

# **American International Church Trustees' Report for The Year Ending 31<sup>st</sup> December 2022**

---

## **REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISORS FOR THE YEAR ENDING 31<sup>ST</sup> 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 31<sup>st</sup> 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 31<sup>st</sup> 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 31<sup>st</sup> 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 31<sup>st</sup> 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 "Jennifer 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 ('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.

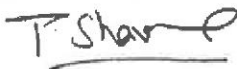
**Independent examiner's statement**

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 £
<b>INCOME AND ENDOWMENTS FROM</b>					
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	-
<b>Total</b>		<u>597,650</u>	<u>18,130</u>	<u>615,780</u>	<u>358,589</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>	4				
Charitable Activities		<u>519,300</u>	<u>-</u>	<u>519,300</u>	<u>464,870</u>
<b>NET INCOME/(EXPENDITURE)</b>		<u>78,350</u>	<u>18,130</u>	<u>96,480</u>	<u>(106,281)</u>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>1,245,265</u>	<u>14,377</u>	<u>1,259,642</u>	<u>1,365,923</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>1,323,615</u></u>	<u><u>32,507</u></u>	<u><u>1,356,122</u></u>	<u><u>1,259,642</u></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 £
<b>FIXED ASSETS</b>					
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>
<b>CURRENT ASSETS</b>					
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>
<b>CREDITORS</b>					
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>
<b>NET CURRENT ASSETS</b>					
		<u>159,217</u>	<u>32,507</u>	<u>191,724</u>	<u>123,771</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>1,356,615</u>	<u>32,507</u>	<u>1,389,122</u>	<u>1,292,642</u>
<b>CREDITORS</b>					
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>
<b>NET ASSETS</b>					
		<u>1,323,615</u>	<u>32,507</u>	<u>1,356,122</u>	<u>1,259,642</u>
<b>FUNDS</b>	12				
Unrestricted funds				1,323,615	1,245,265
Restricted funds				32,507	14,377
<b>TOTAL FUNDS</b>				<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 <sup>24</sup>10 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 £
<b>Cash flows from operating activities</b>			
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>
<b>Cash flows from investing activities</b>			
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>
<b>Change in cash and cash equivalents in the reporting period</b>		<u>54,242</u>	<u>(22,912)</u>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>101,715</u>	<u>124,627</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<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
	£	£
<b>Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)</b>	96,480	(106,281)
<b>Adjustments for:</b>		
(Increase)/decrease in debtors	(13,711)	27,446
Decrease in creditors	-	(4,805)
<b>Net cash provided by/(used in) operations</b>	<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
	£	£	£
<b>Net cash</b>			
Cash at bank	101,715	54,242	155,957
	<u>101,715</u>	<u>54,242</u>	<u>155,957</u>
<b>Total</b>	<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 £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	333,459	9,229	342,688
Investment income	15,901	-	15,901
<b>Total</b>	<b>349,360</b>	<b>9,229</b>	<b>358,589</b>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Charitable Activities	464,870	-	464,870
<b>NET INCOME/(EXPENDITURE)</b>	<b>(115,510)</b>	<b>9,229</b>	<b>(106,281)</b>
<b>RECONCILIATION OF FUNDS</b>			
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 £
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>1,245,265</u>	<u>14,377</u>	<u>1,259,642</u>

**7. TANGIBLE FIXED ASSETS**

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

**8. FIXED ASSET INVESTMENTS**

	Listed investments £
<b>MARKET VALUE</b>	
At 1 January 2022	987,859
Additions	28,527
At 31 December 2022	<u>1,016,386</u>
<b>NET BOOK VALUE</b>	
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 £
<b>Unrestricted funds</b>			
General fund	1,245,265	78,350	1,323,615
<b>Restricted funds</b>			
Restricted Fund	14,377	18,130	32,507
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	597,650	(519,300)	78,350
<b>Restricted funds</b>			
Restricted Fund	18,130	-	18,130
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	1,360,775	(115,510)	1,245,265
<b>Restricted funds</b>			
Restricted Fund	5,148	9,229	14,377
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	349,360	(464,870)	(115,510)
<b>Restricted funds</b>			
Restricted Fund	9,229	-	9,229
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	1,360,775	(37,160)	1,323,615
<b>Restricted funds</b>			
Restricted Fund	5,148	27,359	32,507
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	947,010	(984,170)	(37,160)
<b>Restricted funds</b>			
Restricted Fund	27,359	-	27,359
<b>TOTAL FUNDS</b>	<u>974,369</u>	<u>(984,170)</u>	<u>(9,801)</u>



**13. RELATED PARTY DISCLOSURES**

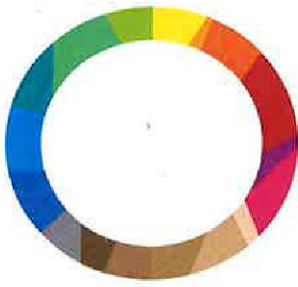
There were no related party transactions for the year ended 31 December 2022.

American International Church

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

	31.12.22 £	31.12.21 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations latchcourt	355,421	193,626
Donations	115,860	139,833
Gifts - Restricted	18,130	9,229
	<hr/>	<hr/>
	489,411	342,688
 <b>Investment income</b>		
Investment Income	20,570	15,901
 <b>Other income</b>		
Insurance Proceeds	105,799	-
	<hr/>	<hr/>
<b>Total incoming resources</b>	615,780	358,589
 <b>EXPENDITURE</b>		
<b>Charitable activities</b>		
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
	<hr/>	<hr/>
	519,300	464,870
 Total resources expended	<hr/>	<hr/>
	519,300	464,870
 <b>Net income/(expenditure)</b>	<hr/>	<hr/>
	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](http://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)	
<b>Current Position</b>	<b>765</b>	<b>as of 23/09/2023</b>

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.

2. 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

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

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

Beneficiary: American International Church

Sort Code: 20-41-50

Account Number: 53035123

- B) 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

- A. 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.
- B. 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](http://www.amchurch.co.uk) | [info@amchurch.co.uk](mailto:info@amchurch.co.uk)  
*A Congregation of the United Reformed Church*