referred the congregation to the hand-out "2023 Slate of Nominees" that lists the council changes which includes two new council members Jake and Preethi (pending their AIC membership induction which will happen in the very near future).
- B. Stephen gave thanks to the Nominating Committee and to continuing council members who are ably supported by AIC staff, and to Elodie who is stepping up into the role of President. Question was raised if Elodie will also continue in her Missions role and it was answered that the council will determine how they further allocate roles and responsibilities but that the nominating committee thought that Preethi may look to take on Mission tasks.
- C. Stephen asked the congregation to vote to approve the Slate of Nominees and this was approved by a congregational show of hands vote.
- D. Question was raised about the dates on the Slate of Nominees and it was answered that the year highlights the end of the member's three year term of which all can be renewed.
- E. Serge gave thanks to Nancy in her role of previous Treasurer, especially with the insurance payout process, and also thanks to Michelle in her continued role of Secretary for always keeping the Council on track and organised.

IV. Church Update, including activities, staff, program plans

- A. JMK observed that this July will be the completion of her 7th year at AIC. She reflected that over that time our identity has shifted from one of expats to truly international and less American and firmly we are an urban church. After seven years, we have come full circle and something new might be about to begin. We have completed some really important things this year (welcome statement, same-sex marriage, charity work finally complete after six years) and everything else in the Annual Report. Finally after getting through Covid, the ministry team felt that in September we were running our ministry and outreach as we had imagined back in 2018/9.
- B. Now we can enter a phase of learning, listening, and imagining. It's time for us to reassess and think about what's next. We don't know everything this will include but we know it includes things such as: Hire a full time person to do Jonathan's community work and for Jared to carry on with his work. Keep increasing our public witness; be more visible out front with signage. Keep thinking about what we should do so you want to invite others. Continue the Cold Weather Shelter and refugee program (move forward by end of Summer). And keep looking at our ecological impact and accessibility. We are headed to a season of exploration; it's exciting to do it together.
- C. She gave thanks to AIC staff including Chris, Monty, Jared, Scott, and each Council member and many thanks to Stephen for the last six years.
- D. Any other Business? No

V. Closing Prayer and Adjournment

- A. JMK closed the meeting in thankful prayer at 12:57pm.







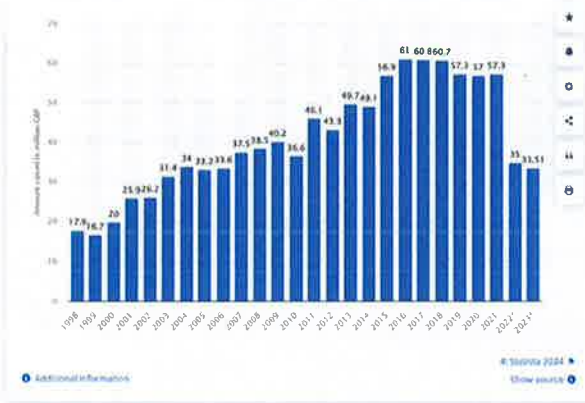
Treasurer's Report

Background

The UK Charitable Sector has been hit extremely hard by the economic downturn and pressure on consumer finances.

Economy & Politics • Economy

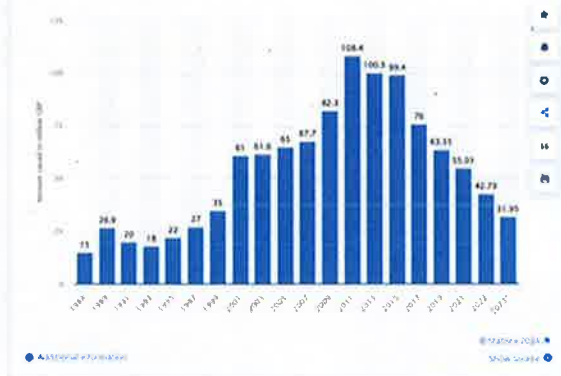
Amount raised by Children in Need in the United Kingdom from 1998 to 2023
(in million GBP)



Amount raised by Children in Need in the UK 1998-2023

Economy & Politics • Economy

Amount raised by the Comic Relief charity's Red Nose Day event from 1988 to 2023
(in million GBP)



Amount raised by Red Nose Day in the UK 1988-2023

From 2023 Budget to 2023 Estimated Result

Amount	Item	Year	Explanation
GBP 3K	Budget Result Forecast	2023	-
(17)K	Gift Aid vs. Budget	2023	Giving flat y-o-y, thanks to amazing support from the Congregation. Lower Gift Aid is due to growing pains with new charitable foundation set-up
(23)K	Latchcourt Revenues vs. Budget	2023	Over-optimistic assumptions (Stalls+Rooms) + Impact of switch to Accruals (Rooms), mitigated by utility recoveries. Latchcourt revenues, measured on an accruals basis, were up c. 3% y-o-y between 2022 and 2023.
(15)K	Personnel vs. Budget	2023	Investment in Music programme (Vespers etc...)
(28)K	Legal / Support Costs vs. Budget	2023	Property issue; staff support.
(20)K	Maintenance One-Offs	2023	Installation of new fire doors; boiler repairs.
(5)K	Other items	2023	-
(108)K	Total 2023 Negatives vs. Budget	2023	-
GBP (105)K	Estimated 2023 Result		We recognize that AIC is not insulated from the overall UK economy, and that charitable giving in the UK has been hit especially hard. In this context, we recognize the huge contribution of the congregation and we are grateful for everyone's support.

From 2023 Estimated Budget to 2024 Budget

Amount	<u>Ite m</u>	Year	Rationale
GBP (105)K	<u>Adjusted 2023 Result</u>	2023	Rationale
+33K	Reduction in Marketing / Legal Spend vs. 2023	2024	Reversion to normal (Marketing / Legal)
+26K	Latchcourt Income Growth	2024	Projecting 5% underlying growth in revenues (Inflation)
+15K	Net Stuart Towers Rental Income	2024	Low risk tenant secured
+15K	Reduction in discretionary spend on facilities	2024	Boiler behaves (hopefully)
+6K	Growth of Giving	2024	Giving grows in line with inflation
+4K	URC Rent Reduction	2024	Negotiated (as per formula); results from fall in Giving.
+4K	Other items	2024	
+103K	<u>Total Positives for 2024</u>		
(16)K	Personnel / Cost Inflation AIC	2024	5% for Staff & AIC continues to offer London Living Wage; 5% Inflation
(15)K	Camden Council Refugee Grant (Not renewed)	2024	New Community Engagement and Volunteer Coordinator is looking at potential sources of funding.
(7)K	Personnel / Cost Inflation Latchcourt	2024	Same as AIC
(3)K	Other	2024	
(41)K	<u>Total Negatives for 2024</u>		
GBP (43)K	<u>2024 Budget</u>		2024 Budget assumptions are more conservative vs. 2023, consistent with economic challenges. Investment to grow congregation and serve the community is maintained. Projected shortfall does not jeopardize AIC's solvency. The AIC reserve position remains comfortable.

AIC Reserves (Cash + Investments) 2023

Position	Item	Date	
+157K	Cash in Bank (AIC + Latchcourt)	31/12/2022	
+795K	Investment Account AIC	31/12/2022	
GBP 952K	Est. AIC Balance Sheet Reserves	31/12/2022	Nearly GBP 1 million in liquidity and reserves.
(128)K	Estimated AIC 2023 Result	2023	
(50)K	Proceeds from Sale of Investments	2023	
+79K	Est. Investment Appreciation during Year	2023	
(99)K	Total Reduction in Reserves during	2023	
2023			
+31K	Inc. Latchcourt Accruals (Advance Pay-	2023	
ments)			
+75K	Cash in Bank (AIC + Latchcourt)	31/12/2023	
+809K	Est. Investment Account AIC	Est. 31/12/2023	GBP 844K Valuation as of 4 March 2024
+GBP 884K	Est. AIC Balance Sheet Reserves	31/12/2023	Despite 2023 Operating Loss, funded partly from sale from Investment Account, AIC has more than GBP 900K in liquidity and reserves.

Treasurer's Message

In difficult times, we persevere, with your support!

GBP (105)K shortfall

GBP (108)K worse than Budget

Largely due to unexpected costs, over-optimistic assumptions for Latchcourt / accruals

But Giving was flat y-o-y, underlining the amazing support from the congregation and the positive impact of the relaunch post-covid

The financial position remains comfortable, thanks to the strong reserve position.

We are cautiously optimistic for 2024, and hope to reduce the deficit to GBP (43)K.

I believe that the work done by the AIC team on the relaunch after Covid, the work done with AIC staff and Latchcourt on systems and processes, and the investment in building the URC relationship, is having a positive impact.

Latchcourt Forward Booking Calendar and Activity Trend

As of 17 March 2024, for FY 2024, Latchcourt has received bookings equivalent to close to the full FY 2022 revenues, and 63% of 2023 Revenues.

2024 March results – unexpected cancellation – show that Latchcourt results remain volatile.

Latchcourt Room Booking Activity

Row Labels	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec (blank)	Grand Total
FY 22		9650	5814.6	11195	15205	22900	5980	20810	21585	30860	17855	9375	171229.6
Choir Room		2185	798	2030	3930	2720	2085	2700	5475	3850	6575	1505	33853
Club Room		1460	1026.6	2100	4505	6270	500	730	7850	8805		1095	34341.6
Conference Room					720		750		245	1120	865	200	3900
Main Hall		5755	1190	570	4600	11340	2185	16930	6315	17085	10115	6175	82260
North Tower			2300	1800		2510	80		110			200	7000
Sanctuary			250	595	450	60	380	450	1470		300	200	4155
Upper Vestibule		250	250	500	1000				120				2120
William Carey				3600									3600
FY 23	30575	18770	15765	29060	24465	24200	20885	29120	16095	33515	21580	18645	282675
Choir Room	2985	3055	2125	3125	4060	2715	2835	7185	3065	3865	3245	1360	39620
Club Room	3505	3525	4760	9640	6575	6610	3415	4425	4570	8095	6325	1410	62855
Conference Room	1395	7670		950	330	125	645	100		80	180	790	12265
Main Hall	20280	4370	8330	13965	11840	13470	13670	17410	7110	20580	11030	14335	156390
North Tower	790			150	610	950	75			245	150	750	3720
Sanctuary	1620	150	300	480	300	330	245		1350	650			6075
Upper Vestibule			250	750	750								1750
FY 24	37045	29065	1570	35805		33365	650	39210					176710
Choir Room	7030	2700	400	3975				5750					19855
Club Room	4825	7505	555	1370		7850		8395					30500
Conference Room		930											930
Main Hall	23310	17855		29750		25515		25065					121495
North Tower	220	75	165										460
Sanctuary	1660		450	710			650						3470

2023 Leadership Team

Ministry Team

Jennifer Mills-Knutsen, *Senior Minister*
Jared Jagers, *Associate Minister*
Scott Stroman, *Director of Worship and Music*

Church Staff

Monty Strikes, *Business Manager*
Chris Omaweng, *Office Manager*
Alex Brown, *Soup Kitchen Director*
Jonathan Miller, *Community Minister* (through March 5)
Brooke Rowan, *Community Engagement and Volunteer Coordinator* (from 1 October)
Munish Khanna, *Accountant*
Gul Erdogan and Fatima Kammiri, *Crèche*
Clive Munro, *Security*
Malina Metodieva, *Cleaning*

Receptionists

Rosie Armstrong
Amanda Bellamy
Orlando Brooke
Sophie Brooke
Michelle Buttery
Manuel Cervantes (through August 31)
KD Choi
Sabine Jorge
Rachel Rowland
Anthony Singh (from February 6)

Church Council

Elodie Lasserre, *President*
Michelle Miller, *Secretary*
Serge Ramin, *Treasurer*
Emily Dema, *Membership and Outreach*
Nicole Joffe, *Personnel and Fellowship*
Tangy Morgan, *At Large*
Preethi John
Jake Penny

Nominating Committee

Oliver Lewis
Shirley Reyes
Stephen Howard



American International Church

You are welcome here.

You can belong here, without exception or condition.
Your whole self matters to God **and** to us.

The American International Church is a community of many races, languages, cultures, faith traditions, nationalities, ages, genders, abilities, financial circumstances, and sexual identities.

Following Jesus, we work to be inclusive, accessible, and open to all.

Here, you can

- form friendships
- serve others
- search for truth and meaning
- work for justice
- cultivate compassion
- find forgiveness
- share grace
- grow in faith
- and in all things, discover God's love.

You can join in a little or a lot,
for a day or a lifetime,
with abundant faith and abundant doubt.

You are welcome here.

79A Tottenham Court Road
London W1T 4TD
020 7580 2791

<https://amchurch.co.uk> | info@amchurch.co.uk
A Congregation of the United Reformed Church

Accounts

American International Church Trustees' Report for The Year Ending 31st December 2022

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISORS FOR THE YEAR ENDING 31ST DECEMBER 2022

Trustees

Stephen Howard, President
Serge Ramin, Treasurer
Michelle Miller, Secretary
Emily Dema
Rev. Jared Jaggers
Nicole Joffe
Elodie Lasserre
Rev. Jennifer Mills-Knutsen
Tangy Morgan

Charity Registered Number

1188087

Principal Office

The American International Church
79A Tottenham Court Road
London
W1T 4TD

Independent Examiner and Accountants

Brayan & Spencer Associates Ltd
25 Leeming Road
Borehamwood, Hertfordshire
WD6 4EB

Bankers

HSBC plc	Barclays Bank plc
196 Oxford Street	15-17 Tottenham Court Road
London W1D 1NT	London W1T 4BJ

BMO (now Columbia Threadneedle)
PO Box 9040
Chelmsford, Essex CM99 2XH

American International Church Trustees' Report for The Year Ending 31st December 2022

The Trustees present their annual report together with the financial statements of the Charity for the period 1st January 2022 to 31st December 2022 and confirm that they comply with the requirements of the Charities Act 2011, the Charity's Bylaws, and the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP 2015).

OBJECTIVES & ACTIVITIES

A. Our Aims & Objectives

The objects of the American International Church are to advance the Christian faith for the benefit of the public by providing for the worship of God, the study of faith and scriptures, the development of Christian community and such other activities that may advance the Kingdom of God.

B. Activities for Achieving Objectives

See subsequent pages for detailed narrative of this year's activities.

C. Public Benefit

In setting these aims and activities, the Trustees have had due regard to the Charity Commission's guidance on public benefit. See subsequent pages for detailed narrative of this year's activities and demonstrated public benefit.

D. Volunteers

As a church, our work is led by a host of volunteers. From serving as Trustees to singing in the choir to serving at the Cold Weather Shelter to organising small group meals to teaching children, volunteers are involved at every level of our organisation.

We pay special attention to the recruitment, supervision and training of volunteers who serve as Trustees or work with children and vulnerable adults, including requiring safeguarding training.

E. Grantmaking

Grantmaking forms a small part of the charity's overall operations and mission. We offer small financial support to organisations with whom we partner in outreach and mission. Those organisations and amounts for 2022 are listed below.

C4WS Homeless Project £1,500
World Harvest Mission £1,500
International Justice Mission £1,500
Health Outreach to the Middle East £1,500

American International Church Trustees' Report for The Year Ending 31st December 2022

ACHIEVEMENTS & PERFORMANCE

A. Review of Activities

See subsequent pages for detailed narrative of this year's activities.

FINANCIAL REVIEW

A. Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

B. Financial Summary and Reserves Policy

See the final pages of the Annual Report for the Treasurer's report on these matters.

STRUCTURE, GOVERNANCE AND MANAGEMENT

A. Constitution

The charity is governed by its Articles of Incorporation, which were filed on 28 June 2019.

B. Method of Appointment of Election of Trustees

The Charity's management is the responsibility of the Trustees, who are elected and co-opted under the terms of the Articles of Association. Trustees undergo a selection process via the Nominating Committee of the Charity, and are elected at the Annual General Meeting by all members. New trustees are given a full induction to the Charity and their responsibilities under Charity Law, including safeguarding training and adherence to our Code of Conduct.

