

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

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

Trustees

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

Charity Registered Number

1188087

Principal Office

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

Independent Examiner and Accountants

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

Bankers

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

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

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

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

OBJECTIVES & ACTIVITIES

A. Our Aims & Objectives

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

B. Activities for Achieving Objectives

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

C. Public Benefit

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

D. Volunteers

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

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

E. Grantmaking

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

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

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

ACHIEVEMENTS & PERFORMANCE

A. Review of Activities

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

FINANCIAL REVIEW

A. Going Concern

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

B. Financial Summary and Reserves Policy

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

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

A. Constitution

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

B. Method of Appointment 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.

C. Disclosure of Paid Trustees

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

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

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

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

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

D. Disclosure of Expenses Paid to Trustees

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

E. Employees and Staff Costs

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

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

F. Report of Latchcourt Limited, Subsidiary Charitable Corporation

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

ORGANISATIONAL STRUCTURE AND DECISION-MAKING

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

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

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

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

PLANS FOR FUTURE PERIODS

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

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



Rev. Jennifer Mills-Knutsen, Senior Minister and Trustee

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

American International Church

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

	Page
Report of the Trustees	1 to 2
Independent Examiner's Report	3
Statement of Financial Activities	4
Statement of Financial Position	5 to 6
Statement of Cash Flows	7
Notes to the Statement of Cash Flows	8
Notes to the Financial Statements	9 to 14
Detailed Statement of Financial Activities	15

American International Church

Report of the Trustees

for the Year Ended 31 December 2023

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

OBJECTIVES AND ACTIVITIES

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

Charity constitution

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

Recruitment and appointment of new trustees

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

Organisational structure

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

Decision making

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

Key management remuneration

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

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

12074982 (England and Wales)

Registered Charity number

1188087

Registered office

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

American International Church

Report of the Trustees
for the Year Ended 31 December 2023

Trustees

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

Company Secretary

Michelle MILLER

Independent Examiner

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

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



Rev. Jennifer Mills-Knutsen - Trustee

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

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

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

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

Independent examiner's statement

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

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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



Pat Sharma
The Association of Chartered Certified Accountants

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

20 September 2024

American International Church

Statement of Financial Activities
for the Year Ended 31 December 2023

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

The notes form part of these financial statements

American International Church

Statement of Financial Position
31 December 2023

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

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

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

The trustees acknowledge their responsibilities for

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

The notes form part of these financial statements

American International Church

Statement of Financial Position - continued
31 December 2023

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

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



Jennifer Mills-Knutsen - Trustee

American International Church

Statement of Cash Flows
for the Year Ended 31 December 2023

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

The notes form part of these financial statements

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

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

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

2. ANALYSIS OF CHANGES IN NET FUNDS

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

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

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

Income

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

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

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

Taxation

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

Fund accounting

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

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

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

2. DONATIONS AND LEGACIES

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

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

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

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

3. INVESTMENT INCOME

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

4. CHARITABLE ACTIVITIES COSTS

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

5. TRUSTEES' REMUNERATION AND BENEFITS

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

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

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

Trustees' expenses

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

6. STAFF COSTS

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

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

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

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

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

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

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

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

8. TANGIBLE FIXED ASSETS

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

9. FIXED ASSET INVESTMENTS

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

There were no investment assets outside the UK.

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

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.23	31.12.22
	£	£
Trade creditors	<u>-</u>	<u>14,515</u>

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

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

13. MOVEMENT IN FUNDS

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

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

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

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

13. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

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

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

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

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

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

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

13. MOVEMENT IN FUNDS - continued

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

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

14. RELATED PARTY DISCLOSURES

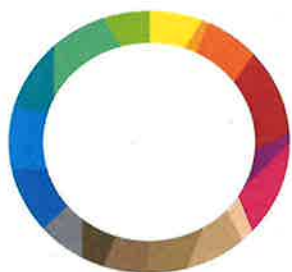
Latchcourt Limited is registered with Companies House as a charitable company. The entirety of Latchcourt shares are owned by the American International Church. The entire net proceeds from Latchcourt are gifted to the church, as it functions as the hiring agent for booking space at the American International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

American International Church

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

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

This page does not form part of the statutory financial statements



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At the Whitefield Memorial Church
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A Congregation of the United Reformed Church

