

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.

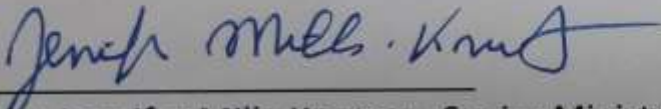
Some decisions require approval of the Membership of the American International Church. The congregation meets at least once a year to receive the Annual Report, approve the budget, elect new Trustees and address any other business.

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 Tany 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*

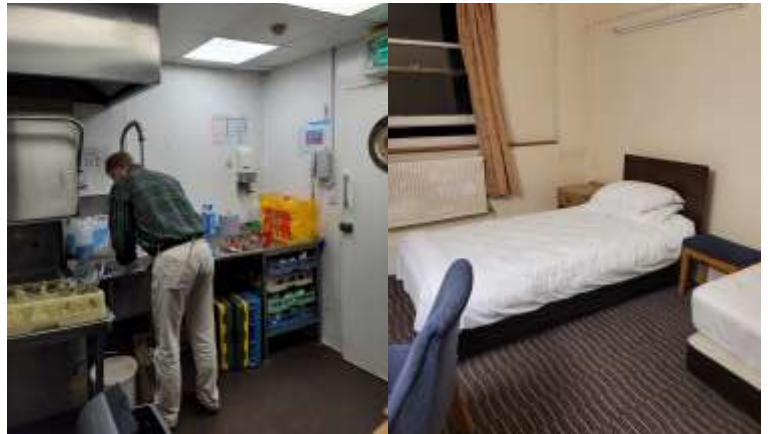
Planning and coordinating a shelter venue is never a simple task: there are supplies to order, volunteers to organize, rooms to clean, meals to prep, lights to turn off, doors to lock...the list at the start of each shelter season (and each shelter evening) is immense! Often times, venue coordinators 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

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				
Worship & Missions				
Total Worship & Missions Expenses	47,862	39,754	29,222	49,880
Total Personnel Expenses (b4 JRS)				
Total Personnel Expenses (b4 JRS)	270,844	235,474	252,904	204,086
Gross Profit/Loss - Total Income minus Worship, Mission and Personnel Expenses				
Gross Profit/Loss - Total Income minus Worship, Mission and Personnel Expenses	155,706	92,443	85,024	142,020
Total Facilities, Admin & Finance Expenses				
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>

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>