C. Disclosure of Paid Trustees

The Charity has two Trustees who are paid members of the staff: Rev. Jennifer Mills-Knutsen, Senior Minister and Rev. Jared Jagers, Associate Minister. They do not ever form a majority of the trustees, and they recuse themselves from all conversations reviewing their salaries, which are approved separately by the other Trustees. The provisions for their status as Ex Officio Trustees is governed by the Articles of Incorporation. Salaries are reviewed annually, and in line with fair market rates for similar positions.

American International Church Trustees' Report for The Year Ending 31st December 2022

The Rev. Jennifer Mills-Knutsen was paid a salary of £53,093.90 in 2022. Benefits including tuition for her child and travel reimbursement totalled £16,025.44, and pension and life insurance totalled £2,832. In addition, she lives in church-owned accommodation, which is not counted as a benefit because it is a requirement of her employment.

The Rev. Jared Jagers was paid a salary of £44,235.81 in 2022.

D. Disclosure of Expenses Paid to Trustees

The two ministers who serve as Trustees receive expenses. Most qualify as routine out-of-pocket expenses and are paid to third parties via a church-owned credit card. One category that requires special disclosure is entertainment costs (usually food and drink for church events or meals), which totalled £1,998.

E. Employees and Staff Costs

The church employed four full-time and three part-time staff throughout 2022.

The total costs for all staff were £281,966.

F. Report of Latchcourt Limited, Subsidiary Charitable Corporation

Latchcourt Limited is registered with Companies House as a charitable company. The entirety of Latchcourt shares are owned by the American International Church. The entire net proceeds from Latchcourt are gifted to the church, as it functions as the hiring agent for booking space at the American International Church. Latchcourt has eleven part-time staff.

ORGANISATIONAL STRUCTURE AND DECISION-MAKING

The Church Council acts as Trustees. They meet monthly to review the program and finances; set and approve policy, oversee the church's vision and direction, and ensure best practices of governance and management, in accordance with the Articles of Incorporation and Regulations of the Charity.

Some decisions require approval of the Membership of the American International Church. The congregation meets at least once a year to receive the Annual Report, approve the budget, elect new Trustees and address any other business.

The Council delegates the day-to-day operations of the church to the Senior Minister as head of staff, along with other staff and committees.

PLANS FOR FUTURE PERIODS

See subsequent pages for detailed narrative of plans for next year's activities.

American International Church Trustees' Report for The Year Ending 31st December 2022

This report was approved by the Trustees, on 24 OCT 2023 and signed on their behalf by:

A handwritten signature in blue ink, appearing to read "Jen J Mills-Knutsen", written over a horizontal line.

Rev. Jennifer Mills-Knutsen, Senior Minister and Trustee

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 December 2022
for
American International Church

Contents of the Financial Statements
for the Year Ended 31 December 2022

	Page
Report of the Trustees	1
Independent Examiner's Report	2
Statement of Financial Activities	3
Statement of Financial Position	4 to 5
Statement of Cash Flows	6
Notes to the Statement of Cash Flows	7
Notes to the Financial Statements	8 to 13
Detailed Statement of Financial Activities	14

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2022. The trustees have adopted the provisions of 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).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

12074982 (England and Wales)

Registered Charity number

1188087

Registered office

Trustees

Stephen Lee Howard
Jared JAGGERS (appointed 20.3.22)
Nicole Elizabeth JOFFE
Elodie LASSERRE
Michelle MILLER
Rev. Jennifer Mills-Knutsen
Tangy MORGAN
Serge Patrick RAMIN
Emily Dema (appointed 20.3.22)

Company Secretary

Independent Examiner

Brayan and Spencer Associates Limited
25 Leeming Road
Borehamwood
WD6 4EB

24
Approved by order of the board of trustees on 16 October 2023 and signed on its behalf by:

Rev. Jennifer Mills-Knutsen - Trustee

Independent Examiner's Report to the Trustees of
American International Church

Independent examiner's report to the trustees of American International Church ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (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 the 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 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.

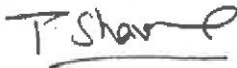
Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified 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 the 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.



Pat Sharma
The Association of Chartered Certified Accountants

Brayan and Spencer Associates Limited
25 Leeming Road
Borehamwood
WD6 4EB

10 October 2023

American International Church

Statement of Financial Activities
for the Year Ended 31 December 2022

	Notes	Unrestricted funds £	Restricted fund £	31.12.22 Total funds £	31.12.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	471,281	18,130	489,411	342,688
Investment income	3	20,570	-	20,570	15,901
Other income		105,799	-	105,799	-
Total		<u>597,650</u>	<u>18,130</u>	<u>615,780</u>	<u>358,589</u>
EXPENDITURE ON					
Charitable activities	4				
Charitable Activities		<u>519,300</u>	<u>-</u>	<u>519,300</u>	<u>464,870</u>
NET INCOME/(EXPENDITURE)		<u>78,350</u>	<u>18,130</u>	<u>96,480</u>	<u>(106,281)</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		1,245,265	14,377	1,259,642	1,365,923
TOTAL FUNDS CARRIED FORWARD		<u>1,323,615</u>	<u>32,507</u>	<u>1,356,122</u>	<u>1,259,642</u>

The notes form part of these financial statements

American International Church

Statement of Financial Position

31 December 2022

	Notes	Unrestricted funds £	Restricted fund £	31.12.22 Total funds £	31.12.21 Total funds £
FIXED ASSETS					
Tangible assets	7	181,012	-	181,012	181,012
Investments	8	1,016,386	-	1,016,386	987,859
		<u>1,197,398</u>	<u>-</u>	<u>1,197,398</u>	<u>1,168,871</u>
CURRENT ASSETS					
Debtors	9	50,282	-	50,282	36,571
Cash at bank		123,450	32,507	155,957	101,715
		<u>173,732</u>	<u>32,507</u>	<u>206,239</u>	<u>138,286</u>
CREDITORS					
Amounts falling due within one year	10	(14,515)	-	(14,515)	(14,515)
		<u>159,217</u>	<u>32,507</u>	<u>191,724</u>	<u>123,771</u>
NET CURRENT ASSETS					
		<u>159,217</u>	<u>32,507</u>	<u>191,724</u>	<u>123,771</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,356,615</u>	<u>32,507</u>	<u>1,389,122</u>	<u>1,292,642</u>
CREDITORS					
Amounts falling due after more than one year	11	(33,000)	-	(33,000)	(33,000)
		<u>1,323,615</u>	<u>32,507</u>	<u>1,356,122</u>	<u>1,259,642</u>
NET ASSETS					
		<u>1,323,615</u>	<u>32,507</u>	<u>1,356,122</u>	<u>1,259,642</u>
FUNDS	12				
Unrestricted funds				1,323,615	1,245,265
Restricted funds				32,507	14,377
TOTAL FUNDS				<u>1,356,122</u>	<u>1,259,642</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

Statement of Financial Position - continued
31 December 2022

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

The financial statements were approved by the Board of Trustees and authorised for issue on ²⁴10 October 2023 and were signed on its behalf by:



Jennifer Mills-Knutsen - Trustee

American International Church

Statement of Cash Flows

for the Year Ended 31 December 2022

	Notes	31.12.22 £	31.12.21 £
Cash flows from operating activities			
Cash generated from operations	1	82,769	(83,640)
Net cash provided by/(used in) operating activities		<u>82,769</u>	<u>(83,640)</u>
Cash flows from investing activities			
Purchase of financial investments		(28,527)	-
Sale of financial investments		-	60,728
Net cash (used in)/provided by investing activities		<u>(28,527)</u>	<u>60,728</u>
Change in cash and cash equivalents in the reporting period		<u>54,242</u>	<u>(22,912)</u>
Cash and cash equivalents at the beginning of the reporting period		<u>101,715</u>	<u>124,627</u>
Cash and cash equivalents at the end of the reporting period		<u><u>155,957</u></u>	<u><u>101,715</u></u>

The notes form part of these financial statements

Notes to the Statement of Cash Flows
for the Year Ended 31 December 2022

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.12.22	31.12.21
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	96,480	(106,281)
Adjustments for:		
(Increase)/decrease in debtors	(13,711)	27,446
Decrease in creditors	-	(4,805)
Net cash provided by/(used in) operations	<u>82,769</u>	<u>(83,640)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.22	Cash flow	At 31.12.22
	£	£	£
Net cash			
Cash at bank	101,715	54,242	155,957
	<u>101,715</u>	<u>54,242</u>	<u>155,957</u>
Total	<u>101,715</u>	<u>54,242</u>	<u>155,957</u>

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. DONATIONS AND LEGACIES

	31.12.22	31.12.21
	£	£
Donations latchcourt	355,421	193,626
Donations	115,860	139,833
Gifts - Restricted	18,130	9,229
	<u>489,411</u>	<u>342,688</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2022

3. INVESTMENT INCOME

	31.12.22	31.12.21
	£	£
Investment Income	20,570	15,901

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs £
Charitable Activities	519,300

5. TRUSTEES' REMUNERATION AND BENEFITS

The Charity has two Trustees who are paid members of the staff: Rev. Jennifer Mills-Knutsen, Senior Minister and Rev. Jared Jagers, Associate Minister. They do not ever form a majority of the trustees, and they recuse themselves from all conversations reviewing their salaries, which are approved separately by the other Trustees. The provisions for their status as Ex Officio Trustees is governed by the Articles of Incorporation. Salaries are reviewed annually, and in line with fair market rates for similar positions.

The Rev. Jennifer Mills-Knutsen was paid a salary of £53093.90 in 2022. Benefits including tuition for her child and travel reimbursement totalled £16025.44, and pension and life insurance totalled £2,832. In addition, she lives in church-owned accommodation, which is not counted as a benefit because it is a requirement of her employment.

The Rev. Jared Jagers was paid a salary of £44235.81 in 2022.

Trustees' expenses

The two ministers who serve as Trustees receive expenses. Most qualify as routine out-of-pocket expenses and are paid to third parties via a church-owned credit card. One category that requires special disclosure is entertainment costs (usually food and drink for church events or meals), which totalled £1,998.

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	333,459	9,229	342,688
Investment income	15,901	-	15,901
Total	349,360	9,229	358,589
EXPENDITURE ON			
Charitable activities			
Charitable Activities	464,870	-	464,870
NET INCOME/(EXPENDITURE)	(115,510)	9,229	(106,281)
RECONCILIATION OF FUNDS			
Total funds brought forward	1,360,775	5,148	1,365,923

Notes to the Financial Statements - continued
for the Year Ended 31 December 2022

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted fund £	Total funds £
TOTAL FUNDS CARRIED FORWARD	<u>1,245,265</u>	<u>14,377</u>	<u>1,259,642</u>

7. TANGIBLE FIXED ASSETS

	Long leasehold £
COST	
At 1 January 2022 and 31 December 2022	<u>181,012</u>
NET BOOK VALUE	
At 31 December 2022	<u>181,012</u>
At 31 December 2021	<u>181,012</u>

8. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1 January 2022	987,859
Additions	28,527
At 31 December 2022	<u>1,016,386</u>
NET BOOK VALUE	
At 31 December 2022	<u>1,016,386</u>
At 31 December 2021	<u>987,859</u>

There were no investment assets outside the UK.

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.22 £	31.12.21 £
Trade debtors	33,815	24,815
Other debtors	16,467	11,756
	<u>50,282</u>	<u>36,571</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2022

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.22	31.12.21
	£	£
Trade creditors	14,515	14,515

11. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	31.12.22	31.12.21
	£	£
Other creditors	33,000	33,000

12. MOVEMENT IN FUNDS

	At 1.1.22	Net movement in funds	At 31.12.22
	£	£	£
Unrestricted funds			
General fund	1,245,265	78,350	1,323,615
Restricted funds			
Restricted Fund	14,377	18,130	32,507
TOTAL FUNDS	<u>1,259,642</u>	<u>96,480</u>	<u>1,356,122</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	597,650	(519,300)	78,350
Restricted funds			
Restricted Fund	18,130	-	18,130
TOTAL FUNDS	<u>615,780</u>	<u>(519,300)</u>	<u>96,480</u>

Comparatives for movement in funds

	At 1.1.21	Net movement in funds	At 31.12.21
	£	£	£
Unrestricted funds			
General fund	1,360,775	(115,510)	1,245,265
Restricted funds			
Restricted Fund	5,148	9,229	14,377
TOTAL FUNDS	<u>1,365,923</u>	<u>(106,281)</u>	<u>1,259,642</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2022

12. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	349,360	(464,870)	(115,510)
Restricted funds			
Restricted Fund	9,229	-	9,229
TOTAL FUNDS	<u>358,589</u>	<u>(464,870)</u>	<u>(106,281)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.21 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	1,360,775	(37,160)	1,323,615
Restricted funds			
Restricted Fund	5,148	27,359	32,507
TOTAL FUNDS	<u>1,365,923</u>	<u>(9,801)</u>	<u>1,356,122</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	947,010	(984,170)	(37,160)
Restricted funds			
Restricted Fund	27,359	-	27,359
TOTAL FUNDS	<u>974,369</u>	<u>(984,170)</u>	<u>(9,801)</u>

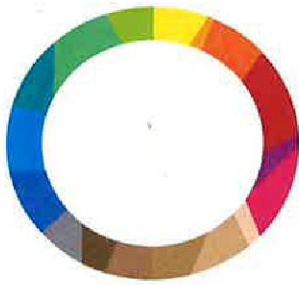
13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2022.

American International Church

Detailed Statement of Financial Activities
for the Year Ended 31 December 2022

	31.12.22 £	31.12.21 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations latchcourt	355,421	193,626
Donations	115,860	139,833
Gifts - Restricted	18,130	9,229
	489,411	342,688
 Investment income		
Investment Income	20,570	15,901
 Other income		
Insurance Proceeds	105,799	-
Total incoming resources	615,780	358,589
 EXPENDITURE		
Charitable activities		
Bank Charges	1,370	140
Activities	60,397	39,754
Church	98,438	145,166
Insurance	10,583	13,668
Travelling	6,977	3,760
Office Expenses	35,922	17,595
Legal Fees	10,061	10,656
Manse 1 - Parkhill	3,948	17,985
Manse - Stuart Tower	7,362	4,938
Office Equipment Maintenance	2,087	888
Personnel	281,966	209,475
Health & Safety	189	845
	519,300	464,870
 Total resources expended		
	519,300	464,870
 Net income/(expenditure)		
	96,480	(106,281)



American
International
Church

At the Whitefield Memorial Church
79A Tottenham Court Road, London W1T 4TD

020 7580 2791 | www.amchurch.co.uk
A Congregation of the United Reformed Church

2022 Annual Report



Church Council President's Report

It has been a busy and exciting time at the American International Church. Here is some of what I see when I look back at our church year for 2022.

As we continue to emerge from the COVID pandemic, church programs have returned with enthusiasm and momentum lead by our outstanding pastoral team.

Our efforts to make AIC inclusive, accessible and open to all has borne fruit with the finalisation of our new inclusivity and welcome statement. It recognises that AIC is a community of many races, languages, cultures, faith traditions, nationalities, ages, genders, abilities, financial circumstances and sexual identities.

Our finances continue to improve from the challenging times during COVID and as we now face increased inflation pressures, our financial health remains solid and our behaviour prudent.

We continue to grow our ministries through new offerings such as Jazz Vespers.

We have finalised the restructure AIC and the transition to our new structure to comply with both UK charity law and US tax requirements.

We successfully resolved matters with our insurance provider on the business interruption clauses related to the COVID lockdown and cessation of activity at our trading and rental subsidiary Latchcourt.

Our marketing team continues to work on getting the messages of AIC out in the community including work on our logo, website and social media presence.

Our work in the community including the Soup Kitchen, Cold Weather Shelter and our new Refugee Befriending Program provide vital community support.

You will see in the report below more detail on what is going on with music, teaching, missions, faith formation, community activities and the vital working parts of our church family here. On behalf of the whole church council, I can only say how thankful we all are for how God's presence in our own lives is leading all of us to work to show God's presence in our community.

Stephen Howard
Church Council President

Membership and Outreach

This year we have found new and renewed ways of reaching out to our neighbours and neighbourhood, and it has made 2022 an exciting time for the expansion of our community.