2023 Annual Report



Senior Minister's Report

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

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

Worship and Faith Formation

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

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

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

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

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

Serving our Neighbours

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

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

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

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

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



Leadership and Administration

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

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

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

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

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

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

Sharing Good News

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

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

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

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

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

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

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

Conclusion

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

Faithfully,
Rev. Jennifer Mills-Knutsen



Associate Minister's Report



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

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

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

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

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

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

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

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

Rev. Jared Jagers



Community Engagement and Volunteer Coordinator's Report

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

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

Cold Weather Shelter

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

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



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

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

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

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

Refugee Befriending Program

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



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

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

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

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

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

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

Eco Church

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

Expanding our work relationally

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

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

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

With gratitude,

Brooke Rowan

Community Engagement and Volunteer Coordinator





Fellowship

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

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

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

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

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

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

Rev. Jared Jagers
Associate Minister



Membership and Outreach



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

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

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

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

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

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

Emily Dema
Church Council, Membership & Outreach

Rev. Jared Jagers
Associate Minister of Faith Formation



Personnel

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

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

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

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

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

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

Nicole Joffe
Church Council, Personnel



Faith Formation

Children

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

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

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

Youth

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

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

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

Children & Youth Together

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

Adults

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

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

Rev. Jared Jagers

Associate Minister of Faith Formation



Annual General Meeting

Sunday, 23 April 2023

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

I. Call to Order

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

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

II. Financial Matters

A. Treasurer's Report

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

B. 2023 Budget

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

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

III. Election of Council and Nominating Committee Members

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

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

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

V. Closing Prayer and Adjournment

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







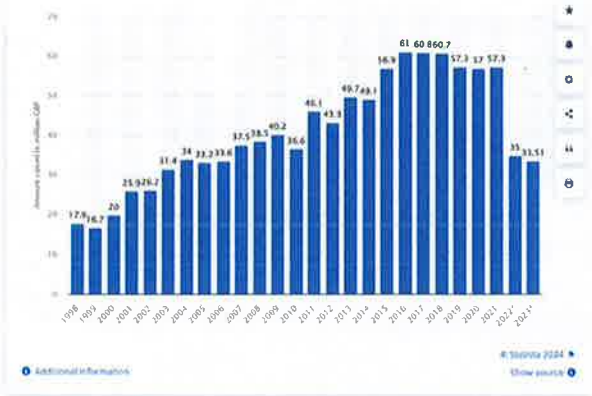
Treasurer's Report

Background

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

Economy & Politics • Economy

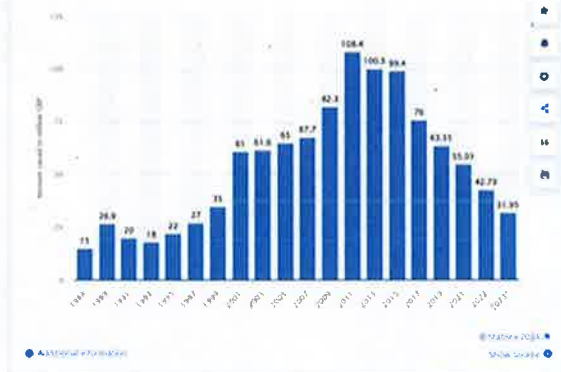
Amount raised by Children in Need in the United Kingdom from 1998 to 2023
(in million GBP)



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

Economy & Politics • Economy

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



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

From 2023 Budget to 2023 Estimated Result

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

From 2023 Estimated Budget to 2024 Budget

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

AIC Reserves (Cash + Investments) 2023

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

Treasurer's Message

In difficult times, we persevere, with your support!

GBP (105)K shortfall

GBP (108)K worse than Budget

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

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

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

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

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

Latchcourt Forward Booking Calendar and Activity Trend

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

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

Latchcourt Room Booking Activity

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

2023 Leadership Team

Ministry Team

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

Church Staff

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

Receptionists

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

Church Council

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

Nominating Committee

Oliver Lewis
Shirley Reyes
Stephen Howard



American International Church

You are welcome here.

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

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

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

Here, you can

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

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

You are welcome here.

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A Congregation of the United Reformed Church