Near the beginning of the year, our efforts to become a more inclusive congregation enabled us to invite more people into our community with a deeper and more holistic welcome. Some new visitors found us and members joined us because they had been searching for a spiritual home where they were fully embraced and affirmed without qualifications based on sexual identities. You'll now find our new statement of welcome & inclusion on the back of every bulletin that represents who we are becoming together, "You can belong here, without exception or condition. Your whole self matters to God and to us."

We have also expanded our worship ministry with Jazz Vespers services that began in September and have become a key event to invite newcomers. Each month in the autumn, we welcomed around 40 people with about half that number attending without any prior connection to AIC. Whether they saw our sign on the pavement, found us on Eventbrite, or simply hear the music during rehearsal, it has been a terrific way of welcoming the surrounding community into participation in our spiritual life.

We should note that our membership numbers have been maintained throughout the year and our regular attendance recovered throughout the year from our low during the COVID-19 pandemic. We hosted multiple luncheons to welcome newcomers, we added 28 new attenders and we returned to our historic pattern of sending off some of our people who are moving across the world with our blessing. Our community continues to be a lively and growing place where people of various backgrounds find home together.

Emily Dema
Church Council, Membership & Outreach

Rev. Jared Jagers
Associate Minister of Faith Formation

Senior Minister's Report

Now to him who by the power at work within us is able to accomplish abundantly far more than all we can ask or imagine, to him be glory in the church and in Christ Jesus to all generations, for ever and ever. Amen. –Ephesians 3:20-21

The American International Church has “accomplished abundantly” during 2022, but only by the power and grace of God at work within us. Looking back on the year, it’s hard to remember that we started still under strict COVID Plan B guidance. While we were allowed to gather, our community chose to proceed with caution, continuing to wear face coverings, avoid indoor social gatherings and keep most staff working from home. Only after Easter did we begin to approach a new normal in planning activities. The Soup Kitchen waited until June to resume their dining-in service. The rest of the year rebuilt after a two-year disruption.

Even so, we did not wait out the pandemic in idyll. Not only did our relationships deepen and our worship flourish (even if sometimes only online), we moved forward with major efforts to help our church grow and reach out to better serve our community. Together, we can look back on 2022 as a year of “abundant accomplishments,” even as we continue the work in 2023.



Worship

It’s odd to talk about worship as an accomplishment, because the object is to open our hearts before God. The effort is ours, but the accomplishment and the glory belong to God. Even so, I am proud of the extra effort of our worship team (Jared, Jonathan, Scott and I) this year, always offering our best to God and to the AIC community. Our themes this year unfolded from the experience of regathering and rebuilding, and the importance of worship and music in our faith.

The year began with a series on the meaning of worship itself, “Shape of Worship, Shape of Our Lives.” This led into Haydn’s “Mass in Time of Anxiety,” the Nelson Mass, led by our choir and appropriate to our anxious days living with COVID and the start of war in Ukraine. Lent began with Ashes-to-Go and outdoor worship on Ash Wednesday, then “Gathered by Grace,” contemplating stories of forgiveness, welcome and hope as we began to reflect as a community on our work around inclusion. During Eastertide, the choir and City Bach Collective shared a Bach Oratorio. Our summer series invited people to share their favourite hymns, with one chosen each week as the subject of the Sunday sermon.

With the autumn, we saw the launch of our first full program year in two years, and added in some significant new offerings designed to reach more people in our community. In mid-September, our online worship got an upgrade for livestreaming, with new equipment installed to make this ministry sustainable for the future. Jared Jaggers led this project, with support and help from Scott Stroman, Monty Strikes, Andrew Nartey and Michael Brantley. September also launched a new monthly Jazz Vespers service, led by Jared and Scott, which has attracted many new people from the neighbourhood.

The autumn had foreboding news of the cost-of-living crisis, inflation and heating prices skyrocketing. We looked at the book of Numbers with a series on “In This Together,” inviting us to work together whatever crisis we might face. The year ended with a celebrated return to St. Paul’s Cathedral, to the Nativity Play, and Christmas Eve and Christmas Day services.

Community

The end of the long season of social distancing created a need to reconnect. Many new people began attending AIC during the pandemic, and we needed to help them form friendships and a sense of community. Jared Jaggers and Nicole Joffe led this work, organising fellowship events every month in the summer and autumn. The summer picnics attracted larger groups than ever before, and the after-church lunches created a sense of community connection we had all been craving.

At last in the second half of 2022, we were able to host gatherings at the manse again. We hosted garden barbecues for the AIC choir and young professionals groups, opened our family table for Thanksgiving with 13 in attendance, and had 80 people come for Christmas at the Manse. My special thanks to my family, Josh and Benjamin, who worked very hard to make these gatherings possible at our home.

Facing Outward

In the corporate world, we might think about this as marketing, branding or advertising. In the church world, we can still use those terms, but to them we add evangelism (extending the love of Christ to all), invitation (asking people to be a part of our community), and witness (speaking publicly about justice and faith). I’ve grouped all these together under the heading “Facing Outward,” because I think they represent some of our most significant accomplishments in 2022.

Welcome and Inclusion

In the autumn of 2021, public conversations began about taking a clear and bold step of welcome and inclusion, including race, nationality, gender, culture and the LGBTQ+ community. Led by Elodie Lasserre with Jared Jaggers and Jonathan Miller, the Council and congregation considered the critical step of a vote to authorise same-sex as well as opposite sex weddings. However, consensus

emerged that this decision should arise from our wider commitment to being a diverse and welcoming community, in the way of Jesus. Along with Elodie, Jared and Jonathan, a new team including Megan Staley, Shirley Reyes, David Aisa Miller, Laura Chase, Elisabeth Paulson, Oliver Lewis, and Stuart Brown met to think through a faithful expression of our values. I worked with the team to turn their ideas into a draft and facilitate an editing process. The Welcome Statement and vote to authorise same sex weddings both happened at the AGM in March, and passed with overwhelming support.

Throughout this process, I engaged in multiple one-on-one and small group meetings with individuals who had concerns about this process—both those passionately in support and firmly against. While we did have a few members decide to leave AIC as a result, we were able to reach a decision without rancour and hold one another in love.

While we have not yet booked our first same-sex wedding, the Welcome Statement has made a significant impact. At the American School in London open house, more people talked to us than ever before, because they saw our statement. When people visit events in the sanctuary, they take copies with them and talk about feeling seen and recognised for the first time. Latchcourt clients initiate conversations about what it means to be a church with this kind of welcome.

Marketing & Branding

Our outstanding Marketing Team of Anne Beitel Thomas, Nicole Joffe, Zena Martin and Hannah Jagers accomplished a great deal this year. The group drafted a creative brief, based on 2021 survey results, then researched and interviewed prospective firms before choosing Speed Marketing Agency to develop a new logo, branding and web design.

In July, I helped organise two teams to meet with Speed to provide input and feedback to shape our brand and website. Many thanks to all who participated in these meetings: Oliver Lewis, Serge Ramin, Rob Thomas, Catey Gans, Beth Reyes, Jono Eysers, Emily Dema, Sam Toney, Andrew Nartey, Myra Bernardi, Daniel Aisa Miller, Hannah Jagers, Jonathan Miller and Jared Jagers. Speed received input from 17 individuals from 15 households, across a wide array of AIC programs and communities.

The new logo was shared publicly with the AIC congregation in September, and we worked throughout the autumn to change all of our print materials, interior signage and online communications. The website content, design, site map and overall look were agreed in November, with delivery of the final site templates in 2023.

Death of Her Majesty Queen Elizabeth II

I made plans for this sad occurrence in 2020, which meant we had items on hand and we were prepared to respond in ways appropriate to our place as an international community. We opened the sanctuary for prayer and hosted a public condolence book signed by people from AIC, Chinese Lutheran Church, Soup Kitchen and Latchcourt. I sent a pastoral letter and adapted the Sunday worship service. I also served as a "Chaplain to the Queue" during the period of national mourning when the Queen rested at Westminster Palace. This included multiple international media interviews. I also represented AIC by speaking at a multi-faith remembrance service at Southwark Cathedral.

Keeping Our House in Order

The administrative work at AIC continued apace.

While we launched our new UK charity and bank accounts in autumn 2021, there was still significant migration work to happen. In mid-2022, we finally received confirmation from the IRS that our new status and classification had happened, the final step in the approval process. We worked with a solicitor to shift the manse ownership, transferred regular banking tasks and credit cards, moved Latchcourt ownership, closed and re-opened our Home Office Sponsors License for visas, created policies and MOU for the AIC Foundation and completed our first grant application. Huge thanks to Chris Omaweng, Scott James, Melissa Janssen and Stephen Howard for their work in this endeavour.

Our new charity status required numerous additional policies to confirm to Charity Commission best practices. Working with Tangy Morgan and Serge Ramin, we drafted a Reserve and Investment Policy and an Internal Financial Controls policy. I drafted a new security policy for sanctuary use by outside groups, and created appropriate forms and infrastructure. Nicole Joffe and I began the review process for our Personnel Policy and staff handbook. I also drafted a set of wedding guidelines. All have been reviewed and approved by Council, and I have created a schedule for all policies to be reviewed annually.

In addition, I worked at length to secure the COVID business interruption claim, with Monty and the Thames North URC to draft new leases for our market traders, and with Serge, Tangy and the Thames North URC Resources Committee to negotiate a new structure for our payments related to occupying their building.

Looking Ahead

Turning to 2023, I am hoping our message of welcome and inclusion expands to be one of bold invitation, as we reach out to invite others to be part of AIC. I trust that our work of organising and administration positions our ministry to be sustainable, transparent and full of integrity. I pray that God will send us yet more people looking for community, connection and Christ through AIC.

Faithfully,

Rev. Jennifer Mills-Knutsen
Senior Minister

Associate Minister's Report

2022 was my third calendar year here with you at AIC and this was the year in which the pace of our ministry together quickened significantly. I've written to you before about the deepening of relationships and the growth of our faith and connection as a community. Those deep roots enabled us to grow visibly in our expanded ministries together and in our expanding community of people. Below I want to reflect with you about some of the most significant developments this year that not only reflect my ministry as a staff member, but the shared ministry that we are called to and committed to together.



This year began with the continued momentum of our discussions about inclusion, sexuality, and marriage. I led our Bible Study through discussions of hospitality, gender and sexuality, and Christian marriage. I also joined with some of you in our book group and our discussion forum. These churchwide conversations led us to vote together at our AGM to register as an equal marriage congregation, legally allowing us to solemnise both same-sex and opposite-sex marriages. And in the process, we clarified that we are a church where you can belong and you can have doubts and you can disagree. I'm proud of this work we're doing to boldly proclaim the good news of Jesus Christ to many of us who have felt pushed to the edges of faith for too long.

In May, we quietly but pointedly observed Mental Health Awareness Week here in the UK and we send out a call to attend free suicide awareness training. Honestly, I don't think this was a momentous week for us at AIC, but there were subtle ways that it opened conversations with some of our members and others who are in our building and connected to the church. Some of you attended the training and others felt they were granted permission to speak with a minister for support while dealing with challenges to their mental health. I'm proud of us for doing big and small things to support people through adversity.

In the summer, our youth led the church in worship on Youth Sunday and, in December, all our children led the church to remember the significance of Christmas through our Unrehearsed Nativity Play. These Sundays reflect the efforts to coordinate multiple people, to become unified in hearing the Spirit's guidance for worship, and they reflect the Kingdom of God as we are all led into the Divine Presence through the gifts and graces of our young people. I'm proud of our children and youth, and I'm proud of the grown ups for hearing the voice of God through them.

In the autumn we began our monthly Jazz Vespers services, an evening service centred on music and reflection through the improvisational work of the Spirit. In some ways this belongs in the report on music ministry, but I have taken the lead in offering the reflection and prayers in each service. My goal has been to make these services a way for anyone, from any faith background, to be able to slow down and reflect on life in the presence of God. We have heard from AIC members, guest musicians, and visitors that we have succeeded in that goal. I'm proud of these efforts to open our doors even wider with new ways for people to engage in spirituality at AIC.

We also devoted significant time and effort to improving the experience of our online worship. I worked with an external consultant and Andrew Nartey to improve our livestream audio quality that previously made it almost impossible to hear the sermon. Like so much of our life together, there is still more work and growth to be done, but I'm proud of us for prioritising the ability for people to continue to worship from afar.

I also want to express so much gratitude for the gifts of 2022. I've continued to preach regularly and have grown in that meaningful aspect of ministry. Hannah and I have received a new visa and will remain with you here in the UK for the foreseeable future. And most joyful of all we are now expecting our first child! Our daughter will be born in late April 2023 if all goes to plan.

I look forward to even more life and growth that will enhance our ability to reach out and welcome the neighbours around us into the love of Christ through AIC. We are well poised for strengthening our outreach and expanding our partnerships and relationships beyond the walls of our church. I'm grateful to be here with you, learning to follow Jesus in London together.

Rev. Jared Jagers
Associate Minister of Faith Formation

Community Minister's Report

My work at the church—like the church itself—has always been multi-faceted, responding to the needs of any particular season or project. In 2019, I became your full-time Community Minister, but the Covid-19 pandemic meant that the year we are reflecting on now, 2022, is really my first year working in this community-facing role full-time. While this was still colored by the gradual return to in-person activities and interactions post-lockdown and pandemic-related restrictions, looking back at the past year, it is quite extraordinary to see what we have been able to achieve together in this new mode of working. I hope that you read this report with that same sense of amazement and pride in all that we have achieved.

Expanding our Welcome

In my 2021 report, I detailed how we had begun to evaluate as a congregation how we could be ever-more inclusive and welcoming to all who entered our space and how we might better communicate with those around us what our values are. At the start of 2022, that was taken forward by a working group which was tasked with developing a welcome statement for the church. After a number of dedicated sessions, the group came up with a strong statement of welcome and inclusion that spoke directly to individual people. It was an invitation that stated what we believed to be true about our community, but it was also aspirational in outlining what sort of community we wanted to become.

This statement was unveiled at our annual general meeting in March to an overwhelmingly positive response. Many commented on how fitting it was for our community and how good it was to hear the words of the statement read aloud in our sanctuary. As such, I must give space here to thank the members of that group: David Aisa Miller, Stuart Brown, Laura Chase, Elodie Lasserre, Oliver Lewis, Elisabeth Paulson, Shirley Reyes and Megan Staley.

As a first step towards becoming a more inclusive congregation and after much conversation and discernment, we also voted at the AGM to register for equal marriage, allowing us to conduct both opposite-sex and same-sex weddings at the church. Once our registration was finally approved in August, we became one of just 30 religious institutions in all of London to offer this sort of welcome. Many people were involved in the planning and discussions around this, and many of you will have participated in some way as well. Principally, however, thank you to Elodie and to Jared Jagers for working with me to lead this conversation on behalf of the church as well as to the Church Council for having open, frank discussions every month as we journeyed together. This is truly one of my proudest moments at the church, and I hope you felt equally proud and energized by it.

Building on this work, we have worked to expand our welcome in various ways throughout the year. The *Being Inclusive* book group continued their conversations through various studies, including reading *Not Guilty* and *The Backwater Sermons* for LGBTQ+ History Month, *10 Minutes 38 Seconds in this Strange World* and *At the Gates: Disability, Justice and the Churches*. The discussions on disability/ability have been particularly fruitful, and they have led us to work on obtaining quotes to undertake a new access audit of our building in order to ensure our physical premises are as inclusive as other aspects of the church aim to be. We are hopeful that funding for this will be forthcoming in 2023.

We also joined *Inclusive Church*, a network of like-minded churches, by adopting their mission statement and providing a financial contribution to their work. This will allow us to become more visible to those looking for inclusive, welcoming congregations like ours. In a similar way, I began exploring other ways we can expand our welcome by attending the Open Table Network annual meeting in June.

Finally, we were excited to have our first group at London Pride this year in July. A group of six people from the church attended the march with the Christians at Pride group to support all those who marched, led by Elodie, Jared and Hannah Jagers, and a few others joined the ecumenical service afterwards. I played a key role in helping to organize the service hosted by our neighbors at Bloomsbury Central Baptist Church, and our own communion-ware dating from the Tottenham Court Road Chapel of the 1800s was used to serve communion to all who attended. It was a great example of our deepening welcome and role in the community.

Growing our Role

As our work during Pride shows, over the past year, we saw years of work and representation at a grassroots level in the communities around us blossom into multiple opportunities to take on leading roles in the life of the city.

While we have been formally involved in Churches Together in Westminster for a number of years, we began engaging in a more robust way when I was asked to join their Executive Committee. Following that, Jared and I hosted a "Meet the Neighbours" event at the church in May; I wrote letters on behalf of CTiW to Westminster Abbey and to Royal Family upon the passing of Queen Elizabeth II; I participated in the annual ecumenical Advent Carol Service; and I took a lead role in planning and chairing this year's AGM, with a theme on "Coping With A Torn Safety Net: The Church's Response To Increasing Need."

In response to our work with refugees and asylum seekers, I was asked to speak at an extraordinary meeting of Camden Council in April, in response to Russia's invasion of Ukraine. There, I spoke about the work that we were doing to support new arrivals in our area but also challenged the council to go further with specific actions. As well as providing testimony to our work and building strong networks with the local authority, I was glad to hear that at least one of the proposed actions was taken forward, with Camden recently moving to become a registered Borough of Sanctuary as a part of the Sanctuary City movement here in the UK.



This involvement opened up new opportunities to engage with the local authority as well, including regular meetings convened by Camden to discuss ongoing support for Afghans who arrived to the area in 2021 and Ukrainians who began arriving in 2022. I also participated in a roundtable discussion on the Cost of Living crisis, organized by the Leader of the Council and attended by key individuals in the local authority, in our local MP's constituency offices and in frontline charities. Finally, all of this work has led to positive publicity and social media campaigns, most notably through a photoshoot organized by Camden Giving in partnership with a local company which you can find on their Instagram page.

Developing New Programs

While all of this work was (and still is!) exciting enough, much of the energy of the past year came from launching and developing new programs and initiatives across multiple areas. COVID-19 meant that the cold weather shelter and our work with refugees took a very different shape for a while but last year, we were able to launch both anew. For the cold weather shelter, this meant transitioning from the hotel accommodation earlier in the year to welcoming the shelter back to the church in November for a full 20-week season. Thank you to everyone who responded to this enthusiastically by volunteering at the shelter, giving of your resources or washing a load (or ten) of laundry. Your support—along with the support of a number of corporate, community and congregation-led volunteer groups—has meant that it was a real joy to welcome the shelter back.

In the beginning of the year, we were presented with the opportunity to reenergize our refugee work with West End Welcome by helping to support an Afghan couple who were living in a local hotel for over six months. With enormous thanks to Holly Howard for organizing the furnishing of a new flat and a special thank you to the youth group for assembling much of the furniture and all of you who donated or purchased items, the couple are now able to focus on their studies and rebuilding their lives while getting to know London a bit better as well.

Building on this work, in May and June, we submitted a grant application to Camden Giving's Equality Fund, which I heard about via my work with Camden Council. The fund, set up in 2020, was designed as a community-first scheme which ensures that "Camden communities are still able to access vital services that may not be replaced if not urgently funded," and after the Russian invasion of Ukraine, the fund was expanded to include organizations "who bring together refugees and Camden communities."

While the funding comes as no-strings attached, we applied for funding with the expressed interest that it would be used to sustain and grow our current work with refugees. In July, we were excited to hear that we were awarded a grant of £30,000 over two years! Since then, I engaged with other local partners to assess what the current needs are in our area and how we might use this funding to bring communities together in new ways. This has led us to develop a new mentoring and befriending program where supported volunteers will meet with recently resettled refugees over six months as they build independence and form community. A steering group has been established to further develop the program and launch it to the wider community later in the year: Robin Ableby, Jonathan Ho, Holly Howard, Preethi John and Natalie Tikhonovsky. Thank you to all of them for their passion for taking this work forward.

At the same time, we were awarded an eco-audit by the City Bridge Trust in order to better understand our impact on the climate crisis and how we might become more sustainable. Led by Donnachadh McCarthy from 3 Acorns, the audit covered the church, Soup Kitchen and food market and served as a first step before any further work could be undertaken. It produced a detailed action plan, covering our environmental performance and providing a series of recommendations to take forward. Thank you to Monty Strikes for helping me lead the audit team and for all of those who have urged us from conversation into action over the past year.

Continuing Existing Work

Of course, on top of all of this new and exciting work, many of our existing programs and activities continued apace over the past year. To name just a few: we continued conversations with Mary Crowley and Laura House about better understanding and preserving our archives; I regularly sang in the choir and helped Scott with Thanksgiving preparations; we reintroduced existing partnerships with International Justice Mission and Oli and Constance Smith through focused moments in Sunday services; I regularly attended meetings of various local faith leaders' forums; we had regular fellowship opportunities, including a special Fitzrovia Tour led by Laurence Summers; and I attended the annual HeartEdge conference in Leeds. Administratively, we wrapped up work on the new bank accounts, I updated my safeguarding training and we began building a new church website.

There were some big life moments as well, not only in our congregation but for me personally. Along with supporting you through many of these moments—from baptisms and birthdays to appointments and everyday happenings—I was excited to finally be granted Indefinite Leave to Remain in October, after living in London for eight years!

Finally, with the turning of the year came the news that I will be leaving my role at the church after eight and a half years together. I hope you indulge me then, when I reflect on not just what a genuinely remarkable year it has been but what an incredible journey the past few years have been too! This was indeed the year in which we truly hit our stride, but without a doubt, this was only made possible by the many years we spent intentionally growing our impact: within the congregation and in the community.

As I said in my announcement, it is difficult to say goodbye after all these years. However, I am grateful for all that we have shared, proud of the ways in which we and our ministries have grown and looking forward to the journeys that lie ahead. I am sure you will continue to build on what has come and continue to achieve remarkable things together. Until we meet again, thank you for all of the moments in which we have shaped each other's paths over these last eight and a half years together.

In Service,

Jonathan Miller
Community Minister

Fellowship

One aspect of Christian fellowship is forging a community where we can reflect to each other God's love for us. This happens when we share elaborate meals like Thanksgiving as well as when we share a humble cuppa.

We are very thankful to the many people who played a role in our Fellowship activities throughout the year. We're especially pleased that many people volunteered for their first time over the course of 2022! For some, this meant hosting a weekly coffee hour (or even more than one!), while others cooked or baked for one of our luncheons. Of course, we are also grateful to the many people who continued their tradition of hosting coffee hour and sharing food with us in 2022, as they have done for the past years or decades. And we appreciate the help our youth provide every time we call on them to support our fellowship through setup and cleanup!

Over the course of 2022, we held weekly Sunday Coffee Hours after worship, along with an increased number of congregational luncheons. Together we marked Maundy Thursday with a shared meal and communion around the table. We celebrated Pentecost with an international potluck-style meal, featuring foods from many of our home nations and neighbourhoods. Across the summer months, our pastors and local hosts met up with small groups in parks and greens in multiple regions of London where we are scattered. For Homecoming Sunday in September, we celebrated with a congregational chili luncheon. And we hosted a special festive coffee hour in December with hot chocolate, mulled wine and Christmas treats.

In November, our Thanksgiving Lunch was back, better than ever. Once again, we give special thanks to Elodie Lasserre and Josh Mills -Knutsen for their delicious and dedicated efforts in the kitchen, preparing the turkey, potatoes and stuffing provided by the church! And thanks to everyone who brought dishes to contribute to the meal – we had a fantastic feast featuring traditional American standbys alongside traditional dishes from India, multiple island nations, the Philippines and others!

Looking back on 2022, it is clear that our cup (and table) runneth over: we are indeed thankful!

Nicole Joffe
Church Council, Fellowship



Faith Formation

Much of 2022 was shaped by our efforts to continue the calling to deeper inclusion that we discerned in the previous year. You will hear about these efforts in multiple reports and from various perspectives, but a crucial aspect has been the ways in which our faith has been stretched, strengthened, and sustained through the study and conversations that we have had together. In many ways, we are a community that is growing together in faith and faithfulness.

Children

Some of our 2021 experimentation children's ministry continued to evolve in early 2022 as we retired the PrayGround at the back of the sanctuary in favour of including all ages in Sunday morning worship during a wave of increased COVID-19 transmission in London. We provided children's bulletins and crayons for our youngest members. By March, our experimentation led to a renewed and familiar pattern of Sunday School led by our wonderful volunteer teachers during the morning worship service.

We had several wonderful events that gathered our families with children throughout the year, including an Easter Sunday Egg Hunt after worship, with our youth hiding the treats, and an autumn Harvest Party alongside the Homecoming Sunday fellowship lunch.

In March we celebrated Monica Watson and the 40 years she dedicated to caring for our little ones in the creche. We held a luncheon in her honour and compiled videos that were submitted from children and adults around the world whose earliest faith family was shaped by Monica's care. Thank you, Monica, for the decades of service to this community and our children. We have welcomed two new creche workers who have taken up that ministry of care.

Youth

Our youth group returned to Zoom for a brief period due to a wave of increased COVID-19 transmission, but by February we were back to some in-person events together. We began the year with a tour of the Soup Kitchen and a guided "footsteps of the homeless" walk with director Alex Brown.

We had our second annual Youth Sunday in June with 7 youth participating in the planning and leadership of our service with 4 of those youth preaching our sermon in conversation with me. In the context of police brutality in the U.S. and war in Ukraine during 2022, our youth chose peace as the theme for the service and offered hopeful prayer and reflection that swords might be made into pruning hooks in our world today.

In the autumn, our youth gatherings increased with an All Saints Sunday visit to Charles Wesley's grave, serving at the Thanksgiving Lunch, and joining in the Nativity Play. We also had one of our youth, David Aisa Miller, receive the Lundie Memorial Award from the United Reformed Church. The award recognises children and young adults for their contributions to the church and the gospel, and David was nominated for his work on the Inclusion Working Group and his leadership in our youth group.

Children & Youth Together

In December, children of all ages came together for our Unrehearsed Nativity Play. Participants included 10 children, 6 youth, and at least 8 adults. This light-hearted and festive Sunday was an important moment because it includes all ages in leading worship, the spiritual benefit of laughing in worship, and the joyful fellowship that followed. These are key elements of spiritual and communal growth for AIC.

Adults

Our adult Christian education focused on topics around inclusion and sexuality in the autumn of 2021, which continued into 2022 as our Inclusion Working Group was formed to draft a statement of welcome and inclusion that would serve to guide our church forward into the calling that we have to continue grow in our hospitality and our welcome to all. That diverse group studied together and discussed the vision and identity of our church and drafted the welcome statement that you will now find on the back of our bulletin every Sunday. The statement was presented to the church at our AGM.

Sunday morning Zoom Bible study continued to be the backbone of adult faith formation with a group of 6-12 who consistently attended. We also organised some "church day out" events that involved an educational element alongside fellowship – Jared led a group to the Tate Modern and facilitated a discussion about immigration and identity through art, and Jonathan organised a way to ground us in our neighbourhood through a Fitzrovia Walking Tour.

I'm very proud of our church that is continually listening to the Spirit and seeking ways to grow as individual Christians and also as a community that is learning to follow Jesus together.

Rev. Jared Jagers
Associate Minister of Faith Formation

Annual General Meeting

Sunday, 20 March 2022

The meeting was quorate as at least 20 members were in attendance.

I. Call to Order

A. Council President Rob Thomas called the meeting to order at 12:10 pm.

1. Rob gave thanks to our exceptional ministry team. The Annual Report testifies to the amount of work behind the scenes not just spiritually but operationally to achieve huge accomplishments especially during the pandemic.

Change to Agenda: First review Treasurer's Report then vote to approve Annual Report

II. Financial Matters

A. Treasurer's Report

1. Council Assistant Treasurer Serge Ramin summarised the 2021 financials which resulted with actual (123K) loss from revised June forecast of (120K) loss. The main drivers of the loss are largely due to receiving the insurance payment in 2022 not 2021, reduced giving and increased expenses/urgent maintenance. This shortfall was funded by cash from the balance sheet and the sale of 80K of investments.
2. He reminded the congregation that 2/3 of the church's revenue is from Latchcourt rentals. Their Q4 was weaker than forecasted but the earnings from Jan/Feb 2022 vs Jan/Feb 2021 are up 6x.
3. Members asked questions and reflected on the financial trends, including the management of the endowment/investment account and where the insurance payout should go into income or into the investment account. Rob said we would be prudent and continue to monitor the financial situation before reinvesting into the account. The Council plans to follow-up with those who raised questions about our investments, their history and current status.

Rob asked the congregation to vote to approve the Annual Report and this was approved by a congregational show of hands vote.

B. 2022 Budget

1. Council Assistant Treasurer Serge Ramin walked the congregation through the movement from 2021's 123K loss to 2022's expected 20K surplus. This improvement is largely due to increased giving, increased Latchcourt revenue, the received insurance payment, savings on maintenance offset by increased personnel with an additional pastor and expenses on Missions. The 2022 budget assumes no further covid restrictions and no receipt in 2022 of the residual insurance payment.
2. Members asked questions about showing a repayment into the Investment Account in the budget and expressed concern about a perceived continued decline. Rob stated that the Council is working on an updated investment policy which ties into this concern and this work will be shared in the near future. Serge commented that it's important to also consider how we invest in the church and its growth, not just the investment account. [A subsequent review following the AGM confirmed that the original investment fund was £750,000, which has appreciated up to £852,821 as of 28 February 2022.]

Rob asked the congregation to vote to approve the 2022 Budget and this was approved by a congregational show of hands vote.

C. Charity Status Changing

1. Scott James reminded the congregation that there are tax benefits to AIC due to charity laws in the UK and US. Before it didn't matter where you were a taxpayer but now we have two accounts depending on where you pay your taxes and these details were provided.

III. Election of Council and Nominating Committee Members

- A. Nominations Committee member Melissa Janssen thanked those council members and fellow nominating committee members rolling off and moved the Slate of Nominees for Council, Nominating Committee and Facilities. This was approved by a congregational show of hands vote unanimously.

IV. Diversity and Inclusion at AIC

A. Welcome Statement from Inclusion Working Group

Oliver Lewis, Elisabeth Paulson and Shirley Reyes represented the Inclusion Working Group, who explained their process in writing the new Welcome Statement before reading it aloud to the meeting, where the congregation received it with warmth and enthusiasm.

B. Resolution to Register for Same Sex Weddings

Elodie Lasserre spoke to the resolutions and background information about registering to become an equal marriage congregation, and how this emerged as an action step from AIC's desire to be a welcoming congregation. There was only one comment in the discussion, which was moving testimony that those who disagree with this step are still part of the AIC community.

The congregation then moved to approve the following resolutions:

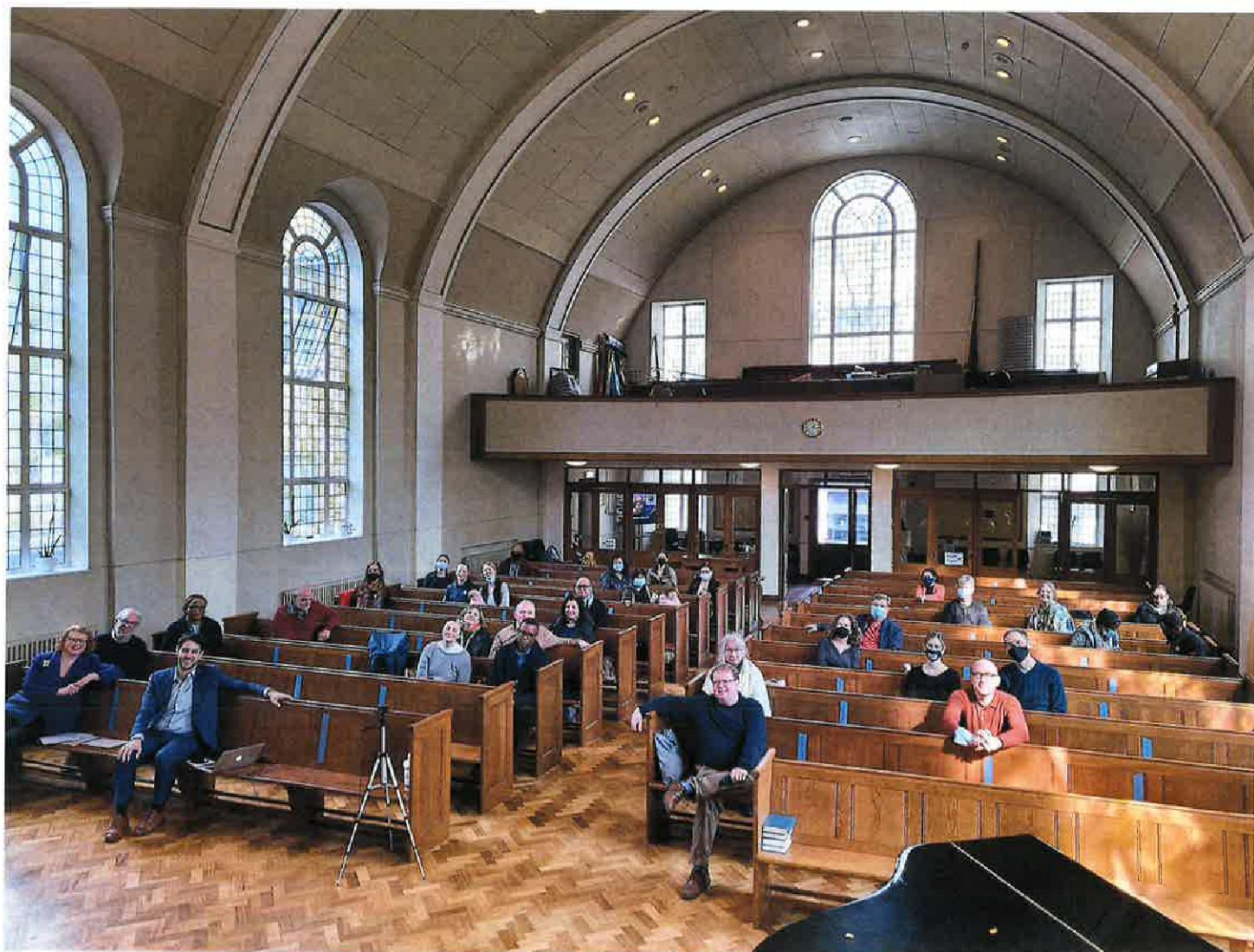
1. As the governing authority of the United Reformed Church in relation to consent to marriages of same sex couples in the American International Church, Tottenham Court Road, London, the Church Meeting resolves to give such consent.
2. The Church Meeting requests the trustee of the church building at the American International Church, Tottenham Court Road, London to apply for the church building to be registered for the marriage of same sex couples.

These were approved by a congregational show of hands vote with nearly 90% approval.

Note: Six additional members were in attendance by Zoom and were invited to voice their perspectives on voting matters, although not counting for our constitutionally allowed votes, and they unanimously supported these resolutions.

V. Closing Prayer and Adjournment

JMK closed the meeting in thankful prayer at 1:15pm.



Congregational Meeting

Sunday, 2 October 2022

The meeting was quorate as at least 20 members were in attendance. This is an informal meeting solely for sharing updates. There are no pending votes or decisions to be taken.

I. Call to Order

- A. Council President Stephen Howard called the meeting to order at 12:20 pm.

II. Presentation of new AIC logo and branding - Nicole Joffe

- A. Nicole provided an update on behalf of the marketing committee (herself, JMK, Hannah Jaggers, Anne Beitel and Zena Martin) about the work they have been doing particularly around branding. It started about a year ago with a survey to the congregation which led to talks with multiple vendors discussing how we want to project AIC to the world and what the scope of the project should be.
- B. They chose the agency Speed which has turned out to be a perfect fit. They are helping to redesign the AIC website, overhaul our appearance and also give us the tech and tools behind the scenes to make it easier for staff to use. Speed has spent time getting to know us, talked with staff and the Soup Kitchen folks and market traders, held panel discussions with 17 members from 15 households, talked with Monty about Latchcourt activities and thoughtfully reviewed our Welcome statement.
- C. Taking into account everything we do and who we are, Speed said we should project AIC from a combination of three branding personalities (Everyman, Caregiver, Creator) given our impact on different people looking to AIC for different needs.
- D. Speed took inspiration from our Welcome statement for the strapline/tagline which is "Open. Kind. Space." Nicole showed our new logo (rainbow shards in a circle) and gave several representative examples of how it could be used to project ourselves out onto the world. She also introduced the concept of "@" which we'll see more of in our materials as we are more than just a sanctuary on a Sunday (Hire space, World Food, etc).

III. Financial Update - Serge Ramin, Treasurer

- A. Thanked the congregation for their continued support. He addressed four topics: current financial performance, insurance, investment account and policy, and giving to AIC.
- B. Financial performance
1. At the last congregational meeting there was some genuine concern regarding our financials as we conservatively forecasted GBP15K profit after getting GBP100K from insurance so one could interpret that as a GBP85K loss. We had thought to be very cautious as we were unsure about how giving and Latchcourt income would recover. It has turned out that giving has had a modest recovery which is on track per budget but Latchcourt is doing much stronger than anticipated. In the first eight months of 2022, they have already generated the full year's forecast which results in a current surplus of GBP135K taking into account the GBP105K insurance proceeds.
 2. Therefore, we are making investments in areas such as branding and audio visual equipment which address another challenge that was raised previously which is what steps can we take to help grow and invest in AIC.
- C. Insurance
1. We received GBP105K total from two claims and that process is now exhausted. There was a huge amount of team work and effort to put forward our claims. These payments represent the majority of our surplus and we can decide how to invest it going forward effectively.
- D. Investment Account & policy
1. There was a concern at the last congregational meeting about the evolution of the investment account. The history of the account is summarised as follows.

Date	Position (GBP '000)	Comments
2013	+ 750	Initial allocation
2013-2021	341	Capital appreciation
2019	(136)	AIC Property Maintenance and Repairs
2020	(30)	AIC cash injection
2021	(80)	AIC Church Maintenance and Repairs

Date	Position (GBP '000)	Comments
2022	(80)	
Current Position	765	as of 23/09/2023

GBP750K of the proceeds from the sale of the property were placed into an investment account at its inception. There have been surpluses over time from capital appreciation which were retained in the account. Surpluses have been used three times (two property refurbishments and a cash injection to cover a shortfall in a difficult year). Even with recent market turmoil we still have a surplus compared to the original amount with a current position of GBP765K.

- We have also finalised the Investment Policy called the Investment, Reserve and Use of Investment Funds Policy to tie all these things together. AIC continues to invest in responsible funds. The council continues to be updated monthly on the investment position and AIC's liquidity position. We have formalised the ways the investment account can be used to fund operations/cover shortfalls. Serge outlined two scenarios. One is a planned cash shortfall and the second is an emergency, unplanned cash shortfall.

E. Giving to AIC

- Reminded members of the two options they have for giving to AIC.

- The simplest way to make a gift is via bank transfer.

Beneficiary: American International Church

Sort Code: 20-41-50

Account Number: 53035123

- If you are a US taxpayer or a dual US/UK taxpayer and would like your giving to be registered with both authorities:

Beneficiary: American International Church Foundation Limited

Sort Code: 20-41-50

Account Number: 53985954

IV. Ministry Report

- In JMK's absence, Stephen reflected on our ministry - where we've been and where we're headed. We began conversations in 2018 about what we are doing and how to use our unique advantage. He described the iceberg analogy in which the piece we see above the water is our Sunday service but there is lots more going on underneath like the Soup Kitchen, the rentals, etc. Then came Covid and we adapted to put things online but it also expanded opportunities for outreach and how to take inclusion seriously.
- What's next for us and our ministries? Creating micro communities like the soup Kitchen, Book group, Bible study, choir, etc. Organising fun and welcoming events like picnics, jazz vespers. Expanding into new opportunities to serve like Cold Weather Shelter, helping refugees and others in the community. Along with our staffing changes with Jonathan and Jared's positions, all of this is moving AIC to a new platform. This is not necessarily a growth strategy. It's us doing what Jesus did, following his example and moving all of us along on our faith journey.

V. Closing Prayer and Adjournment

Jared closed the meeting in thankful prayer at 12:45pm.



2022 Leadership Team

Ministry Team

Jennifer Mills-Knutsen, *Senior Minister*
Jared Jagers, *Associate Minister*
Jonathan Miller, *Community Minister*
Scott Stroman, *Director of Worship and Music*

Church Staff

Monty Strikes, *Business Manager*
Chris Omaweng, *Office Manager*
Alex Brown, *Soup Kitchen Director*
Munish Khanna, *Accountant*
Monica Watson, Gul Erdogan and Fatima Kammiri, *Crèche*
Clive Munro, *Security*
Malina Metodieva, *Cleaning*

Receptionists

Rosie Armstrong
Amanda Bellamy
Orlando Brooke
Sophie Brooke
Michelle Buttery
Manuel Cervantes
KD Choi
Sabine Jorge
Rachel Rowland

Church Council

Stephen Howard, *President*
Michelle Miller, *Secretary*
Serge Ramin, *Treasurer*
Emily Dema, *Membership and Outreach*
Elodie Lasserre, *Missions*
Nicole Joffe, *Personnel and Fellowship*
Tangy Morgan, *At Large*

Nominating Committee

Oliver Lewis
Shirley Reyes



American International Church

You are welcome here.

You can belong here, without exception or condition.
Your whole self matters to God and to us.

The American International Church is a community of
many races, languages, cultures, faith traditions,
nationalities, ages, genders, abilities, financial
circumstances, and sexual identities.

Following Jesus, we work to be inclusive, accessible,
and open to all.

Here, you can
form friendships
serve others
search for truth and meaning
work for justice
cultivate compassion
find forgiveness
share grace
grow in faith
and in all things, discover God's love.

You can join in a little or a lot,
for a day or a lifetime,
with abundant faith and abundant doubt.

You are welcome here.

79A Tottenham Court Road
London W1T 4TD
020 7580 2791

www.amchurch.co.uk | info@amchurch.co.uk
A Congregation of the United Reformed Church

Accounts

American International Church Trustees' Report for The Year Ending 31st December 2021

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISORS FOR THE YEAR ENDING 31st DECEMBER 2021

Trustees

Stephen Howard, President

Serge Ramin, Treasurer

Michelle Miller, Secretary

Emily Dema

Rev. Jared Jaggers

Nicole Joffe

Elodie Lasserre

Rev. Jennifer Mills-Knutsen

Tangy Morgan

Charity Registered Number

1188087

Principal Office

The American International Church

79A Tottenham Court Road

London

W1T 4TD

Independent Examiner and Accountants

Brayan & Spencer Associates Ltd

25 Leeming Road

Borehamwood, Hertfordshire

WD6 4EB

Bankers

HSBC plc Barclays Bank plc

196 Oxford Street 15-17 Tottenham Court Road

London W1D 1NT London W1T 4BJ

BMO (now Columbia Threadneedle)

PO Box 9040

Chelmsford, Essex CM99 2XH

The Trustees present their annual report together with the financial statements of the Charity for the period 1st January 2021 to 31st December 2021 and confirm that they comply with the requirements of the Charities Act 2011, the Charity's Bylaws, and the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP 2015).

OBJECTIVES & ACTIVITIES

1. Our Aims & Objectives

The objects of the American International Church are to advance the Christian faith for the benefit of the public by providing for the worship of God, the study of faith and scriptures, the development of Christian community and such other activities that may advance the Kingdom of God.

2. Activities for Achieving Objectives

See subsequent pages for detailed narrative of this year's activities.

3. Public Benefit

In setting these aims and activities, the Trustees have had due regard to the Charity Commission's guidance on public benefit. See subsequent pages for detailed narrative of this year's activities and demonstrated public benefit.

4. Volunteers

As a church, our work is led by a host of volunteers. From serving as Trustees to singing in the choir to serving at the Cold Weather Shelter to organising small group meals to teaching children, volunteers are involved at every level of our organisation.

We pay special attention to the recruitment, supervision and training of volunteers who serve as Trustees or work with children and vulnerable adults, including requiring safeguarding training.

E. Grantmaking

Grantmaking forms a small part of the charity's overall operations and mission. We offer small financial support to organisations with whom we partner in outreach and mission. Those organisations and amounts for 2021 are listed below.

C4WS Homeless Project – £1,000

World Harvest Mission – £1,200

International Justice Mission – £1,000

Health Outreach to the Middle East – £1,000

C4WS Cold Weather Shelter Operating Expenses – £4,800

The second grant to CARIS was an unusual award for 2021. Instead of spending money to feed and house people at the church, we gave money toward C4WS costs at a local hotel, to comply with social distancing.

ACHIEVEMENTS & PERFORMANCE

1. Review of Activities

In spite of our longstanding presence as a church in London, this marks our first submission of a report to the UK Charity Commission. To meet changes in English law, we took steps to migrate from a US entity to a full UK charity. Though the registration was complete early in 2020, the final transfer was not completed until September 30, 2021. Via a Deed of Gift, all the assets and liabilities of the old US entity (recognised by the Charity Commission as the American Church in London) was transferred to the new American International Church.

For the purposes of this report, we have reported on the entire calendar year 2021, not only the final four months, as it more accurately reflects our activities and financial information.

See subsequent pages for detailed narrative of this year's activities.

FINANCIAL REVIEW

1. Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. See pages 22 to 23 for a projection of our 2022 budget and fiscal plan.

Financial Summary and Reserves Policy

See pages 19 to 20 of this report for the Treasurer's Report., along with our submission of accounts.

STRUCTURE, GOVERNANCE AND MANAGEMENT

1. Constitution

The charity is governed by its Articles of Incorporation, which were filed on 28 June 2019.

2. Method of Appointment or Election of Trustees

The Charity's management is the responsibility of the Trustees, who are elected and co-opted under the terms of the Articles of Association. Trustees undergo a selection process via the Nominating Committee of the Charity, and are elected at the Annual General Meeting by all members. New trustees are given a full induction to the Charity and their responsibilities under Charity Law, including safeguarding training and adherence to our Code of Conduct.

3. Disclosure of Paid Trustees

The Charity has two Trustees who are paid members of the staff: Rev. Jennifer Mills-Knutsen, Senior Minister and Rev. Jared Jagers, Associate Minister. They do not ever form a majority of the trustees, and they recuse themselves from all conversations reviewing their salaries, which are approved separately by the other Trustees. The provisions for their status as Ex Officio Trustees is governed by the Articles of Incorporation. Salaries are reviewed annually, and in line with fair market rates for similar positions.

The Rev. Jennifer Mills-Knutsen was paid a salary of £48,500 in 2021. Benefits including tuition for her child and travel reimbursement totalled £15,171, and pension and life insurance totalled £3,936. In addition, she lives in church-owned accommodation, which is not counted as a benefit because it is a requirement of her employment.

The Rev. Jared Jagers was paid a salary of £38,000 in 2021.

4. Disclosure of Expenses Paid to Trustees

The two ministers who serve as Trustees receive expenses. Most qualify as routine out-of-pocket expenses and are paid to third parties via a church-owned credit card. Two categories that require special disclosure include travel and entertainment costs (usually food and drink for church events or meals), which totalled £3,019.

5. Employees and Staff Costs

The church employed three full-time and three part-time staff at the start of 2021, which increased to four full-time staff in September 2021.

The total costs for all staff were £177,594.

6. Report of Latchcourt Limited, Subsidiary Charitable Corporation

Latchcourt Limited is registered with Companies House as a charitable company. With the Deed of Gift, the entirety of Latchcourt shares were transferred to the American International Church. The entire net proceeds from Latchcourt are gifted to the church, as it functions as the hiring agent for booking space at the American International Church. Latchcourt has eleven part-time staff.

ORGANISATIONAL STRUCTURE AND DECISION-MAKING

The Church Council acts as Trustees. They meet monthly to review the program and finances, set and approve policy, oversee the church's vision and direction, and ensure best practices of governance and management, in accordance with the Articles of Incorporation and Regulations of the Charity.

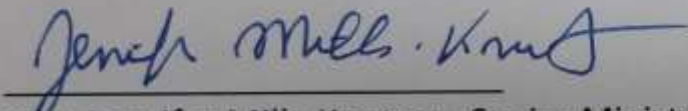
Some decisions require approval of the Membership of the American International Church. The congregation meets at least once a year to receive the Annual Report, approve the budget, elect new Trustees and address any other business.

The Council delegates the day-to-day operations of the church to the Senior Minister as head of staff, along with other staff and committees.

PLANS FOR FUTURE PERIODS

See subsequent pages for detailed narrative of plans for next year's activities.

This report was approved by the Trustees, on 25 October 2022 and signed on their behalf by:

A handwritten signature in blue ink, reading "Jennifer Mills-Knutsen", written over a horizontal line.

Rev. Jennifer Mills-Knutsen, Senior Minister and Trustee

2021 Annual Report



Senior Minister's Report



So then, whenever we have an opportunity, let us work for the good of all, and especially for those of the family of faith.” – Galatians 6:9-10

On the first Sunday 2021, I prayerfully sat at my dining room table and drew Epiphany stars for every member of the congregation, sent by post since lockdown prevented gathering. For myself, I drew the word *persistence*. The paper star lived on my desk all year. It looks a little rough, with food stains and stray marks, but *persistence* proved to be the right word for 2021.

Together as a congregation, we have persisted. We faced challenges but did not give up. We faithfully sought to do what is right and work for the good of all.

Persistence to Stay in Business

While our continued existence was never in doubt, the story of 2021 must acknowledge the extraordinary effort required to simply persist as an institution. Each project below took enormous time and energy, without noticeable impact other than just staying in business. At every step I have been guided and buoyed by a fantastic team of lay and staff leaders.

Charity Status Migration: Changes in UK law required us to move from US incorporation to registration as a UK charity, while maintaining a separate dual US/UK charity for donors seeking US tax benefit. We obtained charity status in 2020, but the pandemic caused a months-long delay in opening bank accounts. The formal transition took place on 30 September 2021, followed by the work to migrate everything: financial assets, Home Office visa sponsorship, HMRC status, manse deeds, utility contracts, employees and more. That process is ongoing, but we expect to have most matters resolved by mid-2022. Jonathan Miller did enormous work on our banking arrangements, and Scott James and Stephen Howard have been at the helm for countless meetings and documents, joined in the autumn by Melissa Janssen.

Insurance: We launched a claim in March 2020 for COVID-related business interruption insurance for lost Latchcourt income. The claim was initially denied, but a test case in the courts reopened the possibility in 2021. The complexity of our finances required detailed spreadsheets proving our losses, and multiple negotiations. Treasurer Nancy Rafanelli was invaluable in providing transparent numbers, joined by Stephen Howard in the negotiations to ensure compensation. Jonathan Miller as acting Church Administrator kept diligent records to prove our case. In 2022, we received an interim payment of £100,000 thanks to these efforts, with a small amount still forthcoming.

Internet: The slow internet at AIC has been problematic for years, and Robin Brantley took on the task of obtaining high-speed fiberoptic cable way back in 2017. It took four years and persistence worthy of the widow in Jesus' parable (Luke 18:1-8). After failed wayleave negotiations, multiple providers, unresponsive customer service, street closures, incorrect drawings and too many setbacks to remember, the job is finally done, and Michael and Robin Brantley completed the internal setup in mid-December. In addition to added value for Latchcourt, we can now livestream our worship services and send an email attachment in under five seconds instead of five minutes! Huge thanks to Robin and Michael.

COVID Management: As the circumstances changed, we regularly reviewed government and denominational guidance, prepared and updated risk assessments for everything from worship to the market to client rehearsals, communicated evolving decisions, and handled test-and-trace correspondence. We made it through another year with no known cases of transmission through AIC. Huge thanks to Jared Jagers for writing many of the risk assessments, and Monty Strikes for implementing zones for various building users to minimize risk. We all pray that 2022 will allow us to stop persisting in this work!

Facilities: This year saw expensive investment in the pointing project to reseal bricks just below roof level on the church building. While a critical maintenance investment, this did not result in a visible improvement—just the ability to keep our building healthy. The project was completed on budget and (mostly) on time, thanks to the determination of Monty Strikes working with the Wallwalkers firm, and the oversight from Serge Ramin. Similarly, the Parkhill manse where I live was covered in scaffolding for six weeks of brickwork and window sealing, also ably overseen by Serge.

Personnel: While the HMRC Job Retention Scheme helped us retain our excellent staff, the nearly 18 months of furlough required persistence on their part to hold on, and effort to reknit our staff into a team as we started working again. In September, we hired our first full-time Church Administrator in five years, Chris Omaweng, to ease our administrative work and return Jonathan Miller to his Community Minister duties. We owe Jonathan an enormous amount of gratitude for covering the position during the pandemic. Thanks also to Stephen Howard for constant wisdom and guidance as Personnel Chair.



Residency: This summer, my family and I marked five years in London—which meant applying for Indefinite Leave to Remain to secure our ability to stay. We passed our Life in the UK test, submitted nearly 100 pages of required documents, and now have settled status. Hooray!

These administrative tasks have taken a great deal of effort just to persist in our regular operations. Thankfully, many of them have now been completed, freeing time and energy for forward movement in 2022.

Persistence in Worship

For me, the demand to preach and pray every week, standing in the world and the Word, carrying our community to God, strengthens me to persist in all other matters.

Even as lockdowns came and went, our worship services never faltered. We evolved over the year to a format available both onsite and online. In winter lockdown over Epiphany, we talked about being salt and light for others. For Lent, we focused on an object every week—stones, dirt, a broken bouncy ball—to remind us of God's presence in suffering and sin. We embraced a "scattered Easter," sending wildflower seeds alongside a pastoral letter inviting all to practice resurrection wherever they were.

April saw a tentative return to worship in the sanctuary, but Pentecost proved a highlight with Youth Sunday. Over summer, we explored the book of Acts and the metaphor of bread in the Gospel of John. In autumn, we studied Ezra and Nehemiah's struggles to rebuild the temple to reflect on our own regathering.

Thanksgiving lifted all our spirits as we returned to St. Paul's Cathedral and celebrated at AIC with a festive Sunday service and lunch afterwards. Special thanks to Nicole Joffe, Elodie Lasserre and Joshua Mills-Knutsen for cooking and organising, members of the Youth Group for setting up, and all who helped serve.

Advent and Christmas featured the return of the unrehearsed nativity play, with more than 15 20 children and youth participating, along with Christmas Eve services.

Worship is always a team effort, never more so than this year. Nicole Joffe gifted us with handmade paraments (colourful covers for altar and pulpit), and we have a beautiful set for Ordinary Time and Advent thanks to her artistry. We missed Scott Stroman's leadership during lockdowns, but he returned with brilliance and excellence. During his furlough, our professional musicians (Nick Allen, Jonathan Eysers, Siobhain Gibson, Joanna Davies and Liam Dunachie) provided uplifting music recorded from home. Jared Jagers carried the weight of technical adaptation and video editing, with help from Hannah Jagers and Lovejoy Mendoza. Online options are here to stay, but we will discern in 2022 how they fit our overall worship and work to keep improving quality.

Persistence in Reaching Out

The measure of our ministry is not our ability to continue existing. What matters is how we are impacting people's lives, expanding our relationships in the community, sharing our faith, and inviting others to serve too.

We are working on how we reach out more effectively with our communication. Hannah Jagers, Zena Martin and Anne Beitel have joined me in a Marketing Team that met throughout the year, completing a survey and preparing for an overhaul of logo and website in 2022.

I initiated a conversation in the spring about supporting the community as we emerge from COVID, mindful of the trauma many have experienced. Holly Howard, Helene Donnelly, Jonathan Miller and I began plans for the "Humble Helpers"

project. We imagine collecting stories of ordinary people who have served the community during the pandemic, and painting a mural on the brick wall outside the church to share those stories. We hope it will come to fruition in 2022.

As in-person gatherings resumed, I attended the American School in London SCOOP event for new families (with Jared), the American Society in London Thanksgiving Dinner, the Theatre Chaplaincy Carol Service, and the Bright Awards of the Council for Christians and Jews honouring Madeline Albright. I have begun to form or renew relationships with leaders from the Junior League of London (thanks to Helene Donnelly), U.S. Embassy, American Society in London, and American Women's Club. I led a workshop for HeartEdge Mission School at St. Martin-in-the-Fields, and spoke to BBC radio about the inauguration. I attended the AICEME clergy gathering in Berlin, in addition to online continuing education for clergy with the URC and my home denomination in Indiana/Kentucky.

The pandemic deepened our connection to the United Reformed Church. I meet regularly with the churches of the Central London Area Group on Zoom, and hosted an outdoor evening at the manse for leaders of these churches and AIC. I also provided support to two local URC congregations facing a difficult pastoral transition, and wrote a reflection for the national website on the 20th anniversary of 9/11.

Persistence in Community

Social distancing kept us physically apart, but our connections still grew.

During lockdown, our Zoom fellowship created new and unlikely friendships. Bible Study and Book Group thrived online, and I enjoyed stepping in as a substitute leader. In summer, local picnics in five parks across London sparked new relationships and inspired us for future local events.

In autumn, conversations began about what it means to be a congregation welcoming to all. Led by Elodie Lasserre, Jonathan Miller and Jared Jagers, the Council discussed action steps to widen our welcome, and the question of registration for same-sex marriage arose. Many thanks to John Bradbury for teaching, preaching and leading a forum on this topic to help us study and grow together, toward more action in 2022.

We learned that life goes on, even in a pandemic. We rejoiced at the baptism of three infants, celebrated a wedding between two church members, welcomed eight new members, and shared in memorial services for the lives of Sondra Jones, John Lawhon and George McWalters.

Our Church Council has been extraordinary in their faithfulness in many difficult decisions. We welcomed newcomers Tangy Morgan, Michelle Miller, Elodie Lasserre, Nicole Joffe and Serge Ramin early in 2021, and said farewell to Amy Richards, Kathryn Gerken, Treasurer Nancy Rafanelli, Secretary Sophia Pratt Lewis and Christian Education Chair Janet Reyes by year's end. We prepare now to also say farewell to our knowledgeable and hardworking Facilities Chair Will Jungman and President Rob Thomas. Rob has been a leader on Council since I arrived in 2016, serving three years as Treasurer and three as President, and I am more grateful than I can say for his presence as confidant, problem-solver and partner.

Beyond Persistence

While persistence is always required, I consider it an honour and a privilege to serve as your pastor. I believe God has brought us together to bear a unique witness to Christ at work in the world. God has strengthened our congregation even in difficult and distanced years.

The words of a spiritual come to me:

"I don't feel no ways' tired.

I've come to far from where I've started from.

Nobody told me that the road would be easy.

I don't believe God's brought me this far to leave me."

May we sing and pray so together.

Faithfully,

Rev. Jennifer Mills-Knutsen
Senior Minister



Associate Minister's Report

This past year has been an incredible time of growth in our ministry together since I joined the team at AIC two years ago. Depending on how you measure growth in church ministry, this might seem like a surprising statement but I'm going to stand by it.

Our relationships have grown, as Zoom allowed us to gather more frequently and have conversations that challenged us and pushed us to consider who we are here at AIC. I'm thinking of our Zoom Bible study that has become one of our most consistent gatherings outside of Sunday worship, and our youth group meeting more frequently than they are able to meet in person. Leading these groups has been a joy as I have seen our time together invite us to open ourselves to each other and to God. I'm also thinking of the conversations about equal marriage in the autumn that invited us into telling stories about our lives and loved ones, and that have strengthened our understanding of who we are and who we want to be as a church.

I'm confident that I can also speak for many of you in saying that our connection to AIC has grown deeper through our online worship and our newfound capability to livestream the services. We have heard from many of you that worshipping from a distance has allowed you to stay connected with the church and other members, even in the midst of busy life and travel. And more importantly, we have heard that this connection and sense of remotely gathering together to unite in prayer and praise has helped you stay connected with God regardless of the demands of your schedule. Honestly, I long for fuller pews and in person gatherings of our whole community, but these numbers aren't the only measure of our spiritual growth together. Learning how to edit videos and livestream the service has been meaningful because of how it can connect us, and I look forward to improving our capabilities in the coming months.

In many ways, it seems that this year was a second chance for me to have a first year with you here at AIC and my relationships with the congregation grew both deeper and broader. There are a handful of you whom I met in person for the first time in 2021, but there are many more of you who I got to know more deeply. We were able to schedule walks and coffee that were postponed in 2020 and we were able to gather in groups at our picnics and other events in the second half of the year. You have continued to welcome me and Hannah with generous hospitality and it remains my honour to ministry to you and with you.

Several exciting developments deserve some remarks here, so I hope you'll join me in rejoicing over a few things that contributed to our growth together in 2021.

- My first Thanksgiving! Well, my first American Thanksgiving service at St. Paul's and the Thanksgiving Luncheon at our church. From my first interview, I have heard what a joyful occasion Thanksgiving is around AIC and it did not disappoint. It was wonderful to process to the dais and read scripture in St. Paul's and to share that experience with our youth who prayed and our choir who sang. Equally as meaningful for me was our first shared meal as a congregation in over a year. Seeing our youth serve and sit together, and hearing the laughter of our congregation enjoying each other's company was a true gift.
- The Youth Sunday in May was one of my proudest moments of ministry from the year. Leading our youth to plan our worship service made me proud of their thoughtfulness and care to honour God and our church. And when Sunday morning came, I was so impressed by their confident leadership and by David and Benjamin's wise words in our interview-style sermon. I'm proud of our youth and proud to have led them on that day.
- We reopened a newly renovated crèche and started much-needed renovation of the Children's Worship Centre, which will welcome children again in early 2022.
- We have continued making our church a safe and welcoming place for people to come and encounter God together. You've read about the efforts toward inclusion that have helped us take initial steps and envision future steps to increasing our hospitality. We've also continued making our congregation a safer place for children and adults at risk to meet God as I have led us to refine and abide by our safeguarding policies and practices.
- I preached 12 times in 2021! That's the most I have ever preached in a year, and I have been so grateful for your patience as I continue learning and for your trust to bring a word through which God may speak to us.
- Jennifer and I attended the annual retreat of the Association of International Churches in Europe and the Middle East in Berlin. The AICEME is one of the few places where clergy of unique, international churches like ours can meet. The ability to attend this retreat refreshed my soul and my energy for ministry.
- On a personal note, Hannah and I received visitors for the first time since moving here. My parents and some of my other family visited over Thanksgiving, and we had so much fun showing off our new city. Hannah and I were also able to travel together for a holiday outside the UK for the first time.

We have had some challenging years, and yet we are still growing together. I look forward to us all growing in our call to follow Christ and minister to our church and our neighbours together. I'm grateful to God for each of you and for us together as AIC.

Rev. Jared Jagers

Associate Minister of Faith Formation

Community Minister's Report

I often joke that it is only in writing an annual report that you begin to see a narrative for the year take shape. Ironically, the intentionality behind the work that we're doing together can sometimes only be seen after the fact: after you've attended the tenth Zoom in a week; or made it through the latest crisis; or launched the new program. We do not always see how what we're doing in any particular week connects with the wider life of the church, and especially while so much time is still spent working from home, it is often difficult to know quite how this work will impact the communities we encounter on Tottenham Court Road.



Yet, almost every conversation I have personally or professionally about what we are doing together as a church ends with: *tell me more*. I often point to moments in this past year to illustrate how all of the visioning and positioning and growing we have done over the last few years leads to actual action. Sharing these moments has helped me see that all we are doing—from the mundane to the extraordinary—is helping us move forward in ways we cannot always articulate in the moment. I hope that reading what follows fills you with that same spirit and that you come away wanting to know even more.

Growing Connections

Last year, I talked about how we were positioning ourselves for growth by strengthening and deepening relationships we have been cultivating in the community. A lot of that continued throughout his year:

- I attended monthly COVID-19 briefings provided by the Greater London Authority, particularly focusing on the vaccine rollout and reaching marginalized communities.
- Through a mix of online and in-person meetings, we continued to maintain important relationships with local institutions and partners, including neighboring schools and businesses, local residents and our fellow West End clergy.
- Similarly, we continued to build our interfaith and ecumenical partnerships through our involvement in the Westminster Faith Exchange, Camden Faith Leaders Forum and Churches Together in Westminster (CTiW). As a result, we participated in the CTiW's annual advent carol service for the first time in many years and helped them establish their own antiracism group. I am excited to be joining the Executive Committee in the year ahead.
- We remain active in conversations about how our physical environment reflects the diversity of communities around us on Tottenham Court Road, particularly in discussions around a potential London AIDS Memorial in our former burial grounds as well as ongoing work on a creating a COVID-19 mural which highlights local heroes.

Responding to Crises in our Midst

All of these relationships have meant that we exist *within* the community around us and not *apart* from it. This has allowed us to respond to the myriad of crises and challenges of the past year by reaching out into our networks, showing up where needed and impacting the lives of those around us:

- When the cold weather shelter moved to a covid-secure model by requisitioning a local hotel, we were charged with providing 24/7 cover every Wednesday from January to March. With special thanks to an incredible team of furloughed employees from the Red Carnation Hotel group, we met this challenge. (See separate shelter report on page 12.) While the model has shifted again for the 21/22 shelter season, we are still in the hotel, and an old partnership with the High Holborn Chamber Choir helped us raise nearly £400 by hosting a benefit concert in December.
- As significant numbers of Afghans began to arrive in the country following the chaotic withdrawal from Afghanistan, I attended a number of emergency planning meetings, offering practical support and expert knowledge from our experience as a community sponsor of refugees. At the American Thanksgiving Service at St Paul's Cathedral, we raised over £2,000 to support the London Refugee Response.
- After the publication of another dire report on the climate crisis and our role in it, we partnered with other international churches to plan special Climate Sunday services around the start of COP-26 in Glasgow. We wrote a common prayer to be used in all of our churches. There is still so much more we can be doing as a congregation, and I look forward to deepening this work in the new year.
- In addition, we used our expertise and our resources to help other community partners when they reached out support,

including offering volunteers and logistical support to other cold weather shelter partners, making space available for local choirs at short notice and assisting other groups to support refugees arriving across the city.

Becoming Ever More Welcoming

Throughout all of these moments, I am always amazed that the people we encounter and work alongside *want to know more!* They do not simply want to know *what* we are doing as a church by *why* we are so involved in the world around us. The reality is a simple truth that has always been known to us: our faith calls us to service in meaningful ways, and that includes opening ourselves to an ever-expanding vision of what engaging in the world around us means. We have always been a welcoming church, but throughout the year, we have been living into that with greater intentionality in multiple ways:

- We joined the Welcome Churches Network which supports churches across the UK to welcome recently-arrived Syrians, Hong Kong'ers and Afghans through advocacy, prayer and direct action.
- Our *Becoming Antiracist* group shifted their focus over the year to *Being Inclusive*. We read *The Vanishing Half*, *God is Not a White Man* and *Queer Prophets*, focusing on issues of race, gender and sexuality. Amidst this work, there was lament that the wider church has not always been the welcoming, inclusive place God calls us to be; but we recognized that is the sort of church we want to be and become.
- One key focus for the group was a brief study on our connections to George Whitefield and other historical movements associated with the church. Whitefield had a complicated, contradictory relationship with slavery in the 1700s, and we want to begin addressing that legacy in various ways.
- Stemming from the conversations on gender and sexuality and joining together with other threads in the church, we began a discussion on registering for equal marriage as a potential step in becoming a more inclusive congregation. Thus far, we've had multiple one-one-one and group conversations on the social, theological and moral implications for us as a community, and I am excited that this dialogue is continuing into the new year as we look to hold a vote on the topic at our next congregational meeting. Many thanks to Elodie Lasserre and the rest of the Church Council and Ministry Team for their leadership and discernment throughout.
- Finally, recognizing that we want to ensure the American International Church continues to be a welcoming and inclusive place, we are developing a working group which will take this work forward. Together, we hope they will help us draft an inclusion statement that not only holds us accountable as a church but that also helps us communicate our values to those outside of the church in a more meaningful way.

Of course, all of the "ordinary" work of the church continued as well! Pastoral contacts and fellowship events have evolved from text messages and online choir gatherings to picnics in the park and lunches after church. Sunday mornings have shifted from online-focused to in-person, and I have preached and led worship a number of times throughout the year. This shift to a physical presence over a digital one demands more time and a different sort of energy than the work from home routine so many of us have become accustomed to, but I am looking forward to the new opportunities that will be unlocked as a result of renewed collaboration.

It has also been a long season of admin, culminating in handing over most administrative responsibilities to our new Church Administrator, Chris Omaweng, in September. He has been a gift to our team and to the church, and his presence will help me refocus on growing connections between our congregation and the communities around us. Notable admin projects which were completed in the year included setting up a new holiday-tracking system, further digitizing our record-keeping, completing the new lease to our property at Stuart Tower, assisting with utilities and insurance calculations and opening up four new bank accounts that will match our new charitable structure. There is still significant work to do to migrate all of our existing financials from HSBC to Barclays, but most of that is in-process or being handed over.

It has been a busy season of ministry! We have been doing so much together on our small patch of Tottenham Court Road, the impacts of which are being felt far beyond the walls of the church. This is a good thing! But it has also demanded so much of us over the past year that it is only now that we can look back and see the narrative threading its way through all the work that we do: *being present enables relationships to grow and flourish; responding to the needs around us allows us to live into our faith more deeply; becoming a more inclusive place helps us to better exemplify the love of God for all of creation.*

I pray that we continue this work—the mundane and the extraordinary—in the year ahead, and I give thanks for all who have been a part of the journey thus far. Without you, we would not be able to grow and respond and reach out in the ways we have over the past year. Thank you for continuing to guide and strengthen this community on Tottenham Court Road.

Jonathan Miller
Community Minister

Fellowship

Although we hate to mention it, London began 2021 in a lockdown and AIC in another interesting and innovative year of church fellowship. Nevertheless, our community ended the year having forged connections that weren't present before and having proved our resilience in welcoming each other and uniting together, even if sporadically and in the midst of challenges like masks and social distancing.

Throughout the year, whether our worship services were happening online or in person, our ministry team was able to continue the work of connecting our congregation. The 2020 development of pastoral contacts by phone, WhatsApp, and Zoom continued into another year and helped our daily lives intertwine with the church as a whole. The ministry team met with many people for walks and one-to-one meetups outdoors, even during periods social distancing prevented more traditional fellowship events.

Online gathering did happen in forms that are now familiar to us. Virtual Fellowship Hour continued each Sunday by Zoom for the first quarter of the year. Sunday evening worship continued by Zoom twice monthly in the first quarter, focused on telling stories and deepening our relationships with each other as we shared communion. Our "Young Professionals" gathered multiple times, beginning on Zoom in the first half of the year and finally arranging to meet in person in December after nearly two years of virtual chats.

A turning point came with warmer weather as we were able to host summer picnics in five parks around London in June, July, and August. More than 25 total people joined to meet other AIC members who live in their part of our city. And though it was not part of the church's programmes, many of our members and families found a turning point when they were able to travel abroad for the first time in months to reunite with family and friends.

In the autumn, parents of babies and young children gathered before worship to meet others in the same chapter of life and to introduce their children to the recently remodeled and reopened crèche. Undoubtedly you will read about these things in other reports, but our ongoing Zoom Bible study, Becoming Antiracist/Being Inclusive book group, and our autumn conversations about inclusion and equal marriage facilitated fellowship and deepening relationships among our members and attenders. Stories and values were shared that invited us into each others' lives more intimately than we can in a worship service.

The crescendo of our fellowship for the year happened when we could once more host the Thanksgiving Luncheon in November after it was canceled in 2020. More than 50 people gathered to eat and celebrate together with gratitude in our hearts, and for one of our largest gatherings of the year. Thanks to Elodie Lasserre and Josh Mills-Knutsen for organizing the food, Nicole Joffe for coordinating (Jared wrote this bit), our youth for setting up the dining tables, and for the many volunteers who served and cleaned up.

Our gratitude goes out to all of our community members who ministered to each other this past year by showing up and offering a time of conversation and connection. We may have taken the ministry of fellowship for granted in the past, but no more. Your presence with us makes a difference in the lives of all who gather.

Nicole Joffe
Church Council, Fellowship

Rev. Jared Jagers
Associate Minister of Faith Formation



Faith Formation

Faith formation among the AIC community continued to develop in 2021 in ways that are now familiar to us, but that might not fit the traditional ways we have gathered together to learn and grow. I think that we've all been tempted to look back on the past two years and lament the loss of some of those traditional things like Bible study sitting around a table together and hugging a neighbour in the pew during the Passing of the Peace (of course, I miss those things too). But let's not fail to see the profound ways that God has still been at work in our community and the ways the Spirit has continued teaching us to follow in the way of Christ.

Children

Our children's ministry began the year with online lessons recorded by our ministry staff. Jennifer, Jonathan, and I would teach a weekly "Children's Bible Story Time" in which we told a story and asked some curious questions to help our children learn to think about their faith and talk about it with their parents. After a summer break in August, we kicked off the autumn with a family picnic that was disrupted for very good reasons: our families were able to travel to see family or to restart their routines and activities for the first time in months.

Youth

Our youth group continued meeting over Zoom for the first half of 2021 and built relationships and studied the biblical "stories that shape us." Two in-person events demonstrated the commitment and maturity of our youth. First, 23 May was Youth Sunday in which our students crafted our worship service. They wrote prayers, suggested themes and the tone for our music, led the service, and two of our older students preached a sermon in interview format (Benjamin Mills-Knutsen and David Aisa Miller). Second, our youth volunteered to set up for the churchwide Thanksgiving Luncheon in November. As expected, they eagerly helped to prepare the Main Hall to host our first shared meal in nearly two years. The surprise came when they sat down to eat together, forming a "youth table" for the first time in recent memory because they had established relationships with each other through frequent Zoom gatherings.

Children & Youth Together

Ministry to our families continued via post with a "Lent in the Living Room," following a similar pattern to our Advent 2020 parcels. A Lent parcel was sent to our families with liturgy and devotions for families to observe the season of Lent together.

In the autumn, we experimented with some new formats for children & youth with a joint lunch and Sunday School class after worship, and with a PrayGround in the sanctuary for children to join in the worship service through creativity and curiosity.

In December, we once again hosted an unrehearsed Nativity Play, gathering around 15 of our children and youth and one of our highest attended Sundays in person since the easing of lockdowns.

Adults

Sunday morning Zoom Bible study continued to be the backbone of adult faith formation with a group of 6-12 who consistently attended.

The most significant growth in our communally practised faith came with our conversations about inclusion and equal marriage in the autumn of 2021. These took place through book studies in the Becoming Antiracist/Being Inclusive group, in Bible study where multiple weeks were spent on scriptures related to sexuality and marriage, and in a discussion forum between Pastor Jennifer and Rev. Dr. John Bradbury (General Secretary of the URC and member of AIC). I witnessed our community opening up their hearts and lives to each other in new and deeper ways, and I heard stories of the ways that these conversations facilitated the Spirit's growth in individual faith.

It's not always easy to measure and develop KPIs for the development and maturation of faith, but we have certainly grown together this year as a community, as a church, and as a place for families to embrace faith together. I eagerly look forward to where this momentum and the Spirit's guidance will take us in 2022.

Rev. Jared Jagers

Associate Minister of Faith Formation





Missions and Outreach

It has been a busy season for the mission and outreach work of the church—and for the partners that we support—since I joined the Church Council in the spring. We were able to not only maintain all of our existing partnerships and relationships but grow new ones.

We supported the cold weather shelter's move to a local hotel by providing £4,800 in unallocated Mission funding to cover Wednesday evening operating costs. In addition to this, we continued to support the shelter with volunteers and expertise during a year of transition for C4WS. Similarly, we have maintained our strong relationship with The Soup Kitchen which operates onsite as they continue to operate a takeaway-only service five days a week for over a hundred of our most vulnerable neighbors.

Along with serving and creating space for community for those who have found themselves without adequate food or shelter, we have also expanded our work with people who have been forced to leave their homes and resettle in London as refugees. Our West End Welcome community sponsorship group marked the end of their formal commitment with the Home Office in January 2021. The two sisters we sponsored are doing well, and informal support continues to be provided by Jonathan Miller and others in the group. In August, we began to get involved with Afghans who were arriving in London hotels with no immediate plans for resettlement. We continue to support an Afghan family alongside other local partners, and we raised just over £2,000 for the London Refugee Response at this year's Thanksgiving Day Service at St. Paul's Cathedral.

Mission partners Oli and Constance Smith continue to do good work church planting and community building in Walthamstow, and internationally, our partners Health Outreach to the Middle East and International Justice Mission consistently rise to new and diverse challenges in carrying out their vital work. In all of these partnerships, we offer support through prayer, financial contributions and program support.

Perhaps the work of the church that I am most proud of is our ongoing conversation on inclusion. Building on discussions had in our *Becoming Antiracist/Being Inclusive* Book Group, the Church Council began to spend significant time considering how we can broaden the welcoming nature of AIC that so many people already experience to be intentionally inclusive of all. This year, we paid particular attention to LGBTQ+ voices in our community and together, we began exploring the question of registering the church for equal marriage. We introduced this conversation to the wider church at our AGM in September, and I look forward to continuing it in the new year. Thank you to our ministry team for their leadership and to all who have taken part in discussions so far.

All of these activities have helped us grow as a community which puts service and welcome at the heart of all that we do. I am thankful to all who have contributed to these aims, whether that was through the giving of your time, your resources or your skills...or simply through offering prayers and curious minds.

In Shared Service,

Elodie Lasserre
Church Council, Missions and Outreach

Jonathan Miller
Community Minister

Local Mission Partners

The Soup Kitchen @ AIC: Providing 120 plus meals a day, five days a week to the homeless and food insecure

C4WS Homeless Project: Hosting and providing wraparound support for up to 20 overnight guests once a week from November to March

West End Welcome: Partnering with other local institutions to sponsor and welcome refugees in central London

Oli and Constance Smith: Church-planting in Walthamstow with a passion for seeing those far from the Church encounter Christ for the first time

Global Outreach Partners

International Justice Mission, Cebu Office: Working with local governments and communities in the developing world to fight slavery and sex trafficking

Health Outreach to the Middle East: Supporting eighteen low-cost clinics, hospitals and medical projects throughout the Middle East



Shelter Reflection

**Written in June 2021 for the C4WS Homeless Project Annual Report*

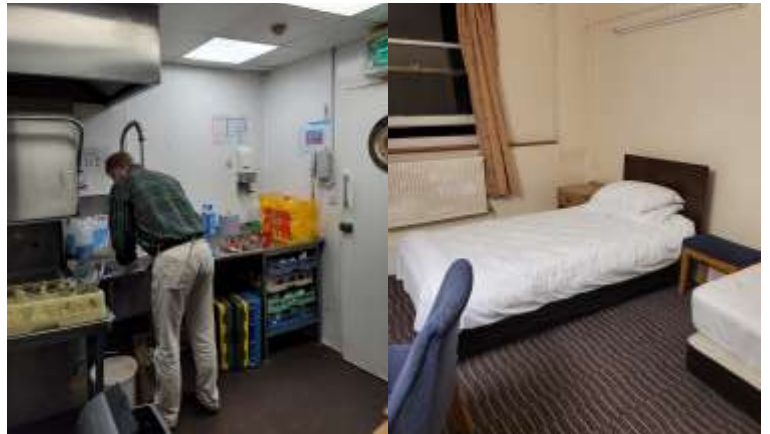
Planning and coordinating a shelter venue is never a simple task: there are supplies to order, volunteers to organize, rooms to clean, meals to prep, lights to turn off, doors to lock...the list at the start of each shelter season (and each shelter evening) is immense! Often times, venue coordinators are so busy making sure that everything gets done that there is little time for pausing and stepping back. My mantra is always: the volunteers are there for the guests, and I am there for the volunteers, working behind the scenes to help everything run smoothly.

That meant that when it was decided that the shelter would be at a permanent venue this year, we all knew the job would be herculean. Amazingly, most of the coordinating was done directly by the C4WS staff team and their partners at the hotel, and we owe them massive thanks. Above all else, the regularity of things such as catered meals and a 24/7 facilities team meant we as coordinators could simply be *present* in ways we normally would not be able to when running around our respective venues.

During my shifts at the shelter, this meant taking time to play a game of Ludo with guests and volunteers; sitting down for a morning coffee to hear about someone's plans for the day; and hearing who did what during the latest community garden project. And while this meant that a lot of the things we love about the regular shelter season—preparing a meal together, bringing the community together, meeting new volunteers—were mostly missing, it was a chance to re-center the shelter experience (at least for the coordinators) on the guests we were serving.

Amidst all the changes and struggles of the shelter season, I am most grateful for that.

Jonathan Miller
Community Minister



Personnel

With the COVID virus ever present, and COVID restrictions continuing, it was a challenging year for us all, including the staff at AIC.

This COVID environment added stresses and complications and called for new ways of working to deliver our ministries. Managing and delivering our activity through COVID required resilience, flexibility and adaptability. We did it, and did it successfully.

AIC utilised the Government Furlough scheme for some non-ministry members of staff who were unable to continue their normal functions due to COVID restrictions. This not only supported our team, but allowed us to better manage our costs during times of restriction.

Through all of this I am pleased to report that our people rose to the challenge and responded admirably to the ever changing circumstances.

For our ministry team, the continuation of on-line services and programs together with hybrid in-person gatherings in the Sanctuary and beyond required extra and skill. Importantly, it also allowed us to continue with the vital ministries of AIC.

Jared Jagers, our Associate Minister for Faith Formation, who arrived at AIC just before the COVID pandemic hit, has continued to settle in nicely and has become an active and vital member of the team and the ministries of AIC.

We also welcomed Chris Omaweng, our new Church Administrator. This role is central to the administrative running of AIC and we are delighted to have Chris with us.

Pastor Jennifer, and her team, have continued to show their creativity, passion and faithfulness in navigating through these COVID times in continuing to successfully deliver the important work of the church.

Stephen Howard
Church Council, Personnel



Treasurer's Report

Summary

AIC had a tough year in 2021, finishing with a net loss of (£123,000) vs. (£38,000) loss in 2020 and a cash balance of £70,000. The (£123,000) loss was in line with the revised June 2021 budget of (£120,000) (the "Revised Budget"), and (£23,000) worse than the September 21 estimate of (£100,000), due to weaker Q4 results than forecast at Latchcourt. The Omicron-related Covid spike in Q4 negatively impacted Q4 revenues.

The main drivers of the 2021 loss were: i) a dip in giving, at £132,000, £17,000 short of the Revised Budget target; ii) £25,000 overspend on facilities vs. budget, due mainly to the decision to proceed with the much-deferred exterior renovation of the Parkhill manse; and iii) £75,000 business interruption insurance payment assumed in the budget, which failed to materialize in 2021. These cost headwinds were partially mitigated by tight control over overheads and administrative expenses, and the benefit of £26,000 of JRS support scheme.

Giving

AIC continued to enjoy the strong support of its members. After the exceptional level of giving recorded in 2020, giving fell back, as anticipated. 2021 giving, including total offerings and gift aid, totalled £132,000, (27)% down from the exceptional level of 2020 – £182,000 – and £17,000 short of the revised 2021 budget of £149,000. For reference purposes, in 2019, the last "normal" year before COVID, charitable giving totalled £136,000.

Latchcourt

AIC remains dependent on income from rents received from the food market stalls, Main Hall and other rooms, all managed through Latchcourt. Latchcourt recovered strongly from 2020, with sales up by 45%, from £185,000 to £268,000. After overheads, Latchcourt contribution of £195,000 was in line with the Revised Budget.

Expenses

Total expenses were about 2% above Revised Budget, at £528,000 vs. £516,000, mainly due higher facilities expenses, whilst personnel expenses, including Latchcourt overheads, were in line with Revised Budget at £282,000. Note that the 2021 personnel expenses included a £26,000 benefit from the Government JRS (£56,000 benefit in 2020).

The Church Facilities expense totalled £210,000, a year-on-year increase of £96,000, and 9% above budget. The AIC Council actioned two major, much deferred projects in 2021: i) the re-pointing and façade work of the AIC building, costing £87,000; and ii) the renovation of the Parkhill manse – AIC share: £13,000 - originally planned for 2019-20 and which was not included in the 2021 budget. Both projects were completed on time and within contractors' estimates.

The three main reasons for the facilities budget overrun were i) the AIC's £13,000 share of the Parkhill manse renovation which was not included in the original budget; and ii) the £7,000 creche refit project reclassified by the accountants as maintenance rather than capital expense; and iii) the pointing project, which cost £6,000 more than originally budgeted,

Insurance

Finally, the payment to AIC under its business interruption insurance policy was delayed into 2022, against the budget assumption of £75,000 payment received in 2021. The outgoing treasurer and AIC leadership have worked extensively with the insurance company and the loss adjuster to present and justify the AIC claim. In February 2022, the insurance company informed the AIC that they would make a £100,000 interim payment in the first half of 2022.

2022 Budget Outlook

Whilst the situation regarding Covid remains volatile, the current indication is that the lifting of Covid-related restrictions is sustainable. This drives our underlying general assumption of a return to normal church activity in 2022, with a modest – £25,000 – profit, from the (£123,000) loss suffered in 2021.

Giving is projected to recover to the 2019 level, thanks to the growth of the congregation and of service attendance resulting from the easing of Covid restrictions and from the investment in fellowship. Latchcourt is also projected to continue to recover, with its contribution back to 2019 level.

A further upside vs. 2021 is that the budget assumes no spend on major maintenance projects. In 2021, the AIC spent £111,000 on the church building repointing and the Parkhill manse.

The 2022 budget includes the £100,000 interim payment under the AIC business interruption claim, received in March 2022. The AIC still has a residual claim under its business interruption insurance policy; no payment under the residual claim has been assumed in the budget.

The main 2022 budget headwind is the 30% year-on-year increase in personnel expenses, reflecting the assumption that AIC returns to normal staffing levels post pandemic, the end of the JRS benefit, and the impact of inflation.

The 2022 budget also assumes a modest increase in program-related spending, with total program spending back to 2019 level, consistent with the resumption of normal activities at the AIC.

Liquidity

- In anticipation of the £114,000 loss and to cover the cost of the major maintenance projects, the AIC Council authorized the sale of £80,000 from the investment portfolio.
- AIC recovered 46% of the manse renovation expenditure, or £11,000, from the manse leaseholders, with £5,500 received in 2021 and £5,500 received in January 22.
- AIC liquidity – bank balances – stood around £70,000 at year-end, above the £50,000 minimum threshold.
- In addition to the £70,000 cash balances, the liquidity and solvency position of AIC is bolstered by the £824,000 investment account.

Capital Projects

The AIC carried out two major maintenance projects in 2021, both completed on time and on budget.

- Wall Walker Pointing project (£87,000). The project involved replacing the failing mortar on the roof and façade of the church in order to protect the brick work, as well as clearing the church gutters, and carrying out an inspection of the roof. The work was completed on time and budget, without the need for extensive scaffolding, and with the anchor points installed by the rope access specialists remaining in place if and when further maintenance work is required.
- After a 2-year delay caused largely by Covid, the AIC actioned the exterior renovation work on the Parkhill Manse, addressing issues of general maintenance, as well as water damage and leaks. The roof of the manse was also inspected as part of the project, with the inspection establishing no need for any roof maintenance work. The renovation works were completed on time and on budget, with 50% of the GBP £24,000 recovered from the first and second floor leaseholders, as part of the service charge.
- Whilst not strictly falling under the category of major projects, the church boiler developed a fault in October, now fixed, at a cost of c. £1,000. For reference, replacing the aging AIC boiler could cost around £200,000, before any green subsidy.

Investment Funds

AIC ended the year with £824,000 in its investment funds vs. £904,000 at the beginning of the year. £80,000 of investments were sold during the year to cover the cost of the maintenance projects undertaken in 2021 as it became clear that the receipt of the payment under the AIC business interruption claim would most likely be delayed into 2022.

As well as to keep investment income at an acceptable level, the target remains to keep the investment balances in socially Responsible Funds.

The AIC is in the final stages of updating its Reserve and Investment Policy. The updating process was initiated by the outgoing treasurer Nancy Rafanelli and anticipated to complete in Q2, 2022. The updated policy provides greater clarity on the management of the working capital cash balances held by AIC, the approval and funding of capital projects, the type of funds suitable for investment by AIC and the allocation of excess cash balances to investment funds.

Serge Ramin
Church Council, Treasurer

2022 Budget Notes

The 2022 budget shows a modest profit of £20,000 vs. (£123,000) loss in 2021.

The fundamental underlying assumption is that Covid is now under control; there are no further lockdowns or major Covid restrictions; the normal activities of the AIC resume in full, including worshipping, missions and fellowship. Potential upsides include a stronger recovery of Latchcourt, and receipt of final instalment of the business interruption payment in 2022 (£100,000 interim payment received in March 2022).

The 2022 profit projection is underpinned by:

- Recovery of charitable giving (and gift aid) towards 2019 levels;
- Recovery of Latchcourt contribution towards 2019 level;
- £100,000 business insurance interim payment, received in March 2022;
- No major maintenance project, vs. c. £114,000 spend on major projects in 2021

This is partially mitigated by the c. £62,000 increase in personnel expenses vs. 2021, and to a lesser extent, the £8,000 increase in program-related spending to reflect AIC activities returning to normal.

Reconciliation: 2021 Result to 2022 Result

Opening Position

2021 Result	(123,000)
2022 vs. 2021: + Improvement / - (Headwind)	
Charitable Giving Recovery	+ 10,000
Latchcourt Improvement	+ 22,000
Business Insurance Payment	+ 100,000
Facilities Maintenance Expenditure	+ 80,000
Personnel (incl. JRS)	(62,000)
Other (Missions, Other...)	(7,000)

Ending Position

2022 Profit Forecast	20,000
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Income

- We have assumed that total giving, including gift aid, grows by £11,000, to recover to 2019 levels. Underpinning the growth in giving is the investment in fellowship, which is helping rebuild the size of the congregation. The larger congregation will over time result in a higher giving.
- We have assumed that Latchcourt contributions will be £230,000, in line with the 2019 result. This is based on estimates for 70% occupancy of the food market stalls, at list prices, throughout the year, and 70% occupancy for the 2 main rooms, at list prices, throughout the year. For reference purposes, the original 2020 budget, pre-Covid, forecast a £280,000 contribution from Latchcourt.
- Total income for 2022, excluding the business interruption insurance payment, is budgeted to be approximately £34,000 higher than 2021 actual.

Expenditures

- Budget levels for programs have increased by £8,000, to £45,000 to reflect the rebuilding of activity. For reference, program spend amounted to £50,000 in 2019. Since 2019, The Soup Kitchen has become self-funding, makes a contribution to utility costs and no longer receives an allocation from AIC. In 2019, AIC allocated £8,000 to The Soup Kitchen.
- Personnel expense has increased by £62,000 compared to 2021 actual, mainly reflecting the loss of the JRS benefit – £26,000 in 2021; £56,000 in 2020 – inflation-related salary increases, and the return of AIC to full staffing.
- Church Facilities expense has been decreased by £80,000 to reflect the lack of major maintenance project vs. 2021.
- Bookkeeping expense is held at £3,000, due to the generous gift of AIC's accountant Munish Khanna who now donates his services.
- Legal expense has been reduced to £6,000 vs. £9,000 actual spend in 2021, as the conversion of AIC to UK charity status finally takes effect.

2022 Budget

Income Statement	2022	2021 Actual	2020 Actual	2019 Actual
Income				
Pledges - Regular Contributions	70,627	60,458	96,122	70,627
Identifiable Gifts	32,728	35,823	43,737	32,728
Plate Contributions	6,875	2,563	5,500	6,875
Gift Aid / Deed of Covenant Income	25,839	24,070	26,595	25,839
Flowers - identifiable contributions	-	-	-	-
Other gifts - designated & restricted	6,287	9,229	-	6,287
Total Giving	142,355	132,143	171,954	142,355
Latchcourt Contributions	215,858	193,627	120,477	230,165
HMRC JRS	-	26,000	56,000	-
Investment Income	12,000	15,901	18,719	23,465
Soup Kitchen - Payment for Utilities	4,200			
Business Interruption Insurance Payment	100,000			
Total Income	474,413	367,671	367,149	395,985
Expenditures	2022	2021 Actual	2020 Actual	2019 Actual
Worship & Missions				
Total Worship & Missions Expenses	47,862	39,754	29,222	49,880
Total Personnel Expenses (b4 JRS)	270,844	235,474	252,904	204,086
Gross Profit/Loss - Total Income minus Worship, Mission ar	155,706	92,443	85,024	142,020
Total Facilities, Admin & Finance Expenses	136,058	215,640	115,617	156,081
Total Costs and Expenditures	454,764	490,868	397,742	410,046
Net Profit/Loss	19,649	(123,197)	(30,593)	(14,061)

2021 Leadership Team

Ministry Team

Jennifer Mills-Knutsen, *Senior Minister*
Jared Jagers, *Associate Minister*
Jonathan Miller, *Community Minister*
Scott Stroman, *Director of Worship and Music*

Church Staff

Monty Strikes, *Building and Business Manager*
Chris Omaweng, *Office Manager*
Alex Brown, *Soup Kitchen Director*
Munish Khanna, *Accountant*
Monica Watson and Gul Erdogan, *Crèche*
Clive Munro, *Security*
Malina Metodieva, *Cleaning*

Receptionists

Yemi Adenle
Rosie Armstrong
Amanda Bellamy
Orlando Brooke
Sophie Brooke
Manuel Cervantes
KD Choi
Dan Grigson
Sabine Jorge

Church Council

Rob Thomas, *President*
Stephen Howard, *Vice President and Personnel*
Michelle Miller, *Secretary*
Nancy Rafanelli, *Treasurer*
Serge Ramin, *Assistant Treasurer*
Will Jungman, *Facilities*
Elodie Lasserre, *Missions*
Nicole Joffe, *Fellowship*
Janet Reyes, *Christian Education*
Tangy Morgan, *At Large*

Nominating Committee

Robin Brantley
Melissa Janssen
Sue Stroman



Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 December 2021
for
American International Church

American International Church Trustees' Report **for The Year Ending 31st December 2021**

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISORS FOR THE YEAR ENDING 31ST DECEMBER 2021

Trustees

Stephen Howard, President

Serge Ramin, Treasurer

Michelle Miller, Secretary

Emily Dema

Rev. Jared Jagers

Nicole Joffe

Elodie Lasserre

Rev. Jennifer Mills-Knutsen

Tangy Morgan

Charity Registered Number

1188087

Principal Office

The American International Church

79A Tottenham Court Road

London

W1T 4TD

Independent Examiner and Accountants

Brayan & Spencer Associates Ltd

25 Leeming Road

Borehamwood, Hertfordshire

WD6 4EB

The Trustees present their annual report together with the financial statements of the Charity for the period 1st January 2021 to 31st December 2021 and confirm that they comply with the requirements of the Charities Act 2011, the Charity's Bylaws, and the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP 2015).

**Independent Examiner's Report to the Trustees of
American International Church**

Independent examiner's report to the trustees of American International Church

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

Responsibilities and basis of report

As the charity's trustees of the Company (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 the 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 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 your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCCA 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 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.

Pat Sharma
FCCA

12 September 2022

American International Church

Statement of Financial Activities
for the Year Ended 31 December 2021

	Notes	Unrestricted funds £	Restricted fund £	31.12.21 Total funds £	31.12.20 Total funds £
Income and endowments from					
Donations and legacies		358,589	-	358,589	321,253
Expenditure on					
Raising funds		750	-	750	228,742
Other		<u>464,120</u>	<u>-</u>	<u>464,120</u>	<u>115,617</u>
Total		<u>464,870</u>	<u>-</u>	<u>464,870</u>	<u>344,359</u>
NET INCOME/(EXPENDITURE)		(106,281)	-	(106,281)	(23,106)
Reconciliation of funds					
Total funds brought forward		<u>1,336,895</u>	<u>-</u>	<u>1,336,895</u>	<u>1,386,413</u>
Total funds carried forward		<u><u>1,230,614</u></u>	<u><u>-</u></u>	<u><u>1,230,614</u></u>	<u><u>1,363,307</u></u>

